

Side *by* Side

An evaluation of the Life Changes Trust Advisory Group

Highlights Report

October 2021

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**Matter
of Focus**
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life
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trust



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Introduction to this report

The Life Changes Trust (the Trust) is a charity that was established in 2013 with a £50 million spend-out endowment from the National Lottery Community Fund. The Trust invests in people living with dementia, the unpaid carers of people living with dementia and, relevant to this report, young people with care experience (aged 14-30). The Trust aims to get alongside people so that they can be influential, build strong relationships and exercise their rights. It believes that people are experts by unique experience and that the voice of lived experience is the key to transformational change.

In 2016 the Trust established an **Advisory Group** whose members all have their own experience of care. The Advisors volunteer their time to provide advice and work on specific projects and initiatives which drive transformational improvements in the lives of young people with care experience. The group has had sustained core membership since its inception in 2016 with some new people coming on board, and others moving on when the time is right; the group generally sits at around seven to ten young people from 18 to 30+ years of age. Throughout this report, the term '**Advisors**' is used to describe members of the Advisory Group.

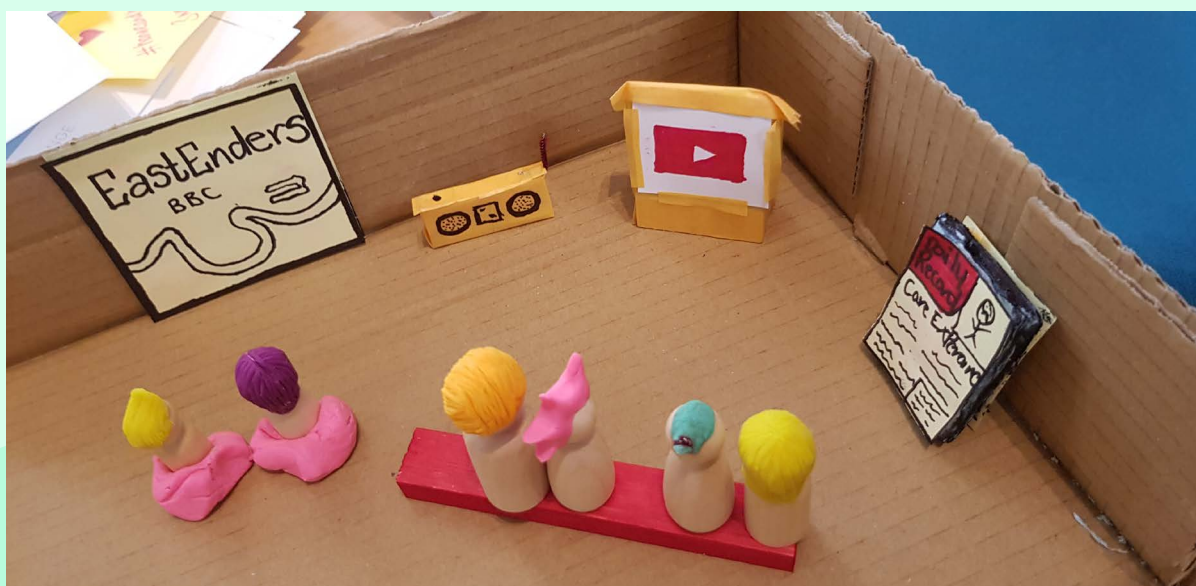
The Advisory Group had been running for four years when Matter of Focus was selected to carry out an independent evaluation of its impact and learning at the beginning of 2020. This evaluation was co-commissioned by the Trust and the Advisors (broadly this means Advisors and the Trust worked collaboratively throughout the commissioning cycle). **Matter of Focus** is a mission-led company helping organisations to understand the extent to which, and how, their actions really do make a difference for the people and communities they care about. An independent evaluation was sought to assess the impact of the Advisory Group and with a view to sharing learning and good practice about co-production, as part of the Trust's and the Advisory Group's legacy.

This highlights report is based on extensive work completed between March 2020 and July 2021 (a period of 17 months) with the Advisory Group, Trust staff, Trustees of the Life Changes Trust, external stakeholders and young people who have received an individual grant from the Trust. It addresses three areas for impact and learning:

- ▶ The impact on the Advisors, Trust staff and Trustees and on the culture and practices of the Trust (we call this 'looking in').
- ▶ The impact on the wider community of young people with care experience through their influencing work and giving individual grants (we call this 'looking out').
- ▶ Learning from this work and in particular from the way that co-production¹ was practised here (we call this 'lifting up' because it gives an overview of key features of this work, sitting above and relying on our analysis of the other two areas).

In this report we:

- ▶ Provide some highlight findings as an easy point of reference.
- ▶ Give a short description of the work of the Advisory Group and why we consider this evaluation to be of importance, before outlining our evaluation approach in brief.
- ▶ Make some observations about how this work was co-produced.
- ▶ Consider our three areas of impact (above) in turn.
- ▶ Offer concluding comments about what can be taken from this work and used as a starting point for co-production in other settings.



1 Definitions of co-production are varied but broadly we mean involving communities and people with lived experience alongside professionals in commissioning, designing, delivering or assessing services or in creating research and evaluation that more fully expresses people's experiences.

The Advisory Group has an inspiring story that includes several points of distinction as well as many transferable lessons and reflections which we believe will be invaluable to others with an interest in developing similar work.

We would like to thank first the Advisors, for welcoming us into their work and for the honesty, integrity and fun that they brought to this evaluation – and for trusting us to work with them to tell their story. We would also like to extend our thanks to Trust staff who have answered all of our questions with patience, Trustees and stakeholders who generously shared their thinking and reflections, and in particular to young people who gave their views via our online survey, and whose perspectives have been so valuable in forming this report. Matter of Focus would also like to acknowledge the role of Christina McMellon who helped in facilitation and in providing expert advice during analysis and ethics conversations – as well as our wider team with a special mention for Charlie Mills and Alex Perry. Last but not least we thank our partners media co-op, Lucinda Broadbent, Jenni Herd, Vilte Vaikute, Cat Robertson, Ann Walker and James Pearson for, together with the Advisors, rendering this material so beautifully into the format of film.



Photo credit - media co-op

Highlight findings

The Advisory Group offers an inspiring story of how young people with care experience, staff and Trustees at the Life Changes Trust have worked together to influence the work of the Trust and maximise personal outcomes for young people.

Young people have been involved in the work of the Trust since 2014, co-producing individual grants programmes, influencing the wider work of the Trust, and relevant policy and practice externally.

The Advisory Group has pioneered a forward-looking and positive agenda in relation to young people with care experience – focusing on their assets and hopes for the future. This work is particularly interesting because there are relatively few examples of how people make co-production successful and with what outcomes (although the field is growing), and fewer where this has been with a grant-giving body like the Trust.

Looking in: impacts and learning for Advisors & the Trust

- ▶ Advisors, staff and Trustees from the Trust report the profound impact the work has had on their personal and professional lives, in ways that mirror each other. We observed that interactions with the Advisors made a strong impression on staff and Trustees. Many of the former and current Advisors have taken on new professional directions and roles or had an enhanced profile as influencers and leaders in the sector.
- ▶ Benefits for the Trust include having an integrated approach to participation that enriches conversation overall and gives cause to 'pause and reflect'. It is sometimes difficult to lift out specific examples of the differences made by having the Advisory Group as they have been integral to the work overall, with their roles extending well beyond the voice of care experience. Participants in this evaluation pointed to specific differences such as having a more accessible grant-making process that is more mindful of young people's emotional experiences and having more lively and engaging public events.
- ▶ Benefits for staff include personal/professional satisfaction, focus, being in flow with their values, energy, creativity and challenge.

- ▶ Advisors have valued the friendship and support they have gained from the group, their skills and development and also the chance to do something they care deeply about, for instance where they can see the difference their work can make.
- ▶ Relationships between group members, and with staff are an important component of success, with care and attention given to this during the development of the group. Activities were seen as social and fun, and the relationships developed were often described in terms of lasting or even 'lifelong friendships', 'family' and 'feeling at home'. This relationship-based practice is demanding and intentional, requiring real commitment and dedication.
- ▶ The Trust was open to the Advisory Group's work evolving with young people, rather than having set expectations at the start, which has helped to embed meaningful co-production.
- ▶ Distinctive features of the work include the Advisory Group being set up early in the life of the Trust, a high level of commitment from staff and Advisors, and that young people were given real power (through grant-making in particular) as well as being supported in their own development through, for example, networking opportunities and connections, paid work, training and internships.
- ▶ People felt they could bring their 'whole lives' and not just their 'care experience' to the group. Not being asked to 'tell their story' and being given time and space to work through how the group would operate gave them confidence and commitment to the work.



Looking out: impacts on the wider community of young people with care experience

- We have drawn together a series of five case studies which together demonstrate the complexity, range and quality of the Advisory Group's influencing work and the contribution it has made to the field. The case studies underline the standing of the Advisors as leaders and advocates in their field, and have at their core the theme of how this work has strengthened the voice of lived experience in a range of different ways and places.
- The work of the Advisory Group was well-regarded by those external stakeholders we interviewed.
- In total, the Trust and Advisors have awarded £629k directly to young people in the form of 896 individual grants, across the vast majority of local authority areas in Scotland. This funding has been both substantial and proactive, enabling young people to take significant steps towards achieving their aspirations, as well as small-scale and reactive, for instance, providing simple resources and equipment to mitigate the negative impacts of COVID-19 restrictions on young people with care experience.
- The experience of developing Aspirational Awards in particular was pivotal in the story of the Advisory Group. Subsequent funding programmes can be seen to build on the learning from previous work – with lessons being learned around age range, inclusion and accessibility.
- We conducted an online survey to find out more about grant recipients' experiences. Key findings are that those who took part mostly felt able to define what was important to them in making their application and trusted with the funding. They found the process accessible and a number really appreciated this.
- Recipients reported wide-ranging benefits of having received an award, which can be broadly categorised into: how this contributed to their personal growth; and how this advanced their career, interests or learning.
- Perhaps surprisingly, the majority of these young people did not know that other people with care experience had co-produced these grants programmes. However, once they realised this, some of them could see this influence in the process, and most believed that it was very important and could explain why.

Lifting up: learning about co-production

- ▶ Learning from across this evaluation has been 'lifted up' to provide a 'pathway to impact' (like a map showing the journey step by step, from action to change) for co-production. This draws on current ideas, on the views and experiences of the Advisors and on the evaluation as a body of work.
- ▶ Everyone involved in this work felt it was important to have the right culture and values to support co-production. Co-production has to be woven into the culture and cannot work as an add-on.
- ▶ A participation lead who links between the group and the Trust has been important for building safe and strong relationships between young people and the Trust. This is a demanding role requiring dedicated time and also support for reflection from other staff.
- ▶ Creating and maintaining a safe space in the group was seen as essential, but required constant review, and awareness of the practical and emotional needs of members. Discussion about boundaries and responsibilities was transparent and continuing.
- ▶ A notable aspect of this work has been the way in which Advisors have been able to move between voluntary and paid roles when appropriate (e.g. for assessment of tenders or grant applications, decision-making panels or consultancy). This is one amongst a range of wider opportunities contributing to feelings that this work has been mutually beneficial.
- ▶ Learning about representation and inclusion has been important but can be difficult to balance with a strong committed group with long relationships. Here, Advisors have used their networks to sense-check decisions, and developed induction processes for new group members.

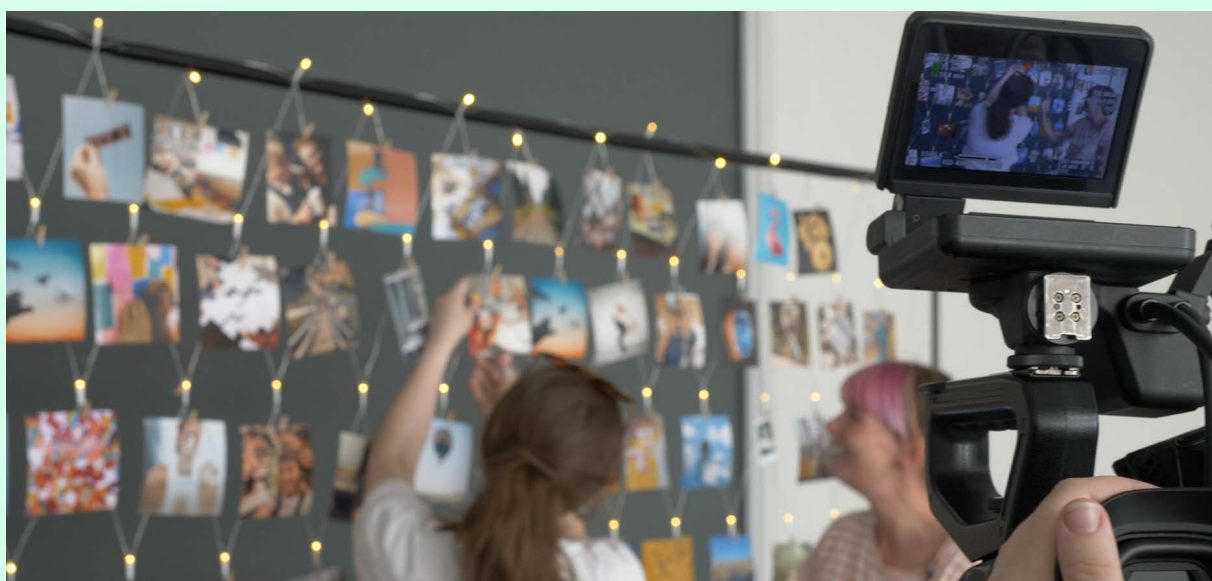


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Why this evaluation matters

Lots of people involved in UK policy are interested in young people with care experience. Until recently, this focus has often been on the challenges these young people face. The focus has begun to shift however to include the agency, capacities, capabilities, hopes, dreams, and human rights of young people as a way of promoting more positive futures. The recent Independent Care Review reflects this. The Advisory Group has helped pioneer a more forward-looking and positive agenda, as can be seen in the Trust's work across the priority areas of voice, home, relationships, choices and opportunities, and health.

There is also considerable policy interest in co-production. During the last 15 years co-production as a way of working has gained in profile in the UK, but there are more limited examples of how this actually works in practice. The Advisory Group's role in co-production of grant-giving programmes is something that will be of interest to many people. There is also still much to learn about the outcomes of co-production. When its work comes to a close in 2022, a significant part of the Trust's legacy may be around including the voice of care experience – via the Advisory Group, Champions Boards and other funded projects.²

There are many people in policy and practice who want to learn from how the Advisory Group has worked. This is particularly because young Advisors have been involved in setting up, establishing, and developing the grants given by the Trust, and its wider processes over several years. This work provides an example of what can be achieved with investment in a core group over time.

2 Separate evaluations address some of this work.

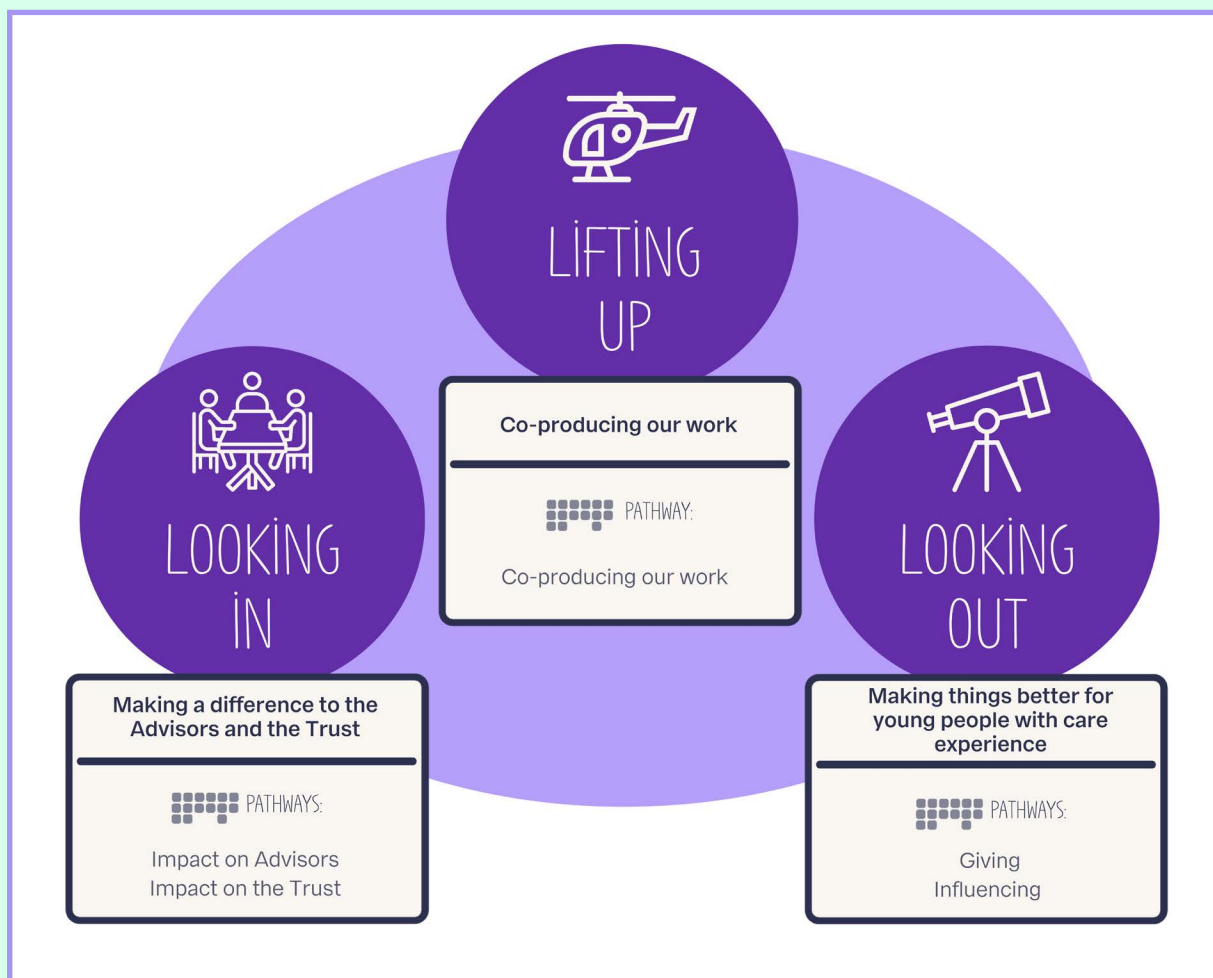


Figure 1. Focus for the evaluation and the key to how this report is structured

Our evaluation report

Matter of Focus is a mission-led company that supports organisations to understand if and how their actions really do make a difference for the people and communities they care about. For this evaluation we used an approach based on [Contribution Analysis](#), which is well-suited to understanding and evaluating complex, people-based initiatives. It is a ‘theory of change’ approach, which makes explicit the ‘theory’ or thinking as to why desired changes are expected to happen.

This approach involves two main stages:

- ▶ The first stage involves working collaboratively with key people involved to understand the unique context of their work and to ‘map’ how the work contributes to the intended outcomes. We capture this as a series of steps on a ‘pathway’ to impact that keeps people at the centre through the different levels of change. The pathways created with the Advisors and Trust staff are shown at the end of this highlights report.
- ▶ In the second stage the map is tested and refined through various forms of data collection with participants and other stakeholders, to create a nuanced and well-evidenced account of the impact of the work – to make sure that we can make strong claims that the actions taken have led to the changes we see.

Fig.2 below shows the key phases of work from March 2020 to July 2021. Although the work contained all of these elements, in reality it was more overlapping and less linear, so for example our first collective analysis workshop preceded further data collection; and the background formed by the literature and context were revisited throughout.



Figure 2: The phases of work in this evaluation

Our data collection and data analysis

Fig.4 on page 14 shows who was involved in contributing to this evaluation, as well as evaluation and data collection processes.

While the evaluation has been held by Matter of Focus, and this report reflects our analysis as an external evaluator, we have balanced this with a highly collaborative approach with both the Advisory Group and key supporting staff.

People included	<ul style="list-style-type: none"> 8 Advisors 2 former Advisors 9 LCT staff members 3 LCT Trustees 9 professionals in the sector (2 of whom had previous direct involvement in the Advisory Group) 25 young people who received individual grants
Processes	<ul style="list-style-type: none"> Document review Online outcome mapping workshops (4) and collective analysis workshops with the Advisory Group and key staff (2) Reflective workshops with staff (2) Feedback loops with both Advisors and staff on our case studies Dialogue session Advisors and staff
Data collection	<ul style="list-style-type: none"> In addition to data gathered throughout the above processes: Observation of grant-making meetings and webinar (3) Interviews with 3 Advisors Interviews with 3 Trustees Interviews with 9 stakeholders Survey responses from 1 current and 2 former Advisors Survey responses from 25 young people receiving individual grants

Figure 3: Summary of evaluation & data collection processes

About the Advisory Group

The journey began with an Individual Grants pilot in 2014. The Trust benefited hugely from the advice of two young people with care experience. Young people also advised the Young People with Care Experience Programme Committee during this time. This Advisory Group was then formed in 2016 to provide advice to the Trust's Young People with Care Experience Programme and to work on specific funding projects and initiatives. The Advisors themselves played a pivotal role in forming the group, with those initially approached by the Trust inviting others from their own networks to expand the membership. Identification of potential Advisors through personal and professional connections, and by identifying individuals showing particular values and qualities, were important factors in bringing together a group of people who shared the same vision.

Initially the Advisory Group worked on the development of Aspirational Awards, an individual grants programme for young people with care experience. The Advisory Group pioneered the co-production of these awards and has continued to be involved in their delivery and ongoing development. The work of the group has since expanded and it has become increasingly involved in a wider range of initiatives, influencing the work of the Trust and others.



Figure 4. Advisory Group timeline

The Advisors have been regularly involved in:

- ▮ Supporting the development of programme initiatives.
- ▮ Assessing applications for funding.
- ▮ Attending programme committee meetings in an advisory capacity.
- ▮ Acting as ambassadors for the Trust at meetings and events.
- ▮ Presenting their unique approach at various conferences.
- ▮ Advising and consulting with external stakeholders.
- ▮ Influencing policy by responding to relevant Scottish Government consultations and participating in the Independent Care Review.

Building upon the learning from Aspirational Awards, in 2020 a new individual grants scheme was launched focused on supporting young people with care experience to attend conferences, with a research grants programme launching later that year. These programmes have been unable to progress as expected due to COVID-19 restrictions and the group has responded with other more reactive work progressing at pace, such as the Keep Well Fund which supported wellbeing during lockdown. Another larger-scale grants programme, My Choice, My Future, was launched in late 2020, building on the learning from both previous programmes and making adjustments in features such as the application process and age range.



Photo credit - media co-op

How was this work co-produced?

The way that the Advisory Group and Trust staff collaborated to design and deliver their work reinforces some of what has already been written about what makes for good co-production.

This includes:

- ▶ The importance of values and commitment to making co-production as good as possible.
- ▶ The importance of genuine relationships as human beings.
- ▶ The time taken to become a group that can work well together.
- ▶ Supporting relationships with time and resources, including support for staff who are taking part in the work.
- ▶ Taking time to understand what opportunities for development and growth the Advisors want.
- ▶ Clear and ongoing conversations around boundaries and roles.

Relationships between group members, and with staff, are an important component of success, with care and attention given to this during the development of the group. There was a strong sense that the Trust has gone ‘the extra mile’ to ensure that Advisors were connected to a range of opportunities and networks rather than simply giving them ‘a platform’. Some former and current Advisors described how these experiences, and particularly those connections made, had contributed to moves forward in other areas of their lives.

“If I looked at myself ten years ago I would never imagine me meeting up with Nicola Sturgeon or meeting up with any of the Housing Ministers to talk to them about changing this certain policy and stuff.”

Advisor

The work has developed in an organic way, with openness from Advisors and staff as to what might evolve. The Trust's participation lead outlined a shift from 'trying to figure out when to involve people' to needing to be 'at the starting line' with people and 'going alongside them all the way through'. Advisors valued being given a relatively blank sheet for the initial work in developing the Aspirational Awards. By allowing them to shape the work before it became 'fixed' in a path, this set the tone for a particular culture of working.

“If we had gone into it with a really concrete plan of what we were going to do, we would have gone totally off the mark and wouldn't have ended up with what we have now.”

Staff member

What is distinctive about the work of the Advisory Group?

Lots of organisations aim to involve young people, so what is special about the Advisory Group's work? The following seem important:

- ▶ The Advisory Group started soon after the Trust was set up, so the voice of lived experience was woven into the work from early on.
- ▶ There was a strong commitment to this way of working from staff and Trustees, and excitement about the pioneering nature of the work.
- ▶ The group's lifetime has aligned well with effort for transformational change such as the Independent Care Review and intense policy interest in care experience, as well as a growing movement of co-production.
- ▶ Having sustained the involvement of a core group over a long period of time, the Advisors have grown in their skills and experiences and have been able to make a fantastic contribution over this time – in areas extending well beyond their lived experience and including complex areas of work.
- ▶ Power was shared with Advisors in a very tangible way through the grant-giving process, as they were able to award significant amounts of money and really see an impact on other young people's lives.
- ▶ It was important that Advisors could get involved in a range of paid and voluntary work, including training and internships. This helped the young people feel valued and contrasted with other experiences where they felt they were 'put on a platform' but not necessarily supported and offered development opportunities.

Two factors emerge as important to the success of the group. Firstly it was set up by making connections through networks, and encouraging membership, and individuals were identified who had that strong intention of improving the lives of young people with care experience. The second is that the group had a stable core membership over time allowing for the formation of strong relationships that were the basis of a robust group.

“I’ve worked in a few other organisations in the sector and Life Changes Trust definitely stands out as being unique, partly maybe because it’s a little bit smaller, there’s much closer personal relationships with the staff from the top to the bottom of the organisation. Co-production has been such a key part of it. We feel we are part of the Trust, we don’t just work for the Trust or volunteer with the Trust we are part of the Trust, as opposed to working for them or with them, it’s kind of different, it’s quite hard to explain.”

Former Advisor

What does it mean to bring your ‘lived experience’ to a group?

Most Advisors were initially doubtful about being part of a group focused on care experience, as they did not feel this was the most important thing about them. The formation of the group gave them an opportunity to discuss and explore this, and bring their whole lives, rather than just their care experience to the group.

While lived experience informs the work, relationships are experienced as between people who enjoy being together and encounter each other as whole human beings. This relates to the concept of 'bringing our whole selves' to the group, a phrase offered by a member of staff and confirmed by the group.

“A lot of the groups I’m involved with, ... they all focus on the care experience, whereas in our group you don’t need to concentrate on that. It’s acknowledged we all have some form of experience that ties us together but then we’ve got focused pieces of work to get on ... we’re all encouraged to just think about our own lives, our own brains, our own aspirations, and how we want to bring that to the table.”

Former Advisor

The importance of not having to share your own care experience was particularly key to another Advisor:

“...something that I can reiterate throughout my time with the Trust and with the Advisory Group is, I’ve never been asked my story, I’ve never been asked my experience, I’ve never had to sell my soul.”

Advisor

Not having to 'sell our souls' or 'tell our stories' is an important change mechanism; it is one of the 'jewels' that has enabled the work to develop as it has. The Trust nurtures and values the ideas, skills and commitment that Advisors bring to this work. This, together with 'building on what we are good at' and the more future-oriented agenda, perhaps provide the key to understanding why people got and remained involved with the group.

Whose views are included?

The Advisory Group has concentrated on the deep involvement of a small number of Advisors with the flexibility to 'dip in and out', and openness to people moving on when the time is right for them. Not every young person could make this commitment, and some discussion of how to include the views of a wider group of young people with care experience has been a topic of discussion during this evaluation. Some interviewees felt that a rolling programme of membership could have been considered; although this is perhaps more challenging with a time-limited programme.

In part the inclusion of wider voices is achieved through the group's wider networks across the care community including linkages with the Champions Boards. Wider engagement is also achieved through the varied grants programmes, where Trust-funded projects are working with a broad range of young people with care experience.

One Trustee highlighted that this work has increased the visibility of talented and successful young adults with past experiences of care, and for her this sits alongside other work around the idea of 'alumni', in changing perceptions and expectations around care experience. Another suggested that 'representation' cannot be achieved in a group such as this any more than it can be amongst a Board of Trustees. It may be more realistic to aim to widen the conversation and advocate for further participation via a whole range of different channels.

Bringing other people into an established group generally worked well, with the Advisors conducting interviews and developing personalised welcome packs. Important learning resulted from the odd occasion where this worked less well, including:

- ▶ The need to consider the 'pathway' into the work for new group members, especially where work is well-progressed, as this can be very challenging (this may involve setting a range of opportunities rather than necessarily expecting new members immediately to be able to pick up with the established group).
- ▶ Working from the young person's needs or wishes first may help to direct the involvement, rather than staff bringing a view that the involvement in a particular opportunity will be beneficial.
- ▶ The need to explore more fully individuals' support needs when they come into the group which could include a more thorough referral process or obtaining of references.
- ▶ The need for early and open discussions about what the group member can expect and what they do expect, and clarifying expectations in both directions explicitly.
- ▶ When facilitating a group like this, the need to reflect on the role of staff members and what process will be followed should issues arise.

Who 'holds' the work?

It was clear from talking with the Advisors that the participation lead from the Trust had been essential to making this a success for them, although this was not a very visible role in the documentation of the group. Having this participation lead with permission to take the time needed to build strong relationships and to be available when needed, worked well. However staff observed that it was important to have two members of staff to co-facilitate the group effectively. We noted relationships between a wider range of staff and Trustees with the Advisors, and this seemed to be important in widening the connections and influence.

Staff are making an emotional investment in the work, and need to negotiate boundaries, and bring in wider support where needed. Good support and supervision are essential, with time for reflection.

What makes a space 'safe'?

Both Advisors and staff have valued the creation of a safe space. This builds on some of the points already made in this report, but also includes:

- ▶ Taking the time to connect on a human level.
- ▶ That Advisors are there to share their skills and ideas, not to 'tell their stories' or 'sell their souls'.
- ▶ That people are ready to join a group that requires this level of responsibility.
- ▶ That care is taken when expanding membership rather than sacrificing stability in the pursuit of diversity.
- ▶ That everyone, including the participation lead/key staff members, is fully supported.
- ▶ Increasing Trust and responsibility as the experience of the group extends.
- ▶ Keeping communication going about boundaries and responsibilities.
- ▶ Balancing the need for co-production with duty of care – for example allowing people to opt out of reading applications that were distressing or making their workload manageable and reasonable.

How the Advisory Group has made a difference to Advisors and to the Trust



Overall, Advisors, staff members and Trustees are extremely positive about their experiences of the group, often in ways that extend to personal as well as professional experience.

We developed two separate 'pathways to impact' for the Advisors and for the Trust and its staff (see Figure 1 on page 11 and Appendix) and found their journeys mirror one another to a striking degree. For example, both young people and staff may enter this kind of journey having to work through some initial anxieties and committing themselves as human beings to the process. Interim steps include shared feelings of excitement and purpose, plus developing new personal, life and leadership skills. Similarly, on exiting the journey, both staff and Advisors feel part of a movement for change, having been strongly influenced by this way of working and the profound effect it has had on their personal sense of being as well as their role as a professional or volunteer Advisor.

We're a bunch of talented, creative, caring, passionate individuals who have started the ripple in the pond. We've thrown the first pebble and the ripple has started, we want people to carry this on."

Advisor

Seeing that their contributions make a real difference to the work of the Trust and to young people with care experience has been very important to Advisors. For Trust staff, the personal and professional learning was at times profound; they often were surprised at how much impact the work had on them, especially in having a different way of seeing things, and in balancing professional and lived experience in decision-making.

The Trust has continued to make sure young people are at the heart of its work by using more creative and engaging activities in its programme of events. All three Trustees interviewed recommended the approach. In particular they noticed the Advisors thoroughness, diligence, different perspectives, ability to 'cut to the chase' and to make them 'pause and reflect'.

[It's] hard when you know something should be better and you're not in a position to do anything about it and actually being in a position to do something about it is very, very empowering and it feels great!"

Advisor

"...but I would never walk away from the group, I love it honestly, I don't think I could see myself not being involved, it's like my one connection sometimes to the outside world you know"

Advisor

"I hope we've learned as a group of Trustees that, certainly it's reinforced my view that it's not an easy thing to do, it's not a straightforward thing to do, but it's a definitely worthwhile aspect to invest in and to give time to develop."

Trustee

Making a difference for other young people with care experience



Two of the mechanisms allowing the Advisory Group to make things better for other young people were their influencing work with a range of stakeholders, and grant-making programmes giving individual grants directly to young people with care experience.

Influencing

The external influencing work of the Advisory Group was less anticipated by Trust staff at the beginning of this work. Influencing developed organically and in response to levels of external interest in the group. Five impact case studies form the backbone of our evidence for this part of the work. These are briefly summarised below, however the extended versions can be found in our full impact report and as stand-alone briefings.

CASE STUDY 1: TRANSFORMING CARE

The First Minister commissioned the Independent Care Review in 2016, with the aim of transforming care in Scotland to give children with care experience the childhood that they deserve. The Care Review had a wide reach, hearing 5500 experiences of those living and working in and around the 'care system'. With cross-party support and a very high profile both nationally and internationally, the Independent Care Review was a unique opportunity to influence change in policy and practice.

Advisors made a significant contribution of time to the Review, both as a group and as individuals, with some present and past group members moving on to paid roles within the Review, taking their skills and experiences with them.

Our case study shows how investment in the development of the Advisors, as emergent leaders in the sector, has in turn made a contribution to the Care Review, in particular to how lived experience has been included. The Review and now The Promise have already contributed to positive changes that make a difference to young people. However, realising The Promise is envisaged as a ten-year programme of change.

CASE STUDY 2: SHAPING PRACTICE

The 'Home and Belonging' initiative offered organisations the opportunity to apply for funding from the Trust to design projects offering young people who are moving on from formal care a better feeling of home and belonging. The challenge for Advisors was to help shape and improve prospective applicants' ideas and also to encourage applicants to work more deeply and more meaningfully with their young people in designing project proposals. This approach was new to some of those working in the sector, creating some initial barriers and anxieties.

Through supporting a service design event marking the programme's launch point, participating in assessment and mentoring projects, the Advisors encouraged the meaningful involvement of young people in project design. Our case study shows that for some organisations this has contributed to their ongoing practices and made concrete changes to the design of their projects.

'Home and Belonging' communicates the impacts and resonance of this work in a short film.

CASE STUDY 3: INFLUENCING NATIONAL POLICY

In 2017 the Scottish Government held an open consultation on homelessness to which Advisors responded. This was followed up by further meetings and media appearances.

Our case study shows that Advisors were powerful advocates for care experience with the ability to contextualise their experiences to make generalisable and strong points, and also how their input complemented collective movements for change around Council Tax exemption for care leavers and better and more supportive housing options for young people.

CASE STUDY 4: CHALLENGING LEADERS

The Trust invested in two programmes for system leaders in 2017 and 2018. Advisors were involved in the design of the programme and also in setting an initial challenge for delegates; ‘what would a care system based on love and relationships look like?’.

Delegate feedback showed their appreciation of the Advisors’ input and staff said that they felt inspired by the Advisory Group in their approach to this work. Our case study shows that the programme influenced the Care Inspectorate’s proposals for their new methodology for inspection (including assessing the quality of relationships available to young people in care settings). It also supported the development of new connections and collaborative projects to bring forward young people’s voices.

CASE STUDY 5: INSPIRING FUNDERS

The Advisory Group together with the Trust have pioneered the co-production of individual grants programmes, challenging the expectations of some funders around what degree of involvement is possible and providing a model that can inspire others.

Advisors and the Trust have taken a number of steps to communicate their learning to the wider community of funders in the UK, through events and deeper engagement with particular funders. Our case study shows positive feedback from some of these events and how some funders have enjoyed the opportunity to exchange learning with the Trust and how this has shaped their thinking. This case study provides evidence that this work has been supportive and helpful for other funders on their own journeys towards embedding co-production and that it has contributed to a wider movement.

‘Create Space for Magic’ communicates reflections on the value of co-production to funders in a short film.

Our five impact case studies together show the depth and range of the Advisory Group's achievements in this area. They highlight the following themes:

- Effective leadership and advocacy – Advisors can present confidently and grapple with the complexities of system change.
- By investing in the Advisors, the Trust has contributed to collective efforts for change; such as the Independent Care Review/the Promise and campaigns for Council Tax exemption and for better housing options.
- Enriching participation - from directly speaking with a minister, to contributing individually and collectively to the Independent Care Review and bringing learning to that process and strengthening the voice of lived experience in project design.
- The work being seen by those we interviewed as a leading example of its kind, juxtaposed with tokenism or platforming young people in ways that were more limited to their personal care experience rather than extending beyond it.
- This work has been embedded and integral, captured well by one Trustee, who said “it wasn't as if they were people apart.”

While we initially looked for perhaps more straightforward or mechanical examples of influence, such as policy change, this work encouraged us to reflect also on the more personal or affective aspects of influence. Staff, Trustees and external stakeholders alike were frequently able to express memories and examples of where interactions with the Advisors had made their mark. We observed that the Advisors appeared to be impactful on a personal and relational level.

One stakeholder remarked on what he felt to be distinctive about this group, which was about being able to encounter people in powerful positions as equals (going “toe-to-toe” with them) and being able to move beyond their own experience, to contextualise this in demands for structural change.

“This was the interesting thing and one of the powerful things about this group compared with other groups I’ve had engagement with, is that they were able to take their own narrative and their own story and their own experience but contextualise it into the broader policy and legislative arena that needed to change.”

The strong, individual voices within the group are very much at the heart of its achievements. Advisors' roles have been fluid in navigating this work with a number acting as interns for the Trust and moving into different paid and professional roles or working with other campaigns and organisations. This has helped in bringing learning and capacity to other parts of the sector.



Advisors sharing their views on housing and homelessness and care experience with the former Minister and media

Grant-making

In total, the Trust and Advisors have awarded £629k directly to young people in the form of 896 individual grants, across the vast majority of local authority areas in Scotland through three individual grant-making programmes: (Figure 5 on page 33 shows the scope of these in a visual way).

- ▶ **Aspirational Awards:** individual grants for 21 to 26 year-olds with care experience, of up to £5000 to take steps towards their personal aspirations (this was linked to the idea of a long-term goal or impact). There have been eight rounds of Aspirational Awards allowing cycles of reflection over time.
- ▶ **Keep Well Fund:** small individual grants of up to £250 for 18 to 30 year-olds with care experience, to support physical and/or mental wellbeing during COVID-19.
- ▶ **My Choice, My Future:** individual grants for 18 to 30 year-olds with care experience, of between £500 and £4000 to take steps towards a long-term aspiration.

A further programme, Conference and Research Grants, which addressed the gap in professional development support for older young people with care experience, were developed but did not progress as planned due to the COVID-19 pandemic.

The funding streams come from a progressive and forward-looking perspective, working from the strengths and individuality of young people with care experience, and focused on taking steps towards their personal aspirations. What counts as an 'aspiration' for a young person and how subjective this is was the focus of significant discussion within the group.

The experience of developing Aspirational Awards in particular was pivotal in the story of the Advisory Group, providing a way of working, moving forward, and earning trust to deliver the work.

"[Can you tell us about your proudest moment with the group? What happened?] The moment we launched Aspirational Awards."

Former Advisor

"Aspirational Awards is our baby, and legacy - so much blood, sweat and tears has gone into this!"

Advisor

Further programmes built on these early experiences, with adaptations being made to reflect the changing world (the Keep Well Fund responding to COVID-19) and learning from previous work (My Choice, My Future involved further efforts to reach vulnerable groups and was available to a wider age range, as a result of the learning from the Keep Well Fund).

The Trust recognises that patterns of application across the country can be influenced by existing networks of support. Our two interviews with workers who supported young people to apply underlined the time this takes and how important this support can be in making the funding accessible. As with many youth interventions, there are obvious concerns about reaching young people who are sitting outside of any formal support.

How did Advisors shape the individual grants programmes?

Advisors had influence over every stage in the development of the individual grants programmes. In particular, it was felt that their influence led to:

- ✓ A stronger focus on how the process would feel to the applicant.
- ✓ Looser parameters giving the applicant more space to define what they wanted.
- ✓ Personalising it – the key example being giving a ‘welcome pack’ with a personal gift related to the grant (Aspirational Awards).
- ✓ Simpler forms.

How did award recipients feel?

Nearly all of the grant recipients who completed our survey (25) found it ‘very’ or ‘fairly’ easy to apply. Qualitative responses underlined the simplicity and accessibility, with one young person appreciating the direct help they got with the form from the Trust. 23 of the 25 young people felt that they could say what was important to them as an individual and 17 felt trusted to spend the funding as they needed it. One applicant felt the loose boundaries of the Aspirational Awards to be confusing and had some issues over what was and was not covered. While the minority of the young people (11) knew that people with care experience had created the initiatives, all but one thought this was important.

“It was very straightforward and accessible. As I am dyslexic, I got support from my parent to check my application.”

Award applicant

“It used clear language, it explained the process at the start, some of the awards had videos explaining them which made them really accessible.”

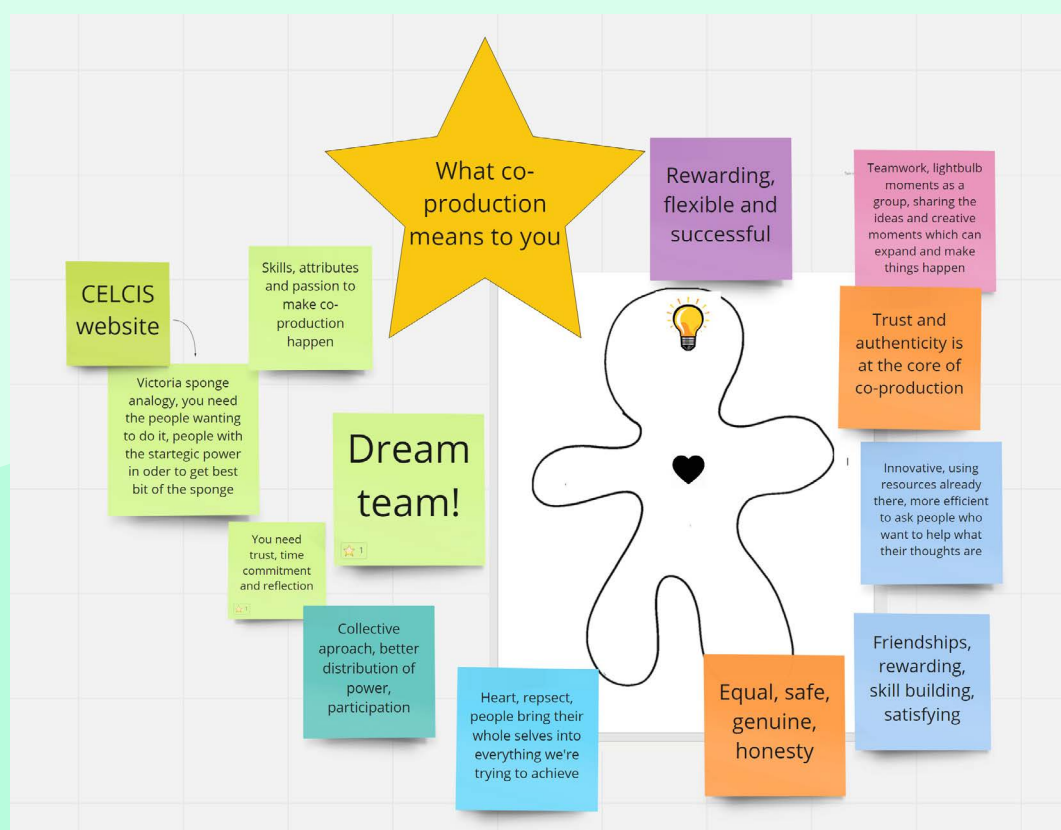
Award applicant

“The woman who I spoke to was very helpful on helping me fill out the application over the phone, which if she hadn’t of took the time to do that with I don’t think I would of managed to apply.”

Award applicant

People with care experience described how they felt on hearing that they had received their award using language such as “excited”, “happy”, “grateful”, “delighted”, “ecstatic” and “over the moon”. Most felt that the funding had made a big difference to their life now (including young people who received their grant some time ago), with some of the examples provided showing how they were making new choices and having new experiences and enjoying greater personal and professional development.

It appears that the Advisory Group’s intentions around accessibility, choice and personalisation resonate with the experiences of those completing our survey, although these findings speak less well for those who were unsuccessful in their application or the wider group of young people who did not apply at all. Longer-term tracking of young people would be needed to evidence lasting outcomes.





OVERVIEW OF GRANTS PROGRAMMES

ASPIRATIONAL AWARDS (2016-19)

Enterprise & self-employment, higher education & vocational learning, volunteering, equipment

Age
Range
21-26

TOTAL
AMOUNT



Successful
Applications
96



Success
Rate
62%



Local Authority
Areas Reached
26



£245k

KEEP WELL FUND (2020)

Communication devices, parenting, gym equipment, craft items & technology for entertainment

Age
Range
18-30

TOTAL
AMOUNT



Successful
Applications
691



Success
Rate*
97%



Local Authority
Areas Reached
28



£158k

MY CHOICE, MY FUTURE (2020-21)

Training courses, business start-ups & equipment required for current/new career

Age
Range
18-30

TOTAL
AMOUNT



Successful
Applications
109



Success
Rate*
89%



Local Authority
Areas Reached
25



£226k

TOTAL



SUCCESSFUL
APPLICATIONS

896

TOTAL
AMOUNT

£629k

* Success rate excludes ineligible applications.

Figure 5: Infographic highlighting the three individual grants programmes

Key learning about effective co-production



The 'Lifting Up' pathway is a learning piece and would be of interest to others who wish to review, enhance or develop their co-production. It draws on the perspectives of the Advisors, the Trust and current ideas.

As described above, making the space safe, the role of the Advisor and of the participation lead, and balancing consistency with care when bringing in new members, have been important factors in the success of this work. The group itself and the key supporting staff were felt to be important in making the participation space feel safe. Ongoing, open and honest communication about boundaries and responsibilities, as well as space for staff reflection and support for key staff, were also crucial. Trust in the group has been important and has allowed individuals to dip in and out according to need without interrupting progress.

What we do	Who with	How they feel	What they learn and gain	What they do differently	What difference does this make?
We made connections to form an Advisory Group for the Trust	The dream team! (Advisors and key supporting members of staff)	We are pioneering, fearless, passionate, committed	We gain friendships, specialist skills, fulfilment, purpose	Young people with care experience have an integral role in the Trust's processes	We are a group of leaders in our field; with skills and experience (part of a growing movement)
We formed relationships based on trust, respect, equality & mutuality	The Trust (wider staff and Trustees)		We grow as individuals and as a group	The Trust's practices become more accessible, open, personalised & creative	We have co-created a culture of working that reflects our core values (ideas, habits, social behaviours)
We shared the creative moments which can make things happen	Decision-makers and Influencers whose role is relevant to care experience & co-production	We own this work	The Trust gains a richer and wider conversation	We encounter each other as individuals; we enter into authentic relationships	The Trust's practices are tailored to young people's needs & young people have better experiences of the Trust
Advisors had responsibility before work became set in a path					
Advisors were involved at every stage of work (& the Trust was honest about 'little pockets of consultation')	Young people with care experience - activists and grant applicants	We are equals	Advisors gain training, development & networking opportunities	Together the Advisors & staff create a culture that is flexible, open, creative & supportive; we are a living organisation	Young people with care experience have their sense of agency affirmed & live better lives

Figure 6: Co-producing our work – pathway to impact

The pathway communicates well the advice given by one Trustee to “*be aware that it [this kind of work] is a journey*”, that requires commitment and support over time to work well. This particular work shows the depth and complexity of work that can be done by young people with care experience by investing in that long-term relationship and allowing a core group held together by a common mission to develop and grow over time. The pathway demonstrates some of the main ideas from current learning and thinking about co-production, like being involved from start to finish, values such as equality and mutuality, formation of social networks, and blurring the traditional boundaries between people in different roles. It gives the sense of what an organisation needs to offer to support and invest in an Advisory Group well, and also what it might expect to gain in return.

The pathway conveys the idea of mutual benefit, with what is being given to and expected of Advisors achieving a balance through ongoing conversations and reflections. Investment in the Advisors has included a budget for personal and professional development, as well as creating paid roles where appropriate, including for assessing grant applications, participating in decision-making panels and consultancy. The Trust has initiated open conversations with Advisors at various points about both when work should be voluntary or paid, and how best to pay people. The nature, volume and demands of the work, as well as any training component are all relevant factors to consider in these conversations.



Images from our workshop with Advisors on co-production, 2020

In conversation with Advisors and staff at the end of this collaborative evaluation, we refined their understanding of what factors have helped this approach to work for them. Significantly, one Advisor used the metaphor of building a home, clearly so relevant to care experience and resonant with other findings in this report, to explain how co-production can flourish. Following this metaphor, the foundations of the home would be the relationships you build and the values you hold. The frame might be constructed with the principles of mutuality, equality, safety and support. Inside of the home there is space for fun, friendship, hard work and persistence. People are encouraged to contribute to their fullest potential, without limits. The family inside are held together with a value, hope or intention. However, the walls define a space which is large enough for the work to breathe and for people's aspirations to emerge. We can reflect carefully on who comes through the door and how to invite wider perspectives. People may come into or move out of the home at different times, bringing their wider experiences and taking what they have learned into other places. From the chimney, flow the benefits that will emerge from the initial investment in those strong relationships and from taking the time to do this work well, while the learning and influence can be shared with a growing movement for co-production.



Advisors working with media co-op to produce films communicating this work. Photo credit - media co-op

Good practice messages

The following are practical, key points of learning that have emerged through this evaluation. We think they provide a useful starting point for reflection for others seeking to navigate similar journeys – whether with people with different needs and circumstances or in another context:

- Make sure that your policies will hold this work and refresh them as needed, e.g. volunteer handbook and behaviour/positive relationships policy.
- Consider how you will record the personal learning of volunteers as you go – so they have an up-to-date record regardless of when they feel it's right to move on.
- When grant-making, ensure you build in feedback loops with grant recipients and those supporting them.
- Consider the practical and ethical aspects of how to pay people for their time appropriately.
- Give people the equipment you think they need without them having to ask or say they need it.
- Use diaries or other methods to record the personal journeys of volunteers to add to your learning and understanding of the impact.
- If you bring new people into an established group, think carefully about how you will check the fit, remembering the power of having a common mission, and how you will tailor their pathway into the work.

The Trust acknowledges that these learning points would have been very useful to know as they were developing this work. Further reflections on working in this way are communicated in the set of films accompanying this highlights report (see below).

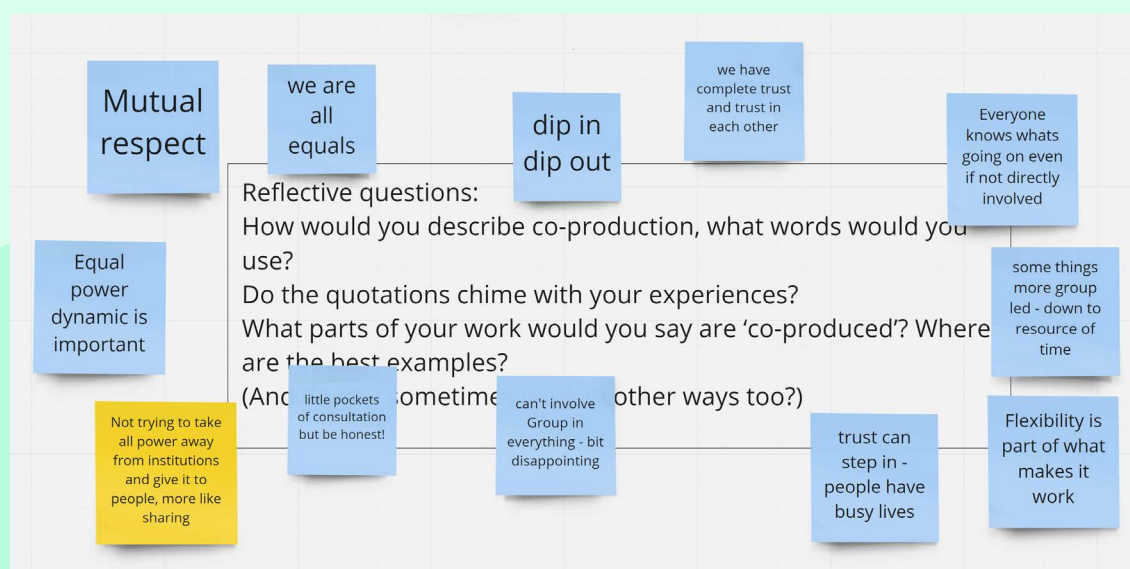


Image from our workshop with Advisors on co-production, 2020

Concluding reflections

This report briefly summarises our analysis related to three intentions:

- ▶ To tell the story of the difference made by the Advisory Group to Advisors, staff and the Trust (looking in).
- ▶ To tell the story of the difference made by the Advisory Group to other young people with care experience via influencing and grant-making (looking out).
- ▶ To lift up general points of learning related to co-production to provide a fuller understanding of what worked well here and why (lifting up).

Our approach to evaluation has involved two principal stages:

1. Working collaboratively with Advisors and key staff to understand the unique context of the work and then ‘mapping’ out how the work of the Advisory Group contributes to change.
2. Testing and refining this logic through various forms of data collection with participants and other stakeholders to create a picture of the impact of the work.

This has worked well in the situation where an understanding of the work and outcomes has gained definition over time rather than being pre-set. We do not think that these pathways could have been created in the way that they have been at the beginning of the work. One of the challenges of co-production is allowing the space for work to develop depending on the needs and hopes of the group.

The collaborative development of the pathways to impact ensures that the language used feels meaningful and truthful to the work that has been done. The pathways and a selection of the evidence have also been revisited by the Advisory Group during collective analysis opportunities. The looking in pathways, highlighting the respective journeys of Advisors and staff members, are indicative of the depth of understanding, experience and relationships developed by those involved over time and are distinctively rich. We therefore consider the change pathways (provided here as an appendix) to be an important and somewhat unique source of evidence in themselves.

Looking out pathways are supported by our series of case studies, balancing the internal picture with some external perspectives, and our survey of grant recipients, bringing in the voices of a wider group of young people. On influencing, some key impacts relate to contributing to participation effort across a range of settings, contributing to policy conversations and development and informing cross-sector collaborations and discussion on system change. It is a hopeful and energising time for the care world in Scotland with the agenda of the Independent Care Review/The Promise attracting global attention, and Advisors have played their role in this landscape. On grant-making there are process impacts – relative to the simplicity and young person centredness of the grants programmes – as well as the impact of receiving the grant on the individual young person.

These two dimensions of the work, the looking in and the looking out, are clearly interlinked. The looking out aspects are key to providing young volunteers with real opportunity and power to effect meaningful change. It is only with the cultural and relational aspects of the internal work, that this external work could be delivered in the way that it has been.

Key decisions related to how young people were brought into the group organically, and in particular the willingness to nurture the group over time with some flex, are key to understanding just how far the group has come and what they have been able to achieve collectively. The way in which young people have been greeted as whole human beings with a variety of identities and experiences, and not been asked to retell their stories feels significant in how they have been able to contribute well beyond their own personal experiences of care.

Some of the drivers carrying the changes forward are: sharing a common passion and mission for this work; friendship and support; individuals feeling valued as whole human beings; giving time and careful attention; feeling close to the change; and ensuring that people are developed, supported and connected with opportunities. These are the ‘jewels’ that help to explain why this work has been successful and why the group has been sustained.

We at Matter of Focus have been delighted to accompany the Advisors and the Trust in their evaluation journey and share in their hope that this work can inspire and inform wider efforts for co-production.

Outputs from this evaluation

This work forms part of a suite of outputs communicating the learning from this evaluation as follows:

- ▶ The case studies referenced in this report are available in full as stand-alone versions and also in our extended impact report.
- ▶ Our full impact report for audiences who wish a deeper understanding of our evidence and analysis, methodology or findings.
- ▶ For audiences preferring a more visual approach, our partners in this work, media co-op have worked with the Advisors to make one main film and five chapter films communicating some of the highlight findings.



Advisors working with media co-op to produce films communicating this work. Photo credit - media co-op

Appendix 1: pathways to impact

Impact on Advisors

What we do	Who with	How they feel	What they learn and gain	What they do differently	What difference does this make?
We made connections to form an advisory group for the Life Changes Trust Progress: Great Confidence: High	Voluntary advisors to the Trust Progress: Great Confidence: High	We worked through our feelings about being in a care experienced group Progress: Great Confidence: High	We have support and connections - with each other and to other opportunities Progress: Great Confidence: High	The Trust's work is influenced by lived experience Progress: Great Confidence: High	We are a group of leaders and influencers, part of a growing movement Progress: Great Confidence: High
We came together as a group, got to know each other, and figured out our mission Progress: Great Confidence: High	Life Changes Trust staff team Progress: Great Confidence: High	This feels like a second home and we enjoy working together Progress: Great Confidence: High	We have purpose, direction and passion Progress: Great Confidence: High	We are a living organisation; together the advisors & staff create a culture that is flexible, open, creative & supportive Progress: Great Confidence: Some	We improve the lives of people with care experience Progress: Some Confidence: Some
We have sustained involvement over time and work together productively Progress: Great Confidence: High	Trustees Progress: Great Confidence: High	We feel cared for, challenged, welcomed and comfortable Progress: Great Confidence: High	We develop as leaders and influencers, gaining new skills Progress: Great Confidence: High	We act as leaders/influencers for care experience & co-production Progress: Great Confidence: Some	We have grown as individuals Progress: Great Confidence: Some
It didn't matter what our story was; we draw on our experience but focus on our work moving forward Progress: Great Confidence: Some		We are mindful of each other, and bring our whole selves to the group Progress: Great Confidence: Some		We continue our education, move into new roles & develop our professional interests Progress: Great Confidence: Some	The Trust's practices are tailored to young people's needs & young people have better experiences of the Trust Progress: Great Confidence: Some

	Great Progress	Some Progress	No Progress
High Confidence			
Some Confidence			
Low Confidence			

Impact on the Trust and its staff

What we do	Who with	How they feel	What they learn and gain	What they do differently	What difference does this make?
<p>We made connections to form an advisory group for the Life Changes Trust</p> <p>Progress: Great Confidence: High</p>	<p>Voluntary advisors to the Trust</p> <p>Progress: Great Confidence: High</p>	<p>We worked through our initial uncertainties or anxieties</p> <p>Progress: Great Confidence: High</p>	<p>This work gets attention from people in the field</p> <p>Progress: Great Confidence: Some</p>	<p>We put our values into action by involving young people in this way (we walk the walk)</p> <p>Progress: Great Confidence: High</p>	<p>The Trust's practices are tailored to young people's needs & young people have better experiences of the Trust</p> <p>Progress: Great Confidence: Some</p>
<p>We came together as a group, got to know each other, and figured out our mission</p> <p>Progress: Great Confidence: High</p>				<p>The Trust's work is influenced by lived experience</p> <p>Progress: Great Confidence: High</p>	
<p>We have sustained involvement over time and work together productively</p> <p>Progress: Great Confidence: High</p>	<p>Life Changes Trust staff team</p> <p>Progress: Great Confidence: High</p>	<p>We are mindful of each other, and bring our whole selves to the group</p> <p>Progress: Great Confidence: High</p>	<p>The Group gives us focus and encourages us to work quickly and efficiently</p> <p>Progress: Great Confidence: High</p>		<p>The Trust is seen as successful and credible with a legacy of putting people at the heart of its work</p> <p>Progress: Great Confidence: Some</p>
<p>We share decision-making with the Group and follow through the Group's ideas</p> <p>Progress: Great Confidence: High</p>				<p>We are a living organisation; together the advisors & staff create a culture that is flexible, open, creative & supportive</p> <p>Progress: Great Confidence: Some</p>	
<p>We put in place a key person who effectively links advisors & the Trust</p> <p>Progress: Great Confidence: High</p>	<p>Trustees</p> <p>Progress: Great Confidence: High</p>	<p>We feel excited, creative, intrigued and challenged - this is refreshing!</p> <p>Progress: Great Confidence: High</p>	<p>We gain personal fulfilment</p> <p>Progress: Great Confidence: Some</p>	<p>Using this platform, we share our learning</p> <p>Progress: Great Confidence: High</p>	<p>We are part of a growing movement, we have a way of working with lived experience that we take with us into the future</p> <p>Progress: Great Confidence: High</p>

	Great Progress	Some Progress	No Progress
High Confidence	<div></div>	<div></div>	<div></div>
Some Confidence	<div></div>	<div></div>	<div></div>
Low Confidence	<div></div>	<div></div>	<div></div>

Influencing

What we do	Who with	How they feel	What they learn and gain	What they do differently	What difference does this make?
<p>We present our work confidently to other funders, decision-makers and sector leaders</p> <p>Progress: Great Confidence: High</p>	<p>Volunteer Advisors</p> <p>Progress: Great Confidence: High</p>	<p>Shocked by the responsibility given to us by the Trust</p> <p>Progress: Some Confidence: Some</p>	<p>Learning around co-production</p> <p>Progress: Some Confidence: Some</p>	<p>Think about co-production or improve their co-production practices</p> <p>Progress: Some Confidence: Some</p>	<p>Young people with care experience are better off and they receive better support and care</p> <p>Progress: Some Confidence: Some</p>
	<p>The Trust</p> <p>Progress: Great Confidence: High</p>		<p>Knowledge of young people's experiences, put in the context of how systems need to change</p> <p>Progress: Some Confidence: High</p>		
<p>We advocate for the changes we believe young people with care experience need</p> <p>Progress: Great Confidence: High</p>	<p>Other funders</p> <p>Progress: Great Confidence: High</p>	<p>Receptive to what we were saying</p> <p>Progress: Great Confidence: Some</p>	<p>Young people with care experience gain recognition</p> <p>Progress: Some Confidence: Some</p>	<p>Change policy & practice or otherwise work towards positive system change</p> <p>Progress: Some Confidence: High</p>	<p>The Advisory Group has national and international reach and recognition</p> <p>Progress: Great Confidence: Some</p>
	<p>Decision-makers and sector leaders & influencers</p> <p>Progress: Great Confidence: High</p>				
	<p>Independent Care Review/ The Promise</p> <p>Progress: Great Confidence: High</p>	<p>Inspired by our work</p> <p>Progress: Great Confidence: Some</p>	<p>Advisors gain experience, connections & opportunities for influence</p> <p>Progress: Great Confidence: High</p>	<p>Advisors act as sector leaders & influencers, they are personally impactful in their interactions with others</p> <p>Progress: Great Confidence: High</p>	<p>The cultural confidence of young people with care experience is enhanced</p> <p>Progress: Some Confidence: Some</p>

	Great Progress	Some Progress	No Progress
High Confidence	<div></div>	<div></div>	<div></div>
Some Confidence	<div></div>	<div></div>	<div></div>
Low Confidence	<div></div>	<div></div>	<div></div>

Giving

What we do	Who with	How they feel	What they learn and gain	What they do differently	What difference does this make?
<p>We invested in forming this group</p> <p>Progress: Great Confidence: High</p>	<p>Volunteer Advisors</p> <p>Progress: Great Confidence: High</p>	<p>Overwhelmed - this is hard!</p> <p>Progress: Great Confidence: Some</p>	<p>Specialist skills and confidence in how to design and run a grant-making programme</p> <p>Progress: Great Confidence: High</p>	<p>Advisors continue using and reviewing the processes they first developed for Aspirational Awards, they build on this to meet wider need</p> <p>Progress: Great Confidence: High</p>	<p>Grant-making is more tailored to the needs and experiences of young people with care experience</p> <p>Progress: Great Confidence: Some</p>
<p>We undertook a lengthy, intensive, complex process to design individual grants programmes</p> <p>Progress: Great Confidence: High</p>	<p>The Trust</p> <p>Progress: Great Confidence: High</p>	<p>Excited to reach new recipients</p> <p>Progress: Great Confidence: High</p>	<p>The Trust gains ideas and insights</p> <p>Progress: Great Confidence: High</p>	<p>The Trust's grant-making processes are more open, accessible, personalised</p> <p>Progress: Great Confidence: Some</p>	
<p>We led all aspects of this work</p> <p>Progress: Great Confidence: High</p>	<p>Grant applicants & recipients</p> <p>Progress: Great Confidence: High</p>	<p>The Trust is supportive and committed</p> <p>Progress: Great Confidence: High</p>	<p>Recipients gain an experience of being trusted</p> <p>Progress: Great Confidence: Some</p>		<p>Young people with care experience enjoy greater personal & professional development and can follow their aspirations</p> <p>Progress: Some Confidence: Some</p>
		<p>We are pioneering, passionate and fearless</p> <p>Progress: Great Confidence: High</p>	<p>Recipients gain opportunities to define & move towards their personal aspirations</p> <p>Progress: Great Confidence: High</p>	<p>Grant recipients make choices & have new experiences</p> <p>Progress: Great Confidence: High</p>	

	Great Progress	Some Progress	No Progress
High Confidence	<div></div>	<div></div>	<div></div>
Some Confidence	<div></div>	<div></div>	<div></div>
Low Confidence	<div></div>	<div></div>	<div></div>

Highlights Report

October 2021

Produced by Helen Berry,
Sarah Morton and Karen Barrie

**Matter
of Focus**
Evidence. Action. Change.

life
changes
trust