



NHP

Living connected and fulfilling lives



Annual Report

2022-23

www.thehouseproject.org



Vision:
Young people leaving care live connected and fulfilling lives

This is our fourth year as a Charity and whilst many will remember it for the impact of national and international events on their daily living, young people leaving care will also remember it for the significant event of moving in to their first home.

Providing a house that young people can call home provides them with the security that enables them to make their way in life and to achieve their aspirations.

You will hear a lot in this report about what we have been doing and although important it is secondary to the impact it has achieved and young people's experience of it. We start therefore by hearing about what young people have said.

Whilst improving the lives for young people is our absolute goal, we are committed to using our approach to develop practice-based evidence to drive change at a more systemic level. There are mixed views in the sector about the Department for Education (DfE's) response to the Independent Review of Children's Social Care and Ofsted changes to the regulatory framework for care leavers, but we value their focus on the need for greater support, on relationships, engagement in Education, Employment or Training, improved health and a reduction in homelessness. These are organisational ambitions that are shared by the young people that we work with. They might use a different language to explain them, but you will see from this report how they, with their Local House Projects (LHP), are not only achieving individual success but are contributing to a new narrative about how they can be supported to succeed.

Mission:
To establish Local House Projects to work with young people using a psychologically informed practice framework to develop the skills, knowledge and confidence to grow their community, make their first home and have a positive future



Young Peoples Feedback

With young people at the heart of the House Project approach we capture their inputs and feedback on everything they do so that we can continue to improve our offer to them.

"The House Project has been so helpful for me; it has built my self-confidence so much and has helped me make some new friends."

"The House Project gave me so much confidence to become a better version of myself and with the support I got from the facilitators, I could do anything I wanted to achieve."

"The House Project has helped in more ways than one. It taught me how to be an adult and look after myself, and to know when to ask for help before I hit rock bottom."

"I've grown a lot as a person, I'm happy, I have a home and I'm doing well for myself. I have great plans for my future and life is exciting."

"I've managed to find somewhere and be a part of something that is the best part of life, which is friendship, which is love, which is hope, which is making the world a better place in our small way by making the passages through to adulthood from the care system that much better."





Evaluations

Our approach highlights that care leavers are worth investing in and that we have an approach that works for them and for Local Authorities (LA)

A growing body of practice-based evidence supports these assertions and external [Evaluations](#) provide independent validation. This impacts positively on the narrative about young people, their value, and the ways in which the approach provides the scaffolding to enable them to succeed. It maximises our learning and drives quality and supports the wider ambitions of the charity to be a catalyst for systemic change.

- relational cornerstone as a laser focus (underpinning relational/ psychological philosophy, practice and processes)
- Safe and secure physical environments (LHP base, young person's home)

It has identified the following key enablers in NHP: flexibility, arising from its charity status, its ability to draw in funding and its emerging identity based on improving outcomes and reducing costs. It reported on the relational leadership of the core team, the development of strong partnerships and a commitment to learning and development as key elements.

Professor Emily Munro, Bedfordshire University was invited

to work with Victoria State in Australia to consider ways of supporting young people to leave care. Her presentation focused on the HP Innovation. We would be more than happy to licence our work in Australia!

"Support for young people's emotional and mental health needs is at the core of the House Project innovation design and delivery and is an enabler to adoption, implementation sustainability and scale."

Warwick Business School (WBS) - Bedfordshire University - 2021-2023

The Exit Evaluation led by WBS focuses on identifying the key ingredients to developing and sustaining innovation at a practice and policy level for care leavers. The fieldwork has concluded and reporting will continue in to 2023/24.

Their findings will report that the Innovation has been fully implemented, interdependent functions have been created, diffusion and spread has been successful, and scaling has created a strong position in the leaving care sector. It will highlight that attention to fidelity (housing, base, psychology, practice framework, groupwork, trained staff) combined with a framework approach has allowed adaptation to the local context at diffusion stages which has supported scaling and improved the quality of services provided. It identified the importance of the following as core elements;

- young people being at the heart – for, by and with young people (shared understanding, coproduction, empowerment)

In December 2022 the EXIT team published a Spotlight Report on Mental health and Emotional Wellbeing. It reported that: **"support for young people's emotional and mental health needs is at the core of the House Project innovation design and delivery and is an enabler to adoption, implementation sustainability and scale"** and **"consistent trauma informed relational practice is at the core of NHP and a key fidelity element of LHPs"**

We worked with a WBC Masters Student to consider whether NHP and CLNM was a 'social movement'. In conclusion it was determined that we are, and in coming to this determination it referenced the 'social action' role of CLNM and the collaborative approach with LAs and stakeholders to change the way services are delivered to care leavers. We have also been working with a PhD student from WBS who has been keen to evaluate how coproduction with young people has been embedded within the organisation and was integral to our approach.

Our evaluation was one of six case studies that considered scaling innovation. There is a plan to publish a dedicated report for NHP and an overall report. WBS will work with NHP to develop a number of outputs and will co-present findings/ workshops to the sector and will work with NHP to develop impact to influence practice and policy at a local, regional and national level.

Scotland Throughcare and Aftercare Forum (Staf)

Staf were commissioned by Life Changes Trust to evaluate the work with the three LHPs in Scotland. The report was shared with young people who had

contributed to the evaluation at an event in Glasgow before it was published. Staf facilitated a Webinar to highlight the findings in October and in November NHP, LHP staff and young people presented at their Annual Conference. We attended and presented at their Summit in March alongside the CEO of the Promise and the Cabinet Minister for Housing.

Across all three projects they found:

- a common understanding of both Relationship Based Practice and its positive impact. This was attributed to the way the LHPs were set up, staff were supported and how they had the time to reflect and discuss practice development.
- staff provided consistency, unconditional trust and persistency.
- an intrinsic understanding of the groundwork that needs to be done when working with young people.
- a positive impact on young people supported through the LHP and those corporate parents developed a clearer understanding of young people's needs.'

Young People said, "It builds confidence in yourself. Just knowing we have support available really helps." and "I'm not a case here. I'm a person with a voice that is listened to."

Facilitators said "Young people feel that they have their own community, their own family. That sense of connectedness- that's what really works." and "The project wouldn't be possible without relationship-based practice."

[Braw Talent](#) were commissioned to coproduce with young people a creative telling of their HP experience. East Dunbartonshire produced the following animation of [Cinderella](#).

University of Cambridge: An Evaluation of the Psychological Framework 2020-2022

NHP commissioned Psychologists from Cambridge and Royal Holloway, London Universities to





develop our understanding of the psychological framework that underpins the work.

The evaluation reports that young people made progress in their individual developmental journeys and identified key findings. These findings (or personal milestones) are grouped under the following thematic headings:

- ‘participation’, where young people progressed in participating in the project itself, gradually become more able to join in and engage with their LHP;
- ‘interdependence’, where young people became increasingly able to reach out for support from others, and in particular from staff;
- ‘ownership and responsibility’, where young people adapted to the challenge of moving into their own homes and managing their own tenancies;
- ‘relatedness’, where young people experienced developing a sense of community, and of becoming more able to navigate key relationships in their lives;
- ‘sense of well-being and direction’, where young people felt confident and able to develop and work towards fulfilling wider goals for the future.

These journeys, and the significant ‘extra-ordinary’ moments that constituted them, are evidence of ORCHIDS in action. This myriad of dynamic micro, yet extra-ordinary everyday moments. Ultimately led young people to develop

a sense of belonging and a sense of feeling competent and autonomous (having a sense of agency rather than ‘doing it alone’). This mirrors the concepts in Deci and Ryan’s self-determination theory (2000) (relatedness, autonomy, and competence) that underpins ORCHIDS.

Such developmental experiences are essential for broader outcomes of maintaining stable accommodation, improved physical and mental health, education, training and employment, and relational stability... we would argue that the cumulative effect of the extra-ordinary moments we observed in a young person’s development, could have a direct positive impact on securing these broader categories of outcomes.

“Those relationships of the adults are so, so important to maintain because they parent the system, they hold and regulate what happens underneath”

The report highlights the value of the ‘base’ as being is critical to providing the safe space from which young people can practise the skills that will support their successful transition and the challenge of shared accommodation, as it does not provide the same opportunities to benefit from the HP experience.

Ofsted Inspection

There is a regulatory framework for the inspection of LA provision and whilst these are not technically evaluations, they provide a valuable perspective on LHPs with young people.

“Children in care who are moving towards adulthood are supported to prepare for greater independence.... it offers a wraparound service, including therapeutic and peer support, so that they have the best opportunity to succeed in their new homes. While at an early stage of implementation, the project is showing positive signs of addressing care leavers’ needs in a holistic way”- Lancashire Ofsted report 2022

“Those relationships of the adults are so, so important to maintain because they parent the system, they hold and regulate what happens underneath”

“Children in care are supported to develop independence skills as they approach adulthood. Children who access the House Project receive impressive support as they approach the age to leave care and beyond” - Rotherham Ofsted report 2022

“Care leavers benefit from being able to access the impressive ‘House Project’ in order to gain independence skills and successfully move into their own tenancies” - Stoke-on-Trent Ofsted report 2022

“Working with the corporate parenting board and with the help of leaders, the House Project has transformed young people’s readiness for independence” - Islington Services Ofsted Visit 2022

“The House Project enables children to gain independence skills, including financial and practical support, through a team approach to testing the young person’s capacity before moving on to permanent accommodation” - Wolverhampton Ofsted report 2022

A Director of Children’s Services (DCS) said **“We adore and love the House Project. It was referenced as a considerable strength in our recent Focused visit from Ofsted and the young people advanced in the most incredible way due to the offer and opportunity the House Project has provided to them”**

“Children who access the House Project receive impressive support as they approach the age to leave care and beyond.” - Islington Ofsted report 2022



Care Leavers National Movement (CLNM)



At the heart of the National House Project (NHP) is the belief that young people are best placed to create solutions to the obstacles they face.

CLNM was formed out of the desire to create an expert 'user voice' that informs and drives what we do. The group comprises of young people from every LHP and as such represents the whole House Project (HP) community. CLNM is supported by four 'founders' and champions who remain a part of the movement to help guide new representatives and act as expert advisers. They work closely with NHP as well as developing areas of work that they are keen to progress. Being part of CLNM enables young people to access a range of opportunities that they might not otherwise experience. Confidence and belief in themselves grows, enabling them to take their skills and knowledge into other areas, including Education, Training, and Employment (ETE) arenas.

"It is invaluable to have young people on Board and with an equal footing. Perception from trustees can sometimes be wrong and it is important to have young people at Board to challenge us and reframe thinking on perception and decisions"

CLNM have had a fantastic year. 25 young people met regularly across 16 meetings and benefitted enormously from spending time together which included several overnight residentials (Crewe, Windermere, Manchester and Back Dane) to support their work.

As the number of representatives increased a new structure was introduced. North and South Regional meetings were developed with representatives from the regions elected to attend National CLNM. The regional meetings took place four times per year (South Region meeting in Islington/Coventry and North Region meeting in Dunfermline/Preston). The National CLNM met four times with these meetings taking the form of an overnight residential at Back Dane. This new structure has worked well and young people all report positively about their involvement. A Practice Lead also attends these meetings, and the Chief Executive Officer (CEO) and Director spend time with reps at the National Meeting.

A new approach to attendance at Board meetings saw the creation of the Advisory Board, made up of the Regional Chairs and Vice Chairs, supported by a Champion. The CEO meets with the Advisory Board to go through Board papers and to give opportunity for questions and clarification prior to the meeting. The Board meeting itself is usually attended by the Champion and Chairs, with the Vice Chairs attending when necessary. Young people from this group attended the Board Development Day and made a valuable contribution to the discussion. Mark Leith, Chair

said: "It is invaluable to have young people on Board and with an equal footing. Perception from trustees can sometimes be wrong and it is important to have young people at Board to challenge us and reframe thinking on perception and decisions"

Peer Mentoring

Following the peer evaluation in 2021/22 CLNM were keen to follow the progress of the recommendations with a particular focus on the development of peer support:

- **More peer support between HPs and cohorts:** To build on the sense of community, graduates from previous cohorts should be empowered and supported to support younger members, through informal conversations or mentoring. Many young people support each other with the responsibilities they have, but the NHP should build on this and create a system where young people are empowered to support each other across HPs.

With support from NHP and Partnership 4 Young London, CLNM developed an AQA/SQA certificated peer mentoring training package. Young people who have graduated from the HP and are living in their own homes have been trained as peer mentors. This training will be delivered on a regular basis to graduates who wish to become mentors and will equip them with the skills to support new young people in the first 6 weeks of their HP journey.

The training enables young people to be confident in supporting and mentoring young people joining new cohorts and has been certificated by AQA. Ongoing training will be delivered by Practice Leads and young people to individual LHPs as they need it. Six LHPs have young people trained as peer mentors and some LHPs have already started to use the approach.

Senses of Home

NHP and CLNM joined forces with Madlug to develop an experience for young people that

developed knowledge, skills, and confidence about pathways in to ETE. Funded by the Rank Foundation as a 'social enterprise' (using profit to purchase bed linen) its greatest benefit was the impact on individuals rather than the development of a business.

Young people spent five days in Northern Ireland to plan their work and this had a huge impact. Some had never flown before or been away for that amount of time and their confidence increased. They worked together over the following months, developed skills in a range of areas, got an insight into how a business is run and learnt to work together to achieve a common goal. In December the work culminated in a launch at Hyde Market, where stock was sold to enable them to provide bedding for young people moving into their new homes.

The day celebrated young people's success - not just individual achievements but those where they have achieved change for young people across LHPs and the wider care leaver community.

Madlug talk about 'selling an experience' and having a value-based mission and whilst Senses of Home certainly achieved this, we now have to take a strategic position on next steps.

Annual Conference

In October young people, colleagues, and partners from across the country came together for the 2022 CLNM Annual Conference, 'Sharing Success'; hosted at the Mercure Hotel in Manchester. Young people had worked hard to plan for this day with the content being finalised at the annual residential which took place in Windermere.

The day celebrated young people's success - not just individual achievements but those where they have achieved change for young people across LHPs and the wider care leaver community. Their drive to improve outcomes was clear. Young people were proud to share what they'd done, how they'd done it and what they had achieved in a number of ways.



Care Leavers National Movement (CLNM) Cont.

The day was designed and delivered by them with the inclusion of invited speakers. It opened with a poem, written and read by CLNM Champion, Dan, which shared his view of what success meant. The conference included presentations, films, shared experiences, and positive stories from young people who have experienced the challenges faced by many when leaving care.

Saeed Atcha MBE, Deputy Lieutenant of Greater Manchester and former Social Mobility Commissioner attended the day and gave a presentation. He wrote to say "All of the young people involved should be incredibly proud of themselves for seeing this conference from design through to delivery. What a fantastic injection of hope yesterday was. In my speech, I said that the country's success is dependent on the success of its young people and the young people who participated yesterday definitely showed that the future is in safe hands."

Consultations

With the wraparound support provided by NHP, CLNM has become increasingly attractive to researchers and organisations looking at developing services and more specifically services for young people with care experience. Their expert user voice contributes to developing NHP and is now contributing to wider system change. Their consultation service generates an income. Young people receive payments in line with an agreed sessional payment scheme and additional income goes into a budget that CLNM have ownership of.

The consultations include supporting research into the financial literacy of care leavers for MyBnk; working with the University of East Anglia to look at the potential effectiveness of low intensity life story work and talking with Centrepont about the challenges faced by care leavers in accessing and maintaining social housing. Find out more [here](#).

Changing the narrative

CLNM have 'changing the narrative' as one of their four aims and young people are encouraged to engage with positive storytelling, blogs and life

hacks. Furthermore, being in work and doing community events helps a wider audience to see them as being successful and providing support to others. Whilst greater concerted collaborative effort across public and voluntary sectors is needed to amplify the new narratives the conference reinforced that we cannot underestimate the significance of providing the opportunities and platforms for our brilliant, creative, and successful young people to be seen and heard. This was reinforced by Saeed Atcha who said at conference "it is not about giving young people a voice, they have a voice, it is about providing the platform for their voice to be heard and then acted on".

Despite the challenges throughout the year the group has remained positive and buoyant and Rosie Blackett has supported the development of relationships throughout. Testimony to the excellent work undertaken was the interest and appetite for elected roles in the forthcoming year that took place in February. We thank Nikita and Dale for their work as Chair and Vice Chair and welcome in Jodie and Sean as Chairs of the North and South regions and co-chairs of CLNM. Additionally, we have developed the role of CLNM Champion for those that have made a significant contribution and continue to want to support and develop the Movement. We welcome Nikita and Katie into this role.

Royal Garden Party

Following a recommendation by the DfE, NHP received an invite to a Royal Garden Party in May 2022. Mark Warr CEO attended on behalf of NHP and Katie, Chair of South Region represented CLNM. The morning was spent with our very good friends at Suited and Booted and Katie shopped until she dropped for a suitable outfit with the guided eye of stylist Maria. Suitably attired they spent a very wet afternoon in the Palace Gardens and Katie said "Going to Buckingham Palace was a once in a lifetime experience and I am extremely grateful to have had this opportunity."



"All of the young people involved should be incredibly proud of themselves for seeing this conference from design through to delivery."

House Project Community

Young People

In April 2022 there were 401 young people across LHPs who made up our HP Community and at year end this had increased to 586. These young people are at different stages of their HP journey with HP10 (the first cohort) now being in the own homes for 7 years.

At the start of the year:

- 222 young people had moved into their own homes, and this has increased significantly to 330.
- There have been no tenancy breakdowns and no evictions. When things have become challenging, or circumstances have changed, a small number of young people have been supported to move into other properties. This is testament to the ongoing strength and trust between LHP staff and HP graduates and highlights the importance of an open-ended and enduring relationship.

The age of young people who join the projects ranges from 15 years 7 months (only one young person under 16) to 21 years 7 months in England and from 16 years 0 months to 23 years 11 months in Scotland.

The average age of moving into their first home is 17 years 11 months in England and 19 years 6 months in Scotland. 170 young people under the age of 17 moved in a planned and supported way in to their first home and 160 moved after they had reached 18.

The difference in ages of people moving into their properties between England and Scotland reflects

the difference in legislative frameworks, with the threshold for financial responsibility changing at 18 and 21 respectively. Most young people in England move from regulated placements into their first home with some people in Scotland having moved to independent living before returning to the Local Authority (LA) for accommodation prior to their 21st birthday. The flexibility of our framework approach works across age groups and with different cohorts.

We are keen to evaluate longer term success but are equally conscious of not wanting to intrude on people's lives as successful adults. When we recently spoke to HP10, they welcomed the ongoing contact from NHP and said that we should remain in touch with the HP community but should give individuals the option to opt out. This mirrors the feedback about sending handwritten birthday and festive cards which are greatly appreciated and lets young people know that we hold them in our thoughts.

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586
young people,
330
In homes



House Project Community Cont.

Local House Projects (LHPs)

We ended the year with LHPs across 20 Local Authorities (LA) with collaborative arrangements across Greater Manchester (GM) and internal scaling (running two cohorts a year) in three of the more established LAs. We have developed a scaling fee for this development to cover NHP overheads.

We received monies via ADCS for a further 4 LHPs in the West Midlands. These will be established in 2023/24 alongside a minimum of 5 new LHPs.

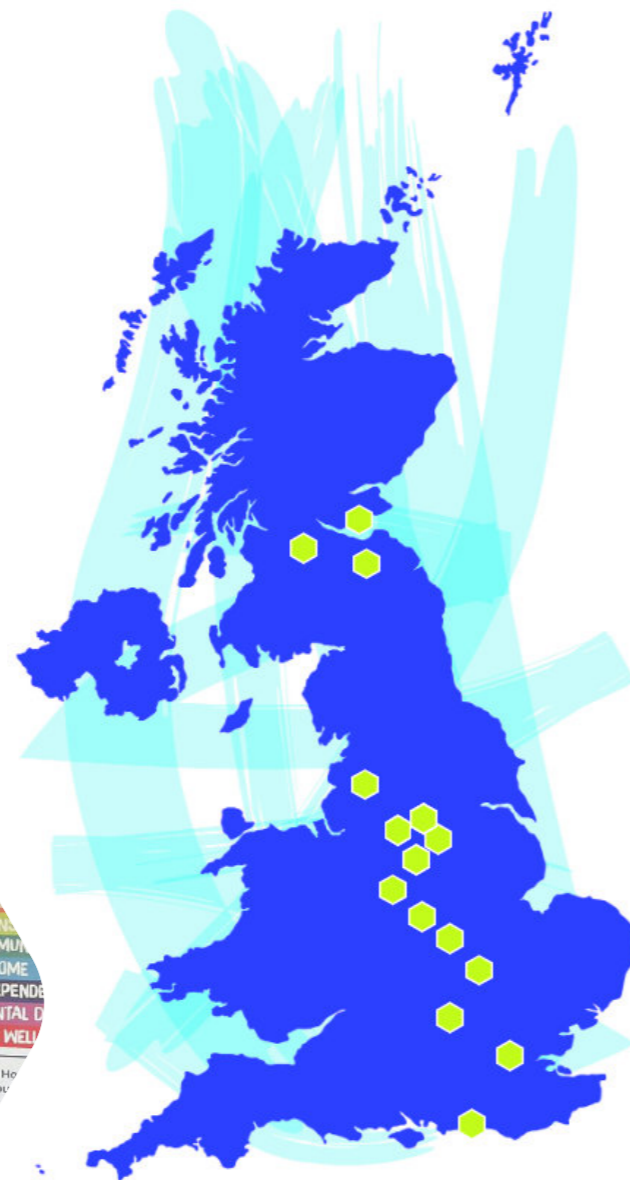
The collaborative approach across GM has given us the opportunity to develop new ways of working and an approach to scaling on a subregional footprint. A formal review of this approach will be undertaken when young people have moved in to their first homes. We are particularly keen to explore how young people who live across LA boundaries can be supported in other LHPs within the regional agreement. The West London Commissioning Alliance are considering a similar approach to that in GM.

Pipeline of new projects

We have had enquiries and or meetings (physical and virtual) with 32 LAs.

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There has been considerable interest from LAs and whilst we know that conversion of interest to signed up membership is a lengthy process, we are ambitious to scale. This has been supported by the movement of senior officers between LAs who have seen the benefits from the HP approach and want to introduce the HP to their new setting.



NHP Support to Local House Projects

Strategic Leads Meetings

Meetings took place in November 2022 and March 2023. Middle managers from LAs consider the strategic direction of the Charity and to engage in matters that require LA authorisations.

Local HP Annual Reviews

Meetings were held with all LAs with good engagement from most. Senior officers within social care, health, and housing attend with the Lead Member for Children's Services. This is a key meeting and represents the 'authorising environment' which supports the operation of LHPs. A new report format for this meeting focuses on finance and data requirements.

Project Leads Meeting

Project Leads meet on a bi-monthly basis and are supported by the Practice Leads. This meeting allows space for the Leads to come together to think not only about practice within their LHP, but how this links with the wider systems within which they work.

Community of Practice (COP)

Following consultation with LHP staff it was agreed that COP should reduce from monthly to bi-monthly meetings with two of these taking place in person. Given the number of staff that this now involves, these take place on a regional basis. Staff reported that virtual sessions were helpful and enabled them to attend more easily but had missed

the opportunity to meet in person. Regional arrangements enable face to face meetings to take place more easily.

COP is led by Becky Reynolds and supported by the other Practice Leads. These are well planned and delivered using a range of mediums. The sessions this year have covered a review of COP, partnerships, referrals, moving in, graduation, business events and peer mentoring. There have also been inputs from partners and evaluators.

"I loved it. It was really amazing to get together and learning from one another as well as the Facilitator. Although our diaries are so busy, I think this is what makes a difference. Taking the time out to learn"

Rosie continues to attend the COP following a CLNM meeting to provide feedback to staff from young people. When possible, young people also attend to give that feedback directly. Project staff will then discuss issues and, after having further discussions in individual

projects, will feedback to CLNM on what actions have been taken. This feedback loop is working well and enables LHPs to continue to develop based on what young people say works for them.

Time is always allowed for staff to bring anything that they want to share with their colleagues. This has led to some interesting discussions and enabled staff to share good practice as well as the challenges and dilemmas. A facilitator said "I loved it. It was really amazing to get together and learning from one another as well as the Facilitator. Although our diaries are so busy, I think this is what makes a difference. Taking the time out to learn"

NHP Support to Local House Projects Cont.

Consultations

Practice Leads continue to meet with LHPs on at least a monthly basis and have provided 160 consultations during the year. Most were virtual but in person sessions enabled Practice Leads to attend group sessions and observe how these run in practice. LHP staff welcome the support and guidance and use consultation time well.

Training

As well as enabling training to be delivered to LHP staff from Changing Minds, NHP also provides induction training to all new LHPs. CLNM supported the design and delivery of the three day 'Introduction to the HP' training event. Katie, Abby, Daz, Paris, Byron, and Shawna from CLNM explored the centrality and importance of coproduction and the ORCHIDS practice framework. Young people were great ambassadors for CLNM. NHP involve young people in all aspects of their work and new staff were able to see coproduction in action.



The two-day training on the HP approach focused on social pedagogy which was planned and delivered with staff from ThemPra. Social Pedagogy offers a values-led approach to relationship-centred practice that aims to holistically support people's well-being, learning and social inclusion. At the heart lies a belief that each person deserves to be treated with human dignity and possesses unique inner resources and potential, which we

can help them unfold. To do so requires meaningful and authentic relationships that enable us to recognise a person's potential, their qualities, strengths, and interests, and to create learning situations in which people can experience their resourcefulness and develop new abilities. This approach aligns with the NHP approach. The training was well received and led us to partner with ThemPra to offer an accredited CPD programme which enables staff who choose to do this to call themselves Social Pedagogy Practitioners. The programme starts in 2023 and we have already seen all initial places filled.

"The opportunity for the NHP Community to come together and interact and learn from one another was another brilliant aspect to the training. The informal environment was created to generate a relaxed space for us to engage in the materials."

NHP delivered 22 days of training to LHP staff, and this has been valued by facilitators **"The opportunity for the NHP Community to come together and interact and learn from one another was another brilliant aspect to the training. The informal environment was created to generate a relaxed space for us to engage in the materials."**

House Project Programme (HPP)

HPP is an iterative process that benefits from the inputs of staff at COP and young people at CLNM and which has been further supported by a HPP working group which was established in the year and includes LHP staff and young people. To reflect the work in other work streams we have added units on Peer Mentoring and Energy and Water Efficiency.

We undertook a survey of the user experience of HPP, and this was universally positive with constructive feedback that we will use to develop the Programme further.

Many LHPs are now approaching HPP with confidence and creativity not only in the sessions that are being delivered but, in the creation of partnership working. This is providing rich experiences to young people and developing sustainable and quality resources. There remains interest in some LAs to use HPP across wider leaving care services.

HPP is certificated by AQA, and we have registered the Programme with SQA which will be finalised in the first quarter of 2023/24. Between them young people received certificates for 2207 units this year and LHPs have rightly celebrated young people's achievements. Graduation events provide experiences that young people often missed in their education.

Education, Training and Employment (ETE)

Whilst completing HPP young people are classified as being in ETE. For many their education has been disrupted and they have little confidence in their ability to succeed. HPP enables them to see that they have skills and knowledge to build on supports them in to ETE.

Psychological Services

Changing Minds have been involved with NHP since its inception and were central in helping us to develop the ORCHIDS practice framework. NHP commission [Changing Minds](#) to provide a psychological input over the course of the year.

They delivered training to LHP staff on attachment and trauma, therapeutic relationships, developing resilience, risk and safety, and boundaries. These sessions are designed to support staff in their work with young people and will enable them to think psychologically about risk, safety planning and their work in general with young people. Changing Minds also input into the induction training with new LHPs.

CLNM have been working with Changing Minds in the Growing Together Collaborative, to help them think about how they use language and make services more accessible and understandable for young people. They delivered a session based on this at the Changing Minds conference which was well received. They have also been working on a document that young people complete with a

facilitator to enable their thoughts and feelings to be brought into this meeting without the young person actually being present.

All LHPs, except for Islington (who use in house provision) commission their psychological support from Changing Minds. The psychologist facilitates formulations for each young person and provides a day a month of consultation to LHP staff. These sessions are used in a variety of ways including the involvement of the wider service to develop awareness of the HP approach and trauma informed practice. 175 days have been delivered into LHPs.

Housing

The engagement of Housing Providers and access to housing is a critical component of the HP approach. Housing providers that fed into the Evaluation report (York university 2020) were positive about being involved with their LHP and recognised the preparation and support that went

into young people being good tenants. We are clearer about the role of Housing as a strategic partner at the self-assessment stage, the set-up meeting and at stakeholder engagement meetings. There is evidence that this is working for the majority of new LHPs.

As we continue to work with housing providers, and they see the benefits that LHPs bring to young people, we are starting to see an "advance culture change" in relation to the way care experienced young people are viewed. Islington have recently reviewed their allocations policy and have committed to continue to offer 20 properties for young people via the LHP.

In November we were awarded the 'UK Housing Award for Homelessness – North' which recognised the holistic approach to supporting people with care experience to live successfully in their communities. We have been invited to present our initiative to Housing 2023 which is annual Chartered Institute of Housing Event and Europe's largest housing festival.

NHP Support to Local House Projects

John Brown, Project Lead Midlothian showcased the impact of their work in Shelter's publication '75 ways to avoid Homelessness'.

We have attended housing/homelessness conferences in London and Scotland and developed a relationship with the housing sector across Greater Manchester via Charlie Norman (Chair of GM Steering Group, CEO of MSV and Chair of Housing Provider Forum in GM). We attended Housing group of the Pan London Care Leavers Compact

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education, employment and training. Young people said "It's given me the freedom to really just focus on what I want to be in life. It's given me the opportunity to follow my dream...There was nothing else like this... It meant I could really do something that I have wanted to do" and "without the award I wouldn't have had the freedom to do what I needed to do. To be creative and do a thing I'm really interested in... lots

of support schemes had criteria's this was the only one I saw that allowed me to choose"

Aspirational Awards

This was the first year of our Aspirational Awards Scheme and it was developed by CLNM, NHP, Segelman Trust and Reconomy with the latter two providing finance, business acumen and business support to both the process and, more directly, to young people. Being a pilot, the Panel were keen to stay true to the original concept of providing young people with the opportunity to achieve their dream and purposely did not inhibit young people's ambitions by imposing limiting parameters. 29 awards to young people across 9 LHPs were made totalling £51,287 with an average award of £1,827. The awards enabled young people to:

- reconnect with family
- develop business ideas with the Reconomy Entrepreneurship Award.
- purchase tools or equipment for their chosen career
- fund unique study courses
- volunteer or support their local community
- start or continue hobbies.

The impact of the awards on young people has been immense and has supported transitions into



Care Leavers Support Portal (CLSP)

The platform hosts LA sites and has the look and feel of a website and enables staff to communicate with young people who can also communicate with each other. Whilst the sites have generic information for all care leavers, LAs can populate information about local services and the local offer, young people can load blogs and good news stories and a messenger service allows staff and young people to speak with each other. The platform has capacity to securely access key documents: Health Passport/Pathway Plan/ Education Health Care Plan (EHC), that young people need.

Marshall Rowlands, Business Apprentice has been supporting this and we have attended National Leaving Care Benchmarking Forums (NLCB), presented at conferences and written to every LA sharing information about the platform. We followed this up with a social media campaign and have produced two videos as a way of sharing information about the platform. We are currently working with 9 LAs.

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Cost of Living



Young people produced a film and the launch of this campaign received media attention from Sky News and CYPNow to name a few.

Fuel poverty

Fuel Poverty has understandably been a real challenge for young people leaving care. NHP provide a 'white good' and an introductory fuel voucher when young people first move into their home. We received additional money from a partner to make crisis fuel vouchers available. We codeveloped a Cost-of-Living guide for young people and a new unit on energy efficiency in HPP. Our young people have spoken at events on the impact of fuel of poverty.

We were successful in our bid to the [Energy Redress Trust](#) in partnership with [Energy Projects Plus](#) to develop 'Care leavers as Energy Champions'. The 18-month project aims to inform, educate and raise awareness of energy efficiencies by providing intensive support with lasting solutions so that our care leavers can avoid fuel poverty and sustain their tenancies.

The funding will develop LHP staff's knowledge through training (trained at City and Guilds Level 3) as well opening the opportunity for two care leavers from each LHP to be trained as Energy Champions who will in turn support workshops to educate wider networks. The project includes the introduction of a new energy learning module in the HPP, a tablet and data package per LHP for staff to support young people with their suppliers and bills, three crisis fuel vouchers for all young people in the NHP Community and the creation of new resources, developed with young people for young people.

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Digital Poverty

In 2020 young people developed a [digital poverty campaign](#) calling for extended provision of digital devices and internet access for care leavers to enable them to thrive when living independently for the first time, and to reduce the impact that digital poverty can have on their futures. Young people produced a film and the launch of this campaign received media attention from Sky News and [CYPNow](#) to name a few. Islington very much embraced the campaign, committed to providing

Wi-Fi connectivity to all care leavers and last year started to see more care leavers in education, employment and training.

Over the past year we have worked with the Good Things Foundation and the [Digital Poverty Alliance](#) and have provided laptops to each LHP base for young people to use. With partners and young people, we presented at the CYPNow digital safeguarding conference.

We were set up as a National Centre with the Good Things Foundation Online Centres Network to be able to distribute sim cards loaded with data, calls and texts to young people.

Partnership working



Suited and Booted

Suited and Booted is a small organisation based in Central London which provides smart clothing for young men. CEO, Maria Lenn refers to our relationship as 'special' and offered to clothe all the young men who were part of CLNM. As our relationship developed, she offered to clothe CLNM young women as well and this offer was then extended to all HP young people. More recently we have featured in Suited and Booted newsletter and Maria also involved members of CLNM in an advertising campaign during the World Cup with The Sock Company.

Weil

Weil is a large international law firm who we were introduced to by Maria Lenn. They have arranged an employability day for young people to take place early next year and are keen to work with us on the housing offer.

Smart Works

Smart Works provides job coaching and work wear for women of all ages. They attended a COP to raise awareness of their offer. Despite limited take up thus far we have a plan in place to increase the uptake in LHPs accessing this resource.

Valpak

Valpak is linked closely with Reconomy and have been supporting the Coventry LHP. They provide a Christmas gift for all young people and a hoodie for each young person joining the project. They offer work experience opportunities and share their job vacancies with the LHP. Young

people made a pitch to Valpak to finance their graduation event and successfully secured funding which enabled them to go to Alton Towers. Valpak were part of Coventry's Leaving Care Awards ceremony and presented one of the awards. They have recently introduced us to James Farmer, the CEO of The Appliance Recycling Group and after an initial meeting they are keen to link up with Stoke's LHP to look at developing a partnership enabling young people to receive recycled white goods and also learn how to maintain and repair items.

Reconomy

Reconomy offer a strong partnership with NHP and the Wolverhampton LHP. They offer work experience and job opportunities to Wolverhampton's LHP and remain a member of the steering group and are always looking at ways to offer value. Reconomy have been a key member of the Aspirational Awards Panel and contributed £5k to provide Entrepreneurial Awards. They supported two young people to develop businesses and one was provided with a 3D printer to establish a 3D printing business.

"Being part of NHP is a favourite part of my role and I so enjoy seeing some of the same faces of the young people each year and how much they have grown and developed through the NHP – its wonderful"
 – Reconomy

Donald Insall

As the GM collaborative has established their LHPs Donald Insall has been able to become much more actively involved. They have met with all Project Leads and are planning to be involved in business events that will take place next year.

Madlug

Madlug is a Community Interest Company set up by Dave Linton. Dave is a foster carer and was concerned that young people in care were moving their belongings in bin bags. He set the company up to address this issue and every bag that is sold also pays for a bag for a young person in care. Each bag that goes to young people in care contains the label "You are incredible" to remind every child that they have value, worth and dignity. Dave is a huge supporter of NHP and CLNM and, as detailed earlier in this report, worked closely with CLNM to develop Senses of Home. Madlug have invited the CEO and Director to speak at an event in Northern Ireland early next year to promote the HP approach.

MyBnk

MyBnk continue to offer their Money Works programme into all LHPs. This is well received. CLNM were involved in research around financial education for young people. MyBnk have now recruited to regional manager positions who will meet Project Leads.

Metro Bank

Metro Bank supports care experienced young people to set up and access bank accounts.

Equans

Equans is an energy and services company that produces and supplies energy, services and regeneration. It aims to make zero carbon transition possible and is committed to Corporate Social Responsibility (CSR). They have continued to support the Rotherham LHP.

GMYN

We continue to explore ways to work together with Greater Manchester Youth Network (GMYN) and attend their network meetings. As the GM collaborative becomes more established GMYN will link with individual LHPs as well as the collaborative.

Ofsted

NHP were invited to join Ofsted's National Consultative Care Leaver forum. This is a useful arena for exchange of information and allows the opportunity to input information on how young people are best supported into independent living.



NHP Infrastructure

Staffing

We were joined at the start of the year by Sam Ankers (Practice Lead), Susan Farrington (Project Support Officer) and Bernardo Pezo (Participation Worker) taking our staffing complement to 12 with just under half of our workforce being care experienced. During the year Luke Fox was awarded a distinction in his Business Administration Apprenticeship and secured a 2-year fixed contract with NHP as a Business Support officer. In February we appointed Jonny Masters to fill the vacancy left by Bernardo who left us in November.

All new staff did Spotlight Profiling (preferred mindset and behavioural styles) and these were added to a previously completed composite team profile. Collectively our preferences major on empathic and engaged preferences, which is not unusual for the care sector, with prudence and logic majoring in the staff providing administrative support. We are aware of what we need to work on individually and collectively to maximise the team outputs.

During the year we were awarded accreditation as a Living Wage employer and at the height of the energy and the cost-of-living crisis all staff were offered a £2k award.

Office Accommodation

Whilst we have moved to hybrid working arrangements (minimum of two days a week in the office) we rent a further 4 rooms. This serves us well in terms of office space, access to facilities and travel networks and the message that it conveys to young people about their accessibility and engagement in academic campus settings.

GDPR

We have a GDPR policy and although we are not required to have a Data Protection Officer, Kelly Mottram, Practice Lead has taken the lead role for all data protection matters. Kelly has been supported in this role with access to specialised training. Staff update their GDPR training annually.

**During the year
Luke Fox was awarded a
distinction in his Business
Administration Apprenticeship
and secured a 2-year fixed
contract with NHP
as a Business
Support officer**



"She was so impressed with their insight and understanding that they have since co-authored a chapter in her forthcoming book and she tweeted "Absolutely *blown away* by how insightful you all were."

Consultants

Peter Cox Business and Governance Advisor

Peter provides support to all matters relating to governance, finance and legal matters.

Setsquare

Setsquare have continued to support NHP across a number of work strands and there is real value to a single supplier who understands and can connect our work. They have been supporting NHP to consider its marketing and communication strategy.

Reels in Motion

'Reels' are our documentary film partner. They produce films for each new LHP and for work commissioned by NHP. The films are all available to view via the [NHP YouTube](#) and really highlight the experiences and sense of community across all projects.

Safeguarding Training

As a team we completed the online Transitional (16-25) Safeguarding Course delivered by NSPCC and used practice dilemmas to make it relatable. We completed a Transitional Safeguarding Workshop with Dez Holmes, Director, Research in Practice who went on to consult with young people from CLNM. She was so impressed with their insight and understanding that they have since co-authored a chapter in her forthcoming book and she tweeted "Absolutely *blown away* by how insightful you all were. I feel incredibly privileged to be co-authoring this chapter with young people from @CLNMovement- lucky me! You folks understand #TransitionalSafeguarding better than most people I know. THANK YOU SO MUCH."



Charity Commission

As a registered charity we conform to Charity Commission guidance. Our annual report and financial statements prepared by our chartered accountants were approved by the Trustee Board meeting in September. A mid-year financial position meeting took place in October.

Board continues to benefit from the role of care experienced young people as expert advisors and they are supported by an Advisory Group made up of regional CLNM chairs and vice chairs and two CLNM champions who have previously attended as expert advisers.

Information about trustees and the Advisory Group to Board can be found on our [website](#).

Trustees and Board Meetings

We started the year with the appointment of Mark Leith to the role of Chair from the existing trustee group. Fortnightly virtual meetings have taken place between the Chair and the CEO and bi-monthly meetings between the CEO/Director and Rachel Dickinson who has the trustee lead for safeguarding. Board meetings took place in April, August, October, and January.

Serious Incidents

We are required to inform the Charity Commission of Serious Incidents. Given the vulnerabilities of our young people there have been events that we have considered at Board. In line with Charity Commission Guidance and our internal policy, none met the threshold for formal reporting. We involve LAs in all reporting arrangements to Board.

A skills and knowledge audit of trustees informed a facilitated Board development day in October which led to the recruitment of two additional trustees in February 2023. They join a cohesive Board that has rightly refocused on its strategic role.



Reserves Policy

We have a reserves policy that ensures if there was ever a decision to end the Charity we would be able to support young people into their homes in a planned and supported way.

Diversification of Income Streams

Our income is derived from membership fee income and fundraising. We are not whole cost recovery in terms of membership fees and are grateful to the financial support. Their contributions are often greater than the financial awards and we very much see them as being part of the wider NHP stakeholder community.

OSCR – Scottish Charity Regulator

Although not required to register with OSCR to deliver services in Scotland, there are Trusts and Foundations with eligibility criteria that includes the need to be registered with OSCR. We achieved OSCR registration in January 2023. This will require additional work, including accounting returns.

Cost Benefit Analysis (CBA)

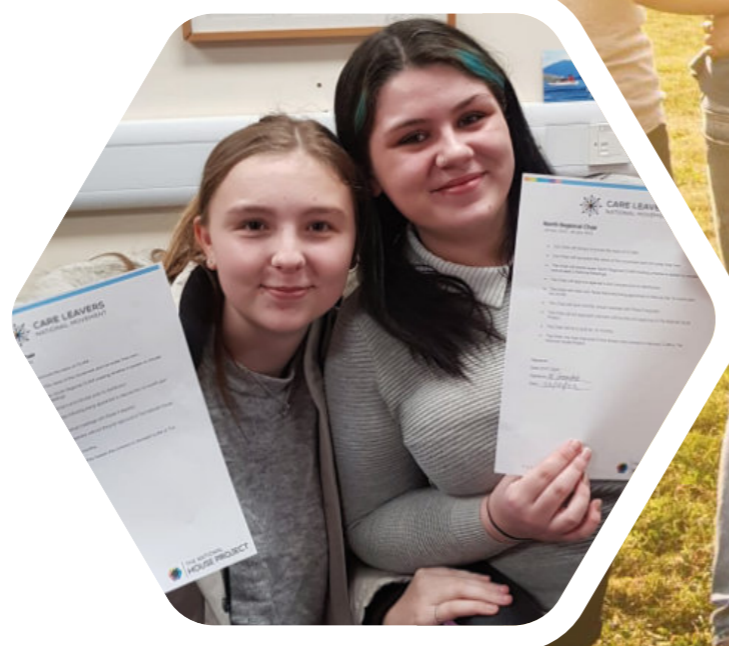
The HP approach is 'outcome focused' but by moving young people from regulated placements in a planned and supported way, LAs have been able to make genuine cost savings. A CBA in the York University Evaluation Report 2020 showed a positive return on investment of 1.4 from year 2 which increases to 2.0 in year 3. We were not confident that this accurately demonstrates the savings to LAs - with savings (cost avoidance) last year for an established LHP of £1.5M and a newly established LHP projecting circa £1M savings with their first cohort. We have engaged with Pro Bono Economics in the hope of developing a current CBA.



Information about trustees and the Advisory Group to Board can be found on our website.
www.thehouseproject.org

Key actions for 2023/24:

- Increase reach to young people across the UK.
- Support more LAs to develop House Projects as part of their offer to young people leaving care.
- Share Evaluation findings and raise awareness and understanding of the impact of the House Project approach and the savings it can make to LA budgets.
- Use evaluation findings to inform policy debate and contribute to system change for care leavers.
- Support CLNM to undertake a Peer Evaluation and present their findings at their conference in October.
- Develop a CBA to identify savings to the wider Public Purse.
- Secure fundraising activity to support development of quality and scale.
- Develop capacity to codesign with young people a local health and wellbeing offer.
- Support the development of the Board and the Advisory Board that supports it.
- Develop a long-term strategy for NHP and identify the resources required to achieve it.
- Introduce a staff satisfaction survey.
- Develop a certificated award in Social Pedagogy for LHP staff.
- Develop trauma informed approaches at operational and strategic levels.
- Achieve SQA accreditation for the Scottish LHPs.
- Collaborate with the sector to add value to the lives of young people.
- Deliver the Energy Redress Project to young people.
- Develop the Aspirational Awards in conjunction with corporate engagement.
- Explore how the House Project approach could be adapted to support care leavers leaving custody and women and children leaving domestic violence.





NHP

Living connected and fulfilling lives

T 01270 215888

M 07876 217799

E enquiries@thehouseproject.org

 [@TheNationalHouseProject](https://www.facebook.com/TheNationalHouseProject)

 [@TheNationalHP](https://twitter.com/TheNationalHP)

 [The National House Project](https://www.linkedin.com/company/the-national-house-project)

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