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78% of young people are making progress against their plans

64 young people have accessed sessions with our Opportunities Team totalling 4000 hours across 188 sessions

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10 young people are involved in the Studio Project, amplifying their voices as well as improving their digital skills

100 decision-makers joined us at Break’s Care Leaver Summit and were challenged by young care leavers to improve services

Over 20% of young people we work with are co-producing our future

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91% of services are graded Good or Outstanding by Ofsted

Our staff turnover has dropped to 10%, recognising the importance of consistent relationships

100% of young people have moved in or out of a Break residential home in a planned way

All young people at Break have a home close to where they grew up
£819,000 surplus raised through our charity shops

£427,000 raised from our GoGoDiscover 2022 art sculpture trail

More than 750 volunteers supported income generation via our shops and events

1.5 million items sold at our charity shops

1.1 million kg saved from landfill

£230,000 raised from our Charity of the Year fundraising, corporate partnerships and donations

Over £360,000 funds donated through Trusts and Grants

Please note:
The stories in this report are all real, but sometimes we have had to change names or use a different person’s image to protect their identity.
Welcome

We are an ambitious organisation – ambitious for the young people and families we work with, for our colleagues and for our charity and what we can achieve when we work together.

This year we have achieved great things. The following pages of this Impact Report highlight examples of the difference we have made to young people’s lives – not only their present, but also their future. We have focused on three areas in this report that we think summarises our work over the last 12 months: walking alongside young people, young people’s voices, and delivering quality services.

We are clearer than ever about where we are going, what we want to achieve and how young people are at the very centre of all our decisions and activity. We are a regional charity with a national voice working locally in our communities – and this defines us and what we do. We have launched our new care strategy – focusing on quality, added value and growth – which was co-produced with young people. We have supported young people to tell their stories, challenge policy and strive for better outcomes for care experienced young people. Our Care Leaver Summit was the culmination of that work – and you can read about it on pages 14 and 15.

Our standout moment of the year (and there are so many to choose from) was our Christmas Carol Service where two care experienced young adults stood up to sing (Finn) and read a personal poem (Ashlee). The whole cathedral full of people were bowled over and there were very few dry eyes left. They were braver than most of us and made the evening very special.

Our Board of Trustees have recruited three new Trustees this year to enhance and stretch their expertise and impact on the organisation. We are so grateful for the time they spend scrutinising and supporting what Break is striving to achieve. The Trustees have been out and about in Break more this year as it is important for all in the organisation – from young people to colleagues – to know their role, how approachable they are and build relationships with them. A big thank you to the whole Trustee team for the hard work and time they volunteer to make Break the best it can be.

We are frequently reminded about why we do what we do and how focused the whole of the Break team is on making a difference. All the examples in this report represent our values and are a result of the work from all our staff and volunteers which is so vital to enable our young people to thrive. A big thank you to all for their work, support and engagement in our pledge to change young lives.

Rachel Cowdry & Bev Hall
Walking alongside young people for as long as they need us

What makes Break unique is our commitment to always be there.

We will not disappear when a young person reaches adulthood or leaves our care - we think of ourselves as their family, and as their family we promise to find opportunities that build their ambition and strengthen their support networks so that, when the time comes, they feel confident to step out on their own.

A safe space to explore next steps

Across England, 59% of care leavers aged 19-21 were in education, employment or training, according to a 2021 report from the Children’s Commissioner of England.

Break offers high-quality work experience to young people in our care, ensuring they have a safe space to find their confidence, discover their interests and plan for their next steps. The result of this is that in March 2023, **83% of care leavers living in Break’s Staying Close, Staying Connected programme** were in employment, education or training, or were volunteering or ready for work.

Mel’s Story

Mel joined Break’s Staying Close, Staying Connected service when she left her foster home at 18. She was keen to look for work but wasn’t sure what she wanted to do:

“When I first left foster care, I was anxious to leave the house or meet new people. Essentially, my room became my home - but Break found lots of different ways to try and help me come out of myself. My Transition Worker mentioned a temporary opportunity in the Staying Close, Staying Connected team, and she helped encourage me to go for it. So I did the interview and I got it!”

Mel helped the team to liaise with young people using the service and found that she really enjoyed influencing the way the service was run:

“To start with this was a bit scary, but the more I did it the more comfortable I got. I’d also help them look at improving the service and it was so great to be listened
“When I first joined Break I thought that once my two years were up that would be it. But that’s not been the case. They helped me get my first job, then my second, and I know that after this that I’ll be 100% more set to move on, but still with the support of my Transition Worker when I need it. It’s great knowing that someone will always be there.”

After completing the temporary post, Mel heard of an apprenticeship in Break’s Human Resources team and, thanks to her new-found skills and confidence, decided to go for it:

“I really wasn’t sure if I’d get it, so I didn’t tell anyone that I was going to apply! Looking back at how I felt when I went for the role in the Staying Close team, it’s amazing to see how much my confidence has increased. I definitely think I’ve grown in this time. I can now easily go places and meet new people and get into conversations. I still get a bit anxious in big groups of people, but it’s something I’m working on.”

Alongside her apprenticeship she is also studying for a Level 3 in Business National Diploma, which she hopes will open up more opportunities in the future.

Mel now has her own rented flat and feels much more ready to be independent, but she knows that our support will always be there when she needs it:

“I can see now what they mean by their lifelong offer. When I first joined Break I thought that once my two years were up that would be it. But that’s not been the case. They helped me get my first job, then my second, and I know that after this that I’ll be 100% more set to move on, but still with the support of my Transition Worker when I need it. It’s great knowing that someone will always be there.”
Walking alongside

Building support networks

Who do you talk to on tough days, or celebrate with when you’ve had good news? For many of the young people we support, Break is who they turn to.

While this isn’t a bad thing, it’s important to recognise that building relationships outside of the professionals who care for them is vital to independence. This is where our volunteer mentor programme comes in.

“Anthony has so much more potential than he thinks, and I’d like to think he’s changing his opinion of himself in some ways.”

Photo taken by Anthony
Juliet has been mentoring Anthony for three and a half years. He told her recently that, “I’m glad I have you in my life, you really do help with a lot of things.”

We asked Juliet to reflect on this time, the relationship they’ve built, and the progress they have made together:

“It’s strange to think that I’m one of his longest-standing direct relationships. Most adults in a care experienced young person’s life have been paid care workers and work with other young people as well as them, whereas I choose to spend my own free time with Anthony and only have the one mentee. This has a huge impact on our relationship.

“When I started, I assumed I’d be helping someone to apply for jobs or training courses, but Anthony struggles with his mental health – which in turn impacts his sleeping patterns – so he isn’t ready for that yet. I believe it’s my role to help him make good choices, look after himself and identify how he would like his life to be.

“We spend time out in nature walking, which is good for anxiety and helps him sleep better at night. We both really like music, so we drive around singing along to my car stereo – he’s in charge of the playlist and usually picks songs that express his feelings at that point in time. Last year we had a day in Norfolk at the beach. He’s a good photographer and wanted to take some night sky pictures. After fish and chips we watched the sunset, lit a campfire and waited for it to get dark – it took a while, but we did get some pictures in the end!

“Anthony has so much more potential than he thinks, and I’d like to think he’s changing his opinion of himself in some ways. Every time I come away from seeing him I think, ‘that was time well-spent.’ We’ve shared some great times - it’s a really special friendship. Sometimes I think I’m not making much difference, but it’s the little-by-little changes that are so valuable, and when I do get positive feedback it is priceless.”

Keeping mentally well

When we asked care leavers what was having the biggest impact on their lives, keeping mentally well was one of the first issues on their list.

They’ve told us that when they do see mental health professionals, it’s rare that they understand the impact of the trauma they’ve faced as children or how difficult someone with care experience finds it to trust someone they don’t have a long-standing relationship with.

Any young person in Break’s care can access our Emotional Wellbeing Service (EWS), funded by the Department of Education (SCSC) and the Esmée Fairbairn Foundation. This trauma-informed service is tailored to meet the need of the young people it supports, and this is reflected by young people who had received support from EWS rating their emotional wellbeing twice as high as those who had not accessed the service.

What’s Next?

• We’ll expand our mentoring scheme so anyone we support can access it if they would like to
• We’ll grow our peer mentoring programme so as young people leave care they can speak to someone who has already experienced that life transition
• We’ll continue to offer residential to all young people in our care so they are able to build relationships with their peers
• We’ll meet young people’s needs with co-produced services that improve their well-being
• We’ll offer young people opportunities that develop their resilience and self-worth
Lifelong support for disability services

For many of the children and young people we support in our disability services, full independence may not be the goal - but our promise of lifelong support remains.

We play a key role in advocating for their next steps; ensuring they follow the right path to continue to make their own progress and building relationships with the professionals who will continue to work with them. Where appropriate, we stay in touch with them and their family.

“It’s really difficult to find places for those with learning difficulties once they are over 18.”
D was diagnosed with severe autism and learning difficulties along with ADHD and epilepsy at the age of two. After leaving his specialist school at 16, he came to Break when D’s mum was finding it difficult caring for him at home.

“I would’ve loved for D to be at home with me but, being a teenager, he was getting stronger with some challenging behaviours. I knew that he needed more support than I could give him so when we found Break, we were so pleased.

“I’ve definitely seen a change in D over his two years with Break. He’s become a lot calmer and more independent, and being non-verbal, he’s started using more verbal cues to indicate what he needs. This is all thanks to the time and dedication the staff have put in to help him learn to regulate his emotions.”

But now at 18, the family face another challenge - finding him somewhere to live permanently as he moves into adulthood.

“It’s really difficult to find places for those with learning disabilities once they are over 18. And the places that do come up are incredibly limited, but the staff at Break helped us to make sure we got D into the right place.

“They took me to visit all the available homes and made sure that all my questions were answered. It really put me at ease, knowing that we all had D’s best interests at heart. We looked at the progress other young people had made at the different homes, and we’d talk it through together. I’ve built such a good relationship with the staff, and they knew what was important for me and D. It was this support that made me confident in our choice for him.

“We’ve now got D into a wonderful permanent home, which I’m really happy with. I know he will love it and it’s somewhere he will thrive. It’s also a short drive away from me which means we’ll see him much more often. I don’t think any of this would’ve been possible without the support of Break and the great work they’ve done for D and our family.”

What’s Next?

• Continue looking to develop a ‘next step service’ for 18-25-year-olds living in disability services.
Young people’s voices are heard and influence their care

Our work is better and has more impact when we listen to our experts by experience – the children, young people and families we support. They bring us new ideas, different perspectives, and help us to focus on why we are here: to make life better for those we support.

Launching Break’s Advisory Board
This year has seen the launch of Break’s Advisory Board. Separate from our Staying Close, Staying Connected Forum for care leavers, it brings together a group of young people from across Break’s services to talk about overarching strategic decisions and direction. The group has given direct input into our new organisational strategy by telling us what would make the most difference to them.

Commitments made following the input of the Advisory Board:

- Continue the Make Your Dream Come True Fund (see page 25).
- More residential where young people can network and learn.
- Consider ways of expanding the peer mentoring service.
**What’s Next?**

- Continue listening to young people through the Advisory Board, as well as via Forums at every level of the organisation including the Board of Trustees.
- Young people to co-produce and deliver training for our staff to ensure they understand young people’s perspectives and what is important to them.
Taking young people’s thoughts to the very top

We know how passionate the young adults we work with are about making life better for others in the care system. That passion was the focus of attention on 17 March 2023, when one hundred key decision-makers from local authorities, housing associations and health organisations from all over the Eastern Region gathered at Cambridge’s Homerton College for Break’s Care Leaver Summit.
We were thrilled to be joined by speakers of national significance, and to be welcomed to the College by Principal Lord Simon Woolley, who is care experienced himself.

But it wasn’t the national speakers (images shown on left hand page) who took centre stage on the day. That space was instead occupied by the young adults who had co-produced the event, and they used it to challenge the room to find solutions to the biggest challenges they identified as facing themselves and their peers: access to good-quality housing, keeping mentally well, and navigating the cost-of-living crisis.

The event was co-hosted by Mei and Maryanne, two young people who have been supported by Break’s services. Some of their peers also attended, participating in the panel discussion, taking part in creating videos about the three key challenges prior to the event, or helping to create media content to spread the word of this inspirational day.

The aim was for those in the room to pledge to continue to work together towards a brighter future for young adults leaving care, and the result was unanimous. Thanks to the event we have a working group who will be championing good-quality care for care leavers across the region.

We also received 27 pledges from the room, among them the following:

- Speak with my employer about setting up apprenticeship and employment opportunities for care leavers
- Make care leaver mental health a priority for our organisation
- Have young people involved in commissioning services

What’s Next?

- The 21 individuals who signed up to be a part of the working group will meet with Leaving Care managers to pick up discussions held at the Care Leaver Summit
- We will continue to connect decision-makers with the voices of young people to make life better for those leaving care
Studio Project

This year, ten young people from all corners of Break’s services have directed the Studio Project, which has amplified their voices and developed their digital and media skills thanks to funding from the Insurance Industry Charitable Fund.

“The change in the group of young people involved in the studio group has been inspiring to see.”

Joe Walden, Break Opportunities Lead

Activities have seen young people co-producing content on Break’s Instagram page, recording, editing and publishing the ‘Take a Break’ podcast - the first series of which will launch in the summer of 2023 - and getting to grips with complex digital software. The result of their increased skills and confidence means that they’ve been able to work alongside our marketing and communications team to create content for our digital channels.
“The change in the group of young people involved in the studio group has been inspiring to see. They began the sessions expressing that what they had to say wasn’t important, and were self-conscious about their voices.

“Now they’re proud of what they’re producing, and the opportunities the group has provided, like creating videos for Break’s Care Leaver Summit*, means they know what they have to say is important and is being listened to by people in a position to make real difference for them and the next generation of young people with care experience.”

Joe Walden, Break Opportunities Lead

*See page 16-17

What’s Next?

• We will release the first series of the ‘Take a Break’ podcast in summer 2023
• We will open further opportunities to experience work in the digital space for young people involved in the Studio Project
Delivering high-quality services and always striving to be better in all we do

Break is a learning organisation. The children, young people and families we support deserve the very best care and that is what every staff member at Break strives to achieve every day.

“It takes a lot for me to build trust. I’ve been lied to before in the past and I do have my guard up. But the more time the staff here spend with me, and the more they get to know me, the more I know who I can trust. It takes time. I’ve got a really good relationship with Darren, a senior support worker here. He doesn’t sugar coat things, and I’ve begun to believe that he wouldn’t lie to me – and I know he’s rubbish at it as he pulls silly faces!”

D, a young person living in a Break residential home

This year our staff turnover has reduced from 22% to 10%. We have retained our Investors in People Gold accreditation and are looking into how we can make Break the first choice for anyone wanting to start or continue working in children's social care.

Understanding the impact of trauma

The long-term impact of early childhood trauma is one of the biggest barriers our young people face and is something almost all of them have experienced. It’s also one of the biggest barriers for us in providing the very best care we can.

Gail Atkins, who manages Break Therapeutic Services, leads a project to deliver trauma-informed care training to all colleagues working in care. While we are still only beginning to embed the practice fully, the foundation training has been delivered to 55% of the care workforce so far and is already having an impact:

“The young people we care for show their trauma and fears in complex ways which can make it hard to successfully support them. Being able to recognise that these behaviours are caused by trauma, and that their early
experiences have left them with developmental gaps and struggles, has had a positive effect on my care colleagues.

“When we understand the why behind behaviours, or ‘trauma symptoms’, we are more likely to respond with compassion, curiosity and empathy. We are less likely to take a young person’s reactions personally or become overwhelmed by their feelings. Thanks to the training, colleagues have said they are now able to make more sense of the behaviours they have experienced. Understanding trauma improves our resilience when working through the lows that sometimes come with the job, and even more appreciative and proud of the highs.

“The training might start with our colleagues, but the result is that young people experience care that is better attuned to their needs.”

This foundation training is only the start. Gail’s team are already layering this education with one-to-ones and team sessions to further embed trauma-informed practice. We will continue our commitment to providing education, resources and structures that allow colleagues to respond with empathy, curiosity, self-awareness and reflection.

What’s Next?

• Develop a strategy for us to be trauma-informed in all areas of our work rather than just when working directly with young people
• Ensure 90% of all care staff have completed the foundation training, and train as many non-care colleagues as possible
• Continue to see Break Therapeutic Services support frontline teams via one-to-one and group sessions, further embedding trauma-informed practice
Changing our approach to deliver better services for young people

Learning from our experiences as well as feedback from young people and other peers working alongside our services means we must be open to change.

Staying Close, Staying Connected (SCSC), our flagship service for leaving care, delivers fantastic outcomes for young people – but we received feedback that living in a shared house isn’t always the right option for a young person leaving care.

T is one of the young people who feels he has benefitted from the service shifting to offer single occupancy placements. He wasn’t sure where he was going to go when he had to move on from care, but through Staying Close, Staying Connected he was able to get his own home that suited him and his needs:

“I really didn’t want to live in a hostel but that’s usually the only option you get as a young care leaver.

“I can see how it could be okay for some, but for me I felt that it wouldn’t be the best environment. Then my social worker told me about Staying Close, Staying Connected.”

After meeting with the SCSC team and

“I really didn’t want to live in a hostel but that’s usually the only option you get as a young care leaver.”

T, a young care leaver
Delivering excellence | 21

What's Next?

- We're continuing our work with the East Midlands, using our experience to aid the quality of their new leaving care services
- We will open three more intensive children's homes to meet the needs of the young people most impacted by their childhood trauma
- We will launch a Young Inspectors Programme which recruits and trains people as inspectors to ensure we are delivering services that meet their needs

Talking through how they could support him with his transition out of care and into independence, T knew this was the best option for him and soon began a house share.

“Although I got on with the person I was living with, I was struggling. I found it difficult living with someone else. Sharing is about compromise and being considerate, but I found any form of confrontation on house matters really hard. This resulted in me not being able to feel fully comfortable and just spending time in my room. After talking this through with my Break Transition Worker and discussing why I felt it wasn’t working, it was recommended that I go into a single occupancy.

“I was anxious and didn’t think I could manage on my own, even though I wasn’t happy where I was. I just didn’t think I was ready. But my Transition Worker helped me work through my concerns and see how this could be a really positive next step.”

He has been in his flat since December 2022 and says it’s really helped him grow as a person. T says in time there is the possibility of taking on the tenancy himself and he is working closely with his transition worker about how his future could look.

“At the moment I’m just taking it all one step at a time but I’m excited to see where this will take me. The great thing about SCSC is that there is always going to be someone there to help me figure it out. I’m learning so much about myself and living on my own has certainly helped me to become more comfortable with myself. And I think you need to be able to enjoy your own company before you can enjoy other people’s company.”

“I was anxious and didn’t think I could manage on my own (...) my Transition Worker helped me work through my concerns and see how this could be a really positive next step.”

T, a young care leaver
**Raising funds to support Break’s work**

Break’s work is only possible thanks to the hundreds of corporates, individuals, and grant and trust funders whose donations and gifts in kind make our work a reality. Last year our 46 shops brought in a profit of £819,000 and for this we pay thanks to those who donate, buy preloved items or volunteer in our outlets.

Our fundraising, much like the care we offer children and young people, is founded on relationships. We see the value in forming connections and creating communities that together can achieve something special for local children and young people who have experienced traumatic starts to their lives. Here on this page you’ll find some examples of how we’ve raised funds over the past 12 months.

**GoGoDiscover – a Mammoth sculpture trail for Norwich and Norfolk**

In summer 2022, 55 T. rex and 24 Steppe Mammoths took over the streets and shores of Norwich and Norfolk. The 79 large sculptures were joined by 100 mini Breakasaurus T. rex sculptures designed and decorated by schools and community groups. At the end of the trail the sculptures were sold for a staggering £427,000 at an auction held in Norwich Cathedral. 84% of visitors said they would recommend the trail to a friend, and our independent evaluation estimated that it had an economic impact of more than £25 million on the local area.

Louise Reeve, the Social Value and Engagement Manager at Pentaco Construction, who were supporting partners of the GoGoDiscover trail, told us:

“"We decided before the trails to get our staff involved. We organised some fundraisers with some dinosaur-themed fun activities. It was a brilliant way to engage our staff and their families and children. Our involvement in the trails really boosts staff morale.

“I’ve now got to know some of the young people Break supports quite well so learning more about their stories and seeing how what we’re doing is really making a difference is amazing.”"
A community behind our charity shops

Although our shops do amazing work raising funds for our vital work - amounting to £819,000 across 1.5 million sales in the last year alone - it’s how they benefit the communities around them that makes them truly special.

As well as 31 shops in the East of England, we have a network of 14 shops in the West Country.

Chris volunteers every week in our Clevedon shop. He has cerebral palsy and is non-verbal, but that doesn’t stop him from having conversations with all the customers, with many asking him to teach them sign language so they can speak to him. He works at the shop alongside his support worker Kim.

“I’ve been volunteering with Break for nearly two years. I love meeting all the customers and everyone I work with is like family. I do lots of things here. I check and stock all the CDs, price and put out Bric-a-Brac and toys, work with Kim on the till, and help with the window displays. I’ve learnt a lot and it’s great being given these responsibilities. It really feels like I’m part of community and I love being able to teach our customers sign language. I have so much fun whilst also helping to raise money for vulnerable children and adults like me.”

What’s Next?

- We’ll expand our retail network online and look for opportunities to open new retail stores, particularly in West Norfolk
- We’ll deliver Cambridge Standing tall, a giraffe art sculpture trail in Cambridge
- We will continue to build relationships with local partners to deliver events and fundraising activities
Charity of the Year partnerships making a difference in local areas

This year has been the first of a three-year Charity of the Year partnership with Inkjet technology specialist Xaar. So far £18,610 has been raised by the company’s employees through fundraising activities such as golf days, running events, raffles, cake sales, a sponsored silence and the Three Peaks Challenge. Xaar have matched-funded this total, doubling the amount to over £37,000.

Neil Ross, Sustainability Manager at Xaar, said:

“We are so pleased to have been able to raise such a significant donation for our charity partner, Break.

“I am incredibly proud of everyone at Xaar who has taken the time to get involved and donate to such an important cause. Over the course of the next two years, our hard work will continue, with plenty of fundraising activities planned.”

Making dreams come true

This year the funding for a ‘Make Your Dream Come True’ fund, provided by the Mark Province of East Anglia [Freemasons], has drawn the biggest smiles from young people, so much so that we will be fundraising to make sure we can run the project year on year. Growing up in care and often sharing a house with others means that it’s rare to choose something that’s just for you – something people outside of care might take for granted.

Working together with a grant giver, over 50 young people have been able to choose an activity or item that they would like. We’ve seen everything from a new Nintendo Switch to holidays at home and abroad, as well as trips to the theatre and driving lessons.

More than just enjoyment from the item or experience they received, the fund has supported young people’s sense of self and well-being by giving them the power to choose for themselves.
Our Income and Expenditure

2022-23 Income

- **Statutory Income**: £7,338,397
- **Grant and Associated Project Income**: £1,404,374
- **Retail Income**: £4,579,163
- **Donations**: £854,653
- **Legacies**: £146,668
- **Investment and Rental**: £22,743

Our investment in children and young people

- **Children in Care**: £3,682,966
- **Disability Services**: £3,072,350
- **Children Leaving Care**: £1,761,339
- **Community Services**: £1,640,301
How you can help

During a cost-of-living crisis like the one we find ourselves in now, the support we offer to children, young people and their families on the edge of care, in care and leaving care is more important than ever before.

Every one of your donations means that the people we support are more likely to enter work, education or training, that their mental well-being is better, and that they can begin to trust in the people around them.

£37,000 will allow us to offer two apprenticeships via our Building Futures project, enabling young people to gain the skills and qualifications they need to take steps into the construction industry.

We need to raise £100,000 to support our Emotional Wellbeing Service (see page 9) with 3 full-time members of staff to support 40 young people individually every year.

We’d like every young person in Break to have access to a mentor (see page 9). For this to happen we need to support, train and fund activities for mentors and mentees, at a cost of £136,000 each year.

Last year Break’s Opportunities team supported 64 young people across 188 different sessions. This year we need to raise £200,000 to continue this work.
If after reading this report you think you could help us realise these ambitions, then please get in touch. Our approach to creating meaningful, two-way partnerships means that we’ll work with you every step of the way.

Contact us via email at fundraising@break-charity.org or call us on 01603 670109 to talk about how we can work together.

The support we offer to children, young people and their families is more important than ever before.
Contact us to find out more about Break:
reception@break-charity.org
01603 670100

Or visit:
break-charity.org