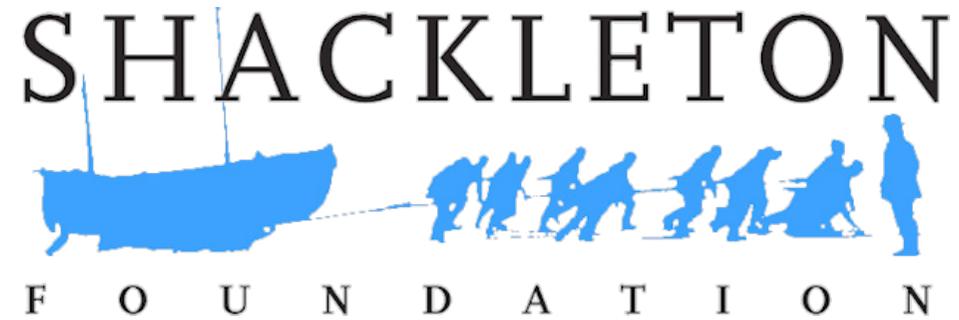


IMPACT REPORT 2022



WELCOME

THE SHACKLETON FOUNDATION



Welcome to our impact report, published every three years. A chance for us to evaluate and report on our progress - to share the evidence of the impact that we have as a charity, and to ensure that we meet our objectives, learn from our weaknesses, and continue to keep the Foundation relevant and purposeful in realising our vision for a society where young people can thrive and flourish.

These have been three years like no others - filled with fear, uncertainty and disruption caused by many things including Covid-19. Our Leaders have shown impressive resilience in the face of adversity, on the whole managing to navigate their way through the challenges thrown at them, delivering their solutions to issues affecting young people in the UK experiencing disadvantage.

Throughout the year the Trustees review 50+ applications - most find us via search function (followed by word of mouth). In the past three years, 10% of the 156 have successfully made it through to the pitch stage, with awards being given to 40% of those. Although these figures feel low and require improvement, they also demonstrate the high quality of our Leaders and the rigour of our application process - you will read later on that 81% of projects we have funded are still operating ten years after our award - that is a significant number that we, and our donors, can be very proud of.

I'd like to thank the Trustees and our administrator for their contribution to this report, but in particular to Plum Lomax who ably transforms data into a compelling narrative, bringing clarity and transparency to everything that we do at the Shackleton Foundation. I hope you find it an interesting read, and if you have any questions please don't hesitate to contact us at info@shackletonfoundation.org.

Charlotte Hatfield, Chair

The Shackleton Foundation was established in 2007 by the direct descendants of Sir Ernest Shackleton's 1907/08 Nimrod expedition, to celebrate the legacy of the legendary polar explorer and great man. We are a small charity - run by a diverse, voluntary trustee board with a wealth of expertise from across the business and charity sector, plus a part-time administrator.

Our mission is to support inspirational and courageous leaders who have bold and innovative solutions to issues affecting young people experiencing disadvantage in the UK today. What sets us apart from other funders is the projects we support are often considered too risky or too early-stage, so without our help many would struggle to get their concept off the ground.

The Trustees look for individuals, often with lived experience, who display characteristics of courage and resilience, and who have a big, bold idea to help others. We look for examples of leadership, innovation, enterprise, inspiration, ambition, endurance, and courage. Individuals who have long-lasting, far-reaching projects tackling key issues such as: youth offending, education and attainment, life skills and employability, community cohesion, and physical and mental health.

True to the spirit of Shackleton himself, we take calculated risks in supporting our Leaders, and we assist with practical aspects of starting up a social venture. This includes seed-funding, support from our Trustees, and access to our Shackleton Leaders alumni network, so that we can give Leaders the best chance of maximising their impact and building a sustainable business model.

Our ambition each year is to appoint ten Leaders, awarding a total of £100,000. We generate this money through a mix of fundraising sources, by building relationships with grant making trusts and foundations, corporates, and individual donors.



"Thank you very much for making this all possible. I couldn't have set up and delivered the workshops without the money you gave us so I am extremely grateful."

*Hana Brierley
Cut The Mustard Club*

Excellent leadership has the potential to transform lives. But many social entrepreneurs struggle to turn their concept into reality as securing funding without a proven track record is extremely challenging.



ACTIVITIES

We raise funds from trusts, individuals and companies.

We invest catalytic seed capital in social entrepreneurs (Leaders) who embody the leadership spirit of Sir Ernest Shackleton.

We provide Leaders with support (mentoring, expertise, introductions).

We build an alumni network of Leaders, to enable peer-to-peer learning, connections and workshops from experts.

We develop informal partnerships with organisations to help source Leaders and enable follow-on funding opportunities.



OUTCOMES

Social entrepreneurs have access to capital to launch and grow successful enterprises.

Innovative solutions to social problems are developed and scaled.

Social entrepreneurs have the confidence to kick-start a project.

Organisations are more effective and sustainable.

More funders are aware of the value of early-stage risk capital.



A society in which young people can thrive and flourish without social injustice or discrimination.

Social entrepreneurs have access to capital to launch and grow successful enterprises.

We provide grants to Leaders setting up or running not-for-profit social enterprises or charities. For those running for-profit companies, we provide a loan that becomes repayable when the company is profitable.

59 Leaders funded to date.
£10,000 average award.

£478,837 grants.
£100,000 loans.

75% of Shackleton Leaders identify as women (compared with 47% of UK Social Enterprises).

15% of Shackleton Leaders are from Black, Asian and Minority Ethnic backgrounds (compared with 14% of UK Social Enterprises).

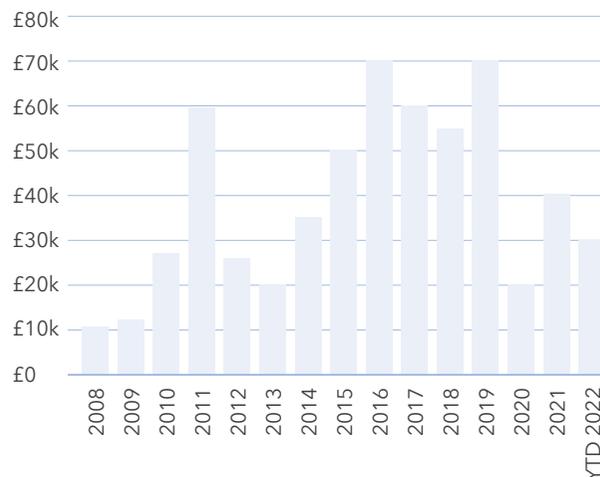
34% of Shackleton Leaders have lived experience.

Social entrepreneurs have the confidence to kick-start a project.

It's one thing to have a good idea, but to get a project off the ground, entrepreneurs need both capital, know-how, confidence and a lot of determination. The Shackleton Foundation helps where it can, providing Leaders with non-financial support on top of the grant or loan. Karen Kwong, one of our Trustees, spends a great deal of time with our Leaders, providing coaching and advice, whilst also linking up the Leaders with each other.

Our Leaders tell us of the significant benefit in being part of the Shackleton Leaders alumni network, which includes a Facebook group for them to share ideas and support each other. We also run a Leaders' Forum each year to facilitate and support learning between them, inviting external speakers and encouraging discussing and debate through shared experiences. Recent forums have included discussions on building an equitable, inclusive and purposeful organization, fundraising, and navigating through the Covid pandemic.

Value of Awards to Date by Year



Innovative solutions to social problems are developed and scaled.

We are consistently impressed by the range of innovative ideas that our Leaders have developed to tackle the particular issue that they care about, often stemming from their own experience of that particular problem. For example, Anna Alexander founded Split Banana, creative and inspiring Relationship, Sex and Health Education (RSHE) workshops for young people, aiming to reshape sex-ed so that it reflects the lived realities and identities of students from all walks of life. Or take Christy Acton, who set up Standing Tall after managing a night shelter in Birmingham and realizing that a surprisingly high proportion of people coming off the streets are ready for stable work. Standing Tall matches people experiencing homelessness with both a job and a home, through partnerships with local businesses and its 'Amici' hosting service.

"I'm grateful to Shackleton Foundation for being the first to believe in me and allowing me to present and share my vision. It's amazing how much we've grown and expanded in just one year and your grant was such an important part of that process, it made me feel like I could actually do this, so thank you!"

Joel Dunn
The Paradigm Project

"The coaching I received over the year has been invaluable, especially during lockdown. The Facebook group is a great way to meet other participants"

Anna Alexander
Split Banana

Organisations are more effective and sustainable.

Providing funding to early-stage ideas comes with risks attached – not all projects succeed. But 81% of projects we have funded are still operating ten years after our award.

We ask all Leaders to set out some milestones of what they aim to achieve during the twelve-month award period: number of people reached, specific outcomes and organisational goals.

69% of Leaders report having met or exceeded their milestones at the end of their award (lower than the 83% reported in 2019 impact report), but this can be explained by the large number of projects who were operating throughout the pandemic – many of whom had to change strategy or delay their plans and subsequently missed their original targets.

We are proud of our Leaders' achievements. Some are highlighted in detail in the case studies in this report. But on average, each Leader funded since 2017 has helped over 1,500 children and young people. Examples include Able2Adventure which has helped increase the self-confidence and independence of over 170 disabled young people through adventure activities. Split Banana has delivered creative RSHE workshops to over 7,000 young people and trained over 4,000 teachers—with 86% of students reporting an increase in sexual health services. And the Paradigm Project reached twice as many students moving to secondary school than planned in their first year, aiming to disrupt potentially adverse pathways at the earliest possible opportunity.

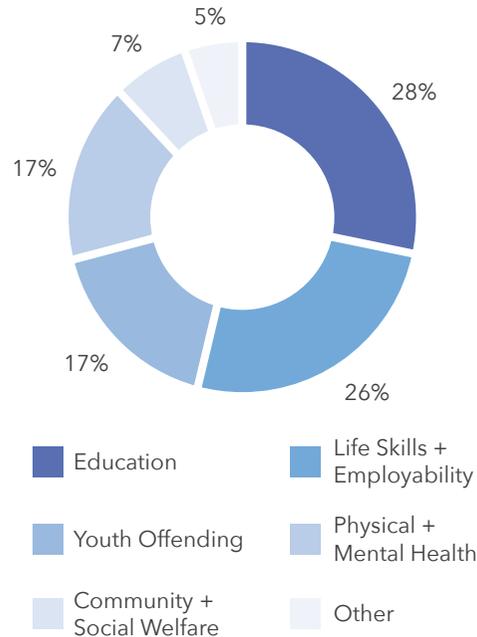
And many of our Leaders have been recognised for the difference they are making by winning prestigious charity industry awards - see page 10.

More funders are aware of the value of early-stage risk capital.

One of our aims is to help our Leaders find follow-on funding so their projects can continue to flourish beyond our grant. We also develop informal partnerships with organisations to help source a diverse set of Leaders in the first place. We would ultimately like more funders to recognize the difficulties that social entrepreneurs, particularly those without a track record, have in securing seed funding, and increase the provision of early-stage risk capital.

We are conscious that we haven't achieved as much as we'd have liked yet in this regard, and aim to develop this aspect of the Foundation further over the next three years.

Awards to Date by Sector



"I really valued Karen's support, especially in my first few months on the project when I had a huge amount of imposter syndrome. Karen has a fantastic ability to make you feel like a champion, and reassure you of your capabilities when you're feeling vulnerable."

Edith Johnson
Be Her Lead

"I particularly benefitted from the opportunity to meet other grantees. This was most effective through the online profiles (as two people reached out to me from this), the grantee meetings and the signposting from Karen."

Lynette Nabbosa
MoveRight

81% of projects are still operating ten years after initial funding.

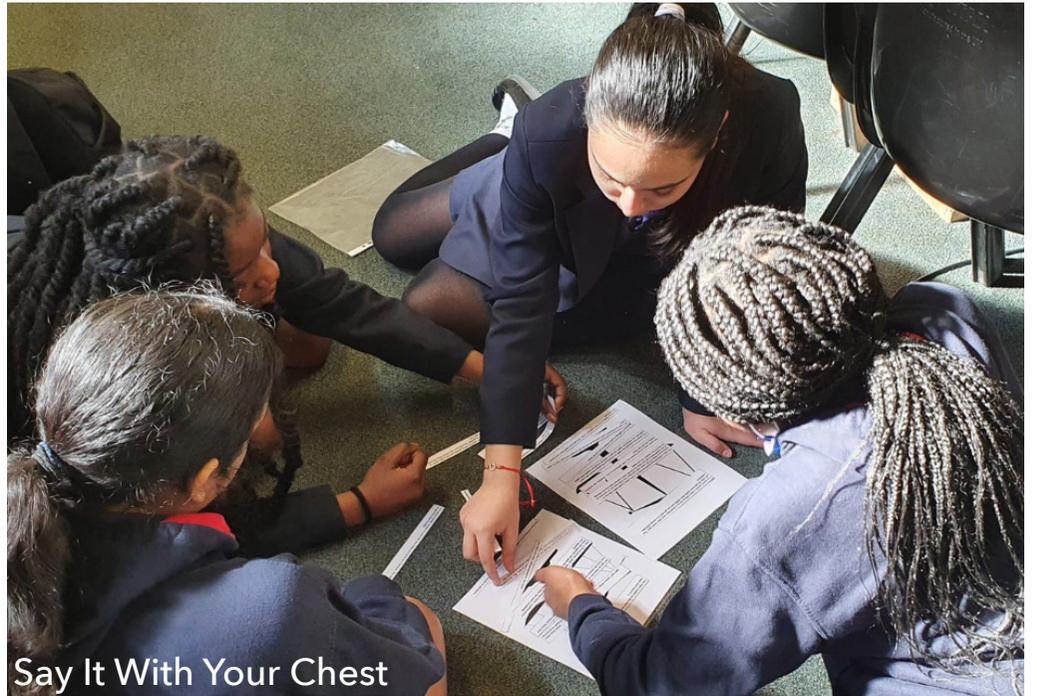
9x increase in turnover, three years on from the grant award.

69% of projects funded met or exceeded their milestones.

On average, each Leader funded since 2017 has helped over 1500 children and young people.



Write-Back



Say It With Your Chest



Pivot



The Bridging Project

ALICE MOXLEY
Pivot



Alice Moxley is the Founder and CEO of Pivot, a social enterprise which empowers people experiencing homelessness to pivot their lives through making and enterprise. Pivot creates high-quality hand-made jewellery in hostels, whilst co-creating progressive routes out of temporary accommodation.

Pivot's mission is to contribute to the alleviation of homelessness by bringing purposeful meaning and flexible employment to those who would otherwise not have access to it, and in doing so giving them the confidence and skills they need to leave temporary accommodation. Whilst not a charity, they have charitable aims and invest all profits back into their social mission, and our Shackleton Foundation award in 2020 was used to support salaries.

"I was homeless and hopeless. I didn't imagine myself that I would be making jewellery and selling it in shops. Being part of Pivot has helped me mentally and has given me self-confidence in working with a team and being part of a social enterprise."

I remember like it was yesterday, first time walking into jewellery session. I was shy, nervous and didn't know what to expect, but with each class I have seen myself improving. I have something to look forward to and can rewrite my life again. Alice is to thank for that."

Pivot maker

Unique in its approach working directly inside hostels, Pivot tackles problems faced and articulated by hostel residents, thereby removing many barriers to employment faced by those living there. Their programmes, funded by sales of the jewellery created within, are designed to generate social change.

Incorporating just before the first UK lockdown threw numerous challenges at Alice - however, Pivot by name and pivot by nature, she navigated her way through demonstrating strength of character, and great leadership "We are a team of acrobats and expert tightrope walks, with the ability, bravery and tenacity to be constantly on our toes" with many lessons learnt along the way.

After two years since incorporating, Pivot have delivered 2291 hours of work based training, engaged 77 Makers across 13 homeless services, sold in excess of £100,000 of jewellery, recruited 2 employees from hostels, and gained 3.5k social media following.

SABRINA JONES
Say It With Your Chest



Say It With Your Chest is a not-for-profit that operates across the United Kingdom. The organisation's aim is to reduce the rate of school exclusions and empower young people to raise their aspirations through their services. They firmly believe in the importance of empowering young people to be the best version of themselves.

Sabrina Jones founded the social enterprise in 2018 and in 2019 she was awarded a grant from the Shackleton Foundation to pilot their services. Despite the challenges of operating in the pandemic, the Switch Ambassador Programme was delivered to a secondary school in a borough which was highlighted for having the highest exclusion rates in London. This resulted in 0 permanent exclusions, a 62% increase in positive behaviour points and 50% of students improving their attendance.

In 2021 Say It With Your Chest created a training programme for school staff and this programme went on to receive a Stephen Lloyd Award.

In 2022 Say It With Your Chest was awarded "Best Youth Personal Development Project" for the South East of England by Acquisition International and Sabrina the founder, was nominated for a positive role model award hosted by the National Diversity Awards.

"Say It With Your Chest, ran an online workshop with our young people from the London Violence reduction unit's youth action group. The online workshop was different from other sessions that the young people have attended."

This is because it was really engaging using a variety of creative tools and games/ exercises to capture the attention of the group as well as deliver messages in a way that leaves an impact."

Say It With Your Chest's approach was relaxed, friendly, relatable and real! There was a fine balance of material that helped to drive home the intended outcomes."

Jerome Harvey- Agyei
Children & Young people Participation officer at the Mayor of London's Violence reduction Unit

SAM NORWOOD
Write-Back



When we met with Sam for the first time, during his interview, we were all wowed by his unfailing optimism, determination and articulate vision for changing the lives of many through story-telling. We would only continue to be wowed...

Sam Norwood founded Write-Back in 2020 – an organisation that helps young people, through the sharing of stories, build self-respect, community and independent voices. He describes the award as being a ‘game changer’ affording him and his team the opportunity, during and despite COVID, to launch the largest number of consistent programmes to schools in Barking and Dagenham.

This resulted in a graduation programme, a total of nine books, a film that was premiered at the ‘Being Human Festival’ and a magazine in Sept 2022, amongst many notable achievements. These initiatives created a multiplier effect bringing forth new experimental offerings, such as a programme focused on working with a group of young men, aged between 14 and 22, as well as expanding existing programmes,

On reflection, Sam, acknowledging his notable achievements, also recognises that whilst other funders stopped funding efforts like his during the start of the pandemic, his Shackleton Foundation award provided him the ‘financial ballast’ to help navigate the uncertainty. Additionally, the supportive and flexible approach by the Foundation gave him the freedom and focus to persevere with his and Write-Back’s ambitions.

We have no doubt that Sam would have found a way to achieve what he set out to do and we are so proud to play a small role in helping Write-Back create the impact it desires.

“It’s been an absolute blast and honour being a member of the Write-Back community. I’ve never felt so accepted, free in my thoughts and simply able to just let myself be.”

Storyteller, Year 9

“If it wasn’t for Write-Back, I’m not sure where I would be right now.”

Storyteller, Year 9

PHOEBE PRAILL
The Bridging Project



The Bridging Project, founded by Phoebe Prail in 2019, works to reduce drop-out rates at university among students from low-income or under-represented backgrounds – an ever-increasing problem as universities aim to widen access. Students from low-income backgrounds are up to twice as likely to drop out of university compared to their wealthier peers, and are less likely to graduate with a first or 2:1.

Students on the Bridging Project are matched up with a 1:1 coach during their final term at school. The coach then works with the student during their first year of university, to help ensure a successful integration into university life – ultimately helping them remain at university and achieve a good degree that matches their potential.

The Shackleton Foundation awarded Phoebe a £10,000 grant in December 2019, and since then, despite disruptions from Covid, the Bridging Project has supported over 40 students at 15 universities, 38 of whom are still at uni, and the other 2 are being supported in re-applying. Students have stated that the programme helped most with increasing their confidence, setting and reaching goals and improving their time management. 20 coaches have been recruited, trained and supported, 55% of whom were the first in their family to attend university.

The Bridging Project is working in partnership with University College London, Trinity and Balliol Colleges in Oxford and Murray Edwards College Cambridge. Here the Bridging Project is supporting underrepresented students to engage in and excel at university life. Their most recent partnership at UCL will focus on supporting care leavers and forced migrants starting university in September.

“My coach has given me more drive and increased faith in myself”

Student at Trinity College, Oxford

“My coach worked to remind me of my academic abilities, which made me feel less out of place and deserving of my place at university. It helped me overcome any anxiety I felt due to being a minority”

Student at UCL

LYNETTE NABBOSA
MoveRight

An app to provide support for social housing tenants who are living independently.

SARAH HAVILLE
Bloom Six

Supports students in Alternative Provision schools with the difficult transition between leaving school and thriving in society.

SAM NORWOOD
Write-Back

Builds self-esteem among young people through storytelling programmes.

HANA BRIERLEY
Cut the Mustard Club

Provides inclusive outdoor experiences for children - focused on wellbeing.

GEMMA HENDRY
Able2Adventure

Adventure activities for people with disabilities in Scotland.

ANNA ALEXANDER
Split Banana

Uses an arts-based approach to deliver relationship and sex education (RSE) to young people.

INDY SIRA
Voices of Colour

Provides a transformative digital skills and community action programme for young women from diverse backgrounds between the ages of 15 to 25.

CHRISTY ACTON
Standing Tall

Supports homeless people into stable jobs and safe homes.

EDITH JOHNSON
Be Her Lead

Trains female teachers to lead workshops for teenage girls designed to build resilience and confidence and raise their aspirations.

PHOEBE PRAILL
The Bridging Project

A coaching project to ensure that students' success at university is not determined by their socio-economic background.

NATALIE MORRIS
The Feeding Trust

Offers life-changing feeding therapy that is largely free at the point of access for CYP with feeding disorders.

ANNA WARDLEY
Luna Foundation

Supports children and young people after the suicide of a parent / care-giver and delivers suicide-bereavement training.

SABRINA JONES
Say It With Your Chest

Empowers young people at risk of school exclusion to cultivate positive futures.

ALICE MOXLEY
Pivot

Empowers people experiencing homelessness to progress routes out of temporary accommodation through jewellery making and enterprise.

JOEL DUNN
The Paradigm Project

Works with students in years 6 and 7, to support their transition to secondary school and disrupt problem behaviours or patterns that put young people at risk of committing or becoming victims of crime.

LAURA HARTE
Oxfordshire Discovery College

Innovative mental health service based on lived experience.

WHERE OUR LEADERS OPERATE



"I found making a twelve-month plan, with actions broken down month by month, really useful. This is not something I've done before and it really helped me to keep focused as the business grew and new demands / opportunities have arisen."

Natalie Morris
The Feeding Trust

"The reporting requirements are helpful for us to also reflect on how much has been achieved and the impact that we have made."

Indy Sira
Voices of Colour

LEADERS' AWARDS RECEIVED



Our Leaders have won some impressive awards over time, demonstrating their leadership and innovation. Below are examples of some of the awards won in recent years.

| | | |
|----------------------------------|------|--|
| QUEEN'S AWARDS | | |
| For Enterprise | 2021 | Steph Wheen - Gympanzees |
| For Voluntary Services | 2020 | Sonia Shaljean - Lads need Dads |
| QUEEN'S BIRTHDAY HONOURS | | |
| OBE | 2020 | Josh Babarinde - Cracked It |
| FAIR EDUCATION ALIANCE | | |
| Scaling Award | 2020 | Sarah Waite - Get Further |
| Scaling Award | 2020 | Evie Keough - Boromi |
| Innovation Award | 2020 | Phoebe Prail - The Bridging Project |
| Intrapreneurship Award | 2020 | Robin Chu - Coachbright |
| Intrapreneurship Award | 2020 | Sarah Wallbank - Yes Futures |
| NATWEST SE100 INDEX | | |
| Trailblazing Newcomer | 2022 | Eve Wagg - Well Grounded |
| | 2022 | Sarah Sewell - Yes Futures |
| | 2021 | Alice Moxley - Pivot |
| | 2020 | Eve Keough - Boromi |
| | 2019 | Josh Babarinde - Cracked It |
| | 2019 | Celia Hodson - Hey Girls |
| Leadership Award Finalist | 2020 | Lee Healey - IncomeMax |
| CENTRE FOR SOCIAL JUSTICE | | |
| | 2020 | Jasper Cain - Football Beyond Borders |
| | 2018 | Josh Babarinde - Cracked It |
| | 2018 | Sonia Shaljean - Lads need Dads |
| CHURCHILL FELLOWS | | |
| | 2019 | Josh Babarinde - Cracked It |
| | 2019 | Anna Wardley - Luna Foundation |
| WISE100 | | |
| One to Watch List | 2022 | Alice Moxley - Pivot |
| | 2022 | Eve Wagg - Well Grounded |
| | 2020 | Evie Keough - Boromi |
| | 2019 | Meg Doherty - Fat Macy's |
| | 2019 | Celia Hodson - Hey Girls |
| STEPHEN LLOYD AWARDS | | |
| | 2021 | Christy Acton - Standing Tall |
| | 2021 | Sabrina Jones - Say It With Your Chest |
| | 2017 | Rich Grahame - Settle |

OUR THANKS TO OUR SUPPORTERS



Our ambition each year is to appoint ten Leaders, awarding a total of £100,000.

We generate this money through a mix of fundraising sources, by building relationships with grant making trusts and foundations, corporates, and individual donors.

We particularly want to thank The Headley Trust, the Oak Foundation, The Bernard Sunley Foundation, and The Saints and Sinners Club for continuing to support us, as well as the many individuals who have been so generous with their donations.

If you, or anyone you know, would like to support the Foundation, please [follow this link](#).

Evidence shared in this impact report demonstrates the effect of your philanthropy in supporting these inspirational and courageous leaders with their bold and innovative solutions to issues affecting young people experiencing disadvantage in the UK today.



THE
HEADLEY
TRUST

OAK
FOUNDATION



Registered Charity No 1118686
www.shackletonfoundation.org

FIND US

5 Chancery Lane, London EC4A 1BL
info@shackletonfoundation.org
www.shackletonfoundation.org

 @ShackletonF

 /ShackletonFoundation

 /Shackleton-Foundation