


Organisation Name: Circles South West	
Grant Details: Total Grant: £77,805 Amount funded to date: £77,805 Amount remaining: £0 Start date: 01/11/20 End date: 31/10/23 Date of Report: 02/11/23	
<p>Grant Summary</p> <p>The grant will be spent on a part-time Training Coordinator to lead the development and delivery of CSW's training and consultancy offer, establishing the charity as a respected provider of such in our specialist field. The primary purpose of this service to enhance the skills, knowledge and understanding of professionals, organisations and local communities, enabling them to effectively engage with people who have sexually offended and/or with harmful sexual behaviour, and contributing more widely to the prevention of sexual abuse.</p> <p>The Training Coordinator will identify market demand; define our training and consultancy offer; produce a delivery plan; create content; design materials; negotiate contracts; lead on delivery; and evaluate impact. This new initiative is an important part of our sustainability strategy: income generated through the delivery of training and consultancy will be reinvested into our core work providing Circles of Support and Accountability and we anticipate that this post will be self-sustaining at the end of the grant period.</p> <p>The main expenditure will be on the training coordinator costs: salary, on costs, pension and travel expenses. There is also a modest amount allocated to marketing materials.</p>	
<p>Grant Performance</p> <p>The progress that this organisation has made with the grant awarded has been very positive. They were already experts in their field but this grant gave them the opportunity to really invest staff time and other resources into developing this aspect of their work. Whilst there were some significant setbacks due to the pandemic, lockdowns and the loss of a key member of staff, the solutions put in place delivered a successful project that had positive wider organisational impact.</p> <p>Development grants that have predicted an increase in income due to developing training arms or selling resources have rarely actually shown a profit, so it has been really good to see that there has been the potential for Circles South West to do this successfully. They are an extremely niche organisation so it may be that the client group they work with has lent itself well to being able to position themselves as the leaders in this area. But they have certainly maximised the opportunities that this presented and used the funding to great effect.</p>	

Please complete all sections of this form ensuring it is no more than four sides of A4 paper.

In your application you told us what you expected the three key achievements of your grant to be and the income you expected to obtain from other sources each year. The delivery of those achievements should form the basis of your report to us, however, in this final report please take the opportunity to reflect on what was achieved over the whole grant period as well as in the final year.

Feel free to add evidence to demonstrate your achievements e.g. statistics, opinions of beneficiaries, case studies, independent feedback, press coverage or reviews. Include whatever evidence you have that you feel may help tell the story of the grant. If target numbers were included in your expected key achievements, please include these in your report.

We understand that goals change and need to be refined and you may find better ways to secure positive outcomes. As well as the expected results we are also interested in hearing about the unexpected and finding out about why things may not have worked as well as you planned.

Organisation Name	Grant Reference (see grant letter)
Circles South West	2019-10-R008
1. Was the first Expected Key Achievement delivered?	
EKA 1: New income stream introduced: fee-earning training and consultancy	
Yes the first EKA was delivered during the grant period. This included:	
<p>1. Appointment of Training Coordinator The originally appointed training coordinator resigned in Sept 2021 and we advertised this vacancy widely twice, both nationally and locally. Disappointingly we were unable to short-list on both occasions. As an interim arrangement our operations manager – Pauline Rousseau - increased her hours for an interim period in order to undertake the role of the training coordinator alongside her substantive role. This arrangement worked so well that it informed an internal restructure, providing new middle management opportunities for existing staff as a result of Pauline taking up the responsibility of training coordinator on a more permanent basis.</p> <p>2. Market research undertaken; potential customers and products identified Significant customers identified include: Probation Dynamic Framework, Catch22, Police, Together for Childhood Plymouth (NSPCC), Social Care – safeguarding teams, secondary schools, Salvation Army, Julian House and other voluntary sector organisations who may work with people who sexually harm.</p> <p>Products include: Working with people who sexually harm (foundation and intermediate); Living and working in a pornified world; Breaking the Cycle; sexual behaviour and the law (for young people), Inform Young People, Professional Group Supervision</p> <p>3. Training and consultancy offer ‘menu’ defined Our core offer for professionals is ‘Working with people who sexually harm’ and variations on this training day in order to provide bespoke training for specific organisations. We have also developed training for young people about sexual behaviour and the law for delivery in schools.</p>	

Further to discussions with the Lucy Faithfull Foundation we have been contracted as their Approved Provider in South West England for 'Inform Young People', with 5 staff trained, 3 of whom are currently delivering this provision.

Our consultancy offer is about providing bespoke advice and guidance for professionals working with people who have sexually harmed. For example, following a series of 1 day training events for Catch22 front-line staff, we worked with their middle-managers to provide regional learning forums responding to development needs expressed by those front-line staff as they engage in case-work with people who have sexually harmed. We also provide consultancy expertise on working with 'non-offending partners', supporting them to become 'protectors' and assessing their understanding of this role and presenting risks.

Our 'menu' of training and consultancy has continued to be refined and further developed as the needs of professionals are further identified.

4. Financial modelling undertaken; menu priced.

We undertook a financial modelling exercise, including bench-marking with other similar providers, and tested out the response to the priced menu of training charges. Our financial model includes some discounts applied for repeat business and voluntary sector.

During the grant period we refined our pricing model. For organisations that could afford it, this included increasing the unit price in accordance with inflation and the general cost of living increases which impacted the cost of provision. We also agreed a lower fee for local charitable organisations who could not otherwise afford our provision to ensure accessibility.

5. Was the second Expected Key Achievement delivered?

EKA 2: Training and consultancy collateral designed, reviewed and 'banked'

Yes this EKA was achieved, including:

1. 5 x training courses designed, including content and materials

There were significantly more than 5 training courses designed – see below. We now have a legacy of 'off the shelf' packages that can be made bespoke for other organisations that commission training.

2. 5 x consultancy offers defined, including content and materials

As (1) above

3. Customer evaluation consistently undertaken and reviewed, informing content refinement

We give huge value to participant evaluation and have consistently undertaken this for all provision, reviewing it every time to inform content refinement. It is a really useful exercise, example attached.

4. Training and consultancy collateral resources library established on the CSW Intranet

With the introduction of our new IT system (Microsoft 365), we have set up our Training and Consultancy resources library in Sharepoint with all the newly designed materials and content having been proofed and appropriately branded.

6. Was the third Expected Key Achievement delivered?

EKA 3: New training and consultancy offer piloted

Yes this EKA was achieved, including:

1. Marketing designed and promotion undertaken

2. 10 x training courses delivered;

We have delivered significantly more than 10 training courses, including:

- Workforce development training commissioned by Catch22 over 3 years, including Level 1 and 2 Working With People Who Have Sexually Harmed; Supervision Skills for Managers supporting front line practitioners working with people who have sexually harmed; consultancy to front-line practitioners on a range of related topics; training needs analysis of Catch22 staff working with people who have sexually harmed
- Bristol based ARA Recovery for all, Second Step, Salvation Army, Changing Tunes, all commissioned staff training in Working with People who have Sexually Harmed
- Avon and Somerset Police commissioned 'Living and working in a 'pornified' world' training delivered to 42 Police Officers who work as MOSOVOS, at 2 separate face-to-face events
- We secured OPCC, Social Services and Trust funding to provide 'Breaking the Cycle for non-offending partners
- Commissioned by Dorset OPCC and Plymouth City Council to provide Inform Young People for young people in trouble with their school or police in relation to their online behaviour
- Secured a grant from Dorset OPCC to provide training for professionals in working with young people with harmful sexual behaviour
- Secured a further grant from Dorset OPCC to provide educational workshops for young people around consent and the law
- Approached by three separate private companies tendering for HMP Ashfield management to provide specialist services as part of their response to tender to manage the prison – entered into competitive bidding process as sub-contractor with all 3 to provide (i) workforce development proposal and (ii) the design and delivery of a new pre-release programme for men with sexual offences. Outcome April 24

3. 10 x consultancy sessions delivered

We have delivered significantly more than 10 consultancy sessions. Consultancy commissioned has included:

- Commissioned by Bristol City Council to provide consultancy support to Social Worker undertaking risk assessment of father presenting sexual risk in the family
- Commissioned by Plymouth Make Amends to facilitate group supervision on a regular, ongoing basis, for staff supporting people with harmful sexual behaviour
- Secured Trust funding to provide specialist risk assessments for men presenting a sexual risk to their families - on a consultancy basis for referrals from social services
- Most recently we have been commissioned by the NSPCC/Plymouth Together for Childhood to undertake a Community Prevention Service Feasibility Study where the focus is on a potential service for people with a sexual attraction to children. This £10,000 piece of work is being undertaken over 5 months and involves desk-based research; community consultation; field research; SROI; and the preparation and presentation of a final report with recommendations.

4. Training and consultancy offer positively evaluated by customers

We have consistently evaluated all training and consultancy delivered and are pleased to report that it has been consistently evaluated very positively by participants. This has led to repeat business from a number of key customers, thereby growing our provision.

5. £10k income generated

We significantly exceeded this target and ended the project with £25,000 surplus that the Trustees put in a designated fund to fund the project in future years. This is an exceptionally good and unexpected outcome

7. If you specified in your Expected Key Achievements document that there would be additional income generated as a result of the grant please include the final income figures (including all income sources e.g. trading, contract grants etc.)

	Start date of year	Total additional income		
		Expected at start of grant	Reforecast	Received
Year 1	April 20	£444,907	£	£505,434
Year 2	April 21	£458,818	£	£520,119
Year 3	April 22	£472,544	£	£480,946
Year 4 (if required)		£	£	£

8. Did any aspect of the grant delivery not progress as expected and were any subsequent changes made?

Covid had a huge impact at the beginning of this project. Due to the exceptional circumstance, we agreed to postpone the start date of our Development Fund grant to 1st November 2020. We assessed this postponed date as realistic given our successful delivery of Covid-secure face-to-face training for volunteers in August and September 2020. Despite Lockdown#2 (4 weeks) in November 2020, we were able to progress with training development, busy preparing for delivery of our first Covid-secure face-to-face training event for professionals on 15th December 2020 'Living and Working in a Pornified World'. We worked hard to promote this event and were delighted to have 30 delegates confirmed. Regrettably, however, the introduction of the new Tier system on 2nd December 2020 scuppered plans. All things considered we made the decision to postpone the December event, plus 2 similar events planned for January and February 2021. We considered moving these events online but were reluctant to do so as it is designed as a full day's face-to-face training with interactive elements that will be of enhanced interest and benefit to participants if delivered as intended. We therefore postponed these face-to-face events to dates to be fixed, likely in the Spring 21. However, the subsequent Lockdown#3 from 5th January 2021 meant further delays.

Some organisations continued to be reticent about receiving face-to-face training long after Covid restrictions were lifted, indicating a preference for online training via Zoom/Teams. Our preference is face-to-face as it is more interactive and is a much better learning experience. However, we did adapt some of our delivery to online training, but only where this delivery mechanism suits the training style and content.

9. Has the grant achieved the expected results overall or did anything need to change?

Yes the grant has achieved and exceeded the expected results overall.

**10. What are the future plans for the development funded by this grant?
(include details of any further funds secured to continue the work)**

Your grant has enabled us to make huge strides in establishing Circles South West as a trusted local provider of specialist training and consultancy in the field of working with people who have sexually harmed, and with young people with harmful sexual behaviour. As planned, we have been able to generate a small surplus in providing various fee-earning training and consultancy commissioned by other agencies which we are now reinvesting to extend the life of our training and consultancy arm. The success of this initiative over the last 3 years has informed our decision to continue to provide fee-earning training and consultancy services for professionals informed by a business model that will ensure going forward that this work covers its costs and, overtime, seeks to generate a small surplus that will be reinvested into our core work, thereby becoming a significant element of our income generation strategy in future years.

11. Is there anything you have not included elsewhere in the report that you feel we should know? E.g. you might have some wider reflections about the impact of the grant overall both within your organisation and beyond.

Your grant enabled us to take a risk, testing out a new business model that has now become a core part of our income generation strategy going forward. We are hugely grateful for your support.
Please see attached case study

12. Please email us a copy of your latest annual report and full accounts independently examined by a qualified accountant covering the last 12 months (if you have not already sent them).

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Date	
01.11.23	

Please return this completed form by email to info@triangletrust.org.uk