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# CELEBRATING 50 YEARS OF CHANGING LIVES

September 2022



## Foreword by Joey Newton Chairman Rank Foundation

I am delighted to share this special 50th anniversary edition of Rank Ripples with you in celebration of my grandfather, Lord Rank's philanthropic legacy.

My grandfather was guided by his strong Christian faith, a belief in nurturing leadership and supporting young people to achieve. He had a very influential role in my life because I lost my father at an early age and I'm proud that so many others are still feeling that influence today through the work of his charitable Foundation.

While my grandfather was undoubtedly a committed philanthropist, the work of the Foundation wouldn't be possible without his

commercial success. Grandpa was an entrepreneur who drove innovation in multiple industries with extraordinary success. In 1933 he set up the Religious Films Society and by 1946 his film operation employed 31,000 people. When he returned to the family business of milling, he helped turn Mother's Pride into the biggest baker of the 1950s. Then in 1956 – you may be surprised to learn – he struck a deal with a futuristic 'photocopying machine' company, gaining the right to sell Rank Xerox machines throughout the world. Grandpa used his success to serve something greater than himself; greater than our family even, when he created a

charity. The impact of that philanthropic vision is beautifully conveyed here in 50 stories from people who explain - in their own words - how their lives have changed because he was driven to create a Foundation. Now building on Grandpa's faith and decisiveness, The Rank Foundation is ready to deliver a new strategy that furthers his mission by tackling the modern-day consequences of inequality, building an even more impactful network, and continuing to change lives. I still feel Grandpa's influence through these stories. I hope you enjoy reading them as much as I did.



# 1. Leading others by experience

Sam Kirkby, Youth Worker, Holmewood

I grew up in a single-parent family in Holmewood, a district of Bradford that was in the bottom three per cent of deprivation in the UK.

Life growing up with my mum was hard because she was an alcoholic and free school meals were my lifeline; I knew I had a meal guaranteed daily.

I spent a lot of time in school knowing the building was safe and had amenities that I could use. I was 11 years old when my mum arrived home after a three-day binge to tell me that we were being evicted that morning because she had not paid the rent.

I had to miss school that day and moved in with my Nan; I wouldn't see my mum for another five years.

In 2010 I was interviewed by The Rank Foundation for a youth work position in my local area. What happened next changed my life.



*Sam supports young people of similar backgrounds to himself*

Living with my Nan and Grandad improved life as much as possible despite their ill health. Sadly, my Grandad passed away in the middle of my GCSEs leaving me to live with my Nan, who had also been diagnosed with dementia.

But the Emerge programme was brilliant and supported and helped me with my first apprenticeship in youth work. And little did I know that the

Rank Foundation would give me my second apprenticeship in youth work, leading me to achieve a degree.

I started full-time working in Holmewood in 2010, funded by the Rank Foundation. I was studying for my degree and caring for my Nan, whose dementia was slowly worsening.

With work, I was able to support young people who had



*Sam (left) making sure the Rank ripple effect continues*

similar backgrounds, and they found that using the excuse of ‘I’m from Holmewood’ didn’t work with me as I had the same reason!

Because of the Rank Foundation, I was able to take young people out of Holmewood. They could see the broader world of opportunities, including the Tall Ships, Outward Bound, and a week in Scotland vaulting on horses with children who were carers.

In 2016 I gained my degree and was the first person in my family to have a formal qualifi-

cation beyond GCSEs. I was gutted I couldn’t attend my graduation in Canterbury due to my Nan’s ill health. However, I know she was very proud to see me with my degree certificate.

Rank’s ripples for me begin at home; I am married with two girls, and we bought a house in Holmewood to ensure the ripple effect continues.

My eldest (12 years old) is already talking about university, knowing she has our support to make this happen.

Making my Nan proud before she passed away during the

pandemic was huge for me. I am grateful to Rank for enabling me to achieve this through my degree and job role.

I still work with young carers and young people suffering in households of extreme poverty. Because of my experience, I show them that there is a future for them.

The Rank Foundation started my leadership journey in 2010 when they saw a spark. As a result, I sit in council chambers representing Holmewood and the VCS sector and leading a community centre in Holmewood, all thanks to Rank.

## 2.

“ I had zero leadership skills. I’d never worked with young people or led a group, but when I joined Drumworks, those opportunities were available to me. ”

A Rank-supported charity



### 3. Working for values I believe in

Kai Wooder, Director of Programmes, Rank Foundation

I had so many riches growing up; four sisters and brothers, a mum we adored, a massive park at the end of our street, grandparents next door and loads of kids in the neighbourhood to make bonfires with.

But I also had some challenges; I spent every year of my childhood in poverty, had an abusive father, watched as my grandfather and mother experienced racism, and knew I was gay but felt it was wrong.

Life is complex for all of us. My experience was both wonderful and awful. Living in chaos doesn't lend itself to educational success.

I left school without qualifications and with the words of one teacher stuck in my head, 'you will amount to nothing'. I thought it was funny at the time. And yet I knew I also had lots to offer; I had used my time in school well, developed



*Kai (right) taking part in a Rank Aspire activity in the Lake district*

personal and social skills, had a laugh, got fed, and made friends.

I started attending a youth organisation when I was 16 or so. It focussed on personal development programmes, residentials and talent building. This was the first big turning point for me. It was a place

where I could be myself, a place where I could contribute and a place that believed in me.

After a couple of years, the organisation asked if I'd like to be considered for the GAP scheme, funded by the Rank Foundation. I'd never been in a formal paid role before and found the opportunity

overwhelming. When Rank came to interview me, I was stunned by how friendly and interested they were.

Being accepted onto the programme and everything that followed was a significant turning point in my life. The programme was nine months long, but it gave me a confidence boost and a financial boost and opened the door to several opportunities that changed the course of my life. This included a funded place on an access course that would allow me to study in the longer term.

The programme put me on an upward trajectory that I was then able to sustain. When it ended, I applied for university (distance learning), it took me seven years to get my degree, but I did it.

Over the seven years, I also worked hard in paid youth work roles, got promoted, set up a social enterprise, ran my own business, started tutoring for the college where I studied, bought my house and felt more secure.



*Celebrating the Rank Aspire cohort at the Rank Annual Conference in 2018*

I self-funded my degree, and when I passed, I got a phone call completely out of the blue from the Rank Foundation; they had heard I'd achieved my degree and offered to support me to attend graduation.

How amazing is that?

The re-connection to the Rank Foundation was a positive one. Through the annual

conference, I heard about the Churchill Fellowship and was awarded a travel bursary the following year. I started attending network events and contributing as much as I could. About seven years ago, I saw this role advertised on a job site; I didn't think I stood a chance but knew I had to try.

This sums up what the Rank Foundation did for me; it gave me the confidence to go for things.

I now lead the RAP programme, which is the modernised GAP programme. It is the single biggest privilege I have. Sadly, I still meet many young people who have spent every year of their childhood in poverty and have experienced violence, abuse, racism, homophobia, and chaos. The golden thread of the programme remains — believe in every young person relentlessly until they believe in themselves.

I couldn't be more proud to work for a foundation and a network that live these values.



*Elgin Youth Development Group members celebrating the organisation's 21st birthday*



## 4. Enduring Time to Shine network

Clair Ferguson, Chief Executive, EYDG

**E**lgin Youth Development Group was established in 1998, and we have grown to provide young people with a wide range of resources. As an organisation, we now support young people from 11 to 25 through our youth work and our employability services.

While we are an inclusive organisation, we aim to work with young people considered the

most vulnerable and those living in the most challenging circumstances. Our overarching aim has remained to positively influence young people to become valued and active community members.

We do this by providing projects and activities that cater to young people's needs while helping them develop their confidence, leadership skills

and wellbeing, as well as opportunities that positively influence them to become valued and active members of the community.

The underlying ethos of EYDG is “run by young people, for young people” ensuring we offer projects in line with their needs and wants. This includes free universal youth work services and activities, including drop-in sessions, cooking and fitness classes, holiday programmes, P7 transition days, and breakfast and lunchtime workshops within our local secondary schools.

**Running a charity is a challenge. What is unique about the connection with the Rank Foundation is that it opens a network of people who understand this.** I include the Rank team and the managers I have met through various events and activities I have participated in. For example, an organisation I worked for had financial difficulties. We approached Rank for support, and they provided funding to help us address the problem and get back on track. They demonstrated their belief in our ability to overcome the obstacles.

One of the most impactful projects run by Rank is Time to Shine. I have been lucky to employ five Time to Shine Leaders. Each, in their

own way, has made their mark on the the charity.

I have had leaders who have overhauled our branding, sorted out our digital marketing and developed and implemented a hugely successful fundraising campaign.

I also had the privilege of working with leaders from across the Rank network by delivering Action Learning Sets. I have seen first-hand the energy, skills and determination they bring to their respective organisations. My most recent Time to Shine Leader joined our charity when we faced a significant funding shortfall for our youth work services and

employability programme.

Our leader said, “Time to Shine allowed me to kickstart my career in the third sector within a wonderful organisation.

“I was supported by both my organisation and The Rank Foundation to develop new skills through hands-on experience and training opportunities provided by Rank. I also created an excellent network of like-minded individuals within the charity sector who remain friends after our Time to Shine experience.”



*Photo: EDYG young people on top of the world*



## 5. Rank has changed our lives

Jane Hembrow, Co-founder, Plymouth Scrapstore

**P**lymouth Scrapstore started life 27 years ago as a not-for-profit resource for play providers across the city.

At the time, I was the Play Officer for the local council. As part of a regeneration project, we were working with others to get women back to work by supporting the development of play and childcare opportunities. They needed infrastructure in place to help that; a place where they could find affordable, accessible resources for play and creativity.

In addition, we supported events and activities and offered training and networking.

This is where I met Joy, a local parent working on a holiday playscheme with a need to have storage for all the Blue Peter-type materials they used. We discussed the urgent need for storage, and Joy said,



*The Scrapstore's boxes of fun*

“either you set something up, or I will.”

We just needed to find a venue. After speaking to the properties manager, a small garage unit was located, and we hired Joy to work out how to pay for it!

Over the years, the organisation's role has grown and shrunk depending on local needs, and the people who support it have grown too.

Joy took on the role of Play Officer (a now-defunct position) at the council when I moved into a regional role for a national organisation.

And staff have worked regionally and nationally, helping to ensure opportunities for play where there has been little or no provision and to support the development of such activities.

About three years ago, we were in a very stagnant place; we had tried all sorts of things to boost what we were doing, but we had pretty much run out of steam and ideas. So we needed help - it was make or break time.

I saw an advert for The Rank Foundation and Dartington SSE RISE trade-up programme in Plymouth; could this be it? We knew we needed to look and do things differently, but how?

We were invited to several interviews. We took along a box with items describing what the Scrapstore meant to its community and some stories of why the Scrapstore means so much to us and how stuck we were.



*Co-founders Jane and Joy with Rank CEO David Sanderson*

We secured a place and hoped our then-manager Rachael would have been able to attend the sessions. Sadly, her cancer was starting to take greater hold, so I took her place.

It had been a long time since I participated in this kind of learning and development, and I loved it. The enthusiasm and ideas rubbed off on those around me. Then, the change started to take place; we took some risks changing the name of our CIC from Plymouth Play CIC and Scrapstore to Plymouth Scrapstore CIC. We opened

for much longer sessions; we looked at developing products such as our “bags of loveliness.”

Along came COVID, and we shut shop to the public and our volunteers; we furloughed our staff, who were very vulnerable and the trustees and the advisory group stepped in.

We were contacted by organisations looking for resources to send to their communities. We set prices for our ‘bags of loveliness’, set up home working spaces, and delivery and drop-off points that were Covid-safe spaces. Supported by trading

and grants, we managed to weather the storm.

Three years later, we have received a Plymouth place-based discretionary grant to support social isolation and loneliness with our Connecting Communities through creativity initiative.

And a more recent Golden Award; not just the funds to deliver a Play in a Box project, but the recognition that people value what we do.

Without Rank, there wouldn’t be a Plymouth Scrapstore.

Before the Rise programme, we were ready to pack it all in. Rank’s faith in us to work with others and find our value again gave us the boost, support, and enthusiasm we needed.

We now employ four part-time paid staff members with 15 volunteers who support everything we do, from sorting and checking donations to writing grant applications. **You changed our lives.**

*In memory of Rachael Bleek, “always with us, we hear you every day.” 25/12/72 - 23/11/2020*



## 6. A headlight at the end of a tunnel

Alex Geaney, Communications Officer, Horatio's Garden

I still remember my first day at Horatio's Garden, a national charity creating and nurturing beautiful, fully accessible gardens in NHS spinal injury centres to support patients, their loved ones and NHS staff.

I'd not long graduated when I first found the Communications Intern position, funded by the Rank Foundation's incredible Time to Shine programme.

The first hurdle was learning to drive in time to start the job. The second was finding somewhere to live in Salisbury, as I was moving from my hometown of Bristol. The third was navigating my way to Morecambe for the Time to Shine conference.

Fortunately, everything fell into place.

I learned two things on that first day back in January 2019.

One was discovering how to turn my headlights from full



*Fleur with friends and family in Horatio's Garden South West*

beam to dipped beam after many a disgruntled driver drew my attention to the fact on the way home.

The other was realising just how lucky I was to not only be involved with Horatio's Garden but to be involved with The Rank Foundation too.

My first visit to Horatio's Garden South West in Salisbury

reaffirmed my desire to do everything I could to help people affected by a spinal injury.

I met people who had, on average, been in hospital for six months, physically and psychologically adjusting to a life-changing injury. I met their families and friends, all of whom were watching someone

they loved to go through something catastrophic. I met the phenomenal NHS staff, everyone working tirelessly on the ward to ensure everyone is cared for and to ensure people have the best possible rehabilitation.

Each person I met had a story to share. And it's a privilege to listen now as it was then.

This is one story, but typical of many: *"I'm 41 and paraplegic, which means I am paralysed from the waist down. I have been in hospital for six months, and I don't know what I would have done without Horatio's Garden and all the activities I have taken part in.*

*These activities have been most therapeutic for me. The garden is a special place that brings joy to many of us, patients, family and staff. It gives me a warm feeling inside and inspires me to feel good about myself, surrounded by such wonderfulness. Whenever I am in Horatio's Garden, I feel truly blessed and know I am very fortunate."*



*Scarlette and family in Horatio's Garden London and South East*

It wasn't long before I discovered the brilliant bunch of Time to Shine Leaders I was lucky enough to spend a year with, had stories to share too. To this day, we're all still in touch and supporting each other.

Three years and eight months later, I'm Communications Officer at Horatio's Garden. The charity now has six stunning sanctuaries, a seventh on the way and an eighth in the planning. One day, we hope to create and nurture a Horatio's Garden in all 11 NHS spinal injury centres throughout the UK.

One day, no one will have to face adjusting to a spinal injury without the restorative power of nature to rely on.

The Rank Foundation are an integral part of Horatio's Garden story and an essential part of my story. Without the support, kindness and community this network offers, I nor the charity would be where we are today.

**Put simply, I think of Rank as a headlight at the end of numerous tunnels.**



## 7. Working to resolve rural isolation

Paul Johns, The Oasis Centre, St. Columb

**T**he Oasis Centre started as a dementia charity in Cornwall, which has now expanded into dealing with rural isolation issues, loneliness, and support for mainly elderly vulnerable people.

It has grown hugely, especially during and after the Covid pandemic.

Our relationship with the Rank Foundation began when we won a silver award from the Christian Funders Forum for being the second-best national rural charity. Rank approached us at the ceremony and showed genuine interest in our work and encouraged us to apply.

**The Rank Foundation gave us validation for our work, and we will never forget the impact of the interest shown along with financial support.**

The support enabled us to give tangible experiences to those with dementia and rural loneliness. We were able



*A day-trip to a Cornish beach*

to give them respite from the isolation of their own homes. To do this, we worked with local theatre groups and art projects to organise trips to local landmarks and events.

The Charity runs two weekly wellbeing cafes in differing locations supplying refreshments, meals, and entertainment.

We deliver food to the

members who are too unwell to attend, and this weekly delivery is a real opportunity for our volunteers to check on their mental and physical wellbeing.

We arrange monthly trips and provide transport to enable our members to mix and interact socially, which is the only realistic opportunity due to our rural position.

We have an outreach facility



*A coach trip to visit a working farm*

where we contact members to check their wellbeing and give them a familiar voice on the phone to speak to.

We recently discovered a lot of social housing had been built in one of our outlying villages, which was not well served by public transport.

It meant that some young single-parent families were experiencing loneliness, so we provided a chill and chat facility for them to come along with their children to meet in a safe environment.

We also have a staffed office open five days weekly for drop-

in chat and information.

The Rank Foundation grants have enabled us to provide stimulation through art, drama, and visits to local beauty spots and attractions, all much needed but unaffordable without the generous support.

Our member, John said, *“I was so lonely after my wife passed; I just wanted to be with her. You and the activities I now get involved in literally saved my life.”*

Joan said, *“Coming to eat and have a conversation with new friends is the highlight of my week. I have also been on*

*your trips and visited places I used to go to, and this gives me very fond memories.”*

Recently we were nominated and won The Queens Award for Voluntary Service, which is a great honour in Jubilee year.

We are recognised as making a real difference in people’s lives.

Our ability to expand our membership and provide meaningful and life-enhancing experiences to people with dementia, loneliness, and deprivation has been so helped by The Rank Foundation. **THANK YOU.**



## 8. All varieties of integration

Alison Goodfellow, Project Manager, MAXwell Centre

In the heart of Dundee, our community-led, vibrant community centre and garden is truly representative of the broad spectrum of people of all ages, genders, ethnicities, and religions in our area.

An essential aspect of our role is to break down barriers and bring people together in an environment that promotes interaction and integration and empowers them to improve their lives and their place.

We provide various services and an extensive range of activities that continually adapt to meet ever-changing needs. Our footfall of more than 2,400 visits to the centre and garden each month is triple what it was before we connected to the Rank Foundation.

Our range of services has been designed to empower people to be in charge of their own wellbeing and to be able to influence decisions that affect



*A birds-eye view of the MAXwell centre and garden*

them. We address poverty, inequality and social injustice in dignified ways and look at each person's needs holistically.

We have been part of the Rank family since the Dundee place-based programme began in 2015. The funding arrived at a critical time for our project. The garden was just established, and as a project, we were very isolated and didn't work with

many other partners or community organisations. I had just started my role as Project Manager. I believe the additional opportunities and support the funding provided allowed us to develop into the award-winning project we are today. We are regularly showcased across Dundee and Scotland as good practice.

The Rank funding gave us



*Left; Alison Goodfellow (right) with garden mentor Manuela*

instant access to a network of over 20 different organisations across Dundee. This allowed us to really develop, enhance and inform our work. It also allowed us to offer our project participants a wide range of opportunities and activities provided by our partners in the Dundee Rank Network. Many new connections were made across the city as a result.

The funding was initially to part-fund my position to manage the delivery of our project. I am responsible for organising, planning and running the centre and garden, and supporting volunteers.

This year we have a Time to Shine leader who has developed our social media presence and is improving our website, online presence, and reach.

**An essential aspect of the funding was that it was for three years, which provided our project with longer-term stability.** It allowed time not only to develop the project but also to gather evidence of its huge, beneficial impact on our community. We also secured support from other funders as they recognised the value of the project already being funded by Rank.

9.

“ I played for Reaching Higher at 12 and 13 and came up through the ranks. It helped me massively, and Brian was a big influence on me. The thing I learned about football is teamwork, everyone needs each other, and everyone should work together . . . be able to socialise . . . being able to speak to a coach who is older than me. It helped me out of football. I’d go to a job interview and know what I needed. I know how to speak. It’s helped me massively on and off the pitch. ”

Alfie,  
Coach at Reaching Higher

A Rank-supported charity



*The Acumen Academy team*



## **10.** Bridging global differences online

Safiya Bashir, Community Manager, Acumen Academy

**A**cumen Academy is a school of social change that works with a global community of more than 1,000 leaders breaking boundaries to build a better future. At its core, the Acumen Academy Fellowship is focused on developing the Fellow's capacity to take on long-standing problems of poverty and division.

Over a year, Fellows selected by Acumen

Academy connect across a series of online workshops and in-person immersives.

They build a brave learning space that enables them to develop and apply the practices of bridging differences, building trust and navigating the unknown.

The Rank Foundation's Time to Shine programme allowed Acumen Academy UK to hire a Communications Officer for one year.

Having Denise Jobome on the team allowed us to expand our marketing and communications and provide the space for Denise to grow and develop in the social sector.

Acumen share's the Rank Foundation's ethos of enterprising leadership and embeds this into our programmes. Whilst local and issue-specific leadership is critical, it is imperative to connect leadership across issues at the national level.

Acumen's approach has always been to connect individuals from a broad spectrum of sectors and disciplines and deepen their capacity to mobilise diverse stakeholders and work across interconnected issues.

Leadership talent knows no boundaries, and we believe our approach can complement the Rank Foundation in its work to promote enterprising leadership at all levels.



## 11. Growing a healthy community

Adrian Fisher, Co-founder, Rooted in Hull

**R**ooted in Hull started its journey in 2014, with just the two of us, Mark Cleaver and I, after a visit to London with an inspired dream of changing lives by connecting people to local fresh food. We are now fulfilling that dream.

Our site consists of seven shipping containers, including a shop, kitchen, bakery, store office, art and event box and a composting toilet.

In addition, we have solar panels, reed beds for all the kitchen wastewater, water harvesting, solar irrigation,



*The Lord Mayor of Hull talks to a volunteer during a site visit*

wormery, a solar hydroponic unit, plus an inner-city aviary (bees), and an electronic weather station.

We have about 400 visitors each month, plus group work with four weekly sessions and around 100 signed-up volunteers. We work with many marginalised groups, including ex-offenders, women recovering from trauma, recovering addicts, and excluded young people. Plus schools, colleges and universities.

Our local college does all

the fitting out of our containers and constructs our raised beds. They do this for work experience - a partnership programme with the College and Rooted in Hull.

Rank has been with us from the start. David Sanderson saw the site, an area of wasteland overgrown with budleigh and foliage up to three metres high. But he believed in us and somehow, he could maybe see what we could see.

It has not been an easy eight years, although we can say the good outweighs the bad.

When Mark and I came together, we didn't know one another. Mark is from a very successful community farm in the West with an academic background. I was born and bred as a farmer and unfortunately, was one of the small farm casualties who could not survive.

Initially, we were working closely with Hull CC until they could find us no land. At that point, we nearly gave up until the business sector of Hull gave us a lifeline, with a simple



*The Rooted in Hull site near a former Rank mill*

statement 'talk to the business community, which we did. The breakthrough came when we talked to Wedge Galvanising, a national firm who, like David Sanderson, believed in the two of us. We then had a site.

Ironically the site entrance was only 10 metres away from the Rank mill, which was being demolished; we are in the city where Joseph Rank was born.

Throughout all eight years, Rank has carried on supporting us. They were our first big funder and still financially

helped us in 2021 during the covid lockdown. **It has never been about just the funding; we have been supported all this time,** including a local Rank network led by Dave Rawding and a contact system with head office.

After all this time, we have fully immersed ourselves into UpShot, realising its worth.

Looking back, we kept our vision and have never compromised our position - even when we were offered funding to do something different.



## 12. How Rank gave me self-belief

Lauren Codling, Regional Manager RABI

**T**en years ago, having a successful career seemed like something I could only have dreamed of. Having dropped out of college due to poor mental health and caring responsibilities at home, my life was heading down a path I never expected.

In winter 2012, I was referred to Blackpool Carers Centre, which genuinely changed my life.

After 18 months of one-to-one support, group respite activities and knowledge of caring roles and the impact these can have, I was offered a chance to give back to the charity. I became their 'Young Carers Champion' in 2014.

This role was a lifeline, an opportunity to change not only my life but the lives of others.

It was hoped the Rank Foundation would fund the role, which meant I had to meet with some of the leaders before



*Lauren: champion skills*

they decided if I was suitable for the programme. But luckily for me, Helen and Caroline changed my life that day.

The Time to Shine programme was truly amazing. It gave me so much understanding and confidence in the third sector, and I feel it has truly shaped who I am. The skills I learned during the programme

have enabled me to excel in the third sector and given me a passion for continuing to support people wherever I can.

Since then, I have held several positions within the third sector, mainly focused on fundraising. In 2017 the Rank Foundation also provided me with a grant to part fund a Certificate in Fundraising, which has enabled me to better my career and understand fundraising in a deeper way.

Currently, I am North West Regional Manager for an Agricultural charity which supports people within the farming community either financially or emotionally (RABI). I've been in the role for a little over six months now. Although I get the occasional moments of imposter syndrome, I am striving in my region and making big differences in people's lives every day.

**It's hard to describe how much of a difference the Rank Foundation has made to my life. I personally feel they have changed absolutely everything in so many ways.**

When I look back to the 17-year-old me with no

hopes, dreams, direction and confidence, it is so far removed from the person I am today.

Without Rank's backing and Michelle Smith's belief at Blackpool Carers Centre, I wouldn't be where I am today.

For anyone reading this who

isn't where you hope to be – don't give up, believe in yourself and work hard to get where you want to be.

**Thank you, from the bottom of my heart, for making me not only believe in myself but for believing in me.**



## 13. Storytelling through real lives

Anna Johnston, London Irish Centre, Camden

In 1955, The London Irish Centre opened its doors to meet the needs of the newly arrived Irish emigrants. The Centre initially provided accommodation and welfare, but the LIC quickly became an important social and cultural venue in Camden.

Ireland is regularly referred to as the land of a thousand welcomes. At the London Irish Centre, we aim to bring that welcoming spirit to everything we do. Our services include social groups, information & advice, legal support, and befriending. Our heritage is



*Above: London Irish Centre and Maeve's story*



*London Irish Centre, Charlie and Troy, the Lord Mayor's stories*



important, but we are also focused on the present and future needs.

The Rank Foundation has supported the London Irish Centre with Time to Shine Leaders to help carry out the vital work we do. Through Rank's generosity, we have been able to start new projects with the Centre, such as London Irish Stories. The London Irish Stories project is a mixed media story collection/archive that collects and celebrates the diverse stories of Irish people in London. Looking at what makes us all different and what unites

us too. London Irish Stories explores the Irish heritage in London by telling the stories of those who sailed over in the mid-20th century to those who arrived more recently on a Ryanair flight. The project shines a light on the second and third-generation Irish in London that still connects with their Irish heritage through Irish traditional music and sport.

With the Rank Foundation's funding, London Irish Stories has been able to move away from tired stereotypes and document the real lived experiences of London Irish individuals.

This project explores the community's past, present, and future through their own words.

So far, we have published over 24 stories and are growing our followers on social media platforms. Our followers are delighted to read the stories of the everyday London Irish people and what they are achieving here. This is what are readers say:

*"Fantastic article- very London Irish!"*

*"Love these stories."*

*"Thanks for including me in this project- great work!"*

[www.londonirishstories.com/](http://www.londonirishstories.com/)



## 14. A partnership, not a transaction

Phillippa Chapman, Deputy CEO, The Encephalitis Society

I joined the Encephalitis Society in 2012 following a stint working in Ely in HR. My background was in Business Administration at the University of Bath and then an MSc in Human Resource Management at the University of York.

I was desperate to work in the third sector as I wanted to make a difference in the world whilst using my skills in organisational development.

I chanced upon an opportunity to cover maternity leave for a year at the charity. The rest, they say, is history. Ten years later, I am the Deputy Chief Executive Officer and as passionate as ever about our work.

I have been fortunate enough to have been supported by Rank Foundation since 2018. Through their support, I have been able to accelerate my personal development but also the growth of the charity.

It is unique to have financial



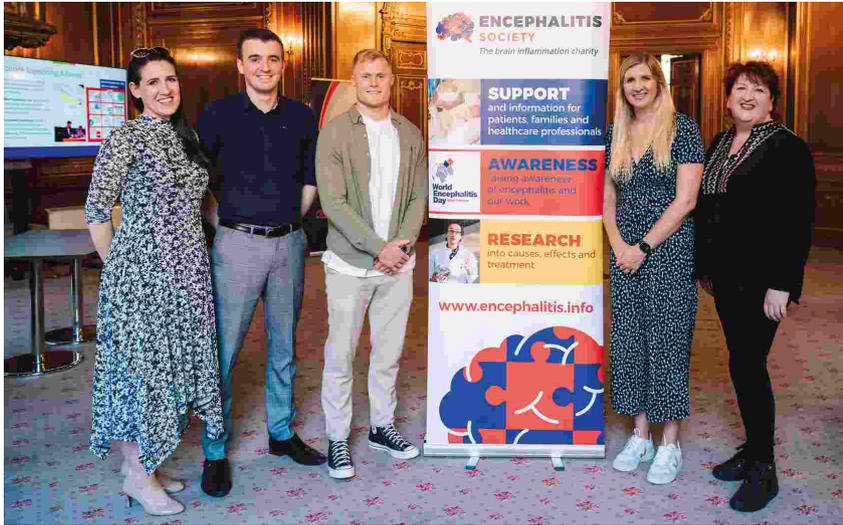
*Phillippa winning a fundraising technology award*

support for roles like mine, often seen as administrative and not as desirable as funding key support roles or specific projects.

**Rank Foundation is a crucial player in funding future leaders and trusting**

**organisations to use the resources they generously bestow upon organisations in a way that will make the most difference.**

Rank Foundation has put a whole package of support around me as an individual, not



*Phillipa with ambassadors Alled Davies and Rebecca Adlington OBE*

just covering my salary, but also providing unique and valuable training.

As a result, I have become a Mental Health champion because of the intensive mental health first aid training that Rank allowed me to participate in. This has created significant positive ripples across our team and work.

RankNet is another constant source of information, networking and advice. It helped me reach a whole network of individuals I would

otherwise not usually have the opportunity to connect with.

And the Rank Foundation conferences are such an inspirational time away from the day-to-day of my role. They have directly influenced projects and outcomes at the charity.

Since I joined, the charity has gone from a 300k charity to one million and a small team of six to soon-to-be 17 that are making a truly global impact on encephalitis.

I have been nominated by the

Charity Times Awards for Best Supporting Executive and won Charity of the Year (amongst others).

I am currently helping to lead a project with the World Health Organisation. In addition, I have had other fantastic opportunities, such as representing all those affected by encephalitis at the world premiere of Brain on Fire at the Toronto Film festival on stage with Charlize Theron and Chloe Grace Moretz.

However, I am humbled mainly by our in-person events, such as our Family Weekend. This is where we can see the true impact of this devastating condition and offer some light in a dark place.

**The support from the Rank Foundation has enabled me to grow as an individual and use all the opportunities that Rank provides to enhance and progress the work of the Encephalitis Society. It feels like a partnership, not just a transaction and here's to the next 50 years!**



## 15. Immense value of Time to Shine

Cath Seymour, Project Manager, Tir Coed

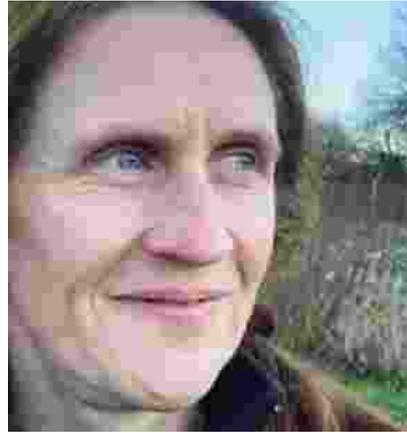
**O**riginally from a village near the coast of Hampshire, my interest in caring for people and the land brought me to Aberystwyth, in West Wales.

I am Project Manager for Tir Coed, a grassroots Welsh charity that connects people with land (Tir) and woods (Coed).

We deliver outdoor training, learning and wellbeing programmes across Carmarthenshire, Ceredigion, Pembrokeshire and Powys.

Tir Coed has been working with communities, land and woodlands since 1998. We are experienced in working with some of the hardest to reach in our society. We have developed a comprehensive engagement model that supports people as they grow, from first step engagement to employment.

The Time to Shine programme is a once-in-a-lifetime opportunity for the leaders



*Leader Vik Wood*

who gain so much support and nurture that they blossom and grow.

As a Time to Shine Manager, I have also received much support to recognise my leadership style and develop my skills. I've had access to a network of other leaders and managers with a wide range of skills.

The impact on Tir Coed has been immense, especially as we have had a succession of fantastic Time to Shiners.

Our current leader, Vik Wood,

has grasped the opportunities offered by Rank. She has developed her leadership skills and confidence to manage situations and move things forward.

She gained a Rank Bursary to continue her vocational learning, giving her more essential skills for the future.

Vik has exceeded expectations, supported the project team immensely, and moved our AnTir (growing) project forward. She is particularly good at building relationships, and being an excellent communicator. Vik's mentoring skills have developed, and she can help people to help themselves. She has made strong links with our community and is a fantastic advocate for Tir Coed.

**Being part of the Rank Foundation has been invaluable, helping us to reach further, think bigger, develop wider networks and test out new ideas.**



## 16. Turning around lives with stories

Isabel Clark, Time to Shine programme, Kyra Women's Project

work for Kyra Women's Project on the Time to Shine Leadership Programme.

Kyra is a charity in York that helps women make positive life changes. We do this through improving confidence, addressing issues, learning new skills and limiting isolation.

Thanks to the Rank Foundation, I have had the opportunity to work for Kyra for the past eight months. As a result, I have been able to lead my own project, making it easier for our members to access our services and getting to know the women who come here.

The women who come to Kyra have a depth of experience and unique stories of moving from trauma or crisis to a more positive place in their lives.

Thanks to the Rank Foundation's Golden Award, Kyra members can tell their stories through our project 'The Stories

You Want to Tell' (TSYWTT). The project is a collaboration between Kyra, York Theatre Royal and Think-it Theatre. It provides a safe, creative space for women to celebrate their steps to get to where they are now. Stories are captured through drama, poetry, crafting, writing and gardening. These journeys will be curated by a local playwright and turned into a film.

The impact of this project on the women taking part has been captured by words from participants. *"It's so lovely to just get out in the garden and write"*, one woman said in our garden writing sessions. *"Thank you, I needed this today."*



It is a privilege to provide this space for women to come and tell their stories. At Kyra, we recognise that women face distinct challenges in life. TSYWTT has given Kyra members the opportunity to tell stories of positive change.

Thank you to the Rank Foundation for making it possible for us to provide this for the women in our community. We are very excited for the rest of the project to unfold.

The TSSYWTT film will be premiered at the York Theatre Royal. This red-carpet event will celebrate Kyra members and The Stories You Want to Tell.

As I start my leadership journey in the charity sector, this has been an inspiring year. I have learned a lot thanks to the excellent Time to Shine programme and the opportunity this has given me to work for Kyra and with Kyra's members.



## 17. Supporting us to support others

Rachel Court, Community Engagement Officer, Worcester Snoezelen

**W**orcester Snoezelen provides a leisure centre experience for people of all ages with a wide range of disabilities and additional needs who cannot access other community facilities.

Several multi-sensory experiences are offered, sensory rooms, creative arts, hydrotherapy, soft-play and yoga to enhance the health and well-being of every individual.

Our relationship with Rank began when we had our first Time to Shine Leader in 2020. We were fortunate to have another in 2021, and this year hosted a sixth-form student on a Community Action Placement.

Rank emergency and recovery grants have supported us through the coronavirus crisis.

What is unique about our connection with the Rank Foundation is that the support is not limited to what we do for our beneficiaries through grant funding.

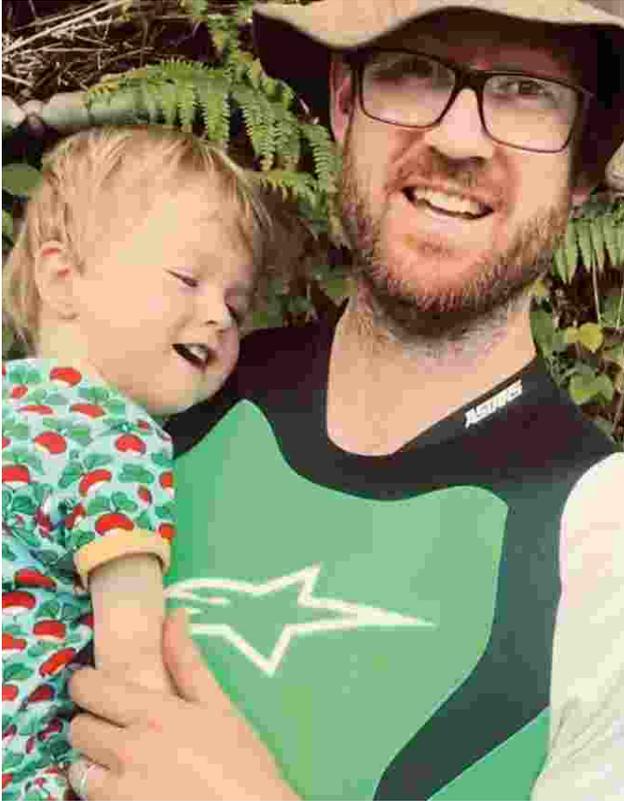
There is a definite nurturing of the people who deliver the work - our staff and people on placements. This is both unusual and refreshing!

**In addition, through RankNet we have connected with other people in the charity sector, which has further helped our staff. So there is a support system more extensive than the Rank Foundation itself.**



*Children enjoying sensory play*

Our last Time to Shine Leader, Laura Reaper, joined us in her first full-time role since leaving university. She has stayed at Worcester



*Tom Driver, who's son Dylan's needs are too great to be supported in mainstream provision*

## **18. We don't feel alone at Snoezelen**

Tom Driver is a paramedic who visits Snoezelen with his son, said: *"Our son, Dylan has Cerebral Palsy. There were no community services to take him to until the Snoezelen Sensory Play started when he was 13 months old. We have been bringing him ever since.*

*"Dylan's needs are too great to be supported in mainstream provision. But at Snoezelen he is happy, smiley, really stimulated and interested by everything. He loves the interactive mat in one sensory room and has recently even started to walk himself around the centre. He has to be aided, but what is here motivates and delights him unlike anything else we go to.*

*"It is so great to come out and see people, and the support we get from other parents at the Snoezelen is amazing. It makes us feel not alone in the challenging world of bringing up a severely disabled small child.*

*"The Snoezey staff are amazing – I can't express how much they have done for us."*

Snoezelen in a permanent position. Laura trained in Therapeutic Play while with us and, with the benefit of a Rank Foundation bursary, completed a ten-week course in Sign-a-long, a form of sign language used by people with learning disabilities.

As a Time to Shine Leader, Laura started up our under 5's Sensory Playgroup in April 2021,

and she continues to lead it. It was the first group activity we delivered for children since the Covid crisis began.

When it started, two or three families would come each week. Now 10 families regularly attend – it is very popular.

Laura has created something amazing; we couldn't do without her now!



## 19. Constructing positive futures

Richard Beard, CEO, Jericho Foundation

The Jericho Foundation began in the 1990s as a volunteer-led ‘drop-in’ centre in a church hall, working with sex workers, drug dealers and the long-term unemployed of Balsall Heath, Birmingham. On developing a deeper understanding of the difficulties faced by these individuals in sustaining legal, mainstream employment, we bought our current HQ. We began trading as a social enterprise in 1999 to provide supported employment to our beneficiaries.

We now run seven social enterprises and five social projects. They bring about positive change in our communities by creating employment, apprenticeship and work experience opportunities for people who would otherwise struggle to enter the workforce.

In some cases, the people

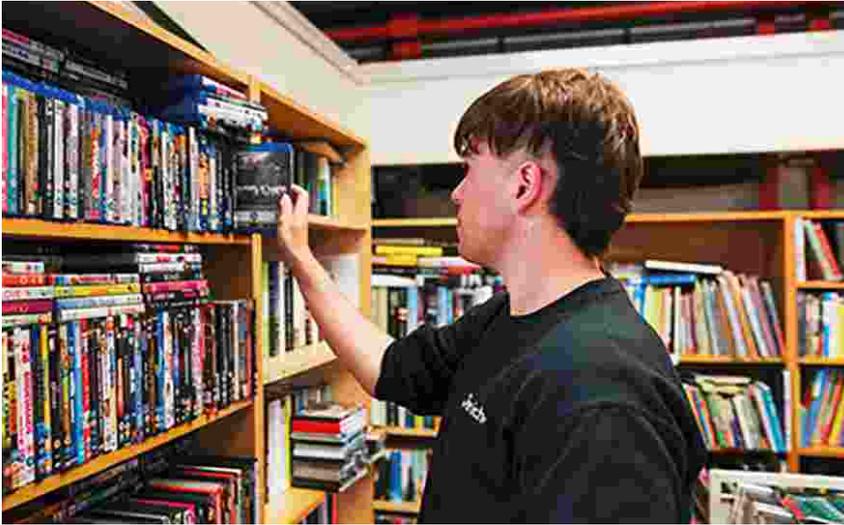


*A Jericho carpenter and his apprentice*

we support have experienced homelessness, mental ill health, addiction, disability, modern slavery or the criminal justice system. In other cases,

they have struggled with the education system, experienced a difficult home life, or have low confidence and self-esteem.

When customers buy



*An apprentice from Jericho's ReUsers social enterprise*

from one of our enterprises, they support life-changing opportunities for people who need them most. Together we have directly supported more than 8,000 people to become fulfilled, skilled and employed.

In 2019, we received a three-year grant from Rank to support our CEO's salary. This gave us some much-needed respite from the daily pressure to find funding for core costs. It enabled us to think more creatively about how we do things and build capacity in

the senior management team. This allowed more income from our social enterprises to be reinvested directly into sustainability and social impact.

We have also appreciated the wrap-around support from the Rank team, the best practice sharing and peer support that comes through RankNet.

And there is the annual conference, a time of refreshment, learning, and inspiration for all who attend.

Overall, Rank has helped

enable both our CEO and our organisation to grow in capability and confidence as social enterprise leaders through a very turbulent and uncertain season. We are truly grateful for your support.

Richard Beard says: *"The grant has been a game changer for Jericho and me. It has helped us maintain our confidence and financial security over three years, much of which has been dominated by the uncertainties of the pandemic. It has enabled us to emerge as a stronger and more resilient organisation to continue our mission to help those most disadvantaged become fulfilled, skilled and employed."*

*Here's what the some of the beneficiaries of Jericho programmes think: "This is heaven. Step by step, I now have a new life" Jericho showed me that not everything has to be dealt with by getting angry or having an attitude."*

*"So proud of myself for the first time in my life. I can do anything when I put my mind to it."*



## 20. Healing the effects of crime

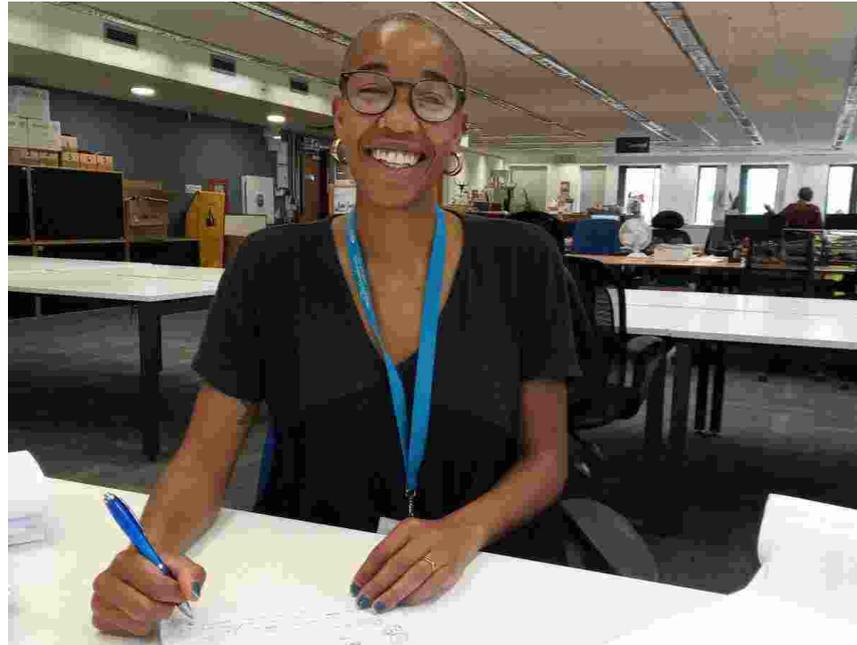
Linda Millington, Why me?

**W**hy me? began with a crime. Will Riley, an Islington businessman was burgled by Peter Woolf. They later met in prison through Restorative Justice. Will set up Why me? with Peter's help, to fight for more people to have the opportunity to access Restorative Justice.

Restorative Justice provides the person affected with a voice - to explain the crime's impact on them and seek answers to their questions. It also helps the person responsible for the harm understand their actions' implications and can encourage them to change their behaviour.

Why me? has benefited a lot from the Rank Foundation's support, whether it's the Time to Shine programme, our Nurturing the Next Generation project or the Profit for Good programme.

Rank Foundation funding has allowed Why me? to be



*Sula preparing for her presentation at the European Forum for Restorative Justice conference*

innovative in our work and expand our reach into new areas of activity, such as setting up our Centre of Excellence where people come to learn and be inspired about Restorative Justice.

We took part in the Time

to Shine leaders programme twice. Our first leader, Sula Blankenberg, started working with us in January 2021 as our Data Insight and Digital Marketing Officer.

She focused on Why me? events and training service,

setting up processes for staff to support them in event delivery, carrying out market research to help us understand what services to offer, and led on recreating the Why me? brand.

We were pleased to offer Sula a role beyond her Time to Shine contract; she now manages Project Articulate, which is about widening access to Restorative Justice for people who speak English as an additional language.

Reflecting on the Time to Shine programme, Sula said: “I really feel that through this programme, I have been able to develop as a person and a leader, gain confidence in myself and my abilities.”

Sula found the Action Learning Set programme on facilitation delivered by the Rank Foundation particularly beneficial.

“The Action Learning Sets were a great opportunity for me to develop my active listening skills, which was something I struggled with in the past,” she added.



## 21. Counting benefits

Louise Owen, accountancy student

I currently work for a handful of small charities across the UK providing management, accounts and payroll. I have also recently set up a yoga CIC with a focus on improving mental health.

Every day I am grateful for the amazing mentors, work colleagues and programmes that have helped me to establish myself in the third sector.

The Time to Shine programme gave me the opportunity to develop my confidence.

I am naturally an introvert who would shy away from speaking in front of others.

During the programme, I attended public speaking workshops and Action Learning Sets facilitated by The Rank Foundation.

These gave me the opportunity to work with some amazing like-minded people and taught me vital skills that

I use in both my personal and work life. The programme has helped me to be where I am today, and it has enabled me to complete my accountancy studies and grow within the charity sector.

**RankNet is an amazing resource and it has provided me with on-going support to further develop myself.**

I will always be grateful for the support the Rank Foundation gave me.



Louise Owen



## 22. Holistic support helps recovery

Callum Jones, CEO, High Level (Northern) Trust

**H**igh Level (Northern) Trust is a charity that supports people in recovery from addictions in and around Rochdale.

We have been lucky enough to work with Rank on two projects thanks to the funding they have provided.

We provide a broad range of holistic support, which begins with an initial assessment and the co-production of a Recovery Plan with one of our Recovery Workers.

Individuals will meet with their Recovery Worker weekly to identify goals. They are supported to access services and activities, review progress, and discuss past, present and future problems and targets.

Our service users also access groups such as Relapse Prevention, Personal Development, Stay Safe and the Community Common Room, which provides a safe social environment.

Nad, a long-term counselling volunteer was a Time to Shine Leader funded by the Rank Foundation.

He had a fantastic time learning new skills during his year on the Time to Shine programme. He even did a workshop on wellbeing for The Rank Foundation.

This was an excellent experience for him. It gave him more confidence to do public



*Fishing is one of the specialist activities*

speaking. We found further funding for Nad after his Time to Shine year finished and he is now employed as a Recovery Worker.

Nad has been busy cementing relationships between our charity and the South Asian Community this year. In addition to working with individual Service Users, he delivers education, advice and support at local mosques and community centres.

He says: *“Thanks to Rank and the Time to Shine programme, I was able to learn new skills*



*Recovery Worker Nad (left) and Callum*

*and advance my knowledge within working practices. I met some great people and accessed training thanks to The Rank Foundation. I am now working for the same charity where I did my placement. Delivering a wellbeing session for Rank helped me develop my confidence in delivering to groups. I now use these skills within the work I do.”*

Thanks to the Golden Awards Grant, we now deliver a user-led programme. This enables service users to improve their well-being,

develop skills, and reduce their isolation.

Our programme improves access to activities and supports individuals to maintain non-dependent use of drugs and alcohol.

Our staff work with a team of 10 volunteers and other specialists to run the activities. Using their skills, experience and understanding of our community, they deliver social sessions throughout the week, which are developed according to users’ interests and needs.

Our menu of activities is ever-developing and includes: yoga and mindfulness, art and crafts sessions, peer support groups, fishing, holistic therapies, social common room, cinema trips and acupuncture.

A service user said: *“I attended the Arts and Crafts group and thought the experience uplifting. It was really enjoyable with a good energy in the group. The facilitators were easygoing and treated us like equals. I learnt something new and would take part in more.”*



*Varied activities are on offer for members*



## 23. How talking makes a difference

Jill Fraser, founder of Kissing it Better

I set up Kissing it Better (KiB) ten years ago to give young people the chance to make a difference in the lives of isolated older people.

As a trained nurse, I've seen at first-hand the devastating effect social isolation can have on older people.

Hospitals and care homes are full of people who rarely talk to each other. Yet they love to share stories with young people (all trained by us to listen) about life in another time, including the wisdom they have accumulated.

Sensitively matching young and old with similar interests, music, drama, dance, poetry, their local football club sparks conversations. We then build on those links to create volunteering projects, ensuring it is what the older people want. So, under our watchful eye, we saw octogenarians and teenagers become friends. We were de-



*Singing in the rain (literally!) outside a care home window*

lighted when nurse managers reported that patients recovered faster and with a renewed love of life.

*"Happy patients get better more quickly. Every day, KiB can be relied upon to cheer the patients and the staff,"* said Sarah Crabtree, clinical unit manager, Leeds Community Healthcare NHS Trust.

When the generations come together, the young

feel valued, and the old feel valuable. The energy created by this connection also helps healthcare staff feel energized and more connected to the people they are caring for.

"The beauty of Kissing it Better is that everyone involved benefits, the patients and their carers, the staff, those giving their time, the provider as a whole and the community' - NHS England Report.



*Hannah (Time to Shine 2020) singing to a resident living with dementia during the pandemic*

Over the past six years, The Rank Foundation has helped us in so many ways by giving us core funding that has enabled us to expand, knowing that we have the infrastructure to make it safe. But, unlike others who have funded us, we have also benefited from their thoughtfulness, which we highly value at KiB.

**It would be impossible to state how much we felt comforted by their seemingly never-ending ability to make us think we were on the right track.**

Above all, they understood

the stresses most of us have felt when Covid-19 has required so many of us to re-invent ourselves at enormous speed.

First, we gave simple performances outside care homes and hospital windows by invitation. Then, thanks to Zoom, we reached inside care home dayrooms and hospital wards connecting students and older people globally.

Rank's support enabled us to continue our work during the pandemic. And helped us to massively expand it at a time when our skills were never more needed.

24.

“ The Recovery grant has been fantastic for Reaching Higher. It has made a massive impact: the more time we spend with young people, the more difference we can make. One of the most powerful things is seeing the transformation in young people – growing interpersonal skills, communication, and the ability to work with other people and age groups. ”

Brian, Head of Football,  
Reaching Higher

A Rank-supported charity



## 25. Investing in those who deliver

Helen Kerr, Business Development Manager, **WOMEN'STEC**

**M**y leadership journey began in 2018 when I became a Time to Shine leader with **WOMEN'STEC**. Little did I realise how much of an impact this year would have on my life.

As a business development officer at **WOMEN'STEC**, I spent my Time to Shine year working on bringing in vital funds to support the work of our charity.

We empower women and girls to consider careers in sectors where women are underrepresented. I also developed our Promoting Opportunities Programme: #NotJustForBoys.

My year as a 'Time to Shiner' significantly changed my life.

Before Time to Shine, I felt lost and unsure of what I wanted to do with my life. I had a tough time in a previous job, I lost my confidence and self-esteem.

I was 29 years old when I



*Academic success is encouraged at WOMEN'STEC*

decided that my health was more important than the job, and after suffering for too long, I left.

I had no other job to move into. I had just bought a house, and I became unemployed. I had lost my spark.

Whilst I had been around the third sector for many years in a support capacity, I had never

worked directly within a charity. So I had never felt that bond of being part of something bigger than myself.

At the same time as our work at **WOMEN'STEC** is all about changing the lives of women and girls across Northern Ireland, my involvement with the Rank Foundation, through my work, has enabled me to



*The Time to Shine group of 2018*

change my own life for the better.

I no longer lack confidence. I feel valued as a person. I know what I want to achieve and how I will achieve it. I have made friends. I feel supported. And most importantly, it has helped me realise that I can make a difference in the lives of others.

The Rank Foundation is not your typical grant-making organisation.

While providing grant funding for projects and work that changes the lives of some of the most vulnerable people

in our society, they also invest in the organisations and people who deliver those projects.

**It is a Foundation that recognises that the impact generated in our sector wouldn't be possible without the people that work and volunteer in it.**

The Rank Foundation creates a community where knowledge and resources can be made, discovered, captured, shared, adapted and applied within and beyond our sector. And all this is focused on changing lives and improving communities.

Its biggest asset is the community it has created. Investing in this community and its relationships deliver much more significant change in our society than standard grant making. This is what makes the Rank Foundation unique, and this is what has had the most significant impact on my own leadership journey.

Since becoming a part of the RankNet family, I have been on a leadership journey that is unique to me, has shaped who I am, and has inspired others around me.



## 26. Keep on trying your best

Dean Emson, Senior Community Development Officer

**M**y single mother moved my two elder brothers and I to the South Wales Valleys in 1989. She was new to the area without any extended family or social networks; it was a hard upbringing.

There was a lot of love in the household - we just didn't have money. My mother told us to eat as much as possible in school as we may come home to only a piece of toast.

When I was a teenager without a dad, I got into trouble like skipping school, pinching from shops, smoking and drinking. I left school at 15. I had many jobs: Little Chef, Tesco, painting, glass blowing, traffic surveying, petrol station and factory work. I quit every single job.

My first connection with Rank was when I was unemployed at 19. I heard



*Dean when he graduated*

there might be a job going down in Bryncynon Strategy, so I started volunteering to do youth work to put myself in the shop window.

I had an interview with People & Work for a position on the Ladder Project, which I was lucky to get. Later I was on the Skills Apprentice Scheme. Between the ages of 19-24, I was funded by Rank, employed by People and Work and based in my local community.

I didn't realise it at the time, but the work was life-changing.

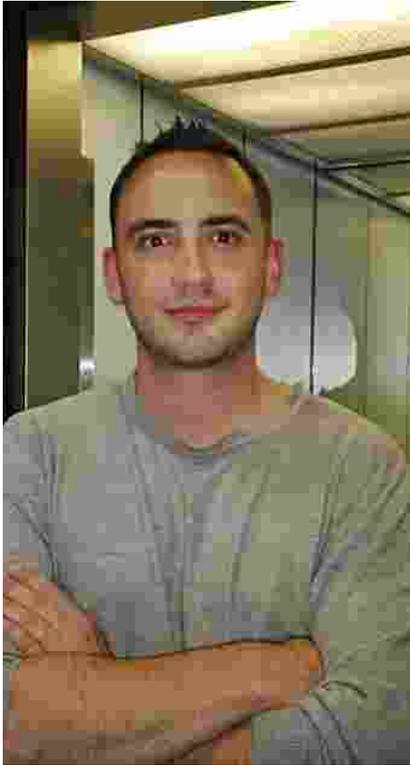
With funding and support from Rank and People & Work, I took a foundation access YMCA course for university and obtained a BA (Hons) degree.

People & Work not only funded my degree but allowed me day release to attend during work hours, using my work as my placement. I would never have got a degree without Rank and People & Work.

Importantly, I stuck at a job and didn't quit!

During this time, Dr Sarah Lloyd-Jones supervised me. She challenged yet encouraged me and gave me confidence. I remember Sarah saying that one day I would be a manager. I didn't believe it at the time.

The qualifications and experience I gained helped me work my way up slowly within the Youth and Community



*Dean Emson today*

Development sector in the local council and with Save the Children.

I am now a Senior Community Development Officer at the council, looking after a team, grants, partnerships and programmes. In my current role, I provide a lot of funding to community groups.

It takes a long time to break the poverty cycle. I feel I have been playing catch up my whole life. I'm nearly 40 years old and only now do I think I'm just getting out of it. I am putting my 17-year-old son through his driving lessons, so I suppose that's proof that I have broken the cycle.

If I had to advise any young person in a similar position, it would be to keep showing up, keep trying your best, and be polite and friendly with everyone.

Ask for help if you need it. You'll be surprised how far that can take you. And as you grow up, try to live within your means!

And finally, if someone like Rank or People & Work comes along and offers you an opportunity, don't be ashamed or afraid to take it; make the most of it. We all need a helping hand now and again.

- People & Work is an independent charity that seeks to make a positive difference to life in Wales.

**27.**



“ The chance to be on the Time to Shine programme came at the perfect time for me and when I got the opportunity to become a full-time member of the team, I jumped at the chance. The work I do at the Foundation is nothing short of rewarding. Congratulations – I look forward to the next 50 years. ”

Kirsty Stephenson,  
Events and Programme  
Officer, Rank Foundation



## 28. A pebble in the family pond

Hywell Williams, People & Work

**T**he Rank project had a massive impact on my life and my family.

When my wife and I were in our 20s, we had two young children and two GCSEs between us. It was very much uphill for us as a young family.

With the support and guidance provided through People & Work and Rank, I studied part-time and passed the GCSEs I failed at school.

When I first started my role, I was very excited about being in a position where I would be able to support young people in finding their way and getting access to experiences and opportunities that would help them on their journey through life. I loved working with young people and watching them grow.

What I wasn't expecting was how much I would learn during this time. I worked with such



*Hywell working on a church restoration programme in 2011*

amazing people who taught me so much and mentored me.

Then I did my degree, which was also a huge part of my journey. Reflective Practice, looking back on your actions to engage in a process of continuous learning, was such a chore to me at first but quickly become such an important

tool and is something that I now preach to my children. I continued with a post-graduate certificate in education and now teach carpentry to young people at college.

What's remarkable, though, is the effect this had on all my family.

My wife went back to college



*Hywell standing next to People & Work Action Research Project Manager James Hall (right) and other volunteers in 2011*

and got her GCSEs, found employment in education and did her degree part-time. She also gained a post-graduate certificate in education and now teaches early years at the same college as me.

Statistics may indicate that my children should not be where they are now, but this is an excellent example of the ‘pebble in the pond’ impact that Rank prides itself on.

My eldest is 19, passed everything at school, and is now an apprentice for a

TV and film company. Our youngest is 15 and doing well, particularly at football and rugby. He was part of Swansea football academy u16s and then decided to focus on rugby where he is now part of Cardiff Rugby academy u16s.

We are big believers in following your dreams; if you work hard enough, it will happen. This inspiration has grown from the seed planted on my Rank journey. **Thanks for everything - you are an inspirational organisation.**

**29.**

“ I learned how to use my communication skill very well. I also know how to use the till and coffee machine. Hopefully, with all those skills, I’ll get a job in the future. ”

Since opening, **Tea in the Park** has provided 19 young people with disabilities 3,000 volunteering hours to gain skills that will set them up for paid work.

A Rank-supported charity



## 30. Art and community programming

Karlyn Fergusson, Funding Officer, RIG Arts

**R**IG Arts is a multi-award-winning socially engaged charity that brings the community and artists together collaboratively and creatively using art and film in Inverclyde.

We design and deliver a dynamic programme of visual arts and film projects, workshops, public artworks, exhibitions, community spaces, training, and events. RIG Arts use creativity to work with people to affect change in Urban Regeneration, Climate Change, Heritage, Mental Health and Youth Development. We work with local community groups, other third sector organisations, local authorities and the general public.

Our core services engage a wide range of participants, including autistic young people, low-income families, the elderly, young people with mental ill health, and disengaged youth.



*Time to Shine leader Robert*

Working with The Rank Foundation has been an incredible experience. It has linked RIG Arts with a fantastic team member and learning from a wide range of organisations and mentors through the Time to Shine Network.

The Rank Foundation enabled RIG Arts to benefit from the skills and passion of a local person whose talents were underutilised. Our Time to Shine Leader, Robert, had completed an MA in Creative Media Practice and a BA in Filmmaking & Screen Writing and NC, HNC, and HND in

Communication with Media but was not currently putting these skills into practice professionally.

Robert came on board to support marketing and communications in a time of growth and development for the charity. He has become a valued team member. He has significantly benefited the organisation in his time with us so far. Through social media, copy and regular newsletters, Robert has helped RIG to develop our online presence, grow brand identity and cultivate a strong voice. Robert has excelled in the role.

Manager and CEO Karen Orr says, “Rank’s Time to Shine has been so beneficial to our leader, my role as a manager and to our organisation. We have felt so supported through peer group sessions, residentials and access to RankNet offering training opportunities. It has been positive and stimulating.”



## 31. Hive minds make it green

Neil Mapes, Chief Operations Officer, Green Hive

**G**reen Hive is a charity based in Nairn. We bring people together to improve our local green spaces. Our name sums us up quite nicely. Green: We support many environmental projects such as beach cleaning, removing invasive species, and community tree and orchard planting. We also recycle and upcycle waste fabrics and plastics at our community workshop. Hive: We like to work together, like bees in a hive, to get things done to improve things. If Green Hive is doing well as a charity, both the people and places locally will be thriving and happy.

I joined the Rank community in 2017 as the founder and CEO of Dementia Adventure in Essex. **I found the funding and support model and family feel of the Rank family compelling.** I was over the moon to secure support for Green Hive after



*A Green Hive community workshop*

my relocation to Scotland just before lockdown in 2019.

Rank started supporting the Green Hive Community Workshop in 2021.

Since then, we have gone from strength to strength, growing our income and beneficiary reach whilst collecting various awards for our work. For example, in this year's Scottish Charity awards, we were a finalist in the climate-conscious category, our volunteers received the Queen's award for volunteering, and our

work with local partners saw Nairn win the Scotland Loves local Climate Town award.

We are a small but impactful team punching above our weight, thanks to the vital support from Rank.

Rank has supported me for six years. During that time, I have had the privilege to lead two award-winning charities in Essex and the Highlands of Scotland and make a lasting positive difference to people and place. **I love being part of the Rank family.**



## 32. How the Rank ripples work

David Dorward, Founder, Dundee Bairns

I left school at 17 with the qualifications to go to university, but felt that I wanted to work rather than study. I was lucky to get a job as a trainee accountant with a Scottish local authority.

In 2009 I was appointed Chief Executive of Tayside Regional Council and retired in November 2014 to look after my wife.

When I was Chief Executive, I met the Rank Foundation. I was blown away that they wished to make Dundee their second place-based site and invest £2.7m over three years in 21 local projects.

After I retired, I was approached by David Sanderson and asked if I would become the Associate Director for the Dundee Project, and I was delighted to accept. We had three wonderful yet busy years working with many brilliant projects and people.



*Dundee Bairns staff take a break from preparing meals*

The projects were wide and varied, and their collaborations demonstrated the impact of Rank's pebble in the pond effect.

Rank later provided two years of further funding for 15 of the 21 projects.

In October 2015, at my first Rank Conference, I attended a workshop by Lindsey Graham, who had spent six months in the US researching holiday hunger.

It was a truly inspirational speech. As a result, I returned

to Dundee, spoke with the local council and school meals providers Tayside Contracts, and arranged for a single-site pilot of 400 hot lunches in April 2016.

It was moderately successful but could not be scaled up to cover the entire city. Later that year, we launched the Fun and Food Programme and delivered 19,500 cold lunches to around 40 community-based projects.

Dundee Bairns was registered as a Scottish Charity in 2017. Rank agreed to a Time to Shine

Leader to work with us annually until 2020.

In March 2020, the Rank Foundation awarded Dundee Bairns a three-year grant of £20,000 p.a. to appoint our first Project Coordinator, Genna Millar in April.

It was immediately before the first Covid lockdown, and we provided with what equated to 118,000 meals in 18 weeks.

In October 2018, we started our first after-school Tea Clubs at five primary schools. Between October 2018 and March 2019, we delivered 3000 hot two-course evening meals to some of the most deprived children in Dundee.

Since April 2016, between Fun and Food breakfasts and lunches, Tea Club hot meals and family food vouchers during the Christmas school holidays, we have delivered more than 400,000 meals.

In the Winter of 2020, many children wore inappropriate clothing to school. So we developed Cosy Bairns whereby new clothing or £100 vouchers



*David with volunteer Rebecca Holmes*

were provided to children who received free school meals.

In total, that winter, and every winter since, we have provided clothing and footwear to more than 3,000 children and young people.

All the programmes will continue and have become even more needed due to the current cost of living crisis. For example, the recent Food and Fun programme has seen a 40 per cent increase over the equivalent period pre-Covid.

Child poverty affects almost 40 per cent of our city's children under 12.

I started the Fun and Food Programme and Dundee Bairns because I heard Lindsay Graham speaking at the Rank Conference.

After that, Dundee Bairns received support and funding from many sources, **but none more critical or essential than the support and funding we received from the Rank Foundation.**



## 33. Embedding Rank's values

Jo Lorenz, Co-founder, Pinewood

**T**he Rank Foundation is key to my leadership journey. I have grown personally and professionally, gained confidence in my ability, and no longer feel like an imposter in the room... well, not as much.

To be believed in, invested in, and trusted to become whatever that might be, has been amazing. I feel blessed to have these opportunities.

My journey inspired me to do more and help others grow. Rank ripples really do spread. Being connected to the Foundation has changed my life and others forever.

I suffer from Crohn's Disease, and in 2005 needed a major operation. My recovery affected my income as a freelance graphic designer, so I applied for a part-time role at St. Michael's Youth Project (St. Mike's) in Hull.

My mum is a youth worker and has been for over 30 years,



*The St Mike's team at a Rank Conference with David Sanderson*

and I have worked with her voluntarily since the age of eight, so it wasn't a random job choice!

I was hired as a seasonal worker for six hours a week. Over the next year, my hours doubled, and I was allowed to apply for a YAP (Youth or Adult) full-time placement with Rank.

I gained my Level 3 Diploma in

Youth Work and was promoted to Lead Youth Worker.

I continued to be supported by Rank, and St. Mike's over the following three years to complete a First-class degree in Youth and Community Work and Social Pedagogy via distanced learning.

It's not about having a piece of paper to prove I can do my

job, but the learning I gained, the people I have met, and the confidence it instilled in me. It has helped me have the tools to take the following steps and look at what's next and the self-belief to encourage others to come with me on that journey.

My learning did not stop there. I participated in the HEY 100 Clore Social Leadership Programme funded by Rank, Esmee Fairburn and The Lottery.

Rank has helped to build and forge strong, trusted relationships across different sectors. There are too many opportunities to meet, have conversations and create relationships.

**We work together, ask, talk, and share... the excellent stuff and uncertainties. This happens because of the trust and the values that Rank has embedded in us.**

As a result of the relationships I have developed, I have set up The Pinewood Trust with three others as a legacy of the work of The Rank Foundation.

Pinewood is registered as a CIO and provides opportunities for people of all ages and abilities to access the outdoors.

The Rank Foundation also invested in St. Mike's by recognising young people's talent and abilities and supporting RAP (formerly GAP) placements.

St. Mike's has supported three young people through this programme, and they have each gone on to succeed in their chosen fields.

In addition, St. Mike's received support for a Time to Shine Placement. Following a year of helping to set up our families' work and Covid response, she has progressed into a full-time role as a youth worker within a school.

As an organisation, St. Mike's has grown too. From frontline delivery of children and youth provision, providing healthy food and a safe place to spend time with friends, to becoming an accredited centre to deliver Youth Work courses up to Level 3 Diploma.

**34.**

“ WOMEN'STEC gets me out of the house and makes me wanna do stuff. For me and my daughter. ”

**35.**

“ To date, Taylor Made Dreams has given 1,100 bucket list items to 104 children with life-limiting illnesses. ”  
Changing Shorter Lives with Forever Memories

**36.**

“ It meant a lot. I got over anxiety and fear of meeting people. I made a lot of friends and I'm just glad we're able to make some changes in Dundee. I'm hopeful for Dundee's future. ”  
Adele,  
The Dundee Commission.

All Rank-supported charities



## 37. Resolving a city's inequalities

Sarah Fernandez, CEO, The Oxford Hub

Oxford is an extremely unequal city, but we believe there are many resources, energy and drive to address our challenges.

At Oxford Hub, we bring people together to shape a better city where everyone can thrive. We run community volunteering programmes, work with communities to address local challenges, and support residents to turn their ideas into reality. Our work begins with Oxford as a place, building on its strengths and involving as many people as possible.

We join the dots to connect people who wouldn't otherwise have met. We build the city's social fabric, create inclusive communities, and help people to collaborate to make real change.

We have thrived thanks to the Rank Foundation's support for our place-based approach:



*Our Parent Power team, including our parent peer supporters – local parents who work with and support other parents*

rooting work in a place, creating social capital, strengthening relationships, and building trust.

Rank's 2019 research into 'Valuing Place' helped our trustee board to step confidently into a whole organisation transformation, from a student-led social action charity to a place-based charity working with everyone in Oxford.

We have benefited from learning from other Rank

charities in Hull, Plymouth and Dundee about their experiences. **We were inspired to visit partners in Hull to understand more about the multiplier effect of working with a focus on place.**

By taking a place-based approach in Oxford, we have leveraged a diverse group of people's passion, skills and experiences.

This has included bringing people with experience in our

programmes into our staff and volunteer leadership team, employing parent peer supporters to support other parents in schools, and training residents to form a local panel to distribute funding in a participatory way.

Our focus on place really proved its worth during the pandemic. Our community connectedness enabled us to rapidly scale up and set up a huge network of more than 5,000 Oxford residents who volunteered to provide emergency support for their neighbours.

This amazing response helped to strengthen neighbourhood networks, many of which have continued to grow and evolve.

It is rewarding when we receive feedback like this:

*“Sometimes I despair about this country, but being part of Together Neighbours and Phone Links has reminded me just how kind people can be, how willing they are to give their time to help others. It reminded me*



*Participants at Oxford Hub’s peer-to-peer series supporting people to promote EDI within local charities*

*that Oxford is like a village — it’s quite small really, everyone is connected!” — Practical Taskers volunteer.*

*“I was so relieved, I cannot tell you. That was the moment I felt somebody out there was actually listening to me, genuinely from their hearts. For the first time in a very long time, somebody was actually doing something to help me.” —*

*resident supported by Practical Taskers.*

We have built on this to keep building momentum across the city to tackle inequality – over 1000 people got involved in Hub programmes over the past year. We are grateful to the Rank Foundation for their pioneering place-based work, which helped us make the case to grow this approach in Oxford.



## 38. Kindness out of tragedy

Hayley Smallman, Fund Raiser, Cash for Kids

**M**y experience before joining Rank was not one many could relate to as it was rare — I had been a full-time carer to my daughter Holly. She was born with severe health needs and needed 24-hour care.

I sadly lost Holly in the pandemic, and my life almost ended as I felt like I had lost all my purpose and identity.

Being her mum, I never gave much thought to how or what I would do if I didn't have Holly in my life. It was extremely painful and the worst thing I could ever imagine happening. Grief is all-consuming, so I struggled to survive for the 18 months.

Things changed when I saw a social media post for a position for Radio City Cash for Kids Charity. I sent a message as I had lots of knowledge of them and loved how they aim to help all local children.

After a few emotional calls, I



*Hayley Smallman at work*

decided to put an application in, even though I didn't think I would stand a chance.

My confidence was low, and my belief in myself was almost non-existent. With my sister's help, I got through the interview and was delighted when my manager and Rank saw something in me and wanted to give me the job.

That was the beginning of the next chapter of my life as I threw myself into learning everything I could. Taking on challenges

that scared the life out of me and trying to push myself out of my comfort zone.

Within the first month of my new role, I sat in on our board meeting to distribute grants. It was amazing to get a real insight into the various applications we receive and the variety of children we can help.

My background knowledge of children's disabilities and complex health needs helped me contribute to this meeting and future planning for this cohort of children.

I have learned so many new skills and have been involved in many campaigns, which has developed me as a person.

All this would never have been possible without Rank seeing something in me and giving me this opportunity. The pathway Rank created for me has changed my life, and I will be forever grateful for their support and investment in me.



## 39. Trusting the Rank process

Gwenlli Evans, Cwmni Bro

**C**wmni Bro is situated in the Ffestiniog area, known as an area of deprivation and a 'left behind place'. But from that, what you gain is an incredibly resilient community. A community culture of a growth mindset personified. Where social enterprises have come together to cooperate for the benefit of the whole area under the Cwmni Bro parasol.

We pioneer a cooperative and integrated community development model that combines the community's environmental, economic, social, and cultural aspects.

Before Time to Shine, I was in a very different headspace. As a young (ish) mother of four working as a freelance scriptwriter, I had lost confidence in my potential. But luckily, Ceri and Rank had not.

Workshops in Morecombe resonated and helped with my development. Being a



*Cwmni Bro is based in Ffestiniog, North Wales*

part of the Rank Foundation network allowed me to grow and network in an innovative space where people share good practices. I felt nurtured as a new leader.

During my year, I developed a community social media platform to give the community a voice, promoted the area's strengths and culture, and highlighted challenges facing our communities.

The year allowed me to work with incredible people who encouraged creativity. As well as the fun, I made a real

difference during a difficult time by coordinating a group of volunteers who wanted to provide support during the lockdown.

Following on from my year with Time to Shine, I continue to work as a communication and participation worker. Brocast (a Facebook page) continues to go from strength to strength in the Ffestiniog area.

**If I had words of wisdom, it would be to grasp every opportunity and trust the process. For me, it has been worth it. Thank you, T2S!**

## RANK FELLOWSHIP

**A**fter two years of pandemic-enforced suspension, Community Action Placements returned this year as we attempted to find placements for scholars who had missed out in previous years.

A wide mix of residential and non-residential placements allowed us to meet our targets and we are hugely grateful to the many old friends – Essex Boys and Girls Club, People and Work, LOROS, YKids, Hexham Youth Initiative, Reaching Higher – as well as new groups – Greenhill YMCA, Young Citizens, Newquay Orchard, Worcester Snoezelen, Ripon Community Link and Tokko – for hosting placements this summer.

For me, the opportunity to visit so many different locations and speak with our impressive scholars has been hugely rewarding: the following reflections suggest that CAP has been similarly thought provoking and enjoyable for our students too.



**40. Max W** (above): “Working with kids is one of the best ways to improve your leadership skills. It teaches you to be patient and caring, while maintaining respect from the young kids.”



**41. Matt:** (above) “In order to lead effectively you must first

be confident in yourself: being put in a position of greater responsibility than I am used to was an exciting challenge and makes me keen to volunteer in a similar capacity again.”

**42. Adebayo:** “I was able to work with a boy with ASD and it really enhanced my compassion and understanding skills.”



**43. Tahmid:** (above) “Working with young children takes you right down to the fundamentals of leadership: you are held accountable and responsible for your actions, and your direction must be clear and direct.”



**44. Peter:** “My placement was very enjoyable, meeting new people and doing things for the first time, while still being a leader and role-model for the younger children.”



**45. Jess: (above)** “It’s helped me work with new people and learn to work in a team better, be out of my comfort zone and still be able to get the activity done.”

**46. Ben S:** “It developed my social confidence; a predicate of any good leader. There was never an opportunity to sit at the back of the room and conceal myself.”

**47. Ishmail: (left)** “Greenhill was a perfect mix of activities, paddle boarding or gorge walking and giving to the community. We ran a 60s party in a senior living facility and gardened with Ark community garden.”



**48. Dan: (above)** “The placement made me aware of how personal differences between individuals on a team can affect its dynamic, and how to compromise to the needs of the group, rather than the individual, in order to avoid conflict.”

**49. Toby:** “The placement has indisputably improved upon my leadership and interpersonal skills with the elderly, as we helped out at an assisted living facility during the CAP.”



**50.** Binath (class of 2017 and pictured above) has just completed his second year as a Classics undergraduate at the University of Cambridge. Whilst the Covid-19 pandemic halted many social, academic and extra-curricular aspects of university life, he has clearly made the most of challenging circumstances.

He says: “I began my first year with lectures over Zoom, which was interesting but daunting.

I was relieved when academic life gradually reverted to the pre-pandemic formats. It was great to meet fellow classicists for the first time in person.

Having some time off from my degree to play sports has also been good. In my first year, I enjoyed learning how to

## Back to normal at Cambridge

play Lacrosse and Netball and continuing my passions for cricket and rowing.

Singing as a Choral Scholar in the Choir of King’s College has been a real dream come true (see image above of Binath and the choir).

I am so grateful for the spectacular setting we sing in every day. Particular highlights have been singing in the BBC Christmas broadcast of Carols from King’s, several live BBC Radio 3 broadcasts and other high-profile concerts and performances. It has also been a wonderful experience to sing with the acapella group The King’s Men. I will be making the

most of my final year in the choir at King’s, with hopes of touring abroad next year.

In addition, I have thoroughly enjoyed taking on a pastoral role as a Boarding House Tutor in the KCS Boarding House. Supporting these young people both pastorally and musically has been an enriching experience.

It has been a whirlwind start to university life, and it is odd to think that I am two-thirds of the way through my degree already. However, I am so lucky to have experienced everything I have so far, which is in many ways down to the kindness, generosity and guidance of many people at The Rank Foundation.”



*The Futures Event at Westminster City School*

# Planning for the Future

John Hind,  
Director of Education and  
Leadership

**J**une 29 saw a new event in the calendar – Fellowship Futures. We were again indebted to the team at Westminster City School for hosting and providing first rate refreshments for an audience of around 50 fellows from across the membership, but with a specific focus on those younger fellows about to enter the

challenging world of graduate recruitment.

To set the scene, we enjoyed an excellent presentation by James Darley, CEO of Transform Society, on the graduate job market. Key messages were around the need to acquire work experience and the importance of developing transferable skills. James also offered some helpful tips on how best to spend one's time at university. The full content of his presentation is available to view on the private Rank Fellowship group on LinkedIn (<https://www.linkedin.com/groups/1947166/>)

Armed with James' insights, we then changed gear to hear from a panel of fellows about their experiences in the job market. They provided a pleasingly diverse range – Ilayda spoke about her experiences in the world of IT start-ups; Laurence spoke of combining his PhD studies with an advisory role on sustainability in the construction industry; Lucy explained the journey she had taken into the world of luxury



*Debate at the Futures Event at Westminster City School*

travel and Mark – a graduate of the Foundation’s Time to Shine programme – spoke about his work at the Breaking Barriers charity. Their insights were many and varied – ranging from seeking out a job where one can make a difference to the world to a suggestion that baking a cake for one’s colleagues was a sure fire way to make an impression in a new role – but the overall impression was of the quality of the panel: ‘I’m sure I couldn’t have done that at their age’ was a phrase commonly heard amongst the more venerable fellows in the audience!

## Classes of 2012 and 2013 Zoom reunion

The latest in our series of online update meetings took place earlier this summer. Several themes emerged – inevitably the pandemic’s impact, but also the flexibility in twenty first century employment as Fellows tried lots of different things on the route to finding what they wanted from work. Here’s an update from Lindsey Clay, a Rank Trustee.



**Liz Fry** was studying geography at Oxford when she was prompted into outreach work, persuading young people from a variety of backgrounds to consider applying to universities

like Oxford and Cambridge and then into teaching. She loved the pastoral work but hated the admin and is now to start as a graduate trainee Management Consultant for PWC in January.



**Ilayda Bakare** studied maths at Leeds after an exciting gap year in Spain where she taught English as a foreign language in a primary school (despite not speaking Spanish). Throwing herself into a start up after her degree she learned much about data analysis and coding. She is putting these skills to good use developing her own app called Exhibits which details the art exhibits in any one city whilst working full-time as a software developer for a Fintech company.



**Tim Davis's** love of mathematics continues to shine out. At the University of Reading his outreach work encouraged young people to consider maths and he considered teaching as a career but is now aspiring to a teaching fellowship at Queen Mary's where he is now studying for PhD in number theory.



**Roly Botha** is an actor and composer, who has been working continuously and successfully since their first tentative experimental "gap year" to focus on theatre.

At the time of our meeting Roly was scrambling to finish a project destined for the Edinburgh Festival.

**John-Luke Harris** trained at the Royal Northern College of Music as a trumpet player. Moving to Dundee he completed a part-time master's in counselling and is now working for Hope Counselling which he describes as challenging, but extremely rewarding. Music making remains a big part of his life.



**Ben Lawry's** original plan to travel to Australia was scuppered by COVID and so he stayed in Newcastle after his degree where he worked for an Environmental Consultancy. He has now opened a London office for his firm which specialises in contaminated soil science and sustainability of buildings. This has been challenging, but he has learned a lot.



**Jaime-Marie Price's** long-held wish to study medicine proved

not to be right for her and she took the brave decision to change courses. A master's in chemistry – alongside holding down a management role supervising the complexities of online grocery delivery for Sainsbury's set her up perfectly for her current PhD research specialising in battery technology for electric cars. So, Jaime says she will be a doctor after all – but of philosophy rather than medicine.



**Taylor Lawrence** left Exeter with a degree in Medical Science and joined WPP's graduate scheme as a Health Specialist Fellow. Two years later he joined a specialist management consultancy advising on market access for new drugs coming to market and he been happily

working there ever since. He has also found time to do great work as part of the Fellowship steering committee.



**Olivia Brett** exemplifies the employment trends we discussed. Following a theology degree at Cambridge, Olivia studied opera for two years, then spent some time in Italy teaching English. Recently married she has moved to Berlin with plans to set up a business in partnership with her wine specialist husband which will combine blind wine tasting and opera from their living room.

**The Rank Foundation is the philanthropic legacy of Joseph Arthur Rank (1888-1972) who aimed to improve the lives of people and their communities by developing leadership and promoting enterprise.**

**The Foundation combines an offer of intellectual, social and financial capital to maximise our impact across the UK. We call this model 'engaged philanthropy'.**

#### **What we do**

- **Supportive funding and grant programmes for members of the Rank Network.**
- **A digital platform, RankNet, where our 1500 members can network, share ideas, problem solve and innovate.**
- **Time to Shine and the Rank Aspire Programme to develop future third sector leaders.**
- **Research driven, place-based funding programmes in Dundee, Hull and Plymouth that build on the area's strengths to improve lives and strengthen communities.**
- **The Rank Fellowship is a network of former Rank Foundation School Leadership Award holders, and honorary fellows, that connect to inspire and support leadership.**
- **Pebble Grants is open to UK registered charities and recognised churches for projects where the total cost is less than £150,000.**

**Find out more at [www.rankfoundation.com](http://www.rankfoundation.com)**

A SPECIAL EDITION OF THE RANK RIPPLES MAGAZINE PUBLISHED FOR THE  
RANK FOUNDATION ANNUAL CONFERENCE  
LEEDS ARMOURIES  
SEPTEMBER 15 & 16, 2022

