



CareTech Foundation Impact Report 2020/2021

Introduction

“Following the impact of the pandemic last year, we continued to face challenges as we entered a second year of adjusting to the challenges we face. Through the resilience and resolve displayed by the care and charity sectors, we continued to deliver our grants and build on the momentum we have achieved over the last three years. This year has seen the Foundation rise to new heights as we expanded our reach internationally and, even though we were limited in face-to-face engagement, we are proud of how our partners and supported charitable initiatives have responded. This year saw the Foundation add seven new strategic partners to the portfolio, each answering a unique need. Despite the restrictions caused by the pandemic, we have supported more people than ever before.”



Jonathan Freeman MBE
Chief Executive
CareTech Foundation

Jonathan Freeman MBE, Chief Executive, CareTech Foundation

Founded in 2017, the CareTech Foundation delivers meaningful impact to communities in the UK and overseas by supporting and championing the social care sector, care workers and those living in care. Our trustees have made a conscious decision to deliver the Foundation's mission through a mix of high volume/lower impact to lower volume/high impact programmes. The Foundation's work is focussed on three main areas:

Supporting those with long-term health difficulties including those with mental health conditions and complex physical and learning disabilities.

Skills development for those from disadvantaged backgrounds into careers in the care sector.

Supporting the communities, family, and friends of CareTech plc employees facing significant financial, health, or similar challenges.

Summary

Each year, the Impact Report details The Foundation's progress against our Theory of Change. We continue to work with Bean Research to ensure independence and validity in our reporting data.

"This year, CareTech Foundation's impact report demonstrates the value of sustained relationships and grants - and the difference these make, to programmes and organisations. For example, the three-year relationship with the British Asian Trust allowed the programme to develop as needs changed and, in doing so, exceeded all targets & helped change the mental health landscape in Pakistan. Similarly, previous work with EY Foundation allowed the development of the Beyond Your Limits programme, supporting more young people into the care sector. It is also true for the Foundation itself, learning through evaluating previous programmes on how they can most impactfully affect social change. This is reflected not only in its recent accolades but also through its new focussed partnerships through which we are already seeing positive impact."

Charlotte Turner, Director, Bean Research

£ 670,119
invested this year alone

CareTech Foundation has helped
65 charities to deliver
programmes this year

14 strategic partnerships
entering into seven
new partnerships

5 days of CareTech staff support
of Foundation partners

1,550,000
people directly supported this year

A social media campaign on
mental health reaching
16.8 million
people in Pakistan.

Multiple Award-winning Foundation Leading the Social Care Sector

Not only has the CareTech Foundation had a significant impact on its beneficiaries but it has been recognised for its leaders and leadership within the sector.



Trustee Board of the Year!

The Foundation's Board of Trustees won Trustee Board of the Year at the Charity Times Awards 2021. Over the last three years, the trustees were seen to have combined a commitment to good governance, innovation, strong strategic planning, DEI, continuous improvement, and hands-on personal engagement to forge a powerful new charity that has quickly established itself as an important player in a key sector, delivering impressive and measurable impact.



Philanthropy Award of the Year!

Shortly after the reporting period for this report ended, in December 2021, CareTech plc won the Philanthropy Award at the Better Society Awards 2021 in recognition of the company's support provided to the Foundation, financially and through the in-kind support provided to partners by staff from across the company. CareTech plc donates 2.5% of its pre-tax profits to the Foundation every year as part of its commitment to supporting the wider care sector and local communities. In June 2020, the company also made a donation of 1,000,000 company shares to the Foundation.

"We are incredibly proud to have the philanthropic efforts of our staff recognised by the judges of the Better Society Awards. Care sector staff are unlike any other in their generosity and commitment to making lives better and this award is evidence of that. We are proud to support the CareTech Foundation and this award will only strengthen our commitment to the good work being delivered through the charity."

Haroon Sheikh, CEO of CareTech plc and Chair of Trustees of the Foundation



Recognised Leaders

And, this year, the CareTech Foundation founder, **Farouq Sheikh**, Executive Chairman of CareTech plc, was awarded an OBE for services to specialist social care, while **Jonathan Freeman**, CEO of the CareTech Foundation, was awarded an MBE for his services to charity. Furthermore, Jonathan was announced as a finalist in the Social Care Top 30.

Championing Social Care



The Foundation is the Founding Partner of the Championing Social Care initiative - a group of leaders from across the social care sector, coming together to ensure a wider and deeper public understanding,

appreciation, and respect for social care. This year was the first full year of activities to report on. This report highlights three initiatives:

Care Home Open Week 2021 was a great success despite the challenging environment caused by the pandemic, with over 400 care homes taking part. 41 MPs, Councillors and Metro Mayors contacted CSC to attend Care Home Open Week events. High-profile visitors included **Helen Whately MP** (Minister for Social Care), **Sir Ed Davey MP** (Leader of the Liberal Democrats), and **Dr Rosena Allin-Khan MP** (Shadow Minister for Mental Health). 86% of care homes agreed that Care Home Open Week helped to promote their facilities and activities and 57% felt that Care Home Open Week helped to showcase career opportunities available in care.

Care Sector's Got Talent showcased talents within the social care sector. 38 audition tapes were submitted, with 10 finalists from care groups including **KRG HealthCare**, **Sanctuary Care**, **Hallmark Care Homes**, **Kingsway Care**, **Future Directions** and **Majesticare**. 61 venues registered

to stream the final to their teams and residents. All the finalists agreed that the event helped them to celebrate the social care sector and that it improved the mood and levels of service within their teams.

Championing Social Care also partnered with **Purple Tuesday**, recognising that across the Social Care sector, there is a need to drive better awareness, understanding, knowledge, and best in class practice for disabled people, both as service users and members of staff. 28 care sector organisations got involved and committed to making changes to their activities and wider practice to raise the quality of their service for disabled people.

'No one organisation has a monopoly on the well-being of vulnerable children and adults. Whether as a support and care provider, a commissioner, practitioner or family member, at whatever level or point we operate in the circle of support for any one person, we are each at our best when that purpose is fulfilled as a collective of partnerships, with the individual's needs at the heart of how we work together to enhance their life choices. CareTech Foundation has continued to provide support in a variety of ways to support the care sector as a whole, enhancing skills through partnerships and offering valuable financial reprieve to staff at a time when the pandemic has caused uncertainty for many. We are pleased to work with the Foundation in fulfilling its commitments to the sector as a whole.'

Julian Spurling, Managing Director for Adults Division South, Caretech plc

Physical and learning disabilities and mental health

The CareTech Foundation supports people with disabilities and long-term health conditions through five partnerships. In a year during which the pandemic has taken a devastating toll not only on the physical health of millions of people but on their mental health too, the support of these projects is both timely and essential. The Foundation has provided funding of

£210,094

in this priority area.

In the UK, **1 in 4** adults and **1 in 10** children experience mental illness. Furthermore, depression rates have **doubled** since the COVID-19 pandemic began. Existing inequalities have worsened with mental health issues disproportionately affecting certain groups, including people with disabilities, those living in social housing and those with certain mental health disorders.

The Foundation has provided mental health support to

1,071,994 people

this year, in partnership with the British Asian Trust, working in Pakistan; Depaul working with young homeless people in Northeast England, and OnSide's "Bridging the Gap" programme.



In Pakistan, the three-year project with **British Asian Trust** has now been completed, reaching

16.8 million in a successful pandemic

response with its multi-channel campaign to raise awareness of mental health and signpost those in need to services available. This year, 1.1 million people directly benefitted by attending mental health awareness raising sessions, accessing support through helplines and engagement with community-focussed OutReach campaign.

Cumulatively this OutReach programme has now supported

1.5 million individuals.

This year, the programme has improved the access of

28,315 individuals

to mental health support services made available at clinical and non-clinical levels. These have included support groups and forums; 1-2-1 support from professionals and remote support for children and adolescents.

In total

95,941 have benefitted from this increased access, over three years.

As well as directly supporting people, British Asian Trust and its partners have trained

997 practitioners

this year, to identify, refer, and support people on mental health. Overall,

1,988 have received training through the programme.

In the final months of the project, ensuring the long-term sustainability of the programme was a priority. BAT worked with **IRD** and **Sehat Kahani** to ensure that the newly integrated mental health services are fully embedded within their existing service offering. As a result, mental health services will continue to be available through Sehat Kahani's 32 clinics across the country, and through five healthcare facilities which partnered with IRD. The project leaves a lasting legacy, influencing the wider mental health eco-system in Pakistan, with improvements in availability, accessibility and quality of services, and greater investment in mental health nationally.

Zeba's Story:

43-year-old Zeba lives with her husband and four children in Pakistan. Her husband is a daily wage worker earning approximately 68p a day and their eldest son is a rickshaw driver. The family's struggle of day-to-day survival was interrupted when Zeba was diagnosed with cancer. With little access to any helpful information, and no finances for costly cancer treatment Zeba thought that she had been handed a death sentence and slipped into depression and anxiety. Her poor mental health was exacerbated by her COVID-19 diagnosis and lack of documentation for applying to a free of cost cancer treatment programme

Zeba called the British Asian Trust's partner IRD's mental health support helpline and was referred to a counsellor. Having established a trusting relationship with the counsellor, Zeba was first educated about her illness, given an opportunity to talk about her illness and feelings with ease and taught some coping mechanisms. One-on-one sessions gave both mental support and practical help, and Zeba has now started treatment at a non-profit hospital.

'Counselling has helped me reconnect with my family during this time. I understand the importance of open communication. I realise that I shouldn't give up and am hopeful that I will get well.'



The funding of **DePaul** supports the delivery of Mental Health/Wellbeing workshops to young homeless people

in DePaul UK's accommodation projects in the North East of England. 130 young people have been supported directly through the workshops, activities, and one-to-one support this year.

In addition,

120 young people

living in its accommodation received mental health and wellbeing activities, resources, and tools as part of the overall support provided. Funds have also contributed to mental health training for 67 staff members and volunteers. While COVID-19 continues to present some challenges to delivery, more face-to-face sessions have been possible. Two face-to-face gender peer support groups have been well attended by young people with feedback demonstrating the positive impact the groups have on mental health and in general the preference for in-person support.

“ From speaking with our staff and young people, we know that the pandemic continues to put unprecedented pressures on their mental health and wellbeing, with many concerned about the future. Having the Wellbeing Programme in place has been crucial in enabling young people to talk about their mental health, learn wellbeing techniques, and get specialist crisis support when they need it. ”

Beth Lowe, DePaul UK



In April 2021, the Foundation began a three-year partnership

with **OnSide Youth Zones** to identify and address early signs of mental illness in young people. The programme, called 'Bridging the Gap', is also supported by the **Rayne Foundation** and is part of OnSide's 'Culture of Health' initiative established in partnership with the **Oglesby Charitable Trust**. "Bridging the Gap" is focused on upskilling staff at OnSide's Youth Zones and providing access to stigma-free, multidisciplinary mental health care to young people who are experiencing, or are at risk of developing mental health issues. Young people also have the opportunity to access six-week issues-based workshops, one-to-one tailored support from Youth Zone staff, or work with a Health and Wellbeing Manager to secure specialist support from external agencies as appropriate.

"OnSide Youth Zones is committed to excellence in Youth services. This project and the support from the CareTech Foundation has contributed towards achieving this excellence in the field of mental health and wellbeing. The project's training of staff and support for young people devastated by the pandemic could not be more important."

Simon Marsh, Head of Grant Partnerships, OnSide Youth Zones

So far, the Foundation's funding has supported 874 young people who will have knowledge and opportunity to live a healthy lifestyle. More specifically, the Foundation's support has enabled:

102 young people to access signposting support from Mental Health First Aiders.

665 young people to engage in workshops and initiatives.

57 young people reporting an increase on three or more health indicators.

2 new Mental Health First Aiders trained and deployed.

69 staff trained.

1 health worker recruited.

In addition,

3,450

indirect beneficiaries are active members of the Youth Zones where young people aged between eight and 19, or up to 25 with a disability, have affordable access to high-quality sports, arts, and leisure facilities and activities, seven days a week, 52 weeks a year. Within these indirect beneficiaries,

681 young people

benefitted from more nutritious hot meals.

"I found lockdown really difficult. The Youth Zone's welfare calls and activities kept me focused. I had told them that I previously had one evening of self-harming and suicidal thoughts."

They implemented a full action plan for me. I am now getting professional counselling which is helping me to adapt to a new way of living and a dedicated youth worker is supporting me through doorstep visits, mentoring and welfare calls."

Andrew, an OnSide Youth Zone member

"The COVID-19 crisis has meant that, more than ever, our youth workers have been supporting the mental health and wellbeing of young people across the country. We are thrilled to have CareTech Foundation's support which will help us reach even more young people with this programme."

Kathryn Morley, Chief Executive, OnSide Youth Zones

The CareTech Foundation also recognises that academic research is crucial in understanding disabilities and therefore in supporting those with disabilities and long-term health conditions. Both the **Birkbeck, University of London** and **Autistica** research projects have made progress in their early stages, with the ToddlerLab launched and starting to collect data at the end of the reporting period and Autistica approving three projects for developmental funding. These projects represent step changes in how Autism and neurodevelopment are understood and supported.



At Birkbeck's Centre for Brain and Cognitive Development, the CareTech Foundation is supporting the building of the new ToddlerLab, allowing researchers to study toddlers while they

engage in games and other everyday behaviours in their natural environment, transforming understanding of neurodevelopmental conditions. Despite all the COVID-19-related challenges in building the new facility, the building is almost fully operational and data is currently being collected in the ToddlerLab with parents and children on site.

"There is no cure for neurodevelopmental conditions like autism but with the right interventions, children with these conditions can learn to cope with them and live happier lives. By furthering our understanding of these conditions, the Wohl Wolfson ToddlerLab will help children around the world to do just that."

Anneka Hendrick, Head of Corporate Partnerships, Birkbeck



The CareTech Foundation's partnership with leading UK autism research charity Autistica, for the newly-launched **Social Care Action Fund** will fund new research focused on revolutionising the provision of social care for autistic adults in the UK. The project, launched in March 2021, will, over the next three years, develop and fund five practical, high-quality social care research studies focussing on the health, wellbeing and quality of life of autistic people with a learning disability.

In its first year, the call for proposals for the Social Care Action Fund received 10 applications highlighting strong collaborations across universities, social care providers, third sector organisations and local authorities. In June, Autistica hosted a Scientific Review Panel with external reviewers which approved three of the projects for development funding:

Autism and Addiction:

Dr Sally Adams, University of Bath. Identifying improvements to drug and alcohol services to improve the lives of autistic adults, carers, and the quality of support provided. Alcohol Change UK agreed to match-fund the project.

Autism and Social Prescribing:

Dr Kerryn Husk, University of Plymouth. Exploring the potential for social prescribing for autistic adults in social care.

Autism and Ageing:

Dr Mary Stewart, Heriot-Watt University. Exploring gaps in social care support for older autistic people – exploring how the needs of autistic adults change in late adulthood and what adaptations can be made to existing services (and the need for autism-tailored services).

"Our partnership with the CareTech Foundation represents a fantastic and very novel way that Autistica envisages working with funders. It has provided us with invaluable insight and a bolstered institutional learning into how we can develop multi-faceted relationships with funders that are strategic and far-reaching. The possibility of involving CareTech employees in the development and execution of funded projects within the Social Care Action Fund is incredibly promising. It is an excellent wrap-around to the vital financial support."

Richard Scott, Trusts and Foundations Manager, Autistica

R N I B

See differently

Most recently in September 2021, the Foundation has partnered with **RNIB** to work together to ensure that no one with complex needs

in a care setting is missing out on basic eye care due to their additional needs and conditions. The project will review the existing Vision Friends project and work with CareTech plc staff to review and roll out the project in the care sector.

Skills development for the care sector

The CareTech Foundation currently supports five initiatives working with young people to improve employability and skills, particularly into the care sector.

29% The need for health and social care professionals in the UK continues to grow. Forecasts show that an increase of 29% (**490,000 extra jobs**) will be required by 2035.

In parallel, young workers have been hit hardest during the crisis, with those **under 35 accounting for almost 80% of the decline** in payrolled employees, alongside a further rise in young people moving into economic inactivity.

This year, the Foundation has provided funding of

£147,090

to improve the skills of care workers and support them into work.

359 have been supported with employability skills and qualifications.

Partnering with **The Prince's Trust**, the Foundation supports two employment programmes for Young People - 'Get Into' and 'Get Started', which have seen 57 young people into work this year. CareTech Foundation works with its partner **EY Foundation** to deliver the 'Beyond Your Limits' programme supporting care experienced young people, with 20 currently on the two-year programme. EY Foundation's 'Smart Futures' programme for young people with barriers to employment has provided training for a further 20 young people. In addition, the Positive Pathways project, run by the **Disability Resource Centre (DRC)**, has been completed by 103 people with disabilities across the West Midlands and South Staffordshire.

Employability support, training & qualifications provided

The Positive Pathways project creates individually tailored pathways using a person-centred approach through education, volunteering, and employment. COVID-19 restrictions dictated a shifting offer,



improving lives of disabled people for over 25 years.



with DRC adapting the course to Zoom delivery of the 'Back on Track' programme and the Opportunities Hub

offered online. The 'Back on Track' programme is a six-week course of weekly workshops covering Understanding Disability, Latest COVID-19 Information, Managing Isolation, CV Skills/Job Search Online, Interview Skills and Techniques for video calls, and Confidence and Self-Belief.

103 beneficiaries completed the Positive Pathways programme and a further 180 participants who are on, or have been on, an employment programme continue to receive support through the weekly Opportunities Hubs, which provide access to job advertisements and application support from the Positive Pathways team.

As a result of DRC's Positive Pathways, 30 participants received new qualifications including IT, Foundational English, Estate Agency and Debt Management.

In addition, the changed programme delivery and DRC's digital support increased the confidence of the participants to use IT to access the programme and the Facebook page. In the latest quarter, DRC re-started and opened their core training services following the easing of restrictions of COVID-19 and have started delivering disability awareness for taxi drivers.



The Foundation's partnership with EY Foundation supports young people with barriers to employment, increasing their skills and experience with a focus on careers within the care sector and; has developed an employability programme aimed at care experienced young people. The Foundation supports two EY Foundation Programmes: 'Beyond Your Limits' and 'Smart Futures' (which was combined with last year's 'Our Futures').

Beyond Your Limits support by CareTech Foundation directly supported a total of **27 young people** in three cohorts with a programme specifically co-designed with and for care-experienced young people (aged 16-24), currently in full or part-time education. The programme offers up to two years of support including paid

skills training, multiple work experience placements, financial support through a personal development grant, and access to a business mentor and a progression coach. **20** young people remain on the two-year programme in Hounslow, Manchester, and London, with EY Foundation currently recruiting a fourth that the Foundation will support.

Smart Futures is a 10-month programme for young people who have been eligible for free school meals or a college bursary, developing employability skills and offering a paid two-week work experience in the care sector. Students engage on an accredited course and receive 10 months of mentoring support. **20** young people started the Smart Futures programmes in Birmingham and Manchester in April 2021.

"CareTech Foundation are creative funders looking for opportunities to connect our young people and organisations with different opportunities, for example exploring a connection with a provider who could share a number of second hand laptops which can form our pool to loan to students and promoting job vacancies to our young people."

Rachel Lyons, Corporate Partnerships Leader,
EY Foundation



Prince's Trust

The Prince's Trust works with partners across the UK to offer hundreds of free courses, grants and mentoring opportunities to inspire young people to build their confidence and start a career. The CareTech Foundation has supported

198 participants

across two employment programmes for Young People: "Get Into" and "Get Started", helping young people into careers in health and social care, alongside the NHS, Health Education England (HEE), and other partners. CareTech Foundation's grant has helped to ensure that the care sector side of this partnership receives equal spotlight to the NHS element. Furthermore, the CareTech Foundation's donation of £225,000 for the three-year grant enabled the Prince's Trust to leverage a further £640,800 from HEE.

START SOMETHING

"The CareTech Foundation is a key player in bringing together innovators within the sector, enabling them to share their knowledge and assist in funding their schemes to a successful conclusion."

The legacy of The Caretech Foundation's partnership work is improved outcomes for Children and Young People and the creation of new professional networks within the sector."

Lee Jones, Managing Director CareTech
Children's Services

Increased resilience & wellbeing

CareTech Foundation believes increased resilience and wellbeing for participants is one of the key determinants of effective interventions, but also an underlying predictor of sustained positive outcomes. Participants like Tumi, on EY Foundation's 'Beyond Your Limits' programme talk about their increased confidence and resilience.



The unique programme has helped me develop skills and build my confidence even more. Some of the fantastic skills I've learned were presentation and good time management public speaking, how to get ready for an

interview and what expect out of it"

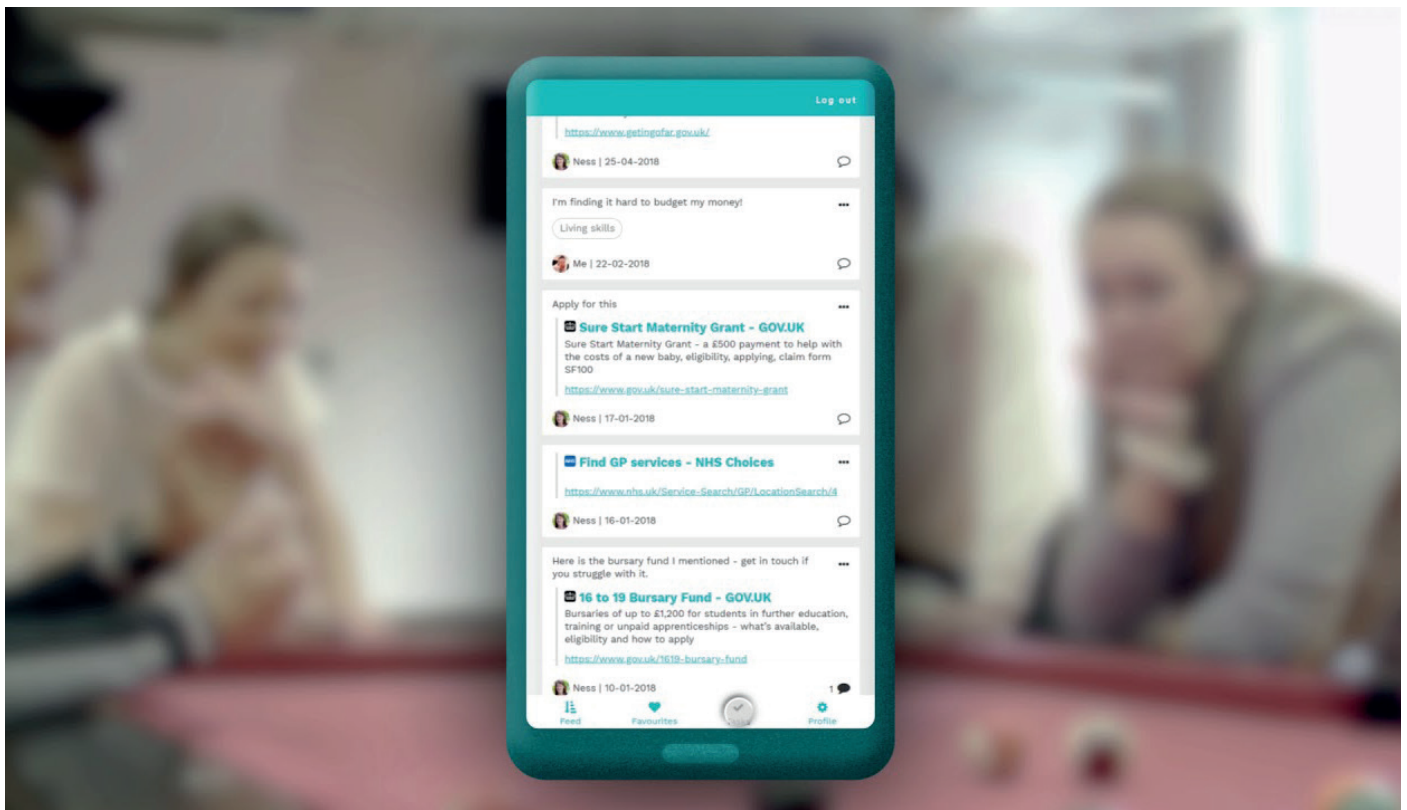
London BYL participant.

"I feel like I learned a lot from last week's work experience. And the important thing is that I don't feel stressed or anxious about the tasks that I have to do. I have met people who have their own clothing brands. They talked about what they did and they showed me the skills that I should do if I want to have a brand of my own. It makes me feel good to talk about the job I want in the future."

Manchester BYL participant.

65% In the West Midlands, the DRC Positive Pathways programme is delivering clear results. **65%** of Positive Pathways participants report an increase in resilience and wellbeing, half feel less isolated and more than half are motivated to take the next positive step on their journey.

Reflecting the importance in building resilience to sustain outcomes, participants in the Princes Trust programmes experienced a 28% growth in confidence and 23% increase in emotional resilience (and ability to manage feelings).



Believe in children



Barnardo's

The Foundation continues to support the development of **Barnardo's 'Journey' App**, aiming to increase the resilience of children and young people leaving care and the likelihood of employment, training or education. This year has seen testing of the app among CareTech plc staff and young people across 40 sites, with onboard training now taking place, as well as testing with a range of other providers. Barnardo's report that they have had good feedback across different service types, with Leaving Care, Supported Lodgings, Employment & Training, Home Support Services, and Transitional Training flats all finding the Journey model a good fit. The final app is looking to launch in Spring 2022 as a commercial proposition within Barnardo's, supporting young people in care while also raising funds to support more young people.

Feedback from one of their young people in care testing the app, Jason:

"I really love it. I've been kind of advocating for it from the start. I think it's brilliant. I think it's a great tool for young people to use and to actually

just have a little app on their phone that they can open up that has their actions and their goals for [service] on it. It is so useful."

And positive feedback among case workers too:

"So in a session, if they're on Journey, I will incorporate that. So they'll look at it on their screen, I'll look at it on mine or I'll share my screen with them...and we just got through it. And then sometimes I'm putting the goals in the tasks and assigning it to them. Sometimes they're doing it. Sometimes we do it together. And then they edit it until they get the idea of what it's about and how it works..."

"One of my young people has been actually more motivated since having Journey, which is good. And that's because he really struggles to organize himself...so just having it there in his pocket on his phone has actually made him engage better and to actually do more."

Into Education, Employment or Training and Number employed in Care Sector

In total, **83** beneficiaries have secured employment following their involvement in a CareTech Foundation funded programme this year - 23 DRC Positive Pathways participants, 57 supported through The Prince's Trust, and three through EY Foundation. Crucially, all of the grantee organisations have committed to reporting back the proportion of their supported young people who at the end of the programme are heading into education, employment and training.

CareTech plc has employed three of the Prince's Trust participants and one past participant of EY Foundation's 'Our Futures' is now employed in a care role.

The CareTech Foundation has supported

198 participants

across two employment programmes for Young People, with 101 into employment as a result. 78% sustain a job for at least 3 months after programme completion. 30% of these jobs are in the care sector.

In their own words...

The impact of these CareTech Foundation-funded projects on individuals is clear from the case studies, which tell the stories of the beneficiaries.

George's Story

"Before the pandemic, I was mainly doing gigs on the side, and I was looking forward to starting work on a cruise ship before it fell through because of coronavirus. I went on universal credit in May, and tried to apply for work in factories, but none of them got back to me."

George decided to start looking for jobs that were classified as essential work, figuring there would be more opportunities there. His work coach put him in contact with The Prince's Trust.

"I was interested in care work because I've always wanted to help people. I definitely needed the knowledge that I learnt on the course about care work, like information on safeguarding, because it was all brand new for me. The course gave me a lot of confidence as well. The Prince's Trust staff gave us mock interviews in preparation for the real ones at the end. I was nervous for the mock interview and getting through that really helped me deal with the real interview. If it weren't for that practice, I wouldn't have got it."

George was offered a role in domiciliary care at **Abbeycare Nursing** at the end of the course.

"I'll be visiting people's houses and helping them in a few ways, like chatting with them, making them food and taking them out the house. After a lot of uncertainty it's refreshing to know I'll be on a payroll and have fixed hours and a timetable. I would like to go back to freelance music work in the future, but for now I'm lucky to have a normal job, and I'm still working on creative projects on the side. I had a really wonderful time on The Prince's Trust course, I learnt a lot and I am much better off with The Trust's support."

Temmy's Story



Temmy, from Islington, found herself unemployed when she had to delay starting her University course due to family issues. When the coronavirus pandemic hit, she knew she wanted to help and was able to secure a job as a care home assistant through The Prince's Trust.

"My mum works for the NHS so I feel like it's in my nature to want to help people. I had been looking for a job for a while but hadn't had any luck. I'd lost hope in ever finding something and was close to giving up, the only reason I didn't was because I knew I had to support my family. My experience with The Prince's Trust was amazing, my mentor helped me every step of the way and I've now got a job with a care home in my local area. I've always been interested in working in healthcare and I think the coronavirus crisis, despite what most people might think, is what really motivated me to apply for my job. Although things are difficult in our industry at the moment, I am committed to being part of a team that helps support my community and the NHS. Having a secure job has definitely helped to keep my motivation up during a time that I think some young people might be struggling. I've also found certain coping mechanisms to help with the changes that have come with lockdown. I hope that other young people can find something to keep them going too."



JM's Story

JM was referred to a project officer, needing further support with possible employment or education. Quiet, struggling with his confidence and self-esteem, JM did not feel ready for work or training. He was encouraged to enrol on to the Positive Pathways course. With consistent attendance at the Positive pathways course, along with the additional 1-to-1 support from the Programme, his confidence grew. JM began to ask questions in the group and talk about his experiences.

JM also received support to improve his CV and had a person-centred plan developed, JM was given the goal of starting a **Forklift Licensed Training course**. The Project Officer supported JM in completing the application form. His initial assessment was extremely positive, he achieved a level 2 in his English (the highest mark) and a Level 1 in Maths and ICT, giving him a sense of personal achievement. He has since gone on to do a full-time online FLT course and is confident that he will pass his upcoming Theory and Practical. The Project Officer reports a remarkable growth in the confidence and self-esteem of JM.

Abu's Story

Abu is studying electrical engineering at college and is ambitious about his future. As part of the Beyond Your Limits programme, he was helped to secure a work placement at NG Bailey, the UK's leading independent engineering and services business. Over the course of the week-long placement Abu had the chance to build skills and gain insight into different aspects of electrical engineering, meeting with different teams and visiting live projects including Manchester Town Hall. He is hoping to explore apprenticeship pathways with NG Bailey after college.

Three New Initiatives to Address Skills in the Care Sector

After three years, the CareTech Foundation continues to evolve and expand its impact, exploring and supporting new projects with a strong commitment to the Care Sector. It is committed to both uplifting recruitment to the Care Sector, and the empowerment and education of carers both locally, through The Carers Scholarship Fund in the UK and abroad partnering with Carers Worldwide.



In April 2021 the Foundation commissioned a three-month feasibility study from **Transform Society** with a £20,000 grant. This was to test the viability of a bold new talent and leadership development programme for the social care sector. The programme aims to address long-standing recruitment and retention issues within the social care sector.

The feasibility study produced a full evaluation of the sector, providers, current initiatives, and government position, scoping interest in the

creation of a leadership development programme to address immediate and long-term leadership needs of the social care sector. To inform the study, Transform Society convened an Advisory Group chaired by Professor David Grayson CBE that brings together a high-profile range of leaders from across the social care sector and beyond.

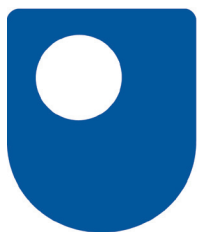
“The social care sector urgently needs to attract high-calibre talent and significantly address leadership skills to instil long-term change from within. This requires a bold new initiative to make the social care sector a career of choice for the brightest and best – be that at graduate level or beyond. Increasing funding to support the recruitment of front-line care workers without also addressing structural issues in the sector that feed huge staff turnover is unsustainable.

The approach of Teach First, Frontline and Now Teach (and related schemes) offer powerful examples of game-changing talent recruitment and leadership development campaigns that have transformed vital public services that were not seen as attractive to graduates and career switchers.”

Jonathan Freeman MBE

Professor David Grayson CBE, who was Chair of the Advisory Group assembled to support the feasibility study, said:

“This is an exciting and powerful opportunity to bring together supply and demand for talent in a new and innovative way, embracing technology, leadership training and mentored future leaders to make much needed changes to the social care system”



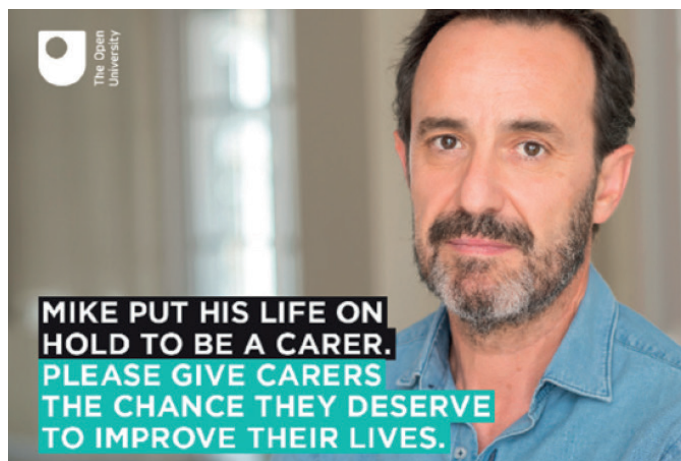
**The Open
University**

The Foundation is partnering **The Open University (OU)** to help fund the Carers Scholarships Fund which together will provide the equivalent

of 50 undergraduate and postgraduate full fee-waiver scholarships a year. The Foundation has committed **£39,996** which will fund 12 young carer students in the programme. The pioneering Carers Scholarships Fund enables carers to access life-changing education. Open University's flexible study meets the needs of those who are carers in that they can study where and when they are able and organise their learning around their caring responsibilities. Student carers are also able to access bespoke support from the OU's Student Support Team, who have been trained to understand the challenges that they may face.

The first group of scholarship recipients began studying with the OU in October 2020.

"It is an honour that two of the top corporates in the care sector are supporting the OU's Carers Scholarships Fund. Having CareTech and Hallmark Care Homes Foundation join this community of supporters, brings not just vital funding but also invaluable expertise into the mix and we look forward to building on this relationship in the coming years. This donation is truly wonderful and shows their commitment to the caring sector."



In Bangladesh, CareTech Foundation's partnership with **Carers Worldwide** follows a successful UK Aid-funded pilot of the programme involving

502 carers in Savar. Using match-funded grants of £94,027 the project will implement all five elements of the 'Carers Worldwide Model'. The three-year programme will be delivered by Carers Worldwide and is co-funded by Rangoonwala Foundation. The project will upscale and expand the successfully tested approach to support unpaid family carers reaching an additional 500 carers in the region, addressing the social, mental, physical, and economic challenges facing the 1,002 carers.



Supporting our communities

Supporting our communities

CareTech Foundation runs three grant streams to support local communities and the family and friends of CareTech plc employees.

Community Fund

This small grants programme provides support for issues affecting local communities and to family and friends of CareTech plc facing challenges. Over this period of this report, the Foundation has awarded funding of

£74,584

to 50 initiatives.

These are just four examples:



The CareTech Foundation provided a £2,500 grant to support the Naz Legacy Dealing with Grief project. This series of videos explores the impact COVID-19 has had on

faith communities across England, speaking with different faith leaders, families, and communities on how the pandemic has impacted the way they grieve. At the time of this report, the project has reached over 15,000 people.



A £2,250 grant to the Clapton Common Boys Club improved the social, emotional, and educational development of 45 children with SEND needs through craft building activities and music. The creative arts programme provided the opportunity

to join skills-based craft sessions, which the children otherwise would not have; to gain skills and training in play.



Head Held High is a social enterprise working with young people at risk of exclusion, care leavers, long-term unemployed, lone parents, and ex-offenders. The £2,500 grant from CareTech Foundation benefits

eight young people who are displaying negative behaviour, lacking motivation/confidence, affiliated with criminal activity and/or need support with their vocational as well as personal life.



Bemix supports people with learning difficulties and/or autism to speak up, make choices and become powerful and influential. The CareTech Foundation's £2,466 grant has contributed towards the supervision and expenses of trainees providing counselling

for people with learning difficulties and/or autism in Bemix who need emotional, mental health and psychological support. 24 people have accessed the counselling during the project, five trainee counsellor placements, with supervision and training, had taken place and over 300 counselling sessions were provided during the year.

This year, the wellbeing charity The Together Project has started fundraising for its new 'Crafting Connections' programme, which aims to create long-lasting intergenerational friendships between children and older adults in residential care homes through arts and crafts. The CareTech Foundation has awarded this project a community grant and together with other donors, 'Crafting Connections' has already secured £33,000 of the £45,000 needed to launch and the charity is now looking for additional partners and individuals to help them reach their fundraising target.

Staff Hardship Fund

The Foundation receives a restricted donation from CareTech plc to provide small grants to CareTech plc staff who find themselves in significant financial hardship or at serious risk of becoming in significant financial hardship. Now in its third year of operation and recognising the hardship caused by the pandemic, CareTech Foundation was able to support 87 staff, providing grants totalling

£54,141

"I am very grateful for the value and compassion CareTech as an organisation have shown to me and my family in what has been a very difficult and emotional time"

(Grant beneficiary)

Match Funding

CareTech Foundation was also able to support over 51 employees in their fundraising efforts, matching a further £13,701.

Dr Caroline Knight, Head of Psychology and Consultant Neuropsychologist for The Oakleaf Group took part in September and raised £795 for the Stroke Association. She works with many stroke survivors daily and sees their challenges and those of their families first hand. ***"I managed to finish it early in 26 days and friends and family were hugely kind in sponsoring me with raising £495. I was just delighted when the CareTech Foundation approved my application for match funding and made this up to a final total of £745. Every penny counts and I know the Stroke Association will put this to very good use."***



CareTech Foundation was delighted to match-fund for Raj Majid, Education Coordinator from the West Midlands, diagnosed with breast cancer at beginning of 2019. Raj completed The Shine Night Walk for Cancer Research UK.

"Thank you, CareTech Foundation, for your valued contribution of £250; which has helped bring my total to £2,093.50"

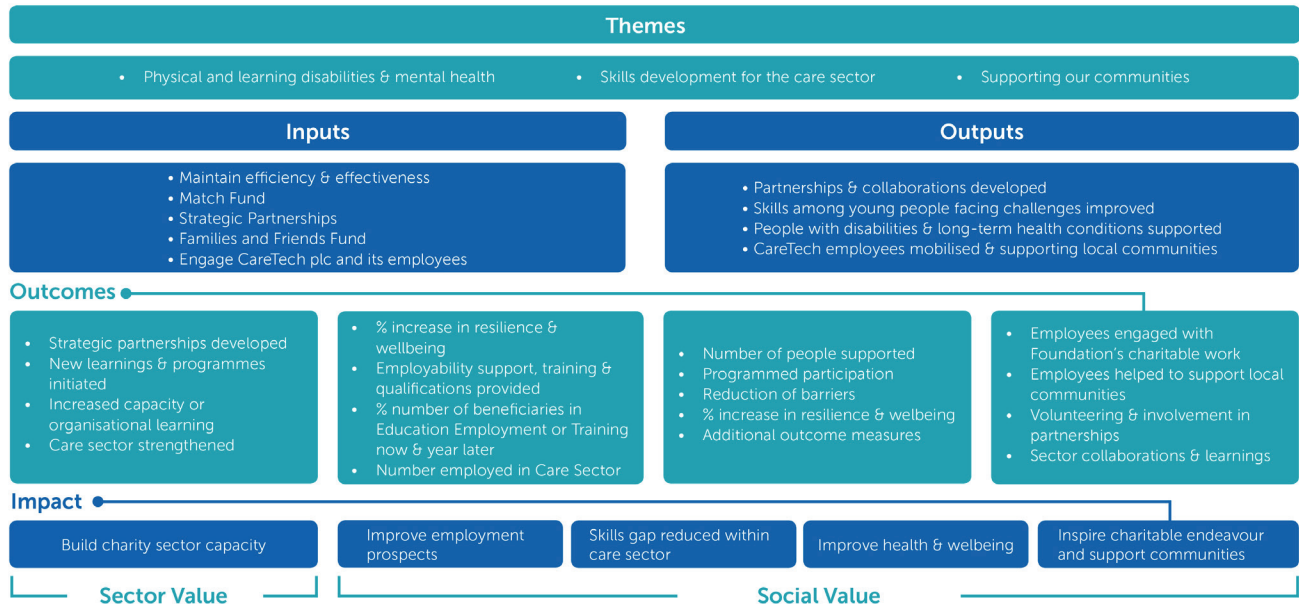




Theory of Change



Purpose: The CareTech Foundation delivers meaningful impact to communities in the UK and overseas by supporting and championing the social care sector, care workers and those living in care.



Impact Assessment Framework



Mechanisms	Efficiency & Effectiveness	Match Fund	Strategic Partnerships	Families & Friends Fund Hardship Fund	Mobilise CareTech Employees
	<ul style="list-style-type: none">ROI% spend on available budget% spend on charitable spend	<ul style="list-style-type: none">Growth in applicationsCharities supported	<ul style="list-style-type: none">Number of partnershipsOrganisational capacity building & learning	<ul style="list-style-type: none">Applications receivedNumber supported	<ul style="list-style-type: none">Awareness & engagement with FoundationIn-kind supportNature of staff volunteering
Themes	Physical and learning disabilities & mental health	Skills development for the care sector		Supporting our communities	
	<ul style="list-style-type: none">Number of people supportedHealth & wellbeing / resiliencePerceived reduction in barriers	<ul style="list-style-type: none">% increase in resilience & wellbeing (Warwick Edinburgh Scale)Skills & qualifications gainedEducation, Employment Training and into Care SectorReduced skills gap across SectorCollaborations developed and new training & resourcesSupport for key issues across sector		<ul style="list-style-type: none">% aware, engaged & applyingEmployees and F&F supportedOutcomes of supportVolunteering ValueOrganisations match funded	
Stakeholders	People with long-term health conditions	Disadvantaged Young people	CareTech employees	Partners & Collaborators	CareTech plc
	<ul style="list-style-type: none">Number supported - direct & indirectImproved access to supportOutcomes for programme% increase in resilience & wellbeing (Warwick Edinburgh Scale)	<ul style="list-style-type: none">% increase in resilience and confidence (Warwick Edinburgh Scale)Employability support & trainingQualificationsEET a year laterEmployed in care sector	<ul style="list-style-type: none">% aware and engagedApplied for Matching / F&FNumber of hours in kind support providedSkills developed through volunteering	<ul style="list-style-type: none">New collaborations & learningsTraining and resources providedCTF regarded as credible	<ul style="list-style-type: none">% upskilled workforce as inclusive employerAlignment of recruitmentIncreased retentionDriver of prideLearnings incorporated into business



CareTech Foundation
Metropolitan House, 3 Darkes Lane
Potters Bar EN6 1AG

info@caretechfoundation.org.uk

Tel: 01707 601 800

www.caretechfoundation.org.uk

@CareTechFdn

CareTech Foundation

Charity Number 1182567 Company Number 11651094