

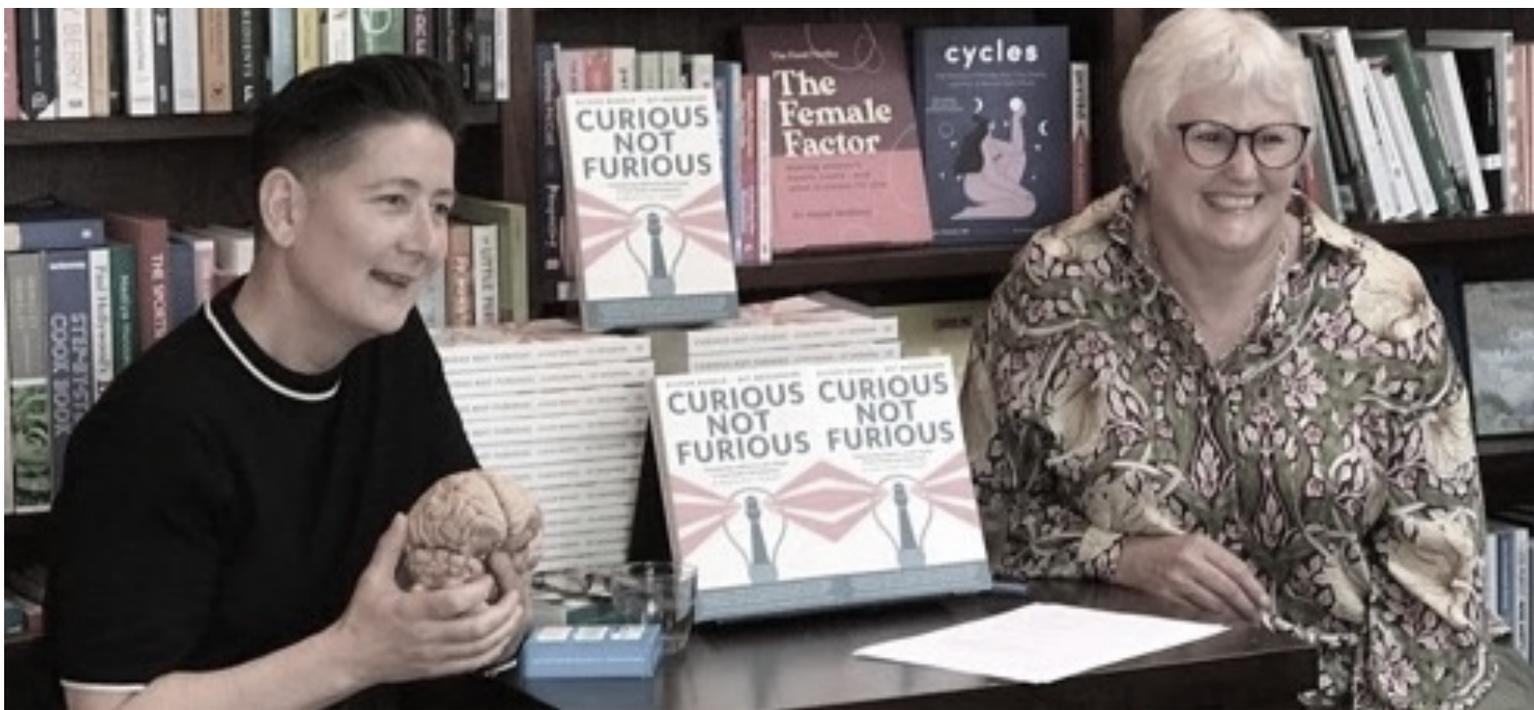


Changing Chances CIC®

**Social
Impact
Report**

2022-2023





The Who and Why of Changing Chances CIC

Changing Chances CIC was founded in 2019 by Kit Messenger and Alison Rendle to change the conversation about how society can help children and young people be at their best, no matter what life throws in their way.

We focus on shifting the way that young people are supported; helping the adults around them to move away from trying to control or change behaviour from the outside. Instead, we aim to empower young people to understand their own brains and behaviour so that they can avoid risky or unhelpful behaviours and learn the skills which will help them to succeed now and set them on the path towards happy and fulfilled adult lives.

OUR MISSION & VALUES

Our mission is to improve the life chances of every child & young person, especially those who struggle at home, in the classroom & beyond.

			
Child at the Centre	Curious not Furious	High Expectations & High Support	Good for you Good for me Good for everyone
<p>We put children & young people at the heart of everything we do.</p> <p>We ensure that the language & concepts we use are accessible.</p> <p>All business decisions that we make are informed by the needs of children & young people.</p>	<p>We ask thoughtful questions; we really listen to the answers & we don't judge or criticise.</p> <p>We explore why a child is behaving in a way that is unhelpful or risky; what is making life difficult for a family or why a school has high levels of exclusions.</p>	<p>We hold consistently high expectations of children & we provide great support to help them achieve these.</p> <p>We have high expectations of ourselves too: we aim to deliver high quality services, seek feedback on our work & make changes based on what we hear.</p>	<p>We help people find their own solutions to tricky problems - solutions that are good for everyone.</p> <p>We also strive to be fair to everyone: by keeping our services affordable; paying a fair wage and reinvesting our profits into developing our services & resources.</p>



What we do

Our work is underpinned by a single aim: to improve life chances for all children and young people. However, we know that life doesn't create a level playing field for all. That's why we focus especially on supporting children, young people where there is significant disadvantage due to the intersectionality of trauma, neuro-difference, social disadvantage and poverty.

We offer a range of services for schools, families and professionals working with children, all of which contribute to our over-arching aim.



Our first five years

LAUNCH

Changing Chances started trading 1st January 2019
Training for 100 East Sussex headteachers
Delivered Empowerment Approach training in schools
Training for parents through a Hastings charity

2019

EARLY DAYS

Sussex Police commissioned Teenaid for families
Contract to coach East Sussex school leaders
Needs cards developed & go on sale
Started to deliver our strength-based assessments for YP
Trained East Sussex LA staff supporting schools

2020

CIC MILESTONE

Converted to a Community Interest Company
Developed our Theory of Change with IPSOS Mori
Cohort two Teenaid programme commissioned
Training commissioned for foster carers in East Sussex

2021

NEW OPPORTUNITIES

Developed business with Big Issue/National Lottery grant
Further development of training programme & resources
Contract to coach headteachers in Brighton & Hove
Training delivery starts in Brighton & Hove schools

2022

SPREADING THE WORD

Online shop open for business
Published our book *Curious not Furious*
Sussex Police contract family coaching & YP assessment
Established our CIC board

2023

WHERE NEXT?

Developing Young Brain Coach programme
Launch of learning platform for self-study
Headteacher conferences: Kent, Hampshire & Isle of Wight
Building our team in order to extend our reach nationally

FUTURE



Changing my own language has had a really positive impact on my ability to work with some pupils. *Teacher*

Kirkpatrick model of training evaluation



How we measure our training impact

We gather impact data on our work using online forms, school data and interviews with training participants and young people.

We have developed good processes and tools to gather data at levels 1, 2 and 3.

However, as a small organisation, we have found it a challenge to gather sufficient data (both qualitative and quantitative) at level 4, which will demonstrate the impact of our work on young people, on their life chances and on those around them.

We will continue to work on this in the year ahead, as this is the data that really matters – it shows the difference that our work makes to young people and to their outcomes.

Not everything that matters can be measured and not everything that is measured matters

(attributed: Albert Einstein)

“ I felt I had lost my daughter. I didn't recognise this angry, shouty child. Coaching has helped me to put myself in her shoes. *Parent*



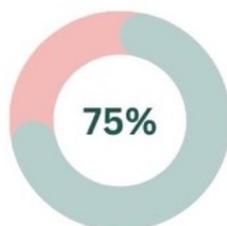
Children's services professionals

We work with all of those adults who swirl around the life of every young person: parents, carers, family, sports coaches, neighbours, teachers and other professionals. The more a young person is struggling, the more professionals they will come across in the course of every week.

These adults have power. Everything they say, everything they do, every gesture they make and every punishment they dole out will shape the clay of a developing young person; over time this clay will solidify, bearing the imprint of all of these interactions. Adults can mould that soft clay into ways that are really positive or terribly damaging.



Rated training as excellent



Better responses when things go wrong

Data from ESCC foster carer training 2022-23

IMPACTS

Adults feel more empowered

Improved relationships

More positive interactions



This training should be mandatory for everyone working with children. Foster Carer



Teenaïd programme for Sussex Police

We have been delivering our Teenaïd programme commissioned by Sussex Police since 2019. The programme received a very positive evaluation by IPSOS MORI against a robust theory of change. The programme continually develops, informed by feedback from participants.

“The programme acted as a catalyst for parents/carers to change their approach to managing their child's behaviour through understanding the drivers behind their behaviour, leading to a calmer approach and set of strategies to support their child.” IPSOS Mori 2020



IMPACTS

- Calmer homes**
- Improved relationships**
- Better school attendance**
- Low levels of re-offending**

“ The programme has been effective in reducing risk factors & improving protective factors for young people. *IPSOS Mori* ”



Our work with schools

We work with primary and secondary schools, with nurseries, special schools and alternative provision. Ofsted has noted a culture change in schools where we've worked:

"By being 'curious, not furious' adults help pupils understand their behaviour and develop self-control. Clear expectations and routines mean the school is very calm and supportive." Polegate Primary School, 2020

"Pupils' behaviour is transformed at this school." The Davenport School, 2022

"Recent changes in the school's approach to managing behaviour have been effective." Chantry Community Primary School, 2023

All schools where we have worked intensively have reduced exclusions and many have either eliminated or are aiming for zero exclusions.



IMPACTS

Reduced exclusions

Changes to policy and practice

A new shared language and understanding

“ An inspirational approach based on a clear set of values and solid research foundations. *Headteacher*



Spreading our message

Our core mission is to change the way that children and young people are supported by the adults, organisations and systems that surround them.

We want to be strong voices for an approach to supporting young people which is about working together, not doing to; which helps them to develop their own skills and which is underpinned by kindness and rigour.

While this is our ambition for all children, it is especially important for those who are struggling.

That's why we spread our message far and wide, using as many platforms and approaches as we can. Here's a snapshot of what we've done to help us to spread our message over recent years.

We are always on the look out for new opportunities to share our thoughts with all of those who care about, work or live with children and young people.

Spreading our message

Spoken at conferences: 26



Webinars delivered - 38



Articles & blogs written: 10



Books published: 1



Interviews given: 20



TV and radio: 4



Products created: 15



This learning is the change we need to see in the world of education. *Foster Carer*

