



NHP

Living connected and fulfilling lives

Annual Report 2023-24



www.thehouseproject.org

Vision:

Young people leaving care
live connected and fulfilling lives

Mission:

To establish Local House Projects
to work with young people
using a psychologically informed practice
framework to develop the skills, knowledge
and confidence to grow their community,
make their first home and have
a positive future



NHP

Living connected and fulfilling lives

NHP was established as a Charitable Incorporated Organisation (CIO) in August 2018, with its main purpose being to support local authorities (LA) to set up and manage Local House Projects (LHPs) to enable young people to leave care in a planned and supported way.

In June we celebrated our fifth birthday in Manchester and whilst much has been achieved by the charity the greatest success has been the relational approach that has developed a real sense of community. This was evident at the party as 200 young people, staff, partners, consultants and funders reflected on the many successes, caught up with friends, made new connections and made memories together. NHP is a community in which everyone belongs.

We look forward to the future and as we scale, we remain committed to ensuring that the 'house project spirit' drives what we do, and that each young person is given the opportunity to belong to something that supports and enables them to succeed.

This commitment to a value-based approach not only demands a constant drive to improve what we are doing currently but also develop both an approach to support young people as they establish themselves in the adult world and share our learning to drive systemic change across the sector. With a changed focus from independence to interdependence, there is a strengthened commitment to community and belonging, believing that this will provide the bedrock of delivering the vision of young people living 'connected and fulfilling lives.



This year we have provided an Impact Statement that should be read in conjunction with this report. Whilst it records the insights and feedback from young people it is important to recognise that none of

this annual report has any value if it is not making a difference for young people. Whilst reading this report please keep in mind the feedback from the following young person.

"I've managed to find somewhere and be a part of something that is the best part of life, which is friendship, which is love, which is hope, which is making the world a better place in our small way by making the passages through to adulthood from the care system that much better."

- Young person.



A Learning Organisation

We remain committed to developing excellence for young people leaving care and value both internal continuous learning and external evaluations. This maximises our learning, drives quality and supports the wider ambitions of being a catalyst for systemic change.

Evaluations

A growing body of practice-based evidence via Evaluations (York University 2017,2020, STAF 2021, Cambridge University and Royal Holloway University 2023, Peer Evaluation 2021) highlights that this approach works for young people, LAs and partners.

This year we published a further Peer Evaluation. The findings from this builds a positive narrative about young people, their value, and the ways in which the approach provides the scaffolding to enable them to succeed.

For the **Peer Evaluation**, young people were trained and supported as peer researchers by Partnership for Young London. They held interviews and focus groups across all LHPs and surveyed all young people in the House Project (HP) community. They focused on Ownership, Home, and Sense of Wellbeing from the ORCHIDS practice framework.

The fieldwork for the **ExiT Study** finished this year and focused on five sites of which NHP was one and aimed to identify what supports and hinders successful innovations for care leavers, to share learning to support the growth and sustainability of innovations and contribute towards positive impacts for young people who leave care. This inter-disciplinary UK research study, was a collaboration between researchers with expertise in social care, organisational science and public health from Warwick Business School (WBS) in conjunction with Bedfordshire University. It identified:

- fidelity design elements
- outcomes
- key ingredients

We have attended and contributed to a number of webinars with the purpose of translating academic research in to practice for the sector. The full report will be finished in 2024.

We have been working with a trainee clinical psychologist on an explorative qualitative study which forms the basis of her PHD Thesis. It considers staff experiences of working with unaccompanied young people within a trauma-informed framework when English is not a first language, and the trauma includes war torn conflict and journeys of hope. There is little published research or literature on this and we hope this supports the development of practice and policy.

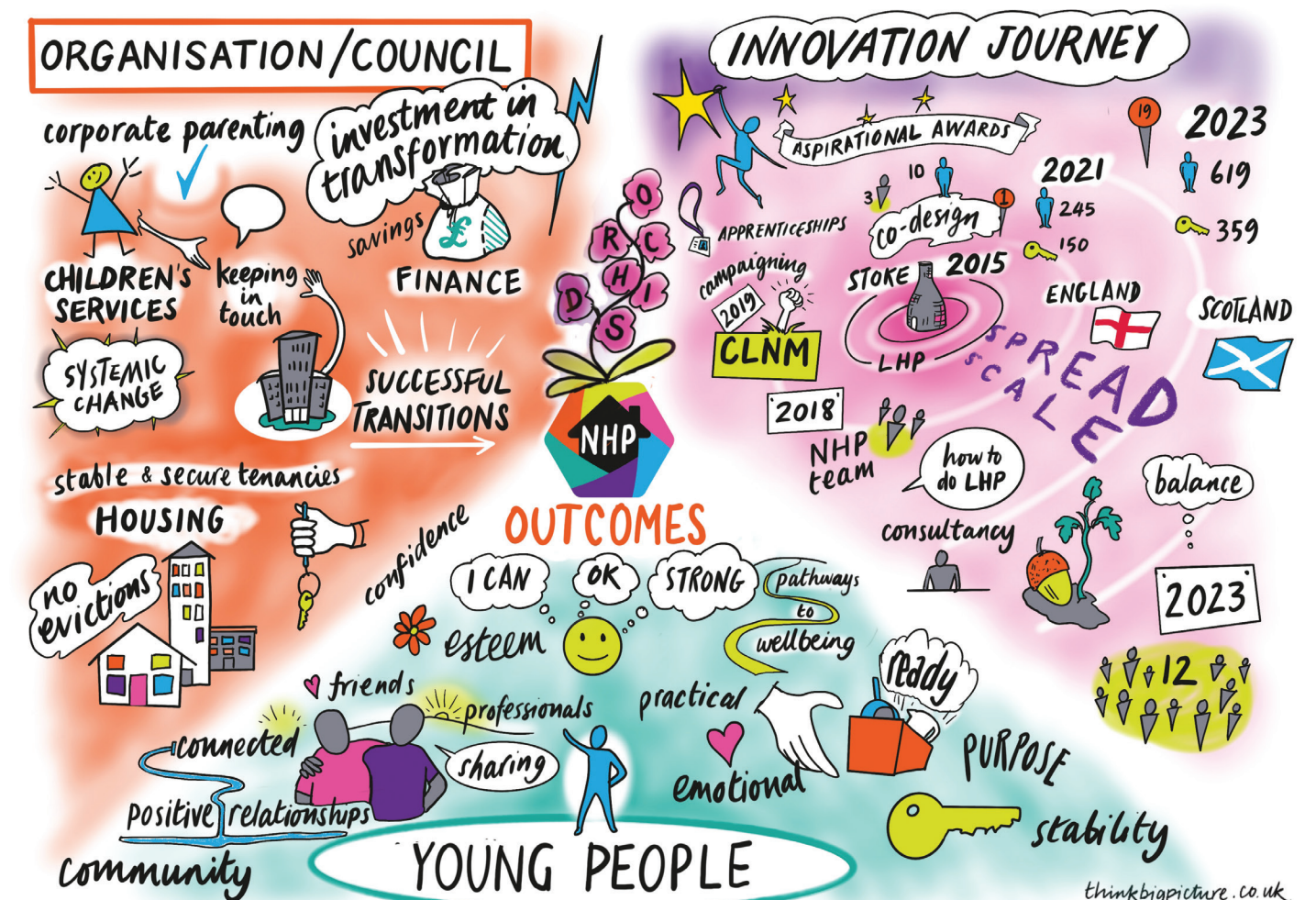
In December 2023 we conducted our first, of what is to be an annual, **satisfaction survey** of both NHP and LHP staff. Using scaling questions (with ratings of 1-10 with 10 being highly satisfied) the average score was 8.2 for NHP and 8.9 for LHPs. Responses identified that staff felt supported, the work aligned with their values and that they were making a difference for young people. Free text boxes highlighted that good communication and opportunities for professional development were appreciated and that there should be a focus on securing new LHPs, improving the 'offer' to young people and staff, and that success should be more celebrated. The findings have been fed back to staff and the rich information provided in the narrative boxes has been fed in to operational and strategic meetings and will inform the business plan for 2024/25.



Alongside this, NHP has cultivated an increasingly influential social movement of care leavers that advocate at national level for better care leaver services."

"Being part of the LHP is amazing and a great place to work."

"I absolutely love my job and the people I work with."



In December 2023 we were accepted as a Demonstrator Site by **IMPACT** (Improving Adult Care Together) to develop a framework approach, to support care leavers living in the community, that has the potential to develop practice and policy at a national level.

Our focus to date has been on supporting young people to leave care well but in recognising the long-term impact of trauma and a relational approach that provides a safe base from which to explore the adult world, we are keen to work with partners and stakeholders to develop the offer to care experienced adults. Two coaches/facilitators will be appointed to work with NHP and lead an action research programme focusing on two pilot sites (Fife and Coventry). The work will start in September 2024.

Ofsted Inspections - There is a regulatory framework for the inspection of LA provision and whilst these are not technically evaluations, they provide a valuable

perspective on LHPs with young people. This is an extract from the East Dunbartonshire Inspection April 2023.

“East Dunbartonshire House Project was considered to be a good practice example. The Inspection team learned of the significant differences the project had made to the lives of young people. An innovative way for young people to take control of their future and to support them to gain the skills and experiences to live independently whilst developing lifelong communities of support. The House Project was making a clear difference for the young people involved. There was strong positive feedback from both the young people and the staff. High quality, warm and caring relationships were observed.”

Care Leavers National Movement (CLNM)

Central to NHP is the belief that young people are best placed to create solutions to the obstacles they face. CLNM was formed out of the desire to create an expert 'user voice' that informs and drives what we do. The group comprises of young people from every LHP and as such represents the whole HP community. CLNM is supported by four 'founders' and 'champions' who remain a part of the movement to help guide new representatives and act as expert advisers. They work closely with NHP as well as developing areas of work that they are keen to progress. Being part of CLNM enables young people to access a range of opportunities that they might not otherwise experience. Confidence and belief in themselves grows, enabling them to take their skills and knowledge into other areas, including education, training, and employment arenas (ETE).

CLNM continued to operate on a regional and national footprint. A Participation and Development worker and Practice Lead attend these meetings, and the CEO and Director spend time with reps at the National Meeting.

The Chairs and Vice chairs for the regional forums, supported by a Champion from the Advisory Board, contribute to Board meetings as Trustee Advisers. With growing confidence they made significant contributions to both Board meetings and the Board Development Day.



"It is important to have young people at Board to challenge us and reframe thinking on perception and decisions."

- Mark Leith, Chair

Peer Mentoring

Young People are currently undertaking the Peer mentoring Module to equip them to be able to be peer mentors to other young people joining LHPs.

Senses of Home

Following the successful Senses of Home enterprise in 2022/23 CLNM were able to provide bedlinen to 38 young people.

Annual Conference

In October young people, colleagues, and partners from across the country came together for the CLNM Annual Conference. Young people worked hard to design, plan, host and deliver, with the content being determined at their annual residential which took place in Crowden.

The day celebrated young people and LHPs with a focus on Wellbeing and how this links to relationships and community, both of which are integral to the HP approach. Young people's drive to change outcomes for future young people in care was clear and young people were proud to present their findings and recommendations from their recent Peer Evaluation.

With a commitment to ongoing support the role of CLNM Alumni was introduced and a commitment of engaged communication and

support has been offered to 50 young people.

The conference was opened by Jimmy Paul, Head of the Violence Reduction Unit. Jimmy said of the day:

"The CLNM Conference this year was absolutely incredible. To see so many people, especially young people, coming together and exploring what wellbeing means for them and their peers, was a joy. Each and every child deserves love, hope and opportunity, and this is particularly true of those in and 'leaving' care. I look forward to seeing the CLNM and the NHP grow, and I hope their work gains many more supporters in the coming months, ensuring that every young person can experience a high quality of wellbeing."

- Jimmy Paul, Head of Scottish Violence Reduction Unit

Consultations

The expert user voice of young people contributes to developing NHP and is now contributing to wider system change through their consultation service. Young people are reimbursed for their time and any additional income goes into a budget that CLNM have ownership of.

The consultations include Action for Children - exploring employability, MyBnk - money management for care leavers; University of East Anglia - the effectiveness on adolescent mental health of low intensity life story work (Limitless1 and Caring Life).

Thank You

We thank Sean (North) and Jodie (South) for their work as both regional chairs and co-chairs of CLNM and Paris for her support as Vice Chair (South). We welcome in Kiyia (South) and Chloe (North) as co-chairs of CLNM with the support of Chloe (South) and Tyler (North). Last year was the first year that we had champions, and we thank Nikita and Katie for their support to CLNM and welcome Sean and Jodie into this role.



House Project Community

Young People

In April 2023 there were 586 young people across LHPs who made up our HP Community and at year end this had increased to 744. These young people are at different stages of their HP journey with HP10 (the first cohort) now being in their own homes for 8 years.

At the start of the year:

- 330 young people had moved into their own homes, this has increased significantly to 423.
- There have been no tenancy breakdowns and no evictions. When things have become challenging, or circumstances have changed, a small number of young people have been supported to move into other properties. This is testament to the ongoing strength and trust between LHP staff and HP graduates and highlights the importance of an open-ended and enduring relationship.

The age of young people joining LHPs ranges from 15yr 5mths (only one young person under 16) to 19yr 10mths in England and from 16yr 0mths to 23yr 11mths in Scotland.

The average age of young people moving into their first home is 18yrs 0mths in England and 19yrs 6mths in

Scotland. 207 young people under the age of 18 moved in a planned and supported way in to their first home and 216 moved after they had reached 18.

The difference in ages of people moving into their properties between England and Scotland reflects the difference in legislative frameworks, with the threshold for financial responsibility changing at 18 and 21 respectively.

Local House Projects (LHPs)

We ended the year with 18 LHPs across 22 LAs with collaborative arrangements across Greater Manchester (GM).

In the collaborative approach we have seen a developed and flexible approach from housing providers enabling young people to remain close to their placement address and the locality they know rather than having to return to their home LA for housing.

Internal Scaling

With local evidence of improved outcomes and financial savings, established LHPs have started to increase their offer by running more than one cohort a year. Staffing teams have been expanded to increase this reach within four of the 18 LHPs.

Pipeline of New Projects

We have attended a number of conferences (Madlug in Northern Ireland, Staf Summit in Scotland, Commissioners Conference in Birmingham, Housing Conference in Manchester, NLCBF Conference in Leeds) and this has contributed to considerable interest in our offer from LAs. Whilst we know that conversion of interest to signed up membership is a lengthy process, we are ambitious to scale. We have met with Impower who are impressed with our approach and who advise LAs on models of delivery within Children's Social Care.

Diversification

We completed exploratory work with the Innovation Unit to explore whether the HP approach could work with care leavers aged 18-25 leaving custody. Initial scoping work took place but without further funding it has not been feasible to work up an approach for this cohort.

We have worked with colleagues in Coventry to explore a service wide offer informed by the HP approach to improve emotional wellbeing to all young people leaving care. Coventry are trying to secure monies that would involve NHP and Prompt UK (psychological input) training and supporting staff to deliver this.

We delivered our first Conference in Scotland to highlight the fantastic work by the three LHPs. Natalie Don, Minister for Children, Young People and Keeping the Promise, met with young people prior to the day commencing and then provided a compelling opening to the Conference. Heather Coady, Independent Consultant, provided a powerful contribution and Fraser McKinlay, CEO of The Promise Scotland, updated on the work of the Promise. Fraser is a supporter of LHPs, and the publication of the Promise Oversight Board report in June 2023 was launched from a LHP base and the report made reference to LHPs being recognised as a positive example of practical change.

NHP Support to Local House Projects

We have continued annual reviews with each LHP and biannual Strategic Leads Meetings with middle managers from LAs to consider the strategic direction of the Charity. Bimonthly project leads meetings and bimonthly community of practice meetings (virtual and in person) for LHP staff continue on a regional basis to provide a reflective space for teams to develop and share best practice. This year we have expanded our offer to include:

- OLF and HPP working group that includes young people to codesign improvements to the system that work for both NHP and LHP
- Community of Practice (COP) for housing providers to share best practice and support each other to develop their offer to care leavers. LAs considering a LHP will be able to invite their housing colleagues to this forum to speak with peers.
- Meetings with LAs to consider NHP support for the introduction of Ofsted's regulation of Supported Accommodation. LAs have to register their LHP as a supported accommodation to young people under the age of 18. This was an active group that developed a bank of resources and a forum for meeting Ofsted officers to develop how LHPS would be registered and inspected under these new arrangements.
- Meetings with Participation Leads. Each LHP has identified a lead for participation to increase the delivery and approach to participation.

Rosie and Jonny supported young people to attend COP meetings following a CLNM meeting to

provide feedback to staff. LHP staff then discuss issues and, after having further discussions in individual LHPs, feedback to CLNM on what actions have been taken. This feedback loop is working well and enables LHPs to continue to develop based on what young people say works for them.

"I loved it. It was really amazing to get together and learning from one another as well as the Facilitator. Although our diaries are so busy, I think this is what makes a difference. Taking the time out to learn."
- Facilitator

Practice Leads continue to meet with individual LHPs on at least a monthly basis and have provided 160 consultations during the year. Most were virtual but in person sessions enabled Practice Leads to attend group sessions and observe how these run in practice. LHP staff welcome the support and guidance and use consultation time well.

House Project Programme (HPP)

HPP is an iterative process that benefits from the inputs of staff at COP and young people at CLNM. It is certificated by AQA, was registered with SQA last year and was expanded to include modules on Peer Mentoring and Energy and Water Efficiency. Between them young people received certificates for 1481 units this year and LHPs have rightly celebrated young people's achievements. Graduation events provide experiences that young people often missed in their education.

Education, Training and Employment (ETE)

Whilst completing HPP young people are classified as being in ETE. For many their education has been disrupted and they have little confidence in their ability to succeed. HPP enables them to see that they have skills and knowledge to build, and supports them into ETE. The Network Event unit in HPP helps to build connections with local employers and education providers. A focus on recording ETE status highlights that ETE rates vary between 70-75%.

Psychological Services

Changing Minds have been involved with NHP since its inception and were central in helping us to develop the ORCHIDS practice framework. Changing Minds provide psychological inputs to NHP, a training offer to LHPs and a central offer that LHPs can purchase to provide their monthly support (formulation and consultation) to develop approaches to trauma responsive practice.

The training includes; Relational Dynamics, Understanding Boundaries, the Impact of Trauma, and Understanding Self Harm and Risky Behaviour. These sessions are designed to support staff in their work with young people and enables them to think psychologically about risk, safety planning and their work in general with young people.

As the number of LHPs has increased, Changing Minds have struggled to meet the new demands and we engaged a second provider, Prompt UK Ltd that ensures sufficiency and makes the offer more sustainable. All LAs except for Islington and Oxfordshire commission their psychological support from Changing Minds or Prompt UK.

Next year Prompt UK will deliver the training to LHPs and provide the psychological input to NHP.



Training

As well as enabling training to be delivered to LHP staff from Changing Minds, NHP also provides training and brings in trainers as required (Fast Forward Scottish training gambling). CLNM support the design and delivery of the three day 'Introduction to the HP' training event and focus their input on the centrality and importance of co-production and the ORCHIDS practice framework.

"The HP is a truly inspirational project and after the 3 days of training it is clear to see why it is such as success – well done to all involved."
- HP staff

The two-day training on the HP approach focused on social pedagogy which offers a values-led approach to relationship-centred practice that aims to holistically support people's well-being, learning and social inclusion. Last year we partnered with ThemPra to offer a CPD programme accredited by the Social Pedagogy Professional Association (SPPA) which enables staff to call themselves 'Social Pedagogy Practitioners'. 20 staff from LHPs are currently completing the first programme.

Housing

The engagement of housing providers and access to housing is a critical component for the establishment and operation of LHPs. We are clear about the role of Housing as a strategic partner at the self-assessment stage, the set-up meeting and at stakeholder engagement meetings. There is evidence that this is working for the majority of new LHPs and moreover housing providers are seeing the benefits that good preparation and ongoing support brings to young people and how this supports stable tenancies. We are starting to see a change in relation to the way care experienced young people are viewed with four LAs (Stoke-on-Trent, West Sussex, Islington and Warwickshire) scaling internally on the back of an increased housing offer and three LAs exploring this as an option for 2024/25.

When we won the Housing Sector Award 'Homelessness – North' in 2022/23 the Presentation Evening was postponed. This took place in June and Nikita (Midlothian) and Sue attended. The following day Sue contributed to a fringe event on the importance of 'Taking a Trauma Informed Approach to Housing' which then linked us to the Department of Levelling Up.



Aspirational Awards

This was the second year of our Aspirational Awards Scheme which was developed by CLNM, NHP, Segelman Trust and Reconomy, with the latter two providing finance, business acumen and business support to both the process and, more directly, to young people. 16 awards to young people were made totalling £14,180 with an average award of £920. The impact of the awards on young people has been immense and has supported transitions into education, employment and training. The awards enabled young people to:

- reconnect with family.
- develop business ideas with the Reconomy Entrepreneurship Award.
- purchase tools or equipment for their chosen career.
- fund unique study courses
- volunteer or support their local community.
- start or continue hobbies.

Care Leavers Support Portal (CLSP)

The platform hosts LA sites and enables staff to communicate with young people who can also communicate with each other. LAs upload information (incl. 'Local Offer') and young people can load blogs and good news stories. The platform has capacity to securely access key documents (health passport/pathway plan/EHC plan) that young people need. Despite there being no charge for this service take up has been low and we will review its viability in October 2024.



"It's given me the freedom to really just focus on what I want to be in life. It's given me the opportunity to follow my dream... There was nothing else like this... It meant I could really do something that I have wanted to do."
- Young person

Cost of Living

Fuel poverty

The cost of living crisis has continued to be a significant challenge for young people leaving care. NHP continued to provide a 'white good' and introductory fuel voucher when young people first move into their home and received monies to make crisis fuel vouchers available. We co-developed a Cost-of-Living guide and a new unit in HPP on energy efficiency.

In 2022/23 we were successful in our bid to the Energy Redress Trust in partnership with Energy Projects Plus to develop Care leavers as 'Energy Champions'. The aims of the 18-month project were to inform, educate and raise awareness of energy efficiencies by providing intensive support with lasting solutions to avoid fuel poverty and sustain tenancies.

37 staff achieved City and Guilds certification, all LHPs received an iPad and data package for staff to support young people with their suppliers and bills, £38,100 worth of fuel vouchers were distributed and 20 workshops on energy efficiency were delivered. New resources (podcasts and videos) were developed by young people for young people and these are now part of our ongoing offer to support young people.

Digital Poverty

On the back of our digital poverty campaign we have supported LAs to set up as a Good Things Foundation Online Centre so that distribution of sim cards (loaded with data, calls and texts) is closer to young people and enables them to be accessed in a more timely way than NHP could provide.

Partnership Working

Partnerships

- Suited and Booted have provided young people with outfits to support them to obtain and maintain employment. Young people talk positively about their experience with Suited and Booted.
- Smart Works (which can be accessed in locations across England and Scotland) are also able to offer outfits alongside job coaching, advice, and guidance. The branch in West Midlands is working closely with Coventry and attend their LHP base once a month to provide a drop-in for all care leavers in Coventry.
- Valpak, Reconomy and Donald Insall Associates, are linked to specific LHPs, and offer work experience and apprenticeship opportunities.
- EQUANS are working with the Staffordshire LHP and have provided funding for the base in Tamworth and offer work coaching and support to young people in the LHP.
- Lancashire LHP has formed a partnership with the construction company Davilor following a network event. They now bring their business expertise as a member of their steering group and are currently exploring a construction role for one young person.
- Early conversations have been held with GMI Construction Group in Manchester who offered a DIY course for young people leaving care. They are keen to explore a potential future partnership.
- A strong relationship has been developed with Greater Manchester Youth Network (GMYN) with regular catch ups and communication to share opportunities. GMYN are keen to explore joint funding in the future.
- A link has been established with Business in the Community (BiTC) which brings together the UK's largest business network. They will run their next board meeting from Reconomy in June 2024 to showcase the success of partnerships between NHP/LAs and businesses. Valpak will also be involved in this along with NHP staff, LHP staff and young people. It is hoped that this will provide an opportunity to grow business connections with LHPs across the West Midlands.
- We have been approached by two national businesses who are interested in working with us and linking with NHP and an LHP. Weinerberger are now linked with West Sussex LHP and Stepnell will be working with a West Midlands LHP.
- We are in early conversations with GAP Group about recycled white goods, TFR Group about high quality recycled mattresses and ClearCycle about discounted furniture.



Collaborative Working

- We have ongoing relationships with the DfE and Ofsted and sit on a number of consultative groups/forums (response to Care Review, Supported Accommodation, Participation) as well as attending meetings with specific focus (e.g. Staying Close).
- We sit on National Leaving Care Benchmarking Forum (NLCBF) stakeholder meetings and attend their managers meetings.
- We continue to meet and share knowledge and learning with SHiFT, National Leadership Network Scotland, Each and Every Child and the Pan London Compact (Housing and Mentoring Houses).
- We continue to meet with various organisations from Australia and have met with two separate delegations. We are ever hopeful that this leads to 'NHP Australia'.
- We meet with Jimmy Paul to consider the work and funding arrangements arising from the Violence Reduction Unit and have met with the Domestic Abuse Commissioners Office to explore support to LHPs.
- We meet with the Care Leavers Association (CLA) who share an ambition to both improve the emotional and mental health of care leavers and develop support to care experienced adults.
- We have developed a relationship with 'Quilts for Care Leavers' and will be exploring arrangements for all young people to receive a quilt when they move in to their first home.
- We continue to attend the MP Cross Party Working Group in Scotland to contribute to the development of services.
- In collaboration with Lancashire County Council, NHP were involved in the Esmée Fairbairn Foundation/NLCBF Relational Practice Peer Learning Programme. The focus was to develop Learning Circles to support relational practice with a particular focus on Social Pedagogy concepts and focussed on interdependency and creating connected communities for young people leaving care.
- NHP delivered a workshop for the Esmée Fairbairn Leaving Care Learning Programme exploring how to build influential, deep and impactful relationships with LAs.



NHP Infrastructure

Staffing

Johnny Masters joined us at the start of June as a Participation and Development worker and his youth work background has contributed positively to CLNM. Marshall Rowlands achieved a distinction in his apprenticeship and secured permanent employment outside of NHP, allowing us to appoint Kieran Wright to the role of Business Admin Apprentice. Rosie Blackett left us in February and Lizzie Hickton-Jones has been appointed to this vacant Participation and Development role. Liz Tittley, Fundraising and Partnership Manager is to leave us in early April, and we have chosen to work with Vantage Fundraising to fulfil our fundraising activities.

A team development day in June focused on aspiration and visioning for the Charity. Using the practice framework ORCHIDS we considered both individual and team perspectives. Staff were clear that

NHP should focus on strengthening our foundations with a clear commitment to quality supported by maintaining a value-based approach with clear adherence to 'purpose' and 'fidelity'. Scaling should precede diversification and staff development and improved marketing/communications will support both the HP ambition and support system change across the sector. A second development day in October focused on values and behaviours.

Office Accommodation

Our current landlord is repurposing our current accommodation, and this aligned to increased rental costs have led us to secure alternative and much better value local accommodation. We are planning to move in June 2024.



"I can't let the day come to an end without sharing reflections on today. Like much else in the House Project, you got it so right. I can praise the venue and format and eclectic attendance and timing and etc, but the real thing that we all felt today was what a privilege it has been to be a part of such a potent and inclusive endeavour."
- Consultant



NHP Governance

Charity Commission and OSCR

The annual report and financial statements for 2022/23 were prepared by chartered accountants, approved by Trustees and submitted to the Charity Commission in January.

Trustees and Board Meetings

In addition to quarterly Board Meetings, Trustees had a facilitated development day in August 2023 and as part of the wider Esmée Fairbairn offer we met with Resonance in March 2024. The former focused on the 10-year vision underpinned by financial sustainability and the latter was a facilitated discussion to consider NHPs; organisational, social impact, financial resilience and operating model.

Virtual meetings take place monthly between the Chair and CEO and bi-monthly between the CEO/Director and Rachel Dickinson who has the trustee lead for safeguarding. At the end of the year, two Trustees resigned at the end of their three-year term. We thank Mike and Rachel for their valued contribution and wise counsel and welcome Glynis to the Board, who will take the lead for Safeguarding.

Board continues to benefit from the role of care experienced young people as expert advisers and they are supported by an Advisory Group made up regional CLNM chairs and vice chairs and two CLNM champions who have previously attended as expert advisers. Information about trustees and the Advisory Group to Board can be found on our [website](#).

Equality Inclusive and Diversity

We are keen to develop greater diversity amongst both NHP

workforce and Trustees. We have approached 'Inclusive Boards' and are currently working with Esmée Fairbairn as part of the Funding Plus offer to grantees to review our approaches and explore options to achieve this.

Serious Incidents

Whilst serious incidents/notifiable events have been considered at Board none have met the threshold for formal reporting to the Charity Commission or OSCR.

Cyber essentials

Following a concerted effort to update and improve our IT systems (security from cyber threats, keeping data safe and staff trained to spot cyber threats) we achieved our Cyber Essentials Certification in July.

Finance

Reserves Policy

We have a reserves policy (six months operational costs) that ensures if there was ever a decision to end the Charity we would be able to support young people into their homes in a planned and supported way over the following year by providing reducing and tapered service offer.

Diversification of Income Streams

Our income is derived from membership fee income and fundraising. We are not whole cost recovery in terms of membership fees and are grateful to the financial support from Trusts and Foundations. Their contributions are often greater than the financial awards and we very much see them as being part of the wider NHP stakeholder community.

In November we entered our first community event with over 40 runners completing the rain sodden Alton Towers Half Marathon.



We raised £9000 for white goods. Two young people, Kieran, Mohammad and Paris, did fantastically well to complete the distance. NHP staff were joined by colleagues from partner organisations and friends and Reconomy, a corporate supporter, also took part and provided sponsorship to support NHP. No more rainy half marathons are planned but we will be doing the Chester Half in May.

Thank you to our funders and supporters Bleu Blanc Rouge Foundation, The Jongen Charitable Trust, Esmée Fairbairn, The Forrester Family Trust, LandAid, Paul Hamlyn Foundation, Leathersellers, Segelman Trust, Donald Insall, Reconomy and individual supporters who have taken part in fundraising events and made donations.

Cost Benefit Analysis (CBA)

The HP approach is 'outcome focused' but by moving young people from regulated placements in a planned and supported way, LAs have been able to make genuine cost savings. A CBA in the York University Evaluation Report 2020 showed a positive return on investment of 1.4 from year 2 which increases to 2.0 in year 3. We are

not confident that this accurately demonstrates the current savings to LAs - with savings (cost avoidance) last year for an established LHP of £1.5M and a newly established LHP projecting circa £1M savings with their first cohort. We are currently engaged with a number of organisations who could provide an informed economic benefit (value) evaluation and will pursue this in 2024/25.

Key actions for 2024/25

Strategic

- Increase reach to young people by establishing new LHPs and supporting existing supporting LHPs to scale within their LA.
- Improve the quality of offer to young people and LHPs by implementing the findings and recommendations from Evaluations and acting on the feedback loops from staff and young people.
- Use the knowledge, experience and evaluation findings to inform policy debate and contribute to system change for care leavers.
- Develop and increase workforce capacity to support organisational growth at both strategic and operational level incl. develop greater diversity amongst both NHP workforce and Trustees.
- Finalise our branding and marketing materials including a suite of new films.
- Share Evaluation findings and raise awareness and understanding of the impact of the HP approach and the savings it can make to LA budgets.
- Secure funding to develop a CBA to identify savings to the wider Public Purse.
- Work with IMPACT to develop a framework of support to care leavers living in the community.

Operational

- Secure fundraising activity to support development of quality and scale.
- Develop staffing capacity to codesign a local health and wellbeing offer with young people
- Support the development of the Board and the Advisory Board that supports it.
- Refresh the units within HPP
- Deliver and annual CLNM conference.
- Move to new office accommodation
- Collaborate with the sector to add value to the lives of young people.
- Develop the Aspirational Awards in conjunction with corporate engagement.



NHP

Living connected and fulfilling lives

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