



# The Harlequins Foundation Annual Impact Report 23/24

Creating **£3,944,647** of social value in our communities.

# Welcome

**At the Harlequins Foundation, the power of sport and the spirit of Harlequins come together to fuel real, lasting change. Our purpose is clear: to empower young people with the essential skills they need to succeed.**

Our programmes are aimed at improving outcomes in education and employability, wellbeing and inclusion.

We provide our young people with practical skills, access to positive development opportunities, and most importantly, we give them the confidence, resilience and self-esteem to reach their potential.

We take a holistic approach to measuring the benefit of our work, using a robust social value measuring tool to assess the total benefit to society of our programmes. Our annual Impact Report uses this data alongside other evidence of the impact of our work.



I'm so proud to have been part of this journey and feel immensely privileged to now Chair the Harlequins Foundation as we celebrate our 10th anniversary. The Foundation has made meaningful differences to an incredible number of young and underprivileged people across our heartlands.

Far too many people to thank for our progress to date, but a special mention to Malcolm Wall, Marc Leckie, and Andrew Carpenter for showing us the way, to our amazing Foundation team and my fellow trustees, and to our owners at Harlequin FC, Charles Jillings and Duncan Saville, for all their unwavering support.

Our ambition remains unchecked; we aim to uplift the lives of 25,000 young people, creating more than £12 million social value over the next three years. For every £1 kindly donated, we deliver £5.38 of social value – an incredible impact.

There are many ways you too can join the mission: from donating, fundraising, raising awareness of the work we do, opening doors for corporate partnership and sponsorship of our programmes, attending events, advising or pro bono work, and more. With your support, we can create lasting change and inspire new possibilities. Together, we can make a real difference.

**- Dominic Coles, Chair of the Harlequins Foundation**

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# Celebrating ten years

2024 sees the ten-year anniversary of the Harlequins Foundation. We're proud of our achievements to date, and excited for the future and the impact we can have on our communities.



**NOVEMBER**  
Articles incorporated with the Charity Commission

**NOVEMBER**  
Malcolm Wall appointed first Chair of Harlequins Foundation board of Trustees

**MAY**  
Launch of our mental resilience programme **METTL**

**SEPTEMBER**  
**SWITCH**, our girls rugby programme is launched

**MARCH**  
Inaugural Rival Ride heads to Gloucester

**SEPTEMBER**  
Host the first Imagination Café

**APRIL**  
Foundation staff deliver essential packages to vulnerable people in our communities during lockdown

**APRIL**  
Sport Value Bank launched

**MARCH**  
Rugby In A Box is piloted in 20 schools

**OCTOBER**  
Our first Impact Report launched

**SEPTEMBER**  
Lend An Ear campaign

**FEBRUARY**  
Piloted Try Time education programme

**APRIL**  
Biggest ever Rival Ride returns to The Stoop for the first time!

**JULY**  
Changing the Game, our three year strategy begins



**MAY**  
The Harlequins Foundation begins to operate

**JANUARY**  
Delivery of Premiership Rugby's Project Rugby programme

**MAY**  
HITZ moves to The Stoop

**DECEMBER**  
The Foundation becomes the charity partner at Big Game 10

**JANUARY**  
Lesotho Rugby Academy partnership initiated

**JULY**  
First ever strategy, Building Brighter Futures, is launched

**SEPTEMBER**  
Partner with Skills Builder to develop the coaches handbook

**OCTOBER**  
The Jesters are established

**JANUARY**  
Launch of our Robot Rugby programme in schools

**SEPTEMBER**  
Andy Carpenter appointed Head of Foundation

**OCTOBER**  
Dom Coles appointed Chair of Harlequins Foundation board of trustees



# Our Year

Our third annual Impact Report, demonstrating our delivery over the 2023/24 season, highlights the incredible impact we have had over the course of the year, and is a source of great pride to see the difference we have had on our local communities.

My thanks go to our dedicated team, who work tirelessly to deliver our programmes, our Club and our Board of Trustees, without whose expertise, support and dedication we wouldn't be able to make all this possible. Just as importantly, the generosity of all our supporters plays an important role in our ability to positively impact the lives of nearly 6,500 young people through our programmes last year.

This report concludes our Building Brighter Futures strategy and gives the chance to reflect on the overall accomplishments of our first ten years as a charity. We are extremely proud of what we have achieved and the impact we have had to date, and possess real excitement and enthusiasm for what is to come next.

Our three-year Changing the Game strategy is ambitious and clearly defines our identity and purpose and fills me with confidence that we will continue to grow and have a positive influence in our focus boroughs, giving young people the essential skills they need to succeed on and off the pitch. This document highlights the achievements of the season gone but also blends into the exciting future we look forward to.



Through our education and employability programmes, more young people have gained qualifications and valuable work experience. Seeing the success of partnerships with organisations like SUEZ that enable young people like Callum go into education, training or employment is inspiring, and we will continue to develop more connections with our local communities to the benefit of society.

We know our programmes have a positive impact on physical and mental wellbeing and knowing that over 2000 young people have participated in rugby for the first time through our programmes is a personal highlight. Not only growing our game, but most importantly providing them with the personal and social development sport can offer.

Thank you for your interest in our report, supporting the work of the Harlequins Foundation, and taking pride in the difference we make to our communities.

Handwritten signature of Andy Carpenter in black ink.

**- Andy Carpenter,  
Head of the Harlequins Foundation**

# Who do we support?

The Foundation's purpose is to harness sport and the spirit of Harlequins, empowering young people to acquire the essential skills they need to succeed.

61% of children and young people hold one or more Inequality Factor, with only 40% of those with two or more factors meeting the minimum recommended activity guidelines.

Through the power of sport, we aim to use our position to positively change this and provide opportunities for those most in need. Our programmes are primarily designed to engage young people who are most in need of support, focusing on the London boroughs surrounding our home The Stoop.



To ensure our initiatives effectively reach those who need them most, we use a variety of indicators, including benefit-related free school meals (FSM). We use this because we know that qualifying criteria for FSM include a net annual earned household income of no more than **£7,400**, and therefore it is indicative of facing financial hardship.

**In addition to FSM eligibility, we utilise several other indicators to guide our programme delivery:**

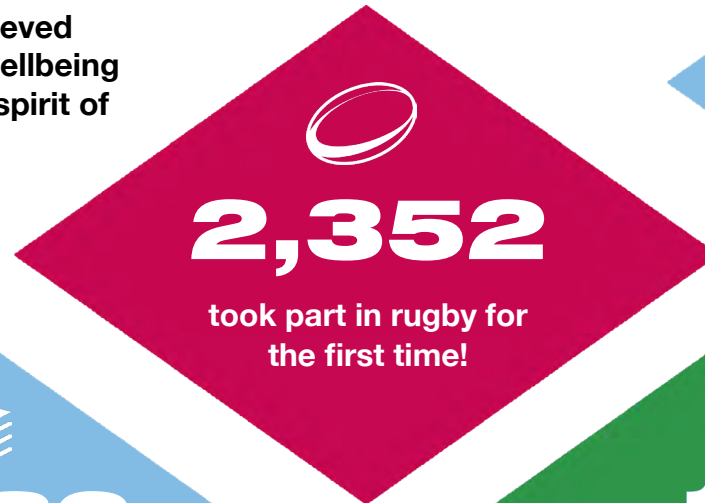
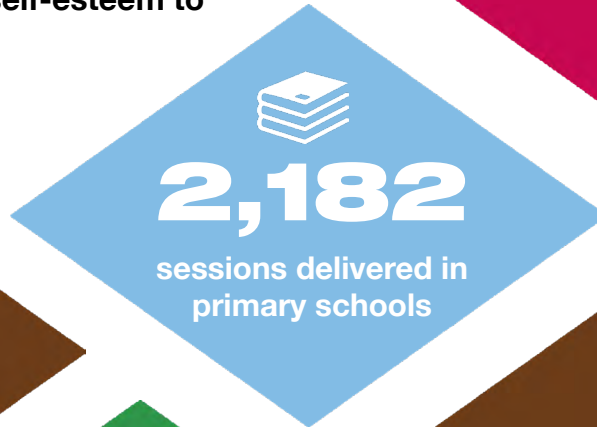
- ◆ Indices of Multiple Deprivation
- ◆ Not in Education, Employment or Training (NEET) rates and academic attainment statistics
- ◆ SEND schools, focusing on disabled young people and inclusion programmes
- ◆ Programme specific demographics, such as targeting girls for SWITCH
- ◆ Unemployment statistics

By using these indicators, we ensure our programmes are tailored to meet the specific needs of those we aim to support, making a meaningful impact in their lives.

# Our Impact 2023-24

Throughout the year, delivery of our programmes achieved improved outcomes in education and employability, wellbeing and inclusion; harnessing the power of sport and the spirit of Harlequins to enrich the lives of those most in need.

We provide our young people with practical skills, qualifications, access to positive development opportunities, and most importantly, we give them the confidence, resilience and self-esteem to reach their potential.



# My Foundation Story: Callum

Unable to get any hands-on work experience during the COVID-19 pandemic, Callum ended up feeling isolated at home and with no long-term career prospects. It took some persuading from his mum to head to the Job Centre, where he encountered the Foundation's Education and Employability Manager, George Green.

"I feel so much better within myself for having signed-up to the employability programme at the Foundation. Instead of just staying at home and not doing anything, my days now have a purpose." said Callum.

The Foundation's employability programme is run in partnership with one of the world's leading waste management companies SUEZ and provides participants with the opportunity to experience an exciting and growing industry with a variety of employment opportunities.

Over the two-week programme, participants gain hands on work experience combined with essential skills training from the Foundation team.

"I wasn't very good at working in a team when I started, so working on communication and how I can work well with others has really helped."

Unlike many similar programmes, this one provides all participants with a guaranteed interview with an employer – **generating genuine employment opportunities for those most in need.**

“

**The Foundation team helped me when I was preparing for the interview. It's thanks to them and SUEZ that I got my first job. I felt a real sense of achievement when I was offered the role.**

**- Callum Chapman, SUEZ Employability Programme participant**



# Providing employment opportunities

## Our Impact: Education and Employability

Our education and employability pathway provides accessible opportunities for young people, whether that's gaining entry level qualifications, a university degree, or the opportunity to engage with local employers with the potential for employment. Our focus is to support young people to move demonstrably closer to the job market through development of the essential skills, experience, and aspirations they need to do so.

**497** 16-17 year olds in our focus boroughs were NEET in 2023.

“

**We are incredibly proud to have played a role in such an impactful initiative. Seeing young people thrive, gain confidence, and secure employment is the most rewarding outcome we could hope for. We're excited to continue building on this success, reaching more individuals and delivering even greater social value in the years to come.**

**- Jack Barber, Partnership and Community Engagement Manager at SUEZ**

## SUEZ Employability Programme



SUEZ and the Harlequins Foundation are offering young people aged 16 – 24 who are not in education, employment or training (NEET) a practical approach to work experience and permanent employment. Working in partnership, last year SUEZ have enabled the Harlequins Foundation to create and deliver life-changing opportunities for **22** people, of whom **71%** have now gone into employment.

Participants are either jobseekers across our focus boroughs, providing genuine job opportunities with SUEZ and partners at the end of the programme, or from our HITZ programme, giving the young people on the course valuable work experience and an opportunity to progress along our employment pathway to work.



# My Foundation Story: Faissal

Faissal has a hearing impairment, his first language isn't English, and he struggled in mainstream education. "He was struggling with all aspects of the courses. It wasn't the right environment for him, he wasn't getting the right support," Faissal's mum Ruba told us.

An advisor at Richmond College recommended the Harlequins Foundation as they knew students can receive the right support in a more tailored education environment. One of Faissal's passions is sport and thanks to the qualifications he gained, including a BTEC Level 2 and the OCR Level 2 Technical Diploma in Sport, he is now in a position to develop a career in the industry.

The team at the Foundation have noticed a big difference since he joined the programme, and this positive change has also been noticed by his mum: "I've noticed a massive change in his self-esteem. He really struggled before but now he knows what he wants, and he's become more confident. The team at the Foundation are there supporting him all the way"

And the reason why according to Ruba that the programme has worked for her son: "Faissal benefited from working in smaller groups. The communication from the (Foundation) team is fantastic. They always keep us up to date. He receives one-to-one support that he needs.

**I'm just grateful. They've made Faissal feel like a person again and they appreciate the work he does. It's like we have another member of the family who is also looking after Faissal."**

“

**I've been into sports and fitness from a young age. My dream is to gain my qualifications and to work as a personal trainer. I'm working very hard to get there. My communications skills have improved and that has helped me develop my teamwork too.**

**- Faissal Kahel, Hitz Student**



# A positive educational environment

## Try Time

In 2023-24 we piloted an alternative provision aimed at students who are disengaged at school and are at risk of exclusion. Taking place over 12 weeks it includes both in-school mentoring with Foundation staff and full-time classroom-based learning at The Stoop.

Sessions include developing the essential skills all young people need, whilst crucially also developing positive behaviour and attitudes towards school to prepare learners for reintegration into the classroom and long-term behaviour change.

Research suggests that children who have been excluded are more likely to be unemployed and to go to prison, as well as to have mental health difficulties not only in the short-term, but potentially with a life-long impact.

“

**A great programme to try and support students whilst also trying to reintegrate back into school and reengage with their learning. Commitment from the Harlequins staff has been superb. We will certainly use the programme again.**

**- Nikki Harrison, Teddington School**



## Foundation Degree

The Harlequins Foundation delivers a two year Foundation Degree programme designed for individuals wanting to attain a university qualification and are passionate about pursuing a career in the sports industry. Alongside the academic element of the course, students will complete over 400 hours of coaching within our communities, allowing them to apply and develop the coaching techniques learnt during the course.

Our education pathway now gives young people a clear progression path from post-16, starting with our HITS programme through to a BSc in Sports Coaching and Development, via a BTEC and the Foundation Degree, with opportunities to gain additional work experience along the way.

# My Foundation Story: Mya

Mya Owen is a seventeen-year-old whose journey with the Harlequins Foundation began in school, before the COVID-19 pandemic hit. Never having had an opportunity to play rugby, taking part in our SWITCH programme six years ago gave her a taste of the game and started to develop her confidence.

The youngster, who is also an aspiring rugby player, struggled in a mainstream education. The pandemic turned everyone's world upside down, and for Mya it had a severe negative impact on her anxiety.

In 2023-24, Mya joined the HITZ programme delivered by the Harlequins Foundation. "When I was at school, I didn't really care for anything, and I was in trouble a lot of the time. Being in smaller working groups on HITZ really helped me get the support that I needed. It helped me realise that there is a purpose to things."

"I think HITZ gives you opportunities to gain experience in roles and areas they want to go into, instead of the learning being solely theory based. Joining the programme presented me with a chance to help out and coach at (Foundation) events."

Over the last year staff at the Foundation have seen Mya's confidence increase. Having finished the HITZ programme and completing her qualifications, Mya has joined the team as a freelance coach! "Being a part of the Foundation has helped me have something to focus on. I know I'm working towards something and that I'm on the path that I need to be on to accomplish my goals. I no longer feel lost or like I don't know what I'm doing."

“

**It's great to see how far I've come. Everyone at the Foundation has played a big part in who I am today and how much I have grown as a person. They've all been so supportive from the beginning.**

**- Mya Owen, HITZ graduate and now Foundation coach**



# An alternative approach to education

## HITZ

HITZ is an award-winning education and employability programme, dedicated to helping young people find a better future. The programme works with 16-24 year olds and is delivered nationally by most of England's ten Premiership rugby clubs.

The programme helps young people who may have struggled in mainstream education environments and need support to gain qualifications and improve their education and employability prospects. In addition to formal qualifications, we focus on both developing essential skills and providing the opportunities the learners' need to ensure positive employability outcomes long-term.



156

participants on the HITZ on track programme



703

hours of learning for HITZ learners



£96,030

social value created

“

**Mya is an incredible example of how the HITZ programme can provide life-changing opportunities. While she was exposed to the Foundation through other programmes, it's in the HITZ classroom where she has really grown as a person, and to now be developing a career in sport is testament to both herself and the team at The Stoop.**

- Matt Shillabeer, Head of Programmes

## HITZ On Track

HITZ on track is a six-week programme that has been designed as a short-term intervention option for young people between the ages of 14-16, who have been identified by schools as at risk of exclusion, or potentially not having a positive destination come the end of year 11.



# Programme Highlights 2023-24



# Developing the essential skills

## Move. Learn. Grow

Move. Learn. Grow. focuses on developing the essential skills young people need to succeed in life, using sport as the vehicle to engage them. The sessions are aligned with the Skills Builder framework, and each session has been tailored around the skills of staying positive, aiming high, speaking, listening, problem-solving, creativity, leadership, or teamwork.



We delivered a variety of sessions in schools throughout our focus boroughs, including tag rugby, robot rugby and rugby skills sessions. Designed to support and enhance the curriculum, the essential skills are delivered within any sporting framework and also included extracurricular clubs and inter-school sports competitions, as well as training for teachers who are less confident or experienced in delivering P.E.



Individuals with higher essential skill levels are 25-50% less likely to be out of employment or education.



## Learning coding skills

In a world where digital skills are essential for young people, we delivered introductory coding lessons themed around rugby! In partnership with Sphero, the world-first coding experience is carefully aligned with the curriculum. Our Robot Rugby sessions were delivered in both primary and secondary schools.



# My Foundation Story: Brentford School for Girls

The benefits of sport to young people are well researched and the Harlequins Foundation and Brentford School for Girls are working together to deliver for the students. This has led to positive outcomes for several of their young people over the last year, as Foundation coaches have delivered rugby sessions aimed at getting their girls into rugby.

“The programme allows students to access rugby who would not necessarily have considered it before,” Sian Giddens, Head of Department at BSfG told us, “Seeing the children developing the essential skills, and then transferring these outside of rugby is brilliant.”

“I like to provide my students with as many different sporting opportunities as possible and this was one not to be passed up. It also encourages students to link up with local clubs and explore the possibilities outside of school. Most of our students engage well with the programme and try their hardest in every session, which is fantastic to see.”

The school is keen to ensure that being active is an important part of their girls lives. “Exercise is very important, and we try to encourage a healthy active lifestyle, and our students try to develop their understanding of how they can do this through what we offer in our department. The sessions from the Harlequins Foundation are a big contribution to this.”

“

**Would I advise other schools to take part in Foundation programmes? 100%**

**- Sian Giddens,  
Brentford School for Girls**

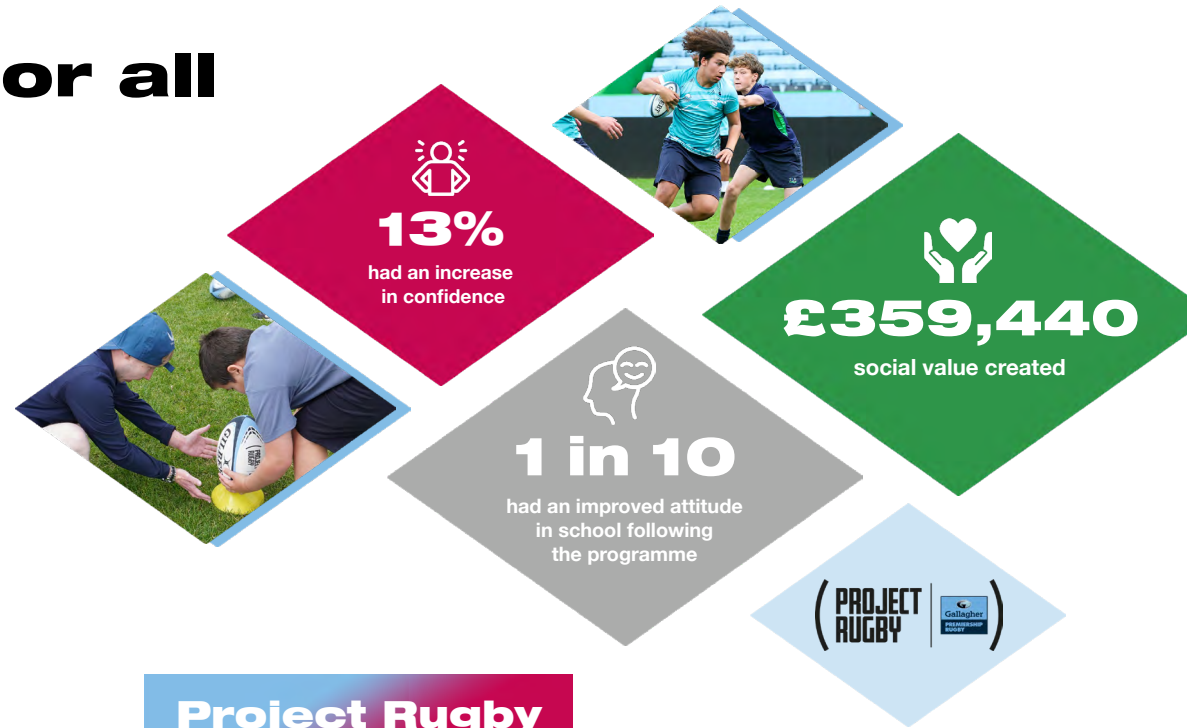
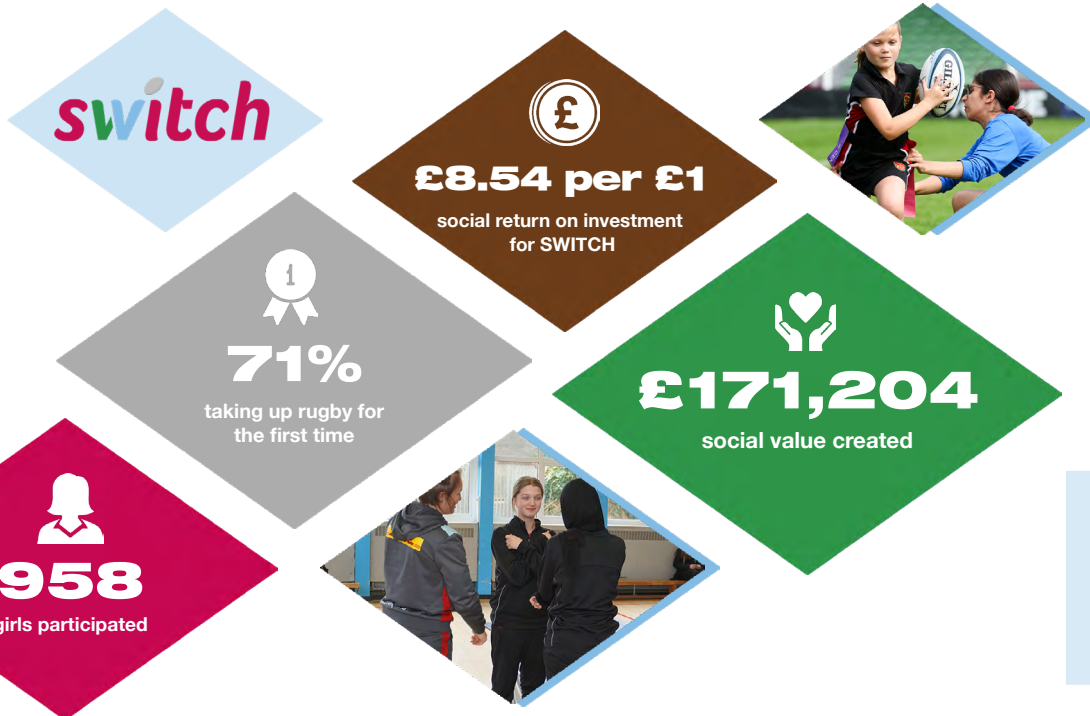


# Making rugby a sport for all

## SWITCH

Developed by the Harlequins Foundation, SWITCH is a multi-tiered programme aimed at encouraging girls to get involved in rugby. With girls facing many barriers to accessing sports, and nearly two thirds of girls (64%) wanting to be more active in school, the programme gives primary and secondary school girls the chance to participate in rugby, often for the first time.

Over the six week programme, the focus on getting girls active and teaching fundamental rugby skills, showcasing the benefit of sport on their mental wellbeing, and introducing understanding of the career pathways they could have in the sports sector.



## Project Rugby

During 2023-24, we delivered more than 500 Project Rugby sessions and engaged more than 1700 young people from traditionally underrepresented groups (diverse ethnic communities, low socio-economic groups and participants with disabilities).

With sessions delivered at a time and place that ensures it is accessible to participants, the sessions are designed to increase participants' levels of self-confidence and resilience as well as teaching essential skills that are crucial both on and off the pitch.

**51%** of girls want more support for girls' and women's teams.



Over 300 participants took part in our end of season rugby festivals at The Stoop in June 2024!

# My Foundation Story: Omar

The Jesters wheelchair rugby team has previously been described by their coach Kylie Grimes as a 'lifeline'. That couldn't be truer for Omar Foster, a participant on the Harlequins Foundation programme aimed at providing opportunities in rugby for those with physical impairments.

"The team is important to me. Attending sessions breaks up my week really nicely, I enjoy catching up with my friends and it's a fitness opportunity too. There's always such a nice vibe at training. Harlequins is a place where I'm accepted," said Omar.

"I used to play sport when I was young, I mainly played rugby and football. As my condition got worse, I stopped playing. I then took up wheelchair rugby after I saw an advert. The more I participated, the more I realised that it's a sport I'm good at."

The sessions have a positive impact on both Omar's physical and mental wellbeing. "Physically if I don't keep active my condition gets worse, my muscles get weaker. Wheelchair rugby has played a massive difference in my life. The attributes that I have gained like my confidence, my voice and the determination I have. Without rugby I probably wouldn't be where I am today. I think I would be very unhappy, playing wheelchair rugby helps me improve my mood. I wouldn't be as positive as I am without the Jesters."

“

**Harlequins is a place where I'm accepted...without rugby, I probably wouldn't be where I am today.**

**- Omar Foster,  
Jesters wheelchair rugby player**



# The Jesters

The Harlequins wheelchair rugby team is fully inclusive for those who wish to be active and participate in a team sport. A mix of experienced and new players makes for a positive environment that is as much about community as it is about competitive sport. Over **70** sessions took place throughout the year, including weekly training and competitions.

Research shows that disabled people would be more active if given the opportunity to do so but a lack of inclusive and accessible options is a barrier to participation for many. The Harlequins Foundation support the wheelchair rugby side to provide an opportunity for many in the area to participate in sport where often no other opportunities exist.

**77%** of disabled people would like to be more active.



## Our Impact: Inclusion

Rugby, and more broadly sport, is and should always be for everyone. This is why we will continue to design and deliver programmes that remove barriers to participation for marginalised groups and identities, inclusive of but not limited to women, girls and individuals with disabilities, people of colour, low socio-economic groups and the LGBTQ+ community. We will continue to advocate for our game to remain a sport for all and ensure we provide an environment for everyone to participate.

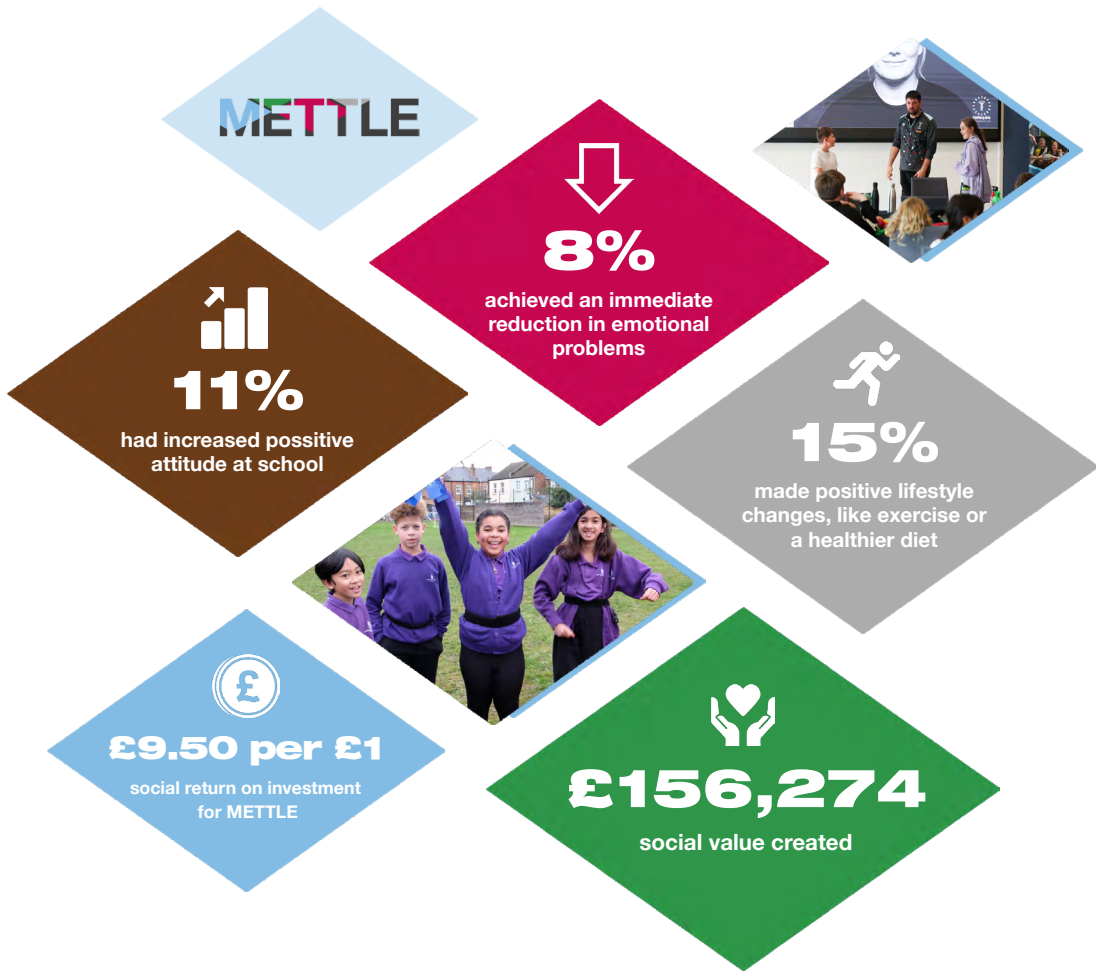
# Positive physical and mental health

Sports and physical activity can have a positive impact on both physical and mental wellbeing, as well as being crucial for personal, social, community and economic development, particularly in young people. We know our programmes have a significant positive impact on the wellbeing of participants through the robust measurement of impact through the Sport Value Bank.

In 2023-24, we delivered **227** sessions to **857** young people, giving them the tools they need to build resilience and tackle the mental health challenges they face, now and in the future.

## Building mental resilience

Our flagship mental health programme METTLE both raises awareness of mental health as well as challenging the stigma around it. Through the essential skills, particularly staying positive and aiming high, the programme builds mental resilience in young people to better equip them with dealing with their mental health challenges.



## Our Impact: Wellbeing

We have designed and delivered programmes that give young people the tools they need to manage their emotions, overcome setbacks, and promote positive mental and physical health. Health and wellbeing are essential to an individual's ability to live a happy and fulfilled life, and have a positive impact on society as a whole. We believe in the power of sport, and our programmes, to positively impact the wellbeing of those in our local communities.



Around 20% of children aged 7 to 16 had a probable mental health condition in 2023, up from 12% in 2017.



Research has shown that the chemicals released during exercise can have a positive impact on the brain, with both a short-term benefit and the more gradual development of mental resilience.



“

**It's massively important that programmes like METTLE are run. The more we can talk about mental health and curate open environments for everyone to share and be comfortable sharing, I think we will certainly change the way we look at mental health.**

**- Cadan Murley, Harlequins player**

# My Foundation Story: Phil

Phil Lawrence is a Harlequins supporter and a Foundation volunteer. “I wanted to do something that made a significant and measurable difference to the lives of young people, particularly those facing challenges and barriers.”

Volunteering with the team who deliver our HITS programme, the award-winning education and employability programme delivered by the Foundation, Phil helps the 16–24 year-old learners in our classroom at The Stoop.

Phil is appreciative of the Foundation volunteering programme and the flexibility it provides. Volunteering

doesn't just benefit the students and the Foundation, it also makes a difference to Phil.

“It's satisfying to help students do something that they didn't think they would be able to do. I work with students in small groups and on a one-to-one basis. I help them with their English studies, providing support and helping with their understanding of the curriculum.”

“

**I recently worked with a set of students who needed to give a group presentation as part of their course. They were all nervous and didn't believe they could do it. They smashed it! It was quite emotional to see them achieve that.**

**- Phil Lawrence, Volunteer**



# Volunteering Programme

Our volunteers make a huge difference to our work throughout the season, giving their time, expertise and enthusiasm to support the Foundation team to deliver both our fundraising activities and our programmes.

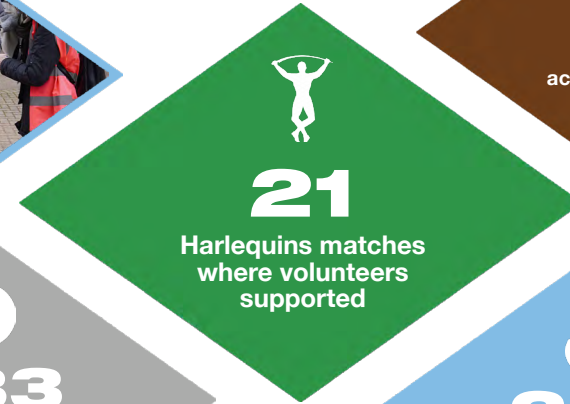
Through the 2023-24 year, we've had **40** active volunteers who help out across our matchdays, the Jesters, supporting programmes like HITZ and Try Time, as well as at events like our rugby festivals, and the administrative side of the Foundation.

**We wouldn't have the impact we have without them!**

Find out more about our volunteering opportunities:



SCAN ME



“  
**The team are very adaptable, which means that I can volunteer at times that work for me. They're also very welcoming, friendly and appreciative. The team make it easy to be a volunteer.**”  
- Phil, Foundation Volunteer

# Fundraising and Engagement Highlights 2023-24



The Harlequins Foundation Match Day  
**50/50**  
RAFFLE

# Fundraising and Engagement 2023-24

Our supporters are instrumental in helping us create an impact, generating awareness of our work and helping us raise the funds we rely on to deliver our programmes.

Our events, matchday activities and marketing campaigns are all aimed at raising awareness of the work we do in our local communities, engaging Quins fans and beyond with our work.



**z<sup>z</sup>**  
**25**  
supporters slept out at The Stoop, raising more than £7,500

**12**  
teams in our Summer Touch Rugby Tournament at The Stoop

**85**  
riders rode home to The Stoop in Rival Ride

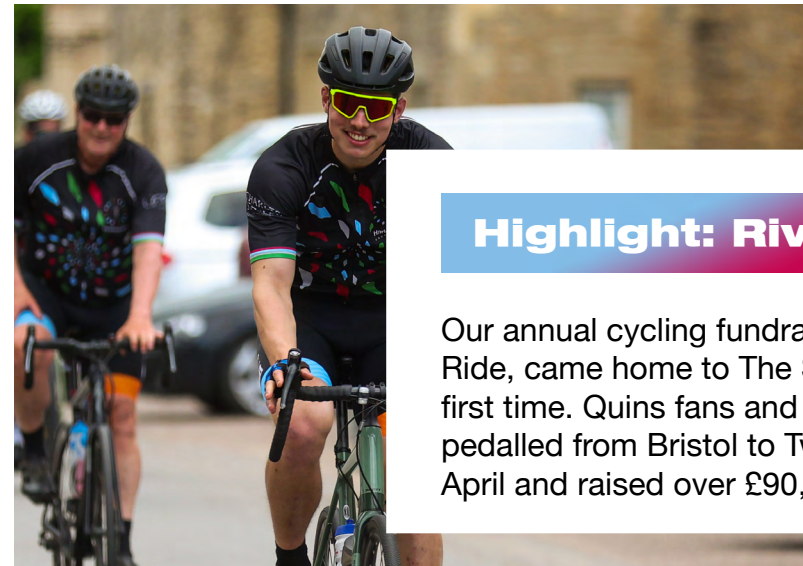
**£57,936**  
raised through our 50/50 Raffle



**50/50**  
RAFFLE

## Highlight: 50/50 Raffle

The 50/50 Raffle took place at both men's and women's matches, as well as at both Big Game and Big Summer Kick Off, with 15 lucky supporters taking home a cash prize! The Raffle raises vital funds, as well as awareness of our work.



**RIVAL RIDE**

## Highlight: Rival Ride

Our annual cycling fundraiser, Rival Ride, came home to The Stoop for the first time. Quins fans and rugby legends pedalled from Bristol to Twickenham in April and raised over £90,000!

# Creating social value in our communities



It is clear that sport can play a pivotal role in contributing to society across a broad spectrum of social outcomes. Now more than ever it is important for us to continue to prove the impact we have by measuring the social value we create through our work.

Social value is a way of understanding the total impact of an activity or programme on people's quality of life. It goes beyond traditional economic metrics and accounts for a wide range of outcomes that have a positive impact on individuals and communities. A project that has a greater positive impact on people's lives generates more social value, and when the social value generated exceeds the resources invested, that programme represents a net benefit to society.

We take a holistic approach to measuring social value to consider the impact on an individual's quality of life and our wider society, and take into account both the short-term impact and the lifetime implications of successful interventions.

“

**Having audited the calculation of social value estimates within this report, we can confirm it has been reviewed by Simetrica-Jacobs and we are confident that, in our opinion, it represents an accurate reflection of the impact of the Harlequins Foundation's programmes.**

**The assurance process reviewed the selection and measurement of outcomes on programmes where survey data was collected as well as ensuring that the valuation estimates across the programme portfolio had been correctly conducted.**

**- Edward Dallas, Simetrica-Jacobs**



## How do we measure social value?

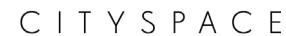
The Sport Value Bank is an online social value bank which enables sports organisations to accurately assess, record and value the impact of their community activity. It was developed when an increasing number of clubs, governing bodies and charitable organisations were seeking to establish the true value of sport to society. Developed by Simetrica-Jacobs in partnership with the Harlequins Foundation, the online tool allows organisations in the sports sector to easily access robust social value measurements for community projects.

Social value figures have been adjusted in line with best practice to account for what would have happened in the absence of the programme (deadweight and displacement), taking in to account the relative levels of deprivation in the areas where the programme operates.



# With thanks to our partners

Our partners enable us to deliver our work and directly enhance the impact we have. From those who support delivery of our work, to the members of the First XV, we couldn't do it without you. Our heartfelt thanks to those who donate, volunteer, help deliver our programmes and advise and contribute to the positive impact we have in our communities.





# Glossary

## Alternative Provision

A term for educational arrangements for students who are unable to attend school for a variety of reasons.

## BTEC

Business and Technology Education Council. BTECs are specialist work-related qualifications that combine practical learning with subject and theory content.

## Changing the Game

Our three year strategy, delivered 2024-2027.

## DEC

Diverse Ethnic Communities.

## Essential Skills

We have produced the Sports Toolkit, which supports young people and coaches to develop the 8 Essential Skills that they need to succeed in life and sport. These skills underpin all our programme delivery.

## Focus Boroughs

The London boroughs surrounding The Stoop, where we deliver most of our projects.

## HAF

Holiday Activity and Food, a programme funded by the Department for Education aiming to keep children active and fed through the school holidays.

## HITZ

HITZ is Premiership Rugby's award-winning education and employability programme dedicated to helping young people find a better future.

## Indices of Multiple Deprivation

The official measure of relative deprivation for small areas<sup>1</sup> (or neighbourhoods) in England. We use this as one of the measures to guide our programme delivery to ensure we work with those most in need.

## LSEG

Low Socio-Economic Groups.

## Lend An Ear

A mental health campaign that promotes better listening skills to enable teammates, colleagues, friends and family to talk when times are tough.

## METTLE

Developed for primary and secondary schools, METTLE raises awareness and challenge the stigma of mental health, while developing mental resilience in young people to develop the essential skills.

## Move.Learn.Grow

Bespoke and wide-ranging support packages to primary and secondary schools across the Heartlands, delivering essential skill sessions within any sporting framework such as PPA cover, multi-sport provisions, rugby, and so much more!

## NEET

Not in Education, Employment or Training. Frequently used in reference to young people, especially as studies show it can have a detrimental impact on individuals' future.

## Project Rugby

A joint initiative with Premiership Rugby and the RFU designed to increase participation in the game by people from traditionally underrepresented groups.

## RIAB

Rugby In a Box: our programme includes a box containing everything you need to deliver touch rugby sessions, including the plans and staff to deliver!

## Rival Ride

Our annual fundraising cycle ride, undertaken by supporters.

## SEND

Special Educational Needs and Disabilities.

## Social return on investment

a method for measuring the value of our activities on society, taking into account the spend on a programme compared to the social value it creates.

## Social value

Social value is a holistic way of understanding the total impact of an activity or programme on people's quality of life.

## Sport Value Bank

An online social value measuring tool which enables sports organisations to accurately assess, record and value the impact of their community activity.

## STEM

Science, Technology, Engineering, and Mathematics is an umbrella term used to group together the distinct but related subjects.

## SWITCH

Developed by The Harlequins Foundation, SWITCH is a multi-tiered programme aimed at encouraging girls to get involved in rugby.

## Universal Framework

The Skills Builder Universal Framework provides the national standard for teaching the essential skills. It breaks each skill into steps, supporting progress for students of all ages and abilities – including those with special educational needs.

# References

## Youth Sport Trust, 2023

Business and Technology Education Council. BTECs Women and girls face many barriers to accessing sports, resulting in nearly two-thirds of girls (64%) wanting to be more active in school but saying that there are barriers that are stopping them from taking part.

## Gov. UK education statistics

497 16-17 year olds in our community (Hounslow, Richmond and Kingston) who were NEET/Activity unknown in 2023.

## Skills Builder, 2024

Individuals with higher essential skill levels are 25-50% less likely to be out of employment or education.

## Sport England

Sports and physical activity can have a positive impact on physical wellbeing, mental wellbeing, individual development, social and community development and economic development.

## NHS England

1 in 5 children and young people in England aged 8-25 had a probable mental disorder in 2023.

## Baker and Kirk-Wade, 2024

Around 20% of children aged 7 to 16 had a probable mental health condition in 2023, up from 12% in 2017.

## UCL

Research suggests that children who have been excluded are more likely to be unemployed and to go to prison, as well as to have mental health difficulties not only in the short-term, but potentially with a life-long impact.





## Get in touch

Find out more about our plans and how you can support the life-changing work of the Harlequins Foundation.



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