



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.

Welcome to our annual newsletter which showcases our charitable work in 2022/2023. You will be receiving this because you have at some point shown support and interest for the Shackleton Foundation.

We have just completed our latest round of pitches for seed funding, hearing from some extremely impressive individuals with initiatives ranging from music tuition to preventing exploitation from organised crime groups - often borne out of their own lived experiences, and all contributing towards a society in which young people in the UK can thrive and flourish without social injustice or discrimination. This brings our Leaders tally to a noteworthy 63. Many have celebrated milestone anniversaries this year and published their own impressive impact reports, in particular **Yes Futures**, **Pivot**, and **Standing Tall**, and we enjoy catching up at various events and at our annual Leader Forum, which you can also read about later.

Throughout the year the Trustees have again brought their energy, expertise and enthusiasm to shape all that we do, and along with the work of our new Administrator Victoria. As Chair, I would like to thank them all for their unwavering dedication, commitment and optimism.

Being a Trustee is a big responsibility, and we seek those who share our vision for a society where young people can thrive and flourish, and who can proactively contribute to that vision and help us reach our objectives. Earlier this year we welcomed new Trustee Gus Majed – you can read more from him as he describes his first impressions and his ambitions for the role. Already he's having an impact by challenging our thinking around how we support our Leaders, leading to the launch of an Enhanced Support Programme, included later on.

I'd like to recognise and acknowledge the support we get from you, and most notably this past year from The Oak Foundation, The Bernard Sunley Foundation, The Saints & Sinners Club, and The Shipton Family. We rely on this generosity and can confidently validate the positive impact that this has in helping us achieve our own objectives (see our latest Impact Report [here](#)). If you would like to make a donation please click [here](#). Thank you.

Charlotte Hatfield

Onwards Charlotte

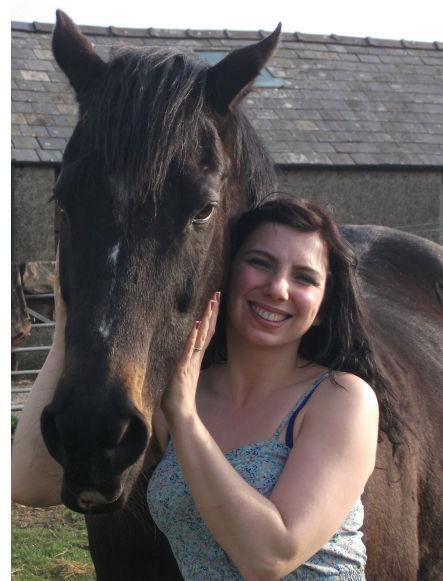
NEW LEADERS



Dan Dodge (£10,000 Loan)

Dan founded Sports 4 Change with the ambition to use sport to have a positive impact on individuals through improved health, social connection, employability and experiences. The 'Every Kick Counts' project aims to support young people develop key interpersonal skills to support employability through a sports based curriculum.

The Shackleton Leadership Award will enable Dan to run 3 pilot projects in collaboration with different types of organisation to demonstrate the impact that the project can have across different sectors that support young people,



Lindsey Crosbie (£10,000 Grant)

Lindsey is the founder of [With Horses CIC](#), a social enterprise that provides courses, curricula, and consulting services in the Equine Assisted Activities sector. It aims to make equine assisted activities more easily accessible and widely recognised.

The Shackleton Leadership Award is helping Lindsey to provide two pilot therapeutic retreats, one for care-experienced young people and another for young women who are survivors of trauma. The retreats will provide access to equine assisted therapy, accredited life skills training and the opportunity to train

develop a team to assist with the session delivery and enhance the project learning curriculum to ensure a lasting impact.



Sharon Ellis Gillard (£10,000 Grant)

Sharon is the Director and Founder of [Safempowerment](#). Safempowerment was started with the sole aim of teaching children about healthy relationships to avoid teenage girls becoming domestic abuse victims of tomorrow.

Sharon runs workshops for up to 25 students at a time covering subjects such as respect and influences, mental health, self-harm, keeping safe and how to make girls feel safer on the streets. This has expanded further to them working 1:1, running 6 week courses with children highlighted by schools to be at heightened risk of exploitation. The Shackleton Leadership Award will help Safempowerment to speak to many more students, preventing them from becoming future victims or perpetrators.

and gain qualifications in animal care and land-based skills.



Ella Bains (£10,000 Grant)

Ella is founder of [Eric Knows CIC](#). An organisation that aims to make places more accessible to those who are disabled, autistic, or may have sensory needs. Eric is both a search website and a key community support for autistic children and their families.

The Shackleton Leadership Award is helping Ella and her colleagues develop STEM sessions for autistic young people. By helping young people discover more about how they learn, it will help them develop their own self awareness. Eric aims to demonstrate how having the right environments where masking is discouraged helps young people be their true selves, reducing the risk of mental health conditions so many autistic people are prone to.

LEADERS' NEWS

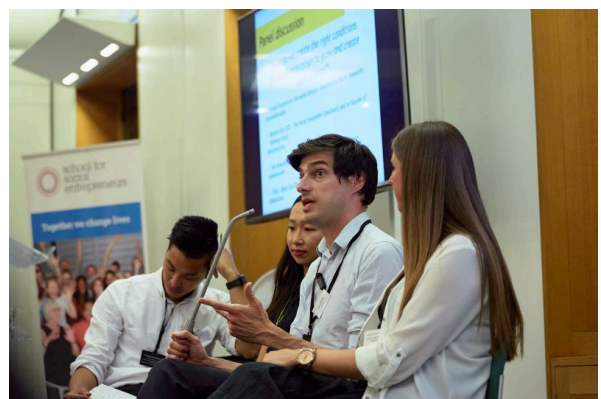


The Luna Foundation, led by the remarkable CEO Anna Wardley, marked its 1st birthday with a special event bringing together key stakeholders including commissioners, politicians, media, funders (which included us) and Luna's own team – truly inspiring to celebrate the progress in their mission to improve support available to children and young people bereaved by the suicide of a parent or primary caregiver. This includes setting up a Lived Experience Network, launching a website featuring a valuable set of resources, and delivering training through numerous partnerships.

Congratulations to the following Leaders for achieving so much in the last year. Alice Moxley was listed as one of the top 100 Women in Social Enterprise by NatWest Social and



We were delighted to attend the **Fair Education Alliance** (UK's largest and most influential education coalition) 2023 Annual Awards, a great forum to meet start-ups. Shackleton Leaders have won many past awards and this year was no exception with Sarah Waite, CEO at **Get Further** winning a Scaling Award, selected because of their potential to have a significant impact upon the FEA's vision of ending educational inequality.



Recently **The School for Social Entrepreneurs**, an organisation that develops the skills, strengths, and networks for those tackling society's biggest problems, hosted an event in the House of Commons 'Celebrating

Community Capital. Joel Dunn was offered a place from Cambridge University to study a masters in Education and Standing Tall founded by Christy Acton was selected by NatWest SE100 index as one of the top 100 Social Enterprises in the Country.

the Power of Social Enterprise'. The highlight was an informative debate about available finance options to support growth, from a superb panel chaired by Shackleton Leader Robin Chu (Director of Strategic Projects, SSE).

LEADERS' FORUM

In our 9th Leaders' Forum this year, Scaling was the hot topic, and who better to share insights than one of our own remarkable leaders, **Eve Wagg**, the Founder of **Well Grounded**? We will try and summarise the essence of her inspiring talk.

Eve's brainchild, Well Grounded, specialises in equipping adults facing employment barriers with top-notch coffee training. Since its inception, this initiative has empowered approximately 500 individuals, with an impressive 83% of them securing steady employment for over three months. And the story doesn't stop there. During her talk, Eve delved into her journey of creating and building Well Grounded. She bravely confronted the personal and professional obstacles that stood in her way.

She shared her internal struggles, the tough choices she had to make, her strategic thinking, the challenges her team faced, the positive impact they've had on their community, and her grand ambitions for Well Grounded's future.

What struck us most was Eve's unfiltered honesty about the harsh realities she, her team, and her family confronted whilst building Well Grounded. She openly discussed the sometimes gut-wrenching decisions made to keep the business afloat, all while juggling different pressures and keeping her team motivated to serve the community. Eve emphasised the importance of establishing robust foundations for sustainable growth, like a resilient leadership team and a thriving culture. Her commitment to data-driven decision-making and aligning the Theory of Change with key metrics played a pivotal role in their success. Throughout, she maintained an agile and responsive approach to change. In the midst of it all, Eve never shied away from asking the tough questions: How do we maintain our social impact? What defines success for a social entrepreneur? How can Well Grounded thrive, even without her?

The session sparked lively discussions among attendees, who found comfort in Eve's reassurances that they were on the right path, despite their challenges. It was a platform for sharing concerns and inspiring each other with their ventures. As the evening unfolded, the Shackleton-esque spirit that drives Well Grounded became evident. It continues to inspire our Shackleton Leaders, who in turn transform the

lives of disadvantaged young people in the UK today, just as it has from the beginning.

In short, Eve's talk was a testament to the power of resilience, vision, and unwavering determination in the face of adversity. The Leaders' Forum was a reminder that, *together, we can overcome obstacles and make a meaningful impact.*

ENHANCED SUPPORT PROGRAMME FOR OUR LEADERS

We currently provide support in the form of an annual Leaders Forum, as well as ad-hoc 1:1 support from Trustees. After discussions with around one third of our existing Leaders and constructive contribution from the other Trustees, we are launching an enhanced support programme for Shackleton Leaders involving the following elements

Leaders Forum

We will continue to hold the annual Leaders Forum for all Leaders in our network. Each Forum will comprise a specialist speaker discussing a topic relevant to early-stage social enterprises, and then the session will open up for Q&A and networking. In the past, these have included subjects such as Crowdsourcing, ED&I, and Scaling, and have proven to be productive in encouraging debate, sharing experiences and learning, best practice, and providing an overall sense of belonging to the Shackleton community.

Knowledge Hub

We aim to build an online platform solely for Shackleton Leaders, used to signpost helpful online resources. These resources can be posted by Shackleton staff, Trustees and Leaders, but will also include an FAQs section developed by the most

Mentorship Programme

This is a new initiative where each new Shackleton Leader will be mentored 1:1 by an existing Leader for their first two years. Our grants are awarded to those in their early years of establishing their social initiatives so having a connection with someone who has travelled a similar path will provide unique guidance, insight and counsel.

Leaders Information and Advice Surgeries

We will also introduce three online surgeries per year, where a panel comprising both Shackleton Trustees and Leaders, will be on hand to answer ad-hoc questions from other Leaders around all aspects of social enterprise.

These will further extend the sharing of challenges and solutions. We are delighted that our first surgery will be on 7th November at 5.30pm.

common questions posed by, and answered by, Leaders.

NEW TRUSTEE...First Impressions



At the start of this year we welcomed new Trustee, Gus Majed, avid Rugby fan (and previous player) he is the CEO and Founder of Paratus, an energy price insurance company.

His wisdom and business expertise perfectly complement the skills and experience of our existing Trustees and already he is adding enormous value and energy not only to the Foundation but also to our Leaders. We have asked him to share his ambition for the role and his first impressions of the Foundation.

“When I was approached about the opportunity to become a Trustee at the SF, I was deeply honoured and, admittedly, somewhat apprehensive. The role demands unwavering dedication and a firm commitment. My guiding star in this endeavour has been the memory of Henry Worsley, one of the original founders—_a man I hold in immense regard for his intellect, fearlessness,

of the highest quality. The Foundation stands alone in its willingness to back commercially untested Leaders, embodying the spirit of Shackleton. We support a Leader's vision, bound by fearlessness, dedication, and rigor when no one else will. This is a privilege, and we expect our Leaders to champion the Foundation with a corresponding sense of duty.

It's imperative that our current Leaders "throw the ladder down" to future Leaders by sharing their knowledge, experience, and fostering a sense of collective community. Our Trustees, with their extensive backgrounds in both charity and commerce, are committed to creating a stable, collaborative, and positive framework to ensure our Leaders thrive and solidify our vision for the SF.

In a remarkably short time, our Trustees have listened to the feedback from our Leaders, empowering them through a

resilience, and passion for all things Shackletonian.

The Foundation is built upon the fundamental principles of Sir Ernest Shackleton, emphasizing teamwork, integrity, unyielding determination, adventure, and risk-taking. I was drawn to the Trustee role by a desire to leverage my commercial experience to support our Leaders and Foundation while immersing myself in a sector I had never explored before.

By engaging with projects such as equine trauma therapy for underserved communities and martial arts mentoring for disadvantaged children in inner cities, I not only gain valuable insights but also discover ways to apply my business acumen and network to make a meaningful and positive impact on our applicants, Leaders, and the Foundation as a whole. I've made it a point to convey to prospective Leaders that SF funding represents pre-seed capital

newly developed Mentorship program and implementing practical changes. The annual Forum format now includes more "coffee mornings," focused on knowledge sharing, networking, and learning to maximize the value for our Leaders.

In the spirit of Shackleton, I urge anyone considering applying for an SF grant to thoroughly research their field, rigorously test their framework, and never give up. If your initial application falls short, don't be discouraged—learn from the Trustees' feedback and return better prepared next time.

What motivates me most as a Trustee is not just seeing a meticulously crafted and well thought out grant application but also one where it has clearly not been as straight forward for the applicant to prepare. In these proposals, we, as Trustees, can recognise a genuine "diamond in the rough" that with help, can be polished and presented to the world. Never, ever give up."

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HEADLEY
TRUST



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