



ANNUAL  
**IMPACT  
REPORT**

2019 - 2020

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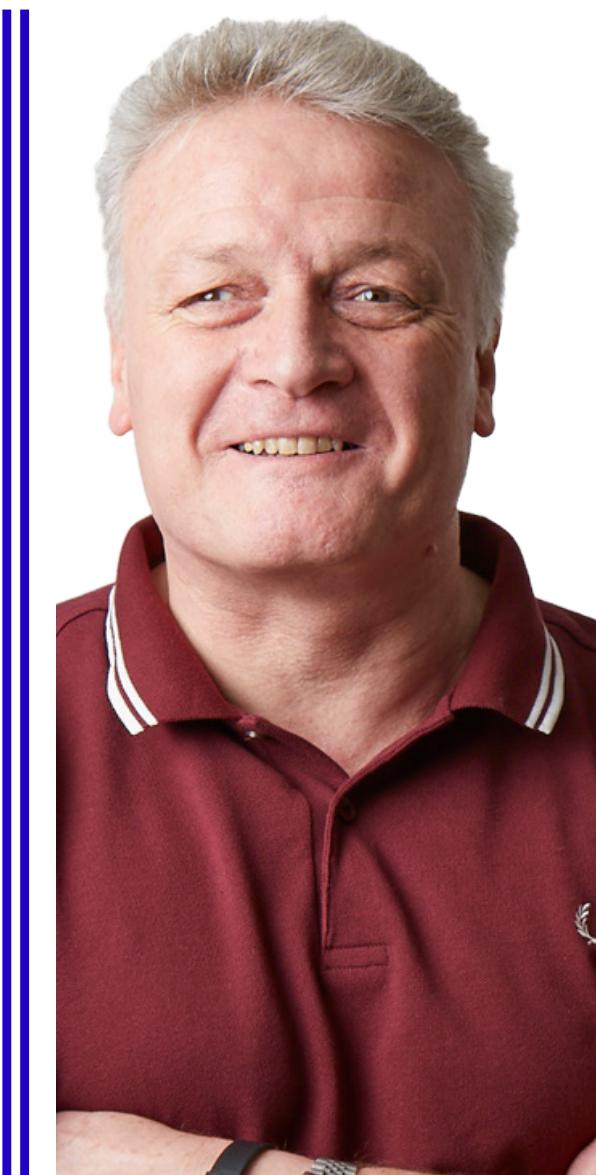
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# WELCOME INTRODUCTION

Stand Out Northamptonshire (SON) is a new independent Northamptonshire based registered charity. The charity is one of only two of its kind in England & Wales, specifically set up to improve the social, health and economic outcomes of local children in care and care leavers.

With care leavers on our Board of Trustees and within our Volunteer Team we're strategically positioned to make the biggest and best positive impact for increasing numbers of significantly disadvantaged children and young people.

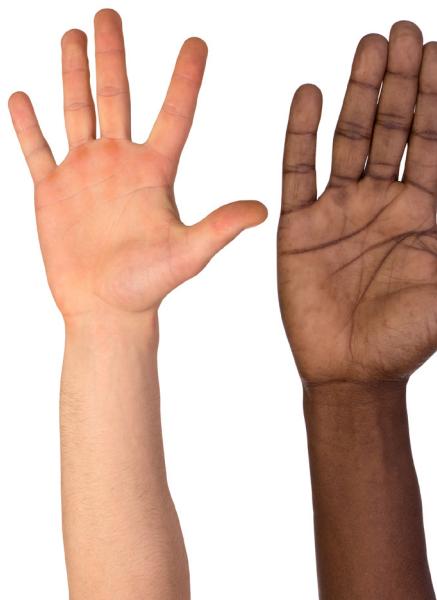
I would like to take this opportunity to thank all our volunteers, staff and trustees - past and present - for all their help and support, especially Jane Deamer for her diligence, insights, expertise and ongoing contribution which has been so instrumental in the progress of this young charity.



Chair: Adrian Pryce DL

# IMPACT REPORT

## 2019 - 2020



## LEGAL INFORMATION

Registered Charity Number: 1187264

Registered Company Number: 11006720

Address: 60 Sutton Street, Flore, Northamptonshire, NN7 4LE

Website: [www.standoutnorthamptonshire.com](http://www.standoutnorthamptonshire.com)

Facebook: @lookedafterchildren

### Board of Trustees

Chair - Adrian Pryce DL

Deputy Chair - Joe Plumb

Treasurer - Graham Goss FCA (from 17th February 2020)

### Trustees

Cllr John McGhee

Cllr Johnathan Ekins

Robert Gower (from 17th February 2020)

Leonie Walker (from 17th February 2020)

Cllr Fiona Baker (until 24th July 2020)

Cllr Mathew Golby (until 19th December 2019)

Cllr Dennis Meredith (until 18th December 2019)

Sharon Muldoon (until 5th December 2019)

### Staff

Development Manager - Jane Deamer

(from 1st November 2019)

Manager - Natalie Thompson (until 10th July 2019)

Participation & Engagement Assistant -

Sapphire Finch-Crouch (until December 2019)

### Volunteers

Ayla Ali

Claire Deamer

Jeanette Walsh

Tade Mustapha



## LATEST ACHIEVEMENTS

### ACHIEVED REGISTERED CHARITY STATUS

On 8th January, 2020 the charity was delighted to become a Registered Charity with the Charity Commission for England and Wales.



CHARITY COMMISSION  
FOR ENGLAND AND WALES

 CONSULTATION COMPLETED WITH BENEFICIARIES, PARTNERS & COMMUNITY <b>1</b>	 TOTAL TRUSTEES <b>11</b>
 KEY OUTCOMES IMPROVING: MENTAL HEALTH, EDUCATION & EMPLOYMENT <b>3</b>	 NEW TRUSTEES <b>3</b>
 APPRENTISHIP COMPLETED <b>1</b>	 NEW STRATEGY & ACTION PLAN <b>1</b>



## NEW **BOARD TRUSTEES**

In February 2020 three new trustees were recruited to the Board: marketing and travel entrepreneur, Rob Gower; criminal justice professional, Leonie Walker; and chartered accountant, Graham Goss FCA.



### **ROB GOWER**

Rob comes with 30 years experience in the hospitality and leisure industry. His last 15 years in corporate life were creating a Costa Coffee international business through complex corporate Franchise and Joint Venture partnerships with international corporate business partners across 38 international countries. He now runs his own Travel Business as well as spending his time sharing his corporate expertise with other small businesses and the charity sector.



### **LEONIE WALKER**

Leonie-Jane Walker has a degree in Criminology and Psychology and has 17 years experience working within the Criminal Justice System. She is also a mother to a child who began life in the care system so has an understanding of the ACE issues young people face.



### **GRAHAM GOSS FCA**

Graham Goss FCA is a qualified Chartered Accountant who is a founder and still active member of Northampton Becket Rotary Club, also a Trustee of Skylark Partnership, which operates Northamptonshire's Hospital Outreach School seeing it through to academy status. He is a founder member and trustee of The Crysalsys Foundation.

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## NEW STRATEGY & ACTION PLAN 2020+

In November 2019 the charity commissioned Jane Deamer as a part-time Development Manager for 2019-2021 with the role funded by Northamptonshire County Council. Jane completed a strategy refresh, action plan and fundraising strategy to deliver in 2020 and beyond. The plans were approved in early 2020 and actions commenced. However, the Covid-19 virus outbreak in March 2020 presented new and significant risks for the charity in delivering the strategic plans.

## COMPLETED APPRENTICESHIP

In 2019 the charity employed and trained an apprentice, Sapphire Finch-Crouch. Sapphire supported the Manager with a wide range of tasks and her lived experience in care added a wealth of knowledge and understanding. In December 2019, Sapphire secured a new full-time position in Northamptonshire County Council and successfully transitioned from her apprenticeship into an administrative role.



Sapphire Finch-Crouch





# NEW INDEPENDENT CHAIR RECRUITED

In June 2019, at the request of NCC, the charity successfully recruited an independent Chair, Associate Professor in Strategy and International Business at the University of Northampton, Adrian Pryce DL. Adrian adds significant academic, business, media and innovation skills to the Board along with a diverse cross sector network including the County's Lord Lieutenancy.



## COMPLETED COUNTY CONSULTATION

Top 3 priorities identified:

### **Mental Health & Wellbeing, Education, and Employment**

Between April and June 2019, the Stand Out manager, Natalie Thompson, led a Countywide consultation using questionnaires, interviews and focus groups with 535 looked-after children, care leavers, partners and the community to ascertain what the top priorities should be for the charity to focus on. Thanks to the hard work of the Board and Natalie, the consultation outcomes provided a robust foundation to build and develop the charity's initial activities.



An underlying theme was for these issues to be addressed as part of a wider 'socialisation' process for children in care, to support them in their personal development as much as possible with - and having the opportunities to do the same things as - other children, in a way that builds self-esteem, confidence and the necessary social skills to succeed in life.



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## OUR VISION

By 2025 to achieve a sustainable model of UK excellence in going beyond care services



## OUR PURPOSE

Transforming life outcomes for Northamptonshire's looked-after children and care leavers.



Stand Out Northamptonshire's strategy and ambitions are based on insights and learning from national and local research, cross sector partners and continuous consultation with our beneficiary community.

Our ambition is to transform the life outcomes of local looked-after children and care leavers.

We listen to local children in care and care leavers to hear and directly respond to their voices, needs and priorities.

# 2020+

## NEW **CARING CONNECTIONS**

To meet the 2019 consultation identified priorities, 2020 strategy and respond to the increased beneficiary adversity caused by Covid-19, in November 2020 the charity launched a new project, Caring Connections. The project is focused on improving mental health, education and employment outcomes for beneficiaries by offering a wide range of free, professional and needs led support, therapy, teaching, mentoring and advocacy services.



## MEETING **BENEFICIARY NEEDS, CONTINUOUS CONSULTATION AND IMPROVEMENT**

We will continue to help identify beneficiary needs and interests through continuous consultation, co-production and improvement of the charity and our activities.



## COALITION WITH **THE CRYSALYS FOUNDATION**



In June 2020, we started a Coalition via a Project Board with the national charity, The Crysalsys Foundation. We aim to work closely with them to explore and find meaningful solutions to the trauma and adverse childhood experiences looked-after children and care leavers encounter.

## BETTER **DATA COLLECTION**

We have identified cross sector gaps in the collection of some data for looked-after children and care leavers which if implemented, analysed and reported would aid knowledge, understanding, correlations and solutions to their outcomes and impacts. We aim to work with the University of Northampton and cross sector partners to better record diversity interventions and outcomes so we can all provide comprehensive and bespoke services to looked-after children and care leavers.

## IMPROVED **TRAINING**

We have identified gaps in training provision for cross sector organisations in how to effectively communicate, engage, retain and achieve positive outcomes and impacts for looked-after children and care leavers. We aim to work with diverse partners to offer coaching and training courses to improve all interventions with and for all beneficiaries.

# IMPROVING INNOVATION & SUSTAINABILITY

We aim to work closely with a range of cross sector partners to meet our beneficiary needs and innovate. This will include starting the scoping, planning and fundraising for a new innovative charitable children's home model providing a safe, positive and enriching home alongside holistic, quality assured wrap-around interventions to significantly improve looked-after children and care leavers outcomes and impacts. Whereby, income and added value is invested into the children's lived experience and futures including improved mental health, education and employment. The home will be staffed by a team of elite professionals benefitting from comprehensive professional development packages and clinical supervision.



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*Little things make big days!*

## CONTACT

# STAND OUT NORTHAMPTONSHIRE



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CHAIR  
ADRIAN PRYCE: ADRIAN@CRY SALYS.ORG



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