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Inspired by the leadership of 20th century polar explorer Sir Ernest Shackleton, the Shackleton Foundation provides seed funding to social entrepreneurs wishing to make a difference to the lives of disadvantaged young people in the UK.

Our twelfth newsletter showcases our charitable work in 2020/2021.

CHAIR'S INTRODUCTION

Navigating the Storm

Welcome to our annual newsletter. It has been another peculiar year where we have all drawn inspiration from the legendary Sir Ernest Shackleton's incredible courage and resilience in the face of adversity. I am pleased to report that our Leaders continue to thrive and persist to amaze and inspire myself and the Trustees with their strength and spirit.

Over the course of the past 12 months, we have reviewed 43 grant applications awarding funding to four. You can learn more about their social initiatives which focus on very different sectors in this newsletter, or on our [website](#). Whilst this falls short of our annual target, we are confident in our application process which remains rigorous in maintaining a high standard of entry, ensuring we only provide funds to those initiatives that meet all our strict criteria. These not only consider the concept and its impact, but also whether the individual demonstrates leadership qualities similar to Shackleton's own.

Challenges around fundraising have dominated the headlines for many charities and we are no exception, which makes our thanks to those individuals, grant-making trusts and companies for their continued generous support providing us with much needed funds, even more sincere. A special mention to The Oak Foundation (£40,000), the Bernard Sunley Foundation (£10,000), and The Saints and Sinners Club (£3,000). We rely on this philanthropy and appreciate any contribution, so please [donate here](#) if you can. The focus on fundraising also provided the theme for our annual Leaders' Forum and we would like to thank Rosie Oldham for her valuable insight and advice that she so generously shared with us and our Leaders.

Three years ago, we decided to widen our board to ensure we always have one of our Leaders as a Trustee to bring expertise and wisdom from their own experience of working with disadvantaged young people. We are most grateful to Josh Babarinde OBE, Founder of Cracked It! who made an invaluable contribution and commitment during his tenure; now actively pursuing a career in politics. I am pleased to say that he will remain involved with the Foundation taking up the role of Ambassador. We are thrilled to welcome Rich Grahame, CEO and Founder of Settle, as a new Trustee. His leadership and experience at Settle, an award-winning charity that supports vulnerable people transition from homelessness will be extremely valuable. I'd also like to take this opportunity of thanking the other Trustees and our Administrator, Emmie, for their dedication and devotion to the Foundation.

Looking ahead to next year, I am very excited. In addition to continuing to support disadvantaged youth in the UK through the awarding of funds, our next Impact Report will be published. This is looking very encouraging as you will notice from the impact figures published. And we will take the opportunity to celebrate the legacy of Sir Ernest Shackleton throughout the year as we mark the centenary anniversary of his death.

*Onwards,
Charlotte*

Charlotte Hatfield, Chair

NEW LEADERS



Since the last newsletter was published in September 2020, the Trustees have appointed four new Leaders, taking the total to 55.

Sam Norwood (£10,000 Grant) – **Sam is the Founder of [Write Back](#), a charity that builds self-esteem among young people through storytelling.**

Write Back rests on three key ideas: that every young person has a story to tell and the capacity to tell it; that a deep connection with the stories of others is often the most powerful way to learn; and that young people should tell their stories in the way that they want them to be told. Each storytelling session combines confidence-building activities, exposure to young authors and tailored support for participants to develop their stories. At the end of the programmes, every young person has a story published and has their achievements acknowledged in a public celebration of their stories.

Write Back is based in Barking and Dagenham, the local authority with the 9th highest level of deprivation and the joint fewest charities per head in the entire country. Only 37% of young residents feel they have someone to talk to and this isolation has been exacerbated by the recent lockdown and a school system under increasing pressure to focus on academic results. Write Back provides these young people the opportunity to discuss issues important to them and a supportive environment to do so.

Indy Sira (£10,000 Loan) – **Indy is the Founder and CEO of [Voices of Colour](#), a social enterprise which provides a transformative digital skills and community action programme for young women from diverse backgrounds between the ages of 15 to 25.**

Voices of Colour provides them with the platform and necessary tools to make a meaningful change within their communities, along with gaining both practical and soft skills to support them to reach their aspirations. They partner with community organisations and housing associations to ensure that they are reaching young people who would not otherwise be aware of such a programme existing within their local communities. The programme has been co-developed with young people who continue to embed their insights into the overall design within it.

As every aspect of how communities' function has become digital, the need to provide opportunities for young people from disadvantaged backgrounds to access support that aids both their education and employment journey is vital. Voices of Colour recognises the importance of creating a culture, which supports both their personal development and career journey, as they begin to discover themselves.

Pictured: above/left-right Sam Norwood, Natalie Morris, Joel Dunn and Indy Sira

Natalie Morris (£10,000 Grant) – **Natalie is Founder and CEO of the [Feeding Trust](#), an award-winning not-for-profit CIC that aims to offer life-changing feeding therapy that is largely free at the point of access.**

The Feeding Trust provides a service for children and young people (CYP) with Paediatric Feeding Disorders (PFDs). PFDs are a hidden disability; a relatively unheard group of complex feeding difficulties that can have a huge and often unrecognised impact on CYP and their families, resulting in dangerously restricted diets and long-term physical and mental health challenges.

Natalie is a Speech and Language Therapist (SLT) who has specialised in feeding therapy for the past 15 years. She co-ordinates a multi-disciplinary feeding team consisting of SLTs, Occupational Therapists, Dietitians and Psychologists. The Feeding Trust was launched in January 2020, at the beginning of the global pandemic. Natalie identified how families were needing more support than

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ever as the social isolation and consequences of Covid-19 began to impact on their health and well-being.

The Shackleton Award will enable The Feeding Trust to adapt and respond to the challenges families are facing because of prolonged lockdown and reduced access to healthcare services. The Feeding Trust will launch “Home Zone”, an online project that will enable families of CYP with severe feeding difficulties to access support from qualified professionals within their own home. Alongside this, we will provide specialist advice packs and an online parent support group. The aim is to reduce the feeling of isolation for CYP and their families, help build support networks and connect people in similar situations through online community groups. We hope this project will have a long-term impact as families are provided with the knowledge and skills to make mealtimes, good times.

Joel Dunn (£10,000 Grant) – **Joel is the CEO and Founder of Paradigm Project; they are a charity based in South London that focuses on youth empowerment. Joel founded the organisation because he wanted to create a paradigm shift in working with complex youth issues. His approach is all about prevention and understanding the root causes.**

The Shackleton award will help fund the delivery of Paradigm Project’s My Next Step programme, which focuses on the transition from primary to secondary school.

The programme is designed to identify the young people who are most vulnerable then give them the extra support they need at this critical development stage.

In June 2021, Paradigm Project produced Bridge the Gap report, which was a survey that sought to understand how young people who made the primary to secondary transition during the pandemic had been affected by the disruption to their education.

You can find the full report, including key findings and recommendations — [here](https://paradigmproject.co.uk/bridge-the-gap-report) <https://paradigmproject.co.uk/bridge-the-gap-report>

Be Her Lead’s #Survivingand Thriving Conference was held on 20th March online and it was as powerful and impactful as you can expect from anything delivered by Edith Johnson and her fantastic team.

What made it even more special was that Edith collaborated with a whole host of other people who seek to be effective and inspirational changemakers — speakers and presenters, teachers and students – some of them included our very own Leaders Anna Alexander ([Split Banana](#)) and Indy Sira ([Voices of Colour](#)).

Karen (trustee) was unable to attend the whole day’s events but was fortunate to hear the opening speaker Yassmin Abdel-Magied, a Sudanese-Australian writer speak of her experiences and her work in social engagement within the community. No subject was left untouched, and it was uplifting to see that the participants were not shy about confronting very real and testing issues about how to address and manage the challenges that teachers and their students face today around sexism, harassment, race, and sexuality.

Pivot have launched their first Impact Report. The report published on 17th March 2021, provides a detailed overview of Pivot’s activities over the past year and the impact the company had on the communities it worked with. For more information visit www.makepivot.org

Gympanzees have been awarded The Queen’s Award for Enterprise: Innovation 2021. The Queen’s Awards celebrates their success in supporting children and young people with disabilities and their plans to build the UK’s first fully inclusive leisure centre.

Eve Wagg at **Well Grounded** had to stop face to face support overnight like most frontline organisations, but thanks to the support of key funders moved their employment, training and support service online, and have moved at least one person into work every week since August 2020. In the last year they worked with over 400 hospitality workers providing critical support; navigating the furlough system, accessing alternative employment, gaining qualifications and training, providing care packages and wellbeing



Pictured: Well Grounded Graduates

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advice and accessing targeted mental health and wellbeing provision. Between lockdowns in 2020 and then fully from April 2021 Well Grounded resumed face-to-face training programmes, still utilising their digital platform to provide a blended learning model. They launched their first ever cafe partnership with CH&Co at University College London, 100% staffed by Well Grounded Graduates and also launched their own coffee.

Sam Norwood at **Write Back** and Barking Boathouse provided the most inspirational setting to celebrate the accomplishments of the participants of the latest Write Back programme and the launch of their Impact Report (pictured). Write Back is built on the principle that every young person has a story to tell and the capacity to tell it, building self-esteem and community along the way. Charlotte (Chair) witnessed first-hand the impressive impact the programme had had on these young people – all of whom had the courage and confidence to stand up and speak in front of the audience, reflecting on the challenges of Covid-19 and shining a light on their experiences of life in Dagenham and Barking.

IMPACT

The Foundation has published two Impact Reports to date, in 2016 and 2019 respectively, with the next one due in 2022. In the meantime, please see below our latest impact representing the many organisations that we have supported with early-stage funding.



£423,837 Grants

£130,000 Loans

£10,000 Average Award

55 Leaders

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. Since 2008, we have provided £553,837 in total.



80% of projects funded are still operating to date.

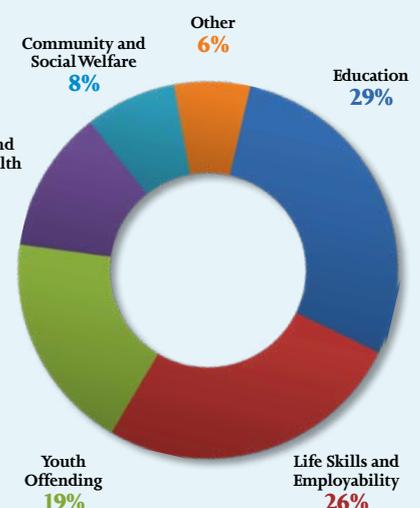
We value diversity and lived experience

73% of Shackleton Leaders identify as women (compared with 40% of UK social enterprises)

15% of Shackleton Leaders are minority ethnic (compared with 13% of UK social enterprises)

29% of Shackleton Leaders have lived experience

Awards to date by Sector



For further information about The Shackleton Foundation's Impact please refer to our [website](#).

THE SHACKLETON FOUNDATION LEADERS' FORUM

This year on 25th May, we were fortunate to have Rosie Oldham speaking about fundraising, with a particular focus on trusts and foundations, as well as crowdfunding.

For the second year running, we conducted our Forum via Zoom, and it meant more people were able to attend. It was great to see so many of our Leaders, they shared their experiences and guidance and raised some fantastic questions.

Not sure where to start when listing Rosie's amazing accomplishments but suffice to say she is a guru at Fundraising, taking her talents from the London Wildlife Trust to a host of other fantastic causes. Currently she is Head of Development at Streetwise Opera, an arts and homelessness charity. Everything that Rosie spoke about was truly insightful. Her tips were phenomenally helpful from stating the obvious (but rarely done) about having a strategy and a plan, with a clear

mission and objective, as well as smart tricks on how to work out which foundations to target. We learnt so much about choosing the appropriate language, being the right level of ambitious and a fascinating section on donor psychology.

If you have any suggestion of speakers or interesting topics, or for further information about the Forum, please contact Karen Kwong at: leaders@shackletonfoundation.org

About the Foundation

Sir Ernest Shackleton is well-known as one of the most inspirational leaders of the last century. While he never achieved his personal dream of being the first to reach the South Pole, his reputation as a leader of men is based on a still greater success: the survival and safe return of all his team members, while overcoming almost unimaginable odds. Shackleton's name lives on as a beacon for courage, bravery and, most of all, leadership.

Shackleton's era of heroic explorations has passed. However, The Shackleton Foundation believes that many challenges still exist where the rallying power and indomitable spirit of Shackleton are needed. We believe that strong leaders can provide inspiration to those around them, and we wish to support these people.

The Shackleton Foundation seeks to help disadvantaged and socially marginalised young people in the UK. It does this by providing seed-funding to social entrepreneurs who exemplify the spirit of Shackleton: inspirational leaders with fresh and innovative ideas striving to make a difference to the lives of disadvantaged young people.

Each grant recipient is reviewed by the Trustees to ensure that their ambitious projects really will make a significant difference. Founded by descendants of Shackleton's 1907-9 Nimrod Expedition, The Shackleton Foundation was established in 2007 to celebrate the legacy of the great man in a 21st century context. To date the Foundation has made 55 Leadership Awards totalling £550,000 to date.

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OUR SUPPORTERS

