

# STEMETTES

STEMETTE  
FUTURES  
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# ANNUAL IMPACT REPORT

2025/26



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## OUR MISSION

Engage, inform, and connect the next generation of women and non-binary people in Science, Technology, Engineering, Arts, and Maths (STEAM) by showcasing a diversity of people working in STEAM.

## OUR VISION

All young women & non-binary people can make informed decisions about careers in Science, Technology, Engineering, Arts, and Maths (STEAM), so that women and non-binary people are proportionally represented in the field.

## OUR VALUES



### Respect

We are intentionally inclusive.



### Youth-centred

Our beneficiaries' voices are central to everything we do.



### Future Focused

We engage, inform, and connect our young people today so that they can become our future leaders in STEAM.



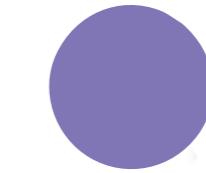
### Joy

We strive to create happiness, well-being and authenticity.



### Supportive

We recognise that it will take all of us, working together, to achieve our vision.



## LETTER FROM THE DIRECTOR

The year 2026 falls well within the latter half of what is turning out to be a transformational decade. While women now make up 27% of the core STEM workforce<sup>1</sup> (up from 26% in 2024), the pace of change remains a concern; at the current rate, it is estimated that we will not reach gender parity in the UK until 2070<sup>4</sup>. We carry a great responsibility to society to ensure our vision becomes a reality much sooner, particularly in high-growth fields like AI and Data, where representation still sits at just 22%<sup>2</sup>.

Since Stemettes began in 2013, our evolution has been driven by a powerful and ever-changing youth. Young people today are exceptional at ideating and spotting trends overlooked by others. Throughout 2025, our beneficiaries guided us through co-creation innovation days, ensuring our programmes remain relevant. This symbiosis was on full display as they supported our STEAM Practice Tri-fold launch, spoke at our International Day of Women and Girls in Science Roundtable at the House of Commons, and drove change through the Stemette Futures Youth Board. Our young people do not just participate; they guide us to push for the systemic changes required to reweave the tapestry of our ecosystem.

As an organisation, we have focused this year on scaling these interventions while strengthening our evidence base. In 2025, we supported 7,615 young people, refined our STEAM Seasons curation (where 60% of participants better understood the link between STEM and the Arts), and ran new Data Science Certification Academies. In keeping with our responsibility to our stakeholders, this year we:

- ★ Celebrated 10 years of Outbox Incubator, with alumni returning to make waves across the industry as leaders.
- ★ Contributed to the National Curriculum and Assessment Review, advocating for an inclusive educational future based on our 2024 Equitable Curriculum White Paper.

- ★ Received the Hän Honour from the Embassy of Finland for our international impact.
- ★ Completed a comprehensive literature review, which, with beneficiary feedback, has led to an upcoming revision of our Theory of Change.
- ★ Extended our support via 201 professional mentors and new peer-to-peer mentoring via the Stemette Society.

**In recognition of the importance of Stemettes' work, towards the end of 2025, I was appointed the DSIT Women in Technology Envoy.** In this role, I co-chair the Taskforce on increasing the proportion of women in technology alongside the Secretary of State for Science, Innovation and Technology. It was a proud moment to have six members of the Stemette Society join the launch, sharing their knowledge and views with the cross-sector group. Their stories represent the value in our young people and the work we've done to engage young women and non-binary people in a field that holds power and needs disrupting.

**I am eager for continued transformation and grateful to those in the Stemettes community who embody this desire.**

TeamStemette does not work in isolation; we are fortunate to have a network of partners, donors, and volunteers enabling our young people and us. Here's to an impactful and delightful 2026 for all of us.



*Anne-Marie Imafidon*

Dr Anne-Marie Imafidon MBE  
Director, Stemettes &  
Stemette Futures

Sources: <sup>1</sup> WISE Campaign / ONS Workforce Data 2025: Women in the UK core-STEM workforce recorded at ~27%.

<sup>2</sup> BCS (The Chartered Institute for IT) 2025 State of the Nation: Women represent 22% of specialists in AI and Data Science. <sup>3</sup> Internal Data: Preliminary 2025 impact tracking and Stemette Society engagement logs. <sup>4</sup> The Gender Pay Gap / Parity Projection: Current workforce growth analysis suggests parity reached by 2070 without intervention.

## LETTER FROM THE CHAIR OF THE STEMETTE FUTURES YOUTH BOARD

2025 has been an exciting year for the Stemettes Futures Youth Board. Throughout the year, our members have been as busy as ever being powerful advocates for collaboration. They have attended youth innovation days to co-develop Stemettes' interventions, developed a physical youth zine highlighting the 'A' in STEAM, and championed community and the power of active voices within the Stemettes Society. They've even visited the House of Commons, championing the importance of future-proofing the workforce. Our members have worked closely with TeamStemette this year on advocacy, social media, and a range of other areas of Stemettes' inner workings.

We've also seen youth board alumnae volunteering at events and interventions, returning to share their knowledge and experience - highlighting the strength of the Stemettes community and its ability to pay-it-forward.

Personally, I've had many exciting opportunities as part of the board, including representing Stemettes at an awards ceremony and sharing career and academia knowledge across the Stemettes Zine. Now, as I enter my final term as the Chair of the youth board, I'm looking back at everything our members have achieved and forward, feeling hopeful about the progress yet to come.

So, what's next for us? We're excited to shake up the inner workings of the board - new roles, new formats, and new projects. But even in the face of internal or external change, we will still progress towards our mission to inspire more girls, young women, and non-binary young people into STEAM. Part of this is due to the natural problem-solving, commitment, and ambition of our members, whose community I am proud to be a part of.



*Tosin Sonubi*

Tosin Sonubi  
Chairperson

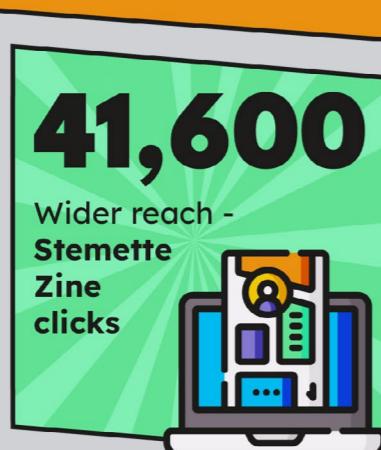
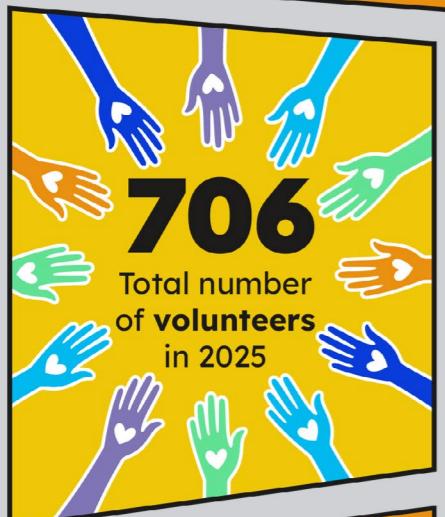
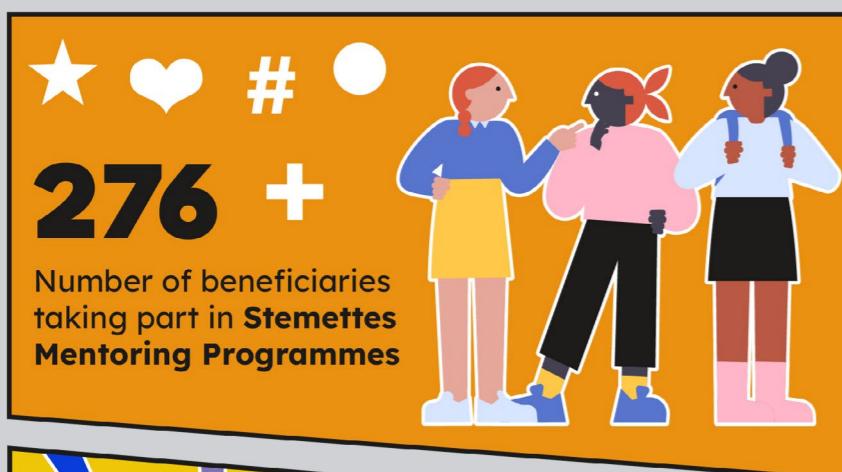
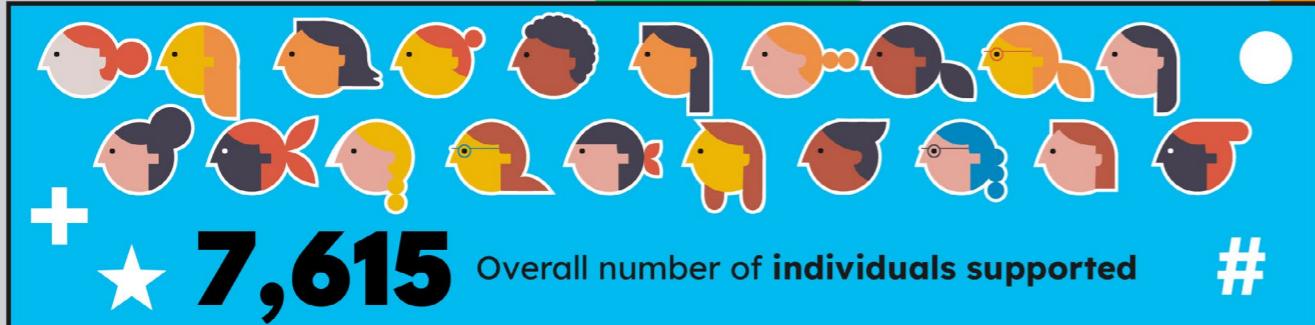


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## 2025 IN NUMBERS



**26%**  
of public event attendees were eligible for Free School Meals

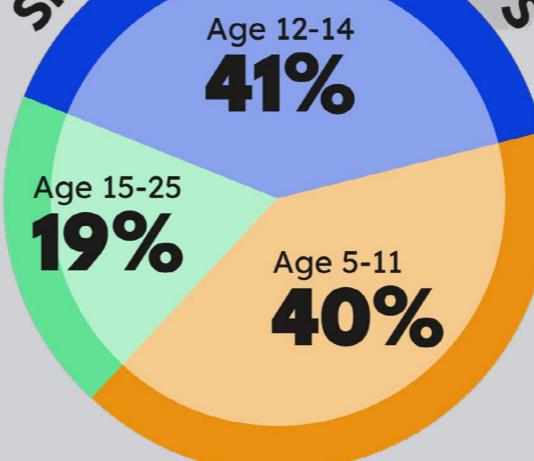
The national average is 25.7%

**62%**

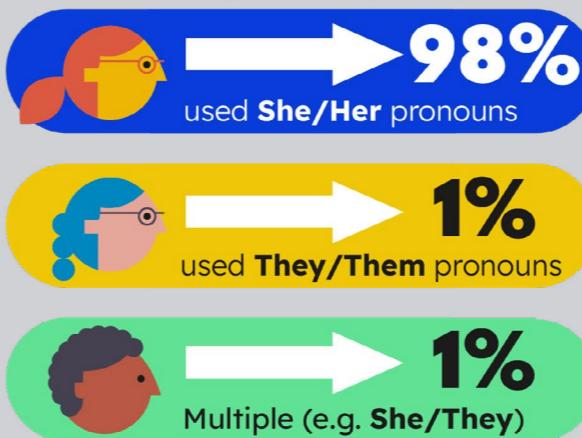
of beneficiaries have parents/guardians who do not work in STEAM roles



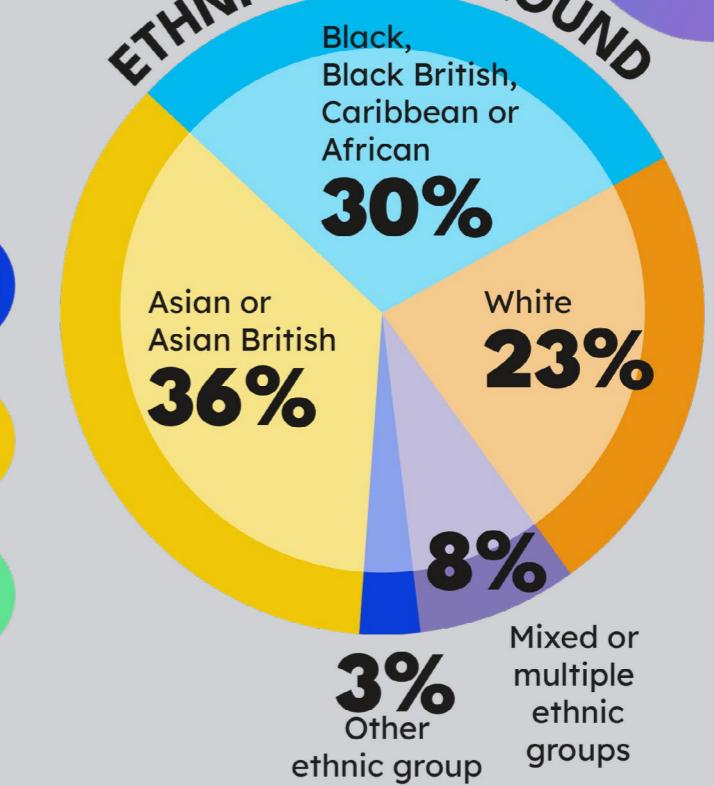
**SPLIT OF AGE GROUPS**



**PRONOUNS**



**ETHNIC BACKGROUND**



## OUR IMPACT



**86%** now see STEAM fields in a better light



**85%** have a better awareness and understanding of STEAM career options



**84%** now feel better connected to peers and role models in STEAM



## OUR IMPACT



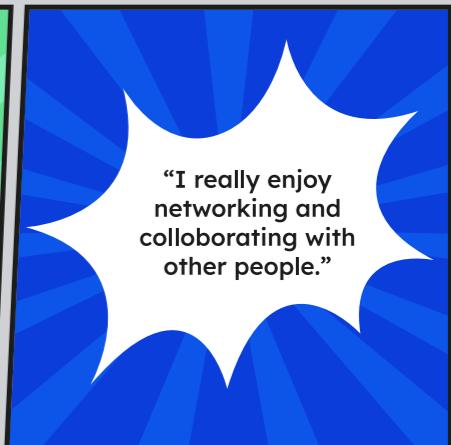
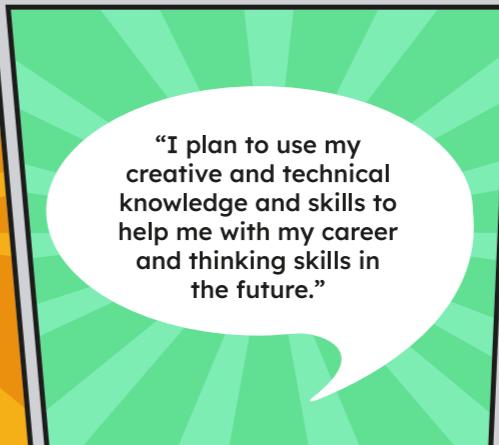
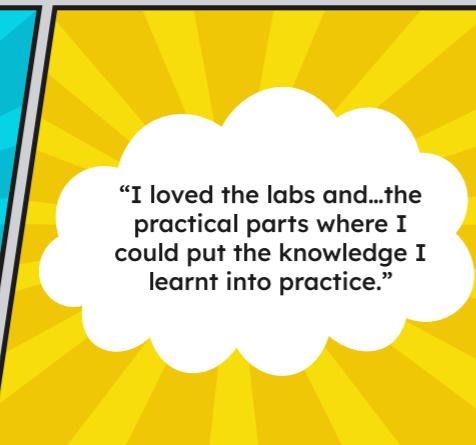
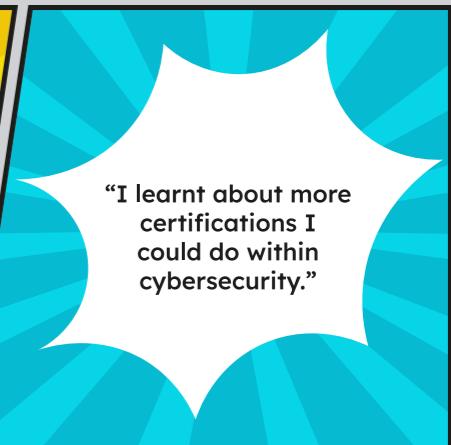
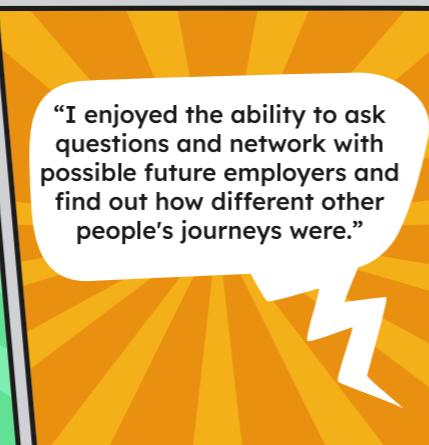
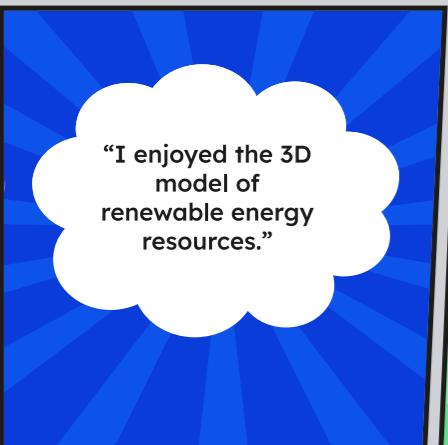
**83%** feel more confident in their STEAM abilities



**92%** learnt something new from the intervention



**67%** expressed an improvement in their overall mental well-being after attending one of events



## WHY STEAM?

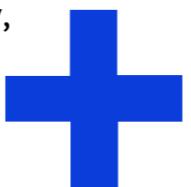
In 2021, we made the decision to recognise the importance of the arts in Science, Technology, Engineering, and Maths (STEM) by incorporating the 'A', changing what we do to align with Science, Technology, Engineering, Arts, and Maths (STEAM). Whilst technical, traditional, STEM tasks have always been important, highlighting the arts means recognising the human-centric skills, such as design, communication, problem-solving, and resilience, that are foundational to this field.

Technical skills were often seen as for those who are 'technically-minded' and had 'natural intelligence' - attributes which were traditionally genderised as male. The result of this historical gender stereotyping is girls, young women, and young non-binary people have been less likely to engage with and identify with STEM.

Now, human-centric skills emphasised by the 'A' in STEAM are becoming increasingly recognised. This offers a new and exciting opportunity for these underrepresented individuals to find belonging and identity in the fields they've felt excluded from, and also allows a pathway into core STEM fields that can otherwise feel closed off or unwelcoming.

Not only are these skills important to the workforce as a whole, but they also provide a better engagement across STEM subjects. This isn't a contention between the two skill sets, but a chance for connection. We believe that true innovation emerges when technical proficiency is combined with creativity, collaboration, critical thinking, and problem-solving.

So, the 'A' doesn't just highlight the importance of the arts, but also the opportunity to build a future where a better engagement in STEM builds a brighter, more inclusive future for all.



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## STEAM IN PRACTICE

Armed with knowledge of STEAM's power, we developed our activities to incorporate these skills in every aspect of what we do.

To make sure we cover all key aspects of STEAM, we divide our year into four 'seasons'. Each season delves deeper into both human-centric skills and creative, future-focused activities. This framework then fuels our content, events, and programmes to build a year-round curriculum of opportunities that are all beneficial for the future STEAM workplace.

Events such as our Stemettes Leadership Academies aim to develop an individual's personal qualities that are important to a range of STEAM related careers. Because of events like these, just over half of our attendees said the connection between STEM and the arts had strengthened for them personally.

Attendees of our hacks, both virtual and in-person, will explore themes such as developing products to revolutionise the future of food and creating apps to tackle climate change. Panel attendees hear from role models in the art and design industries, such as gaming, and our Zine offers advice, profiles, and explorations into topics like developing confidence, positive visualisation, and 3D modelling.

Over the past year, 71.8% of the girls, young women and non-binary young people who attended our events reported that STEM and the arts felt more connected, and 68.5% are now more likely to consider a career that combines elements of both STEM and the arts. We understand the importance of statistics like these, as we know that traditional STEM decreases engagement, and the inclusion of the arts provides an avenue for engagement to return. Through this feedback, we can see how exposure to STEAM builds understanding, inspires confidence, and develops ambition, particularly among girls and non-binary young people. For example, 83% of event attendees noted an improvement in their STEAM confidence after attending a Stemettes intervention.

From here, we will continue to understand the role STEAM will play in the future workplace, ensuring our beneficiaries are equipped with the skills and knowledge they need to thrive.



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## FINDING YOURSELF AT STEMETTES

Many of our beneficiaries have seen themselves reflected in others during their time at Stemettes. It's in these moments that our beneficiaries can feel closer to their future, and where opportunities open up.

21-year-old Isabella has engaged with Stemettes for over 10 years. Isabella shares that the first Stemettes event

**"really opened my eyes... it made me realise that tech is something that I, even as a child, can do, and isn't a piece of magic."**

From here, Isabella has joined many more events, also taking part in work experience and mentoring, and what began as a seed of belonging has grown to Isabella taking steps towards their STEAM future by completing a maths degree.

This feeling of belonging has also spread far and wide, especially with 24-year-old Sana. Living in Canada, Sana has

benefitted from joining Stemettes virtually. When asked about the most inspiring part of their Stemettes experience, Sana tells us,

**"It has been speaking directly with people in the industries I'm interested in. It seems such a small thing, but it's very inspiring and motivating to ask questions to professionals in a field or position I admire, and receive an answer."**

Sana's experience has led them to take part in projects outside their comfort zone, even receiving a CREST Gold award, and now they give back, telling us,

**"I love that I now know more and can support and promote any and all women, young people, people of colour whenever I can!"**



## NAVIGATING PRESSURES

To help tackle the pressures on educators, we're making things easier by keeping school needs at the heart of our STEAM learning events.

At St Anne's Catholic High School for Girls, Assistant Headteacher Damien Delaney became aware of Stemettes after speaking to HeadStemette Anne-Marie. Here, it became clear that Stemettes' offerings aligned with St Anne's commitment to aspiration, representation, and real-world learning. Incorporating interventions such as our free teaching resources into the classroom came easily, with Damien telling us,

**"The resources are flexible, easy to implement, and designed with the reality of a busy school life in mind. There is wonderful communication between the team, and it feels like a true partnership."**

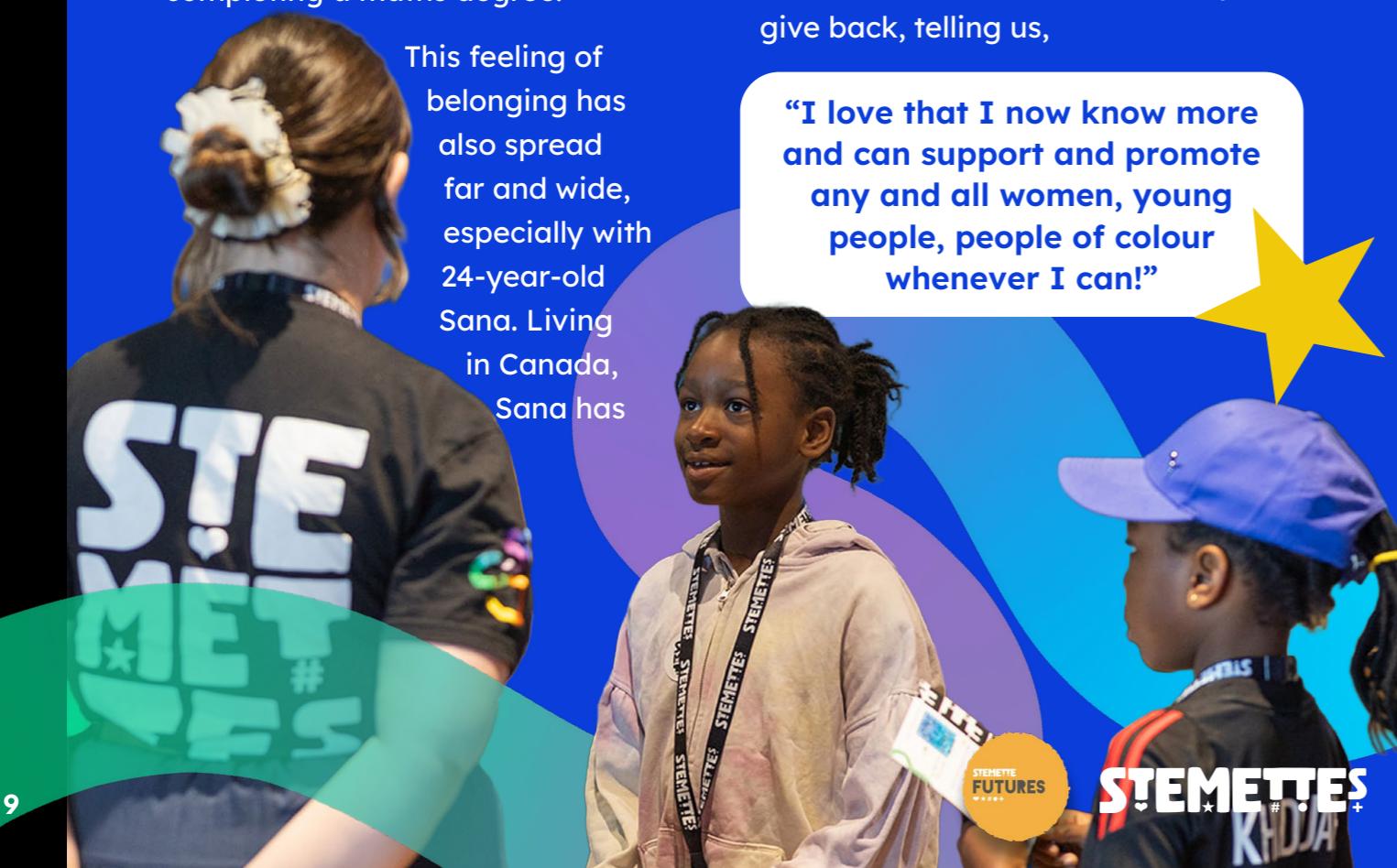
Speaking to Lynda Collins, Careers Lead at Kempston Academy, we hear that raising students' aspirations and exposing them to opportunities is at the heart of what they do. After all, Lynda tells us,

**"How do you aspire to an opportunity if you don't know it exists?"**

After taking part in a STEAM Goals event previously, Lynda was excited to register her students for another. Aside from boosting confidence, supporting school aims, and incorporating Gatsby benchmarks, Lynda tells us

**"what a fantastic opportunity for girls to find out for themselves all the possibilities open to them, and where STEM can take them."**

At Stemettes, we're delighted to be supporting students in making decisions about their STEAM futures.



## NURTURING STEAM LEARNING

Back in 2022, Patricia decided to register her daughter for a Stemettes event before the start of the new school term, and from this event grew a blossoming love of STEAM.

Now, when asked about how many events her daughter has participated in, she shares,

**“Too many to mention...in 2025 alone, she has attended 5 events already and even won Judges’ Choice twice!”**

A similar sentiment could be felt when speaking to Sylwia, who states that after attending their first event, her daughter, Soraya, was immediately involved.

**“Since then, she’s been a regular at all sorts of events and activities, taking a more active role as she’s grown.”**

For both families, the inspiration hasn’t stopped when the events have ended - being part of the Stemettes community has impacted their role as parents, too. Patricia

tells us that the events have improved her awareness, adding,

**“Being at these events encouraged me to believe that she has a fighting chance in the mostly male-dominated industries.”**

For Sylwia,

**“Stemettes has become part of our family life! We look forward to events together, planning the trip, getting excited, and chatting about what’s coming up.”**

Through these events, parents and guardians can see that knowledge is power and that acquiring it can be a joyful act.



## INSPIRATION THROUGH PARTNERSHIPS

In a world where time is more valuable than ever, spending your time on things that matter is all the more important. The good news - even the smallest moments can have the biggest impact.

When we spoke to Kristy, a Business Systems Analyst from Leidos, she told us that the most rewarding part of the partnership with Stemettes is

**“seeing the impact that even just a few hours of your time can have.”**

Leidos’ partnership with Stemettes began 6 years ago, when Kristy volunteered at an event during the COVID-19 lockdown. From an exciting experience, a partnership blossomed. Since then, Leidos have been involved in a plethora of experiences, from taking part in speed networking at virtual and in-person events, mentoring young women and young non-binary people as part of the Stemettes mentoring programme, and engaging in panel events as role-model panel members. These 6 years have been incredibly rewarding as Kristy tells us,

**“It provides great opportunities to enable the future workforce, network with peers, learn and grow alongside your mentees, develop your own skills and make an impact!”**

Olivia, the Digital Trust and Cyber Security Consultant and Women in

Tech network partnerships lead at The PA Foundation, first heard of the Stemettes partnership when she joined her new role. Since then, Olivia was inspired to work with Stemettes more closely due to

**“how impactful and rewarding the activities are for both participants and volunteers”**

and being keen to support initiatives that encourage and educate women and non-binary people about careers in technology. During the 3-year partnership, The PA Foundation has supported a number of interventions from Stemettes Certification Academies to hackathons, even speaking at our Round Table Discussion at the House of Commons. When discussing what encouragement Olivia has for others, she tells us,

**“Any support can make a meaningful difference, and I have seen firsthand how rewarding that can be.”**



## EMPOWERING FUTURE INNOVATORS

Despite venturing away from STEM during her university days, Alina found her way back, telling us,

**“I realised that my passion and skills lay in leveraging technology for impactful change.”**

Now, Alina has found her niche in product management, leading cross-functional teams and combining her love of technology with her leadership.

Empowered to share her passion and advocate for diversity in STEAM, Alina began volunteering at Stemettes. As a mentor, she's committed to breaking down barriers and helping young people see their potential in these fields, because, as she says,

**“Innovation thrives when different perspectives are brought to the table.”**

A particular highlight of Alina's mentoring experience was when she helped her mentee have her “aha!” moment when exploring different leadership styles. Watching her mentee's confidence grow was a powerful reminder of how early exposure to new ideas can change perspectives.

Not only has volunteering been impactful for the young girls and non-binary folks involved, but for Alina, too. Now, Alina feels more confident in her own STEAM journey:

**“It reaffirmed my commitment to fostering diversity in STEAM and helped me grow as a leader.”**

When we asked Alina what advice she has for others wanting to get involved with organisations like Stemettes, she told us,

**“I would say, go for it!”**

highlighting that

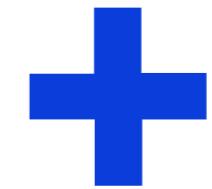
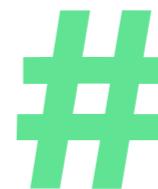
**“You'll witness firsthand the impact you can have on the next generation. It's incredibly fulfilling.”**



## THANK YOU

Everything we've achieved this year was made possible by our wonderful community of volunteers, partners, donors, and supporters. Your support in our mission fuels every success story, milestone, and life changed. Thank you for being here and helping create lasting impact.

- ★ Akamai
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## WAYS TO SUPPORT US

### Donate

[stemettes.org/donations](https://stemettes.org/donations)

Stemette Futures works alongside non-profit Stemettes.

Do you want to donate your time or space instead?

See how you can become a partner.

### Volunteer

[stemettes.org/volunteer](https://stemettes.org/volunteer)

By volunteering with Stemettes, you can play a key role in shaping the future of diversity in STEAM, one young person at a time. Sign up to our Volunteer Hub today to unlock our volunteering roles and opportunities.

### Subscribe

[stemettes.org/newsletter](https://stemettes.org/newsletter)

Take a look at our newsletters and choose how you'd like to keep up to date with Stemettes' happenings.

Share our newsletters and social media with your community as well, to help us reach a wider audience.

### Socials

Follow us on Socials - @stemettes



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