

A #GAMECHANGING SOCIAL IMPACT REPORT

2021-2022 PREPARED BY
THE CONNECTIVES
MAY 2022

TO US, IT'S ALL ABOUT THE OUTCOMES AND IMPACTS. IT'S ABOUT HOW WE CHANGE LIVES.

We are a family of six brands who combined, support tens of thousands of individuals every year.

We support some of the most vulnerable young people in society via our Alternative Educational Provision, and positively disrupt the adult training space by providing short courses and training programmes designed to get people a job, a better job or a career via our adult training companies.

Intertwined amongst all of our provision, is the need of quality careers guidance, and so we offer that too to over 100 secondary schools in England, including our own.

This report demonstrates the sheer volume of our combined work. The life changing impacts we are having on individuals from all walks of life. It showcases the ways in which we are generating significant social and economic impacts for the communities in which we work, the stakeholders who we support and ultimately, the individuals whose lives we help to change through the power of education and training.





Our purpose is clear. We are...

CHANGING LIVES THROUGH THE POWER OF EDUCATION AND TRAINING

We achieve our purpose by living and breathing our values. We embrace change, take a pioneering approach to our delivery and strive to be the best.

We are...

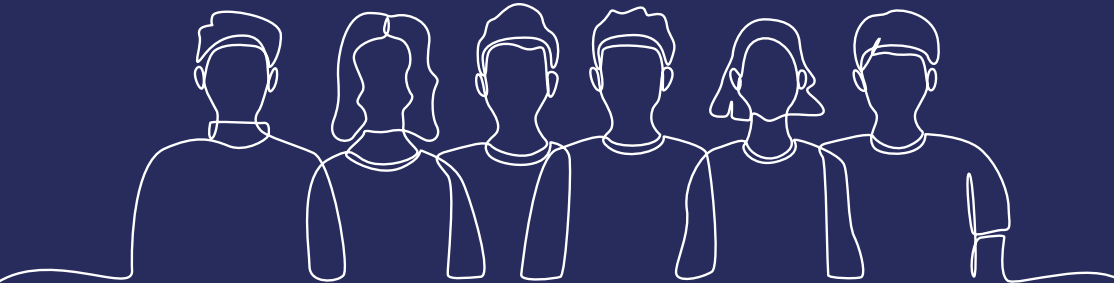
ROBUSTLY RESILIENT
CREATIVE COLLABORATORS
FEARLESSLY AUTHENTIC
PROUDLY PASSIONATE
ENDLESSLY KIND
BRAZENLY PEOPLE FIRST
CONFIDENT GAMECHANGERS

AN INDEPENDENT REVIEW & ANALYSIS, WHERE WE WERE BENCHMARKED AGAINST THE REST

Knowing that we make a difference and understanding how we do that are two different things.

Therefore, we commissioned The Connectives to help us understand our impact and see how this fits with our purpose and values. This external analysis enabled us to identify the combined value which our Group is having on our customer, stakeholders, and society as a whole.

the connectives



TOGETHER WE ARE TRANSFORMING LIVES

£38,102,368

OF SOCIAL VALUE GENERATED COLLECTIVELY

£16,052,932

OF SAVINGS TO THE PUBLIC PURSE

£1 = £4.09

SOCIAL VALUE GENERATED FOR EVERY £1 SPENT



246

young people accessing Alternative Provision each term (average)



6,298

students supported via independent careers guidance across 38 schools



267

apprentices assessed through End-Point Assessment



501,711

adult social care courses completed



81%

of learners achieved their adult education qualification, supporting them into a (better) job



80,000

active adult social care learners



529

individuals studied to help them get a (better) job



13

schools throughout England

OUR KEY IMPACTS

Between April 2021 – March 2022, we:

- Improved educational attendance and attainment pre and post 16 years.
- Improved self-confidence, knowledge and belief enabling young people to see a pathway to their future – positive, realistic attitudes and resilience.
- Increased employability, supporting the growth of a skilled and competent workforce.
- Increased local wealth, adopting local employment policies.
- Increased national wealth through increased in taxpayers – qualified, employed people ready to work in emerging green tech roles.

We have driven significant cost savings to the public purse and value for money by:

- Reducing the number of young people who are not in education, employment or training and progressing them into one of these opportunities.
- Supporting young people who were previously not attending mainstream schooling to complete their formal education.
- Supporting people to access training and qualifications to secure employment in emerging 'Green' industries – growing this essential new workforce.
- Providing verification services that quality assures health and social care workers, building a capable workforce that can, as our population ages, meet this area of growing demand.
- Supporting prison leavers to secure sustainable employment and thereby reduce recidivism.
- Providing education opportunities for individuals that build confidence, a positive self-image, empathy, and the ability to be an active citizen.



IMMEDIATE COST SAVINGS TO THE PUBLIC PURSE, WITH SIGNIFICANT LONG-TERM GAINS

Through our education and training delivery, we are driving immediate cost savings to the public purse, which will also translate into long-term gains with those individuals becoming more socially and economically prosperous.

Activity	Savings per person/unit	No. of people/units	Attribution	Deadweight	Value of savings (£)	Source
Cost of alternative provision after a permanent exclusion from school	7181	246	100%	10%	1,589,873	Misspent youth (2007) and New Economy Unit Cost database
Formal part time training undertaking part time education or having done so in the last year increases levels of well-being	4740	246	90%	20%	839,548	Lifelong Learning and Well-being: An Analysis of the Relationship Between Adult Learning and Subjective Well-being, 2009
Reduction in educational underachievement costs because of tackling NEET numbers	6514	5164	50%	18%	13,623, 509	Public finance costs of a single generation of NEETs not in education, employment, or training. Report: Estimating the Cost of Child Poverty in Scotland

PROUD TO BE PART OF THE FABRIC OF THE LIVERPOOL CITY REGION

Keeping it local to help drive local wealth and prosperity

Based upon analysis of suppliers and the implementation of a local spending policy, The Progress Group can evidence that where a subsidiary does not have a specifically local focus but operates nationally e.g. Grey Matter Learning, approximately 25% of spend is made with supply chain partners that are local to the Group Head Office.

Where there is a specific local focus beyond the head office region, e.g. Progress Schools and Progress Careers, expenditure with local supply chains is higher as local businesses and associates are employed to deliver services in each location.

Additionally, most staff live in the local region (within 20 miles of their place of work) and consequently their personal spend is also contributing to the local economy.

Being a responsible employer

The Progress Group is committed to paying all staff the Living Wage and is mindful of the salary escalator ratio across each subsidiary. There is a widely accepted view that pay ratios are an indicator of how fairly an organisation is treating its staff team and addressing issues of inequality.

Recent research from the High Pay Centre identifies that FTSE 100 CEOs were paid 86 times the median UK worker salary during the first year of the pandemic (www.highpaycentre.org.uk). Analysis of salaries across the Group show that our highest salaries are no more than 8.9 times our lowest salaries and in any single part of the group the highest salaries are no more than 6.5 times the lowest salary in that division.





A DEEPER DIVE INTO PROGRESS SCHOOLS



Who are we?

Progress Schools works to tackle stigmas and challenge perceptions to bring lasting change to current social norms. As a nationally based, alternative education provider with numerous independent secondary schools located throughout England, we provide high-quality, supportive, and inspirational teaching to young people at Key Stages 3 and 4. Our bespoke approach to alternative provision supports our students to either return to mainstream education or progress into a positive destination when leaving us in Year 11.

The context

The reporting period is still affected by the COVID-19 pandemic and has only exacerbated the challenges faced by our students, making it even more complex to achieve positive outcomes for them. One of the most significant challenges facing our students is mental health. These students often come from challenging backgrounds and have experienced trauma, neglect, and abuse.

Many have struggled with mental health issues such as anxiety, depression, and post-traumatic stress disorder (PTSD). The pandemic has further compounded these issues, with many students experiencing increased social isolation and a lack of access to support services.

By addressing the challenges outlined above and providing students with the support they need, it is possible to create a positive and inclusive learning environment that enables students to thrive. By working collaboratively with educators, mental health professionals, and community organisations, we can ensure that all students have access to the education and support they need to achieve their full potential.

Since joining Progress Schools Joe's attendance has improved, he has become more engaged in learning and told his teachers he 'loves' coming to school and feels protective of staff.

Whilst Joe could be recommended to return to mainstream education in the future, he advised staff that he would love to stay at Progress Schools.



54 PUPILS

(65%) have had positive outcomes



34 PUPILS

continued their education at college



8 PUPILS

went on to an apprenticeship



30 STUDENTS

are NEET or at risk of becoming NEET



60.75 STUDENTS

over the course of the year on an EHCP. A 71% increase on previous year



246 STUDENTS

On average accessing the alternative provision services each term

£7,057,650

OF SOCIAL VALUE GENERATED

£1.48

SOCIAL RETURN ON INVESTMENT
FOR EVERY £1 SPENT

A DEEPER DIVE INTO PROGRESS CAREERS

Who are we?

Progress Careers delivers a transformational Careers Education, Information, Advice and Guidance (CEIAG) service that works in harmony to enhance a school's career programme.

Their dedication to a people-first culture sees them collaborate, innovate, and elevate aspirations that enable young people to forge sustainable career paths, empowering them to make their own life choices. Together we can do more, to be more.

The context

Having successfully delivered flexible IAG solutions to schools throughout COVID lockdowns, this year has seen schools re-open, and Progress Careers has been back delivering face-to-face careers support to 6,298 learners across 38 schools.

17,475,034

OF SOCIAL VALUE GENERATED

£21.98

SOCIAL RETURN ON INVESTMENT FOR EVERY £1 SPENT



We have great communication from Progress careers, Vanessa knows the school so well she is able to work very closely with several members of staff and the students.

Just thank you for everything so far...we want careers to be a bigger part of our school. Your input and guidance are always fantastic and has been great to work with



Destination data has been independently analysed and of the 5,164 known destinations achievement levels are excellent with:



2575

(50%) students moving on to Further Education



1961

(38%) students moving on to 6th Form (own/ other school/college)



121

(2.3%) students moving on to Higher Education



247

(4.8%) students moving into an apprenticeship



90

(1.75%) students moving directly to employment



44

(0.85%) students moving on to a traineeship

A DEEPER DIVE INTO COMPLETE SKILLS SOLUTIONS

Who are we?

Complete Skills Solutions (formally Innovative Alliance) works with a wide range of partners and employers to help individuals who are out of work or on a low wage to get a job or climb the career ladder. With an ethical approach and strong focus on providing tangible job opportunities at the end of their courses, Complete Skills Solutions works in partnership with employers to address their skills gaps, ultimately support the country's skills agenda.

The context

During the pandemic, much of the Complete Skills Solutions delivery shifted online, meaning the business needed to innovate at pace in order to meet this demand, whilst still retaining its people-first approach to training. Complete Skills Solutions continues to work in an agile and innovative way, to develop bespoke training packages for businesses that ensure individuals are gaining the knowledge and skills needed by industry.

During this reporting period, this responsive approach has seen the organisation expand to offer a broader Prison Education provision, supporting hundreds of individuals to undertake training whilst in prison, to support them in becoming economically and socially active individuals upon their release.



Overall, it seems that the team at Complete Skills Solutions are highly motivated and collaborative, with a strong focus on the learner and their impact. They are open to exploring new ideas and working with stakeholders to achieve their goals. They have developed strong relationships with FE colleges and other stakeholders and are leveraging their expertise in niche areas to secure funding for public projects. The team's efforts are in line with the LCR agenda and their willingness to share their progress and challenges makes them a positive force in their field.

Liverpool City Region Partnerships Manager



428

people out of 529 achieved employment following training – 81%



88

people considered themselves to have a learning difficulty/disability/health problem



76

of those with learning difficulties/disability etc achieved employment – 86% positive outcome



99

females achieved employment and 1 female continued studying out of 126 – 79% positive outcome



65

out of 84 ethnically diverse people achieved employment



16

percent of learners come from an ethnically diverse background

3,579,695

OF SOCIAL VALUE GENERATED

£2.25

SOCIAL RETURN ON INVESTMENT FOR EVERY £1 SPENT

A DEEPER DIVE INTO GREY MATTER LEARNING

Who are we?

Grey Matter Learning (GML) is an award-winning eLearning training provider who helps to drive the quality of care for the adult social care sector through their portfolio of over 130+ courses.

They constantly have one ear on the beating drum of the sector, so are in tune with their challenges, their needs and their drivers, and they tailor their courses and delivery methods to meet these demands. Their courses range from a short, bite-sized delivery to some face-to-face and more extensive programmes for leaders and managers.

Their dedication to a people-first culture sees them collaborate, innovate, and elevate aspirations that enable young people to forge sustainable career paths, empowering them to make their own life choices. Together we can do more, to be more.

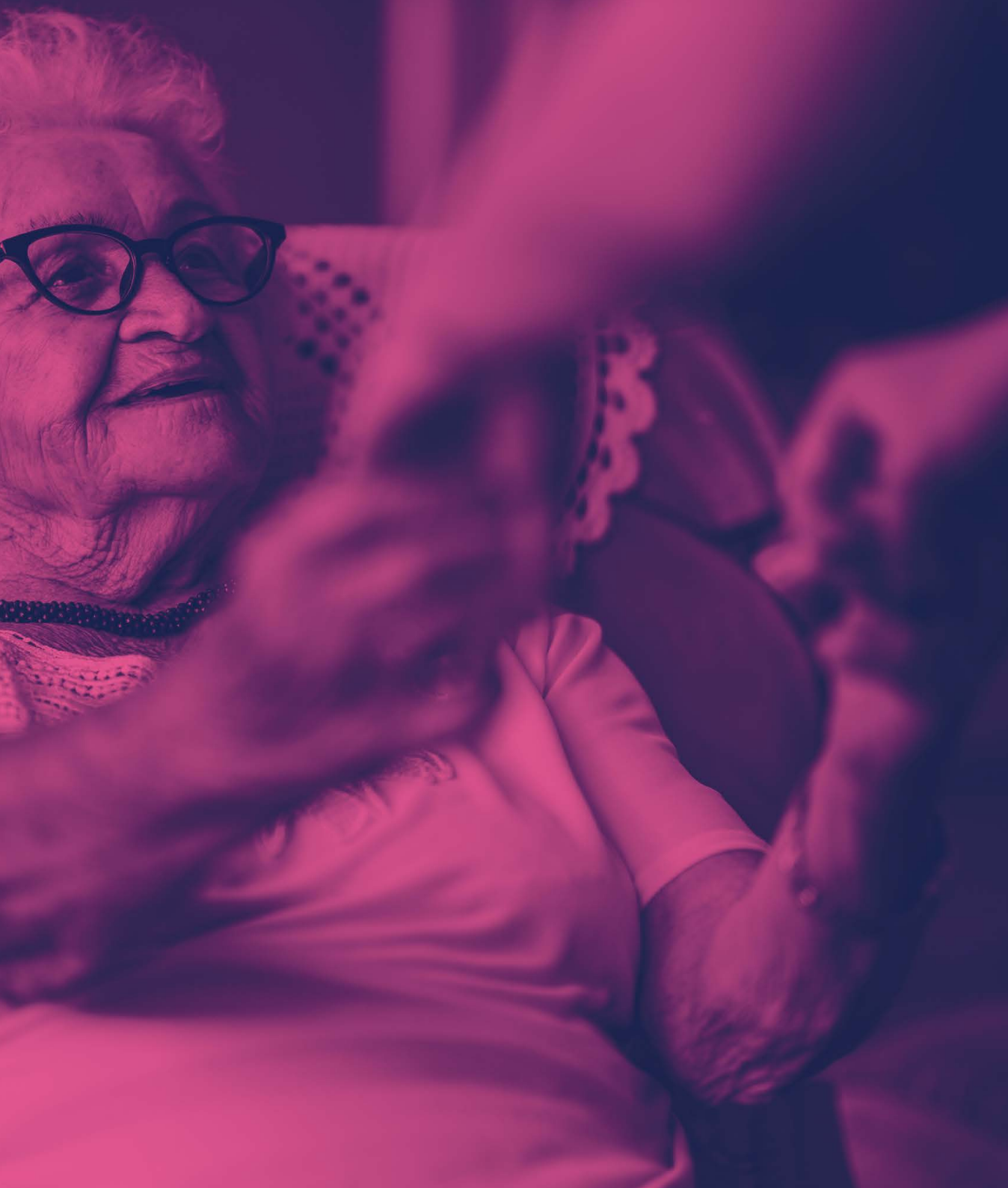
The context

Despite the pandemic placing immense pressure on the social care sector, the fact that GML already had an extensive, flexible training offer meant that their engagement levels remained high. There were more than 80,000 active learners and 130,000 learners registered, of whom 80,000 are active learners at any one time.



We were really keen to give our Carers a degree of flexibility and autonomy when completing training. GML were the obvious choice to help us deliver this.

Sacha Wheatly – Greenwich Shared Lives



501,711

courses delivered to learners



2,150

subscribed employers



2,500

care providers from small independent care homes up to large multi-site care operations across the UK supported



XXX

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7,764,000

OF SOCIAL VALUE GENERATED

£17.25

SOCIAL RETURN ON INVESTMENT FOR EVERY £1 SPENT

HOW DID WE ARRIVE AT THE NUMBERS?

We have undertaken the Social Audit Network process of social accounting as a method of social impact assessment.

This included following a process of qualitative and quantitative data collection to assess whether The Progress Group, and our subsidiaries have had an impact on the lives of learners, customers, and staff.

Such data was gathered from 1-2-1 interviews, case studies and subsidiary performance reports. The report also utilises the Social Return on Investment methodology introducing financial proxies to enumerate the social value derived from the collective group activity. These approaches were selected because we believe that in combination these methods:

- › Capture quantitative and qualitative data to provide narrative and economic measures appealing to a mixed audience.
- › Hear the voice of the person served and the partners in delivery.
- › Consider the materiality of evidence – what matters most when considering the impact of each subsidiary.
- › Have credibility in a crowded marketplace - secured from international recognition of the Social Audit Network accreditation.
- › Be based upon clear and transparent principles.

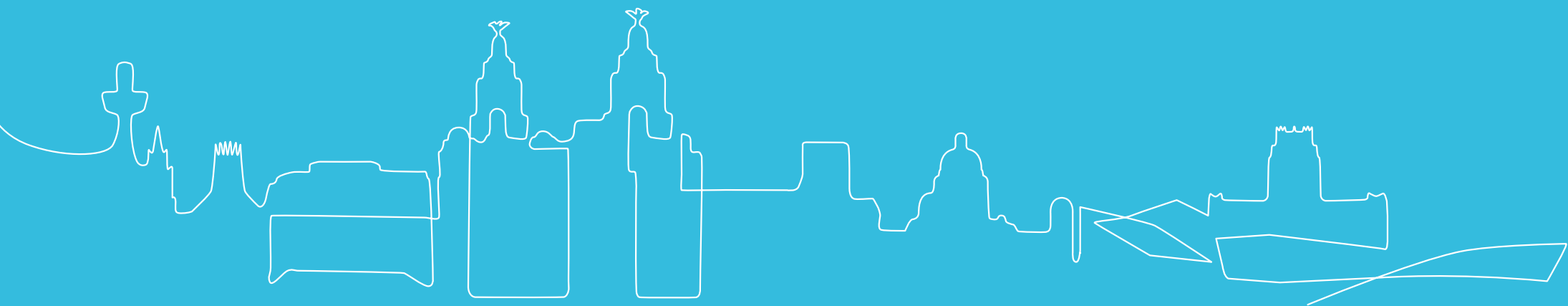
OUR KEY CONCLUSIONS

- › Creating Social Value continues to run through the DNA of our Group now – every subsidiary is positively contributing to social change.
- › Our increased level of activity has translated to increased social value for individuals and communities.
- › Our appetite to increase our online offer chimes with customer demand and is positively supporting the delivery of our social value activity.

OUR KEY RECOMMENDATIONS

- › We still need to gather data more effectively – our power BI systems should enable us to have up to date information quickly and easily in future.
- › Next, we want to focus more on how we sustainably operate each part of the group as socially, economically, and environmentally responsible employers using insights from our colleague consultative committee.





£38,102,368

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