



INVESTING FOR GOOD

Supporting people with a learning disability



Appendix to the Social Impact Report 2021-22

Assessment of Social Impact and Financial Confidence



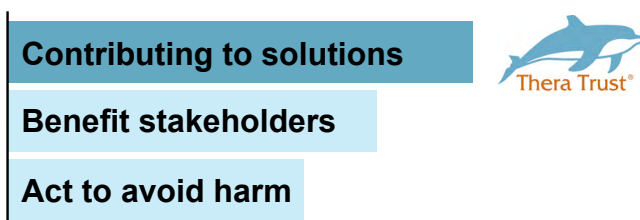
INVESTING FOR GOOD

Appendix to the Social Impact Report 2021-22

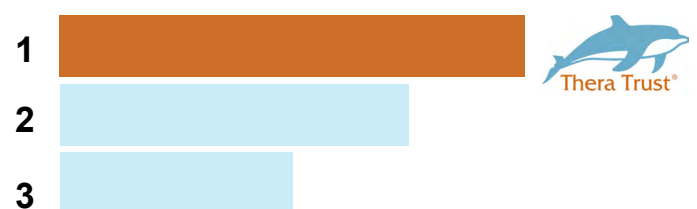
Assessment of Social Impact and Financial Confidence by Investing for Good

Thera has again been awarded the highest ratings for both:

Social impact:



Financial confidence:



This appendix provides further assessment detail for both the social impact and financial confidence scores. For an overview of each assessment, please first see the main Social Impact Report (pages 13-17).



Contents

Introduction	Page 4
Financial Confidence – Methodology	Page 4
Financial Confidence - Assessment	Page 4
Financial Information	Page 5
Financial Year in Review	Page 6
Marketplace: Position and Risks	Page 8
Governance	Page 10
Investor History	Page 11
Social Impact – Methodology	Page 13
Social Impact – Assessment	Page 15
Impact 1	Page 17
Impact 2	Page 17
Impact 3	Page 18
Impact 4	Page 19
Impact 5	Page 21
Impact 6	Page 22
Social Impact - Benchmarking (Counterfactual) Sources	Page 24

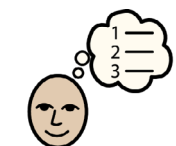


introduction

Introduction

This is the seventh time Thera has commissioned an independent impact report, with these evaluations coinciding with Thera's social investment activity in recent years. Thera has issued multiple bonds for social purpose, including bonds aimed at both institutional and retail investors, who are all interested in receiving a blended financial and social return. Investment capital helps Thera to achieve its charitable objectives and represents an additional and innovative source of funding.

The financial confidence rating was assigned based on an assessment of 70 financial criteria. The social impact rating was determined this year using the Impact Management Project methodology, a leading global social impact reporting framework. This aims to communicate our assessment of the quality of Thera's impact objectives against five key metrics.



methodology

Financial Confidence - Methodology

The financial confidence score has been calculated using 'The Good Analyst' methodology, as in previous years. Financial Confidence is a measure of financial confidence in the underlying organisation. The confidence rating is not a snapshot of current financial performance, nor a relative measure to a previous financial year. It uses historic data to reflect the long-term outlook for the organisation. It is based on a weighted assessment of size, structure, development, operational performance, governance and specific risk factors.



Financial Confidence - Assessment

Financial Information

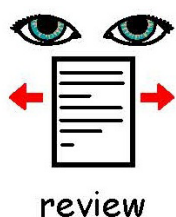
Key financial information	2021/22 £'000	2020/21 £'000	2019/20 (restated) £'000
Total incoming resources	78,537	79,193	73,042
Total resources expended	77,579	77,403	72,862
Net gains / (losses) on investments	196	(565) ¹	387
Net income for the year	1,154	1,289	567
Net actuarial gains / (losses) on DB pension schemes	631	(865)	364
Tangible and intangible fixed assets	2,433	2,577	3,138
Investment properties and investments	10,859	9,344	9,459
Current assets (excluding cash)	13,496	11,416	12,264
Cash balance	5,756	7,744	1,091
Total assets	32,544	31,081	25,952
Current liabilities	7,911	6,808	7,539
Long term liabilities	9,888	10,618	5,951
Pension scheme liability	945	1,639	871
Total liabilities	18,744	19,066	14,360
Net assets	13,800	12,015	11,591
Net cash inflow / (outflow) from operating activities	296	4,437	385
Net cash inflow / (outflow) from returns on investment and servicing finance	(565)	(552)	(424)
Net cash inflow / (outflow) from capital expenditure and investment properties	(1,594)	82	(2,429)
Net cash from issue / (repayment) of bonds	0	5,000	0
Other cash inflow / (outflow)	(125)	(2,314) ²	(241)
Increase / (decrease) in cash in the year	(1,988)	6,653	(2,709)

1 (501) including fixed assets

2 Please note this was incorrectly written as (2,341) instead of (2,314) in the 2020-21 report due to administrative error

Key financial ratios	2021/22	2020/21	2019/20 (re-stated)
Net asset cover	237%	226%	223%
Interest cover (EBITDA)	334%	551%	334%

Please refer to the Thera annual report for the full accounts. Numbers may not add due to rounding.



Financial Year In Review

Highlights

Thera strengthened its finances in 2021-22, a transitional period moving out of Covid, without compromising on its focus to provide a high level of care, support and services to people with a learning disability.

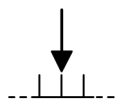
- Group turnover fell slightly year on year from £79.2m to £78.5m, reflecting a reduction in Covid-19 related income from the previous year. Underlying operating income increased from £74.9 m. to £75.8 m.
- Additional (exceptional) net income in the financial year reflected a range of continuing Covid-19 related costs, including additional staff costs and personal protective equipment, funded from the government furlough scheme and a range of national and local grants.
- There has been a balance sheet gain in Thera's closed final salary pension scheme liabilities as a result of changes made linked to the Retail Price Index (RPI) following a government review.
- Operating expenditure increased ahead of operating income and operations during the year continued to be challenging due to Covid-19.
- Retention and recruitment of core staff in some specific geographic areas was particularly challenging.
- The Group has recorded an operating surplus of £1.0 m., lower than last year.
- Thera's total reserves grew in the year from £12.0m to £13.8m.
- Thera's trustees continue to pursue a progressive policy of growing its reserve position.



- Thera's current liabilities increased by £1.1m during the financial year under review, whilst long term liabilities fell by £0.7m.
- Cash decreased from £7.7m to £5.8m. reflecting continued investment in properties for people with a learning disability.
- The value of investment properties has grown from £9.3m and stands at £10.8m.
- Three new properties were acquired with investment in these properties totalling £1.3m and rental income increased.
- There was a decrease in net current assets from £12.4m to £11.3m.
- The covenants linked to bond finance continue to be met.

The next year (2022-23) is expected to continue to be operationally exceptionally difficult as the country emerges from Covid-19 restrictions. Whilst revenues in the longer term are expected to continue to grow, challenging labour market conditions will increase costs and may limit some specific areas of Thera's activities and growth.

Please refer to [Thera Trust's Annual Report](#) for more on Thera Group's governance, strategy and performance in 2021-22.



position

Marketplace: Position and Risks

Sector Overview

- The general funding environment is highly challenging and there are systemic risks common to all care and support providers. However, many of the people Thera supports have a substantial and critical assessed need and consequently are at much lower risk of having their support reduced. Thera has mitigated reductions in individual commissioned support via organic and acquisition-based growth.
- It is difficult to estimate what level of price inflation local authority and NHS commissioners will determine in the future. Thera maintains a flexible, efficient and cost-effective organisational structure to mitigate these risks and to diversify sources of income.
- The labour market presented challenges throughout the year under review, particularly in relation to wage costs, as well as staff retention and recruitment, increases in national and minimum living wage and above-inflation costs. This was expected to worsen in the subsequent year.
- There were no major legislative changes this year.
- Thera has been able to maintain and expand its market position in part due to its unique approach of both employing paid directors with a learning disability and by refusing to compromise on its values and the quality of its support. This provided Thera with a competitive advantage over its sector peers in winning and maintaining contracts, leading to consistently strong ratings from the Care Quality Commission (CQC) and Care Inspectorate (CI) and to continued organic growth.

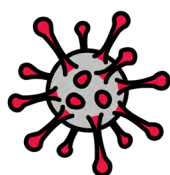


risk

Risk Factors

Thera Trust's trustees follow an active risk management strategy to closely monitor risks. As set out in the Thera Trust annual trustee report, these have been identified as the following:

- group-wide workforce retention and recruitment difficulties as the UK labour market tightens, alongside cost inflation, leading to material financial losses and/or reduction in the number of people supported;
- smaller companies in the Group continuing to make a loss as a result of supporting too few people;
- divergence between cost inflation and price increases in contracts with local authorities;
- as a result, not meeting financial covenants on current investments;
- damage to relationships with key customers;
- loss of key leadership and management;
- personnel risk and regulatory intervention either by the Care Quality Commission (CQC) / Care Inspectorate (CI) or the Charity Commission / Office of the Scottish Charity Regulator (OSCR);
- litigation risk, especially in relation to developments in employment law;
- changes in legislation and investment performance related to pensions.



covid-19

Covid-19

- In the year to March 2022, Covid-19 caused further disruption to Thera's activities, albeit to a lesser degree than the previous year.



- The increased costs of employing staff were not fully covered by price increases from local authorities.
- Some local authorities altered payments for certain contracts with a negative consequence on income levels and Thera saw delays in the settlement of some of its invoices.
- There was an increase in the impact of loss-making or low-margin contracts.
- Referrals to vacant tenancies were still lower than pre-Covid-19 levels, leading to shortfalls in contract surplus.
- General commissioning activity increased compared to the previous year but was still lower than prior to the pandemic.
- £2.8m of Covid-specific funding was successfully obtained, albeit this level of support was lower than the previous year.
- Even after Covid restrictions were lifted, there continued to be significant labour market shortages which impacted negatively on operational costs.



governance

Governance

Thera continues to realise its Vision to appoint paid executive directors with lived experience of a learning disability. This includes one member of the equal Group Executive Team and one of the Co-chairpersons of Thera Trust's board of trustees. Similarly, each regional care and support company in the Thera Group has a Service Quality Director post on its board and as part of the executive team, a role held by someone with lived experience of a learning disability.

Each company within Thera Group has its own board of directors. Regional company boards consist of a Chairperson, Managing Director and Service Quality Director, supported by, and working alongside, a number of other non-executive



directors. On each subsidiary company board, Thera Trust's corporate membership is represented by a Thera Trust director appointed to that board. Each board also strives to include a non-executive director with lived experience of a learning disability.

Thera's group structure enables the individuals supported by its local care and support companies (as well as their family members and staff) to have control of the company that provides their support, through being a company member and by appointing an independent director to the local board to represent them. Having regional and specialist companies allows local boards and senior managers to get to know, and to work closely with, the individuals that they support, their families and carers, as well as the communities in which the company works. As part of the Group, they benefit from being part of a larger whole, as well as having access to working capital and central corporate support services.

Thera Trust, the Group's parent charitable company, is governed by a board consisting of executive and non-executive (unremunerated) directors. All are also trustees under charity law. Up to five directors/trustees are paid and make up the Group's Executive Team, who operate as an equal team without a Chief Executive. Whilst there have been no changes to the constitution of the Executive Team this year, the Director of Operations left the Group at the end of March 2022. Trustees have undertaken further work to develop the Group's governance arrangements and to update its leadership succession strategy.



invest

Investor History

Thera has acquired a high profile in the social investment sector, having successfully raised multiple funding rounds from social investors.



2015

- £1m stock exchange-listed bond launched through Investing for Good under a £6m programme, offering a 3.5% financial return to investors. This was repaid in 2018, representing one of the first successful exits in social investment.
- Agreement with Cheyne Capital Social Impact Property Fund to make available up to £15m of property to enable more people with a learning disability to have a home of their own.
- Additional £2m of bond finance raised, arranged through Triodos Bank. This was intended for the acquisition and adaptation of properties to provide homes for people with a learning disability and for general charitable purposes.

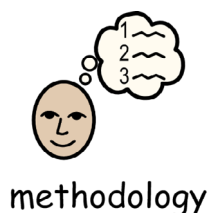
2018

- Third bond raised at target £5m, via Triodos Bank, the first via crowdfunding, paying 5.5% interest on a 6-year term. Funds were to be used to purchase up to an additional 15 homes for 25 people and provide further working capital. Some of the proceeds were assigned to settle the first bond and a number of these bonds have since been traded on the secondary market at a premium.
- Arrangement to provide a further £12.5m of repayable capital through Cheyne Capital.

2020

- Fourth charity bond closed, again via crowdfunding on Triodos Bank's platform. Target of £5m oversubscribed and supported by both institutional and individual investors. £2m of the proceeds were used to repay the second bond.

All covenants have been adhered to on the bonds to the financial year end referred to in this report.



Social Impact - Methodology

This year, the social impact assessment has been undertaken through a new framework – the Impact Management Project. This is a departure from the methodology used in previous years and brings Thera's social impact analysis into line with one of the key social impact reporting frameworks used internationally. This also means that this year is a transition year between the previous methodology and the Impact Management Project methodology.

This new methodology assumes that every organisation is either creating or eroding value for society and that this has consequences for the organisation's ability to create value for itself and its investors. Every organisation uses its inputs and activities to generate outputs for consumers, beneficiaries or other kinds of customers. These outputs result in a number of outcomes for people and the natural environment. Outcomes tend to be classified as either a level of people's wellbeing at a point in time, or the condition of the natural environment.

The Impact Management Project methodology measures the change in outcomes from one year to the next. It also measures outcomes against a minimum threshold level (the minimum requirement for a sustainable or positive outcome each year) and against external benchmarks (to understand what would have happened if the organisation had not delivered its outputs). The annual change in an outcome is the impact that an organisation is having. Understanding the impact relative to the threshold and external benchmarks tells us whether that impact is positive or negative. Positive impacts create value for society, while negative impacts erode value for society.³

The assessment identifies one main indicator for each impact goal. Work in lots of different areas contributes to each impact goal, and

³ For more, go to <https://impactmanagementplatform.org/> in particular <https://impactmanagementplatform.org/impact-management-core-concepts-explained/>



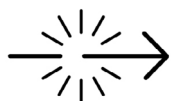
assessment

where possible this has used data from more than one source to identify the main indicator for each impact goal.

The assessment of each goal discusses the main indicators used, along with how they compare both to previous performance and external benchmarks to understand the changes in outcomes for people with a learning disability that are working with and participating in Thera's activities.

The methodology assesses each impact goal against the five dimensions:⁴

1. **What:** What is the outcome Thera is contributing to, is it positive or negative, and how important is the outcome to Thera's stakeholders?
2. **Who:** Which stakeholders are experiencing the outcome, and how underserved are they?
3. **How much:** How many stakeholders experience the outcome, how much change do they experience, and for how long do they experience the change?
4. **Contribution:** Do Thera's activities, services or interventions result in outcomes that are likely better than what would have happened anyway?
5. **Risk:** What is the likelihood that the impact achieved will be different than expected?



impact

The impact achieved for every outcome is classified according to three levels:

1. **Act to avoid harm:** At the lowest impact level, organisations may try to ensure that their outputs (services/products) are not causing harm to people's wellbeing or the condition of the environment.

⁴ For more, go to <https://impactfrontiers.org/norms/five-dimensions-of-impact/>



- 2. Benefit stakeholders:** At the middle impact level, organisations try to increase their sustainability and positive impact by not causing harm for all stakeholders and also maintaining or improving the wellbeing for some of the stakeholders and/or the environment.
- 3. Contribute to solutions:** At the highest impact level, organisations are actively designing their business model with impact in mind and trying to ensure that the outcomes it achieves are sustainable, not only socially, but environmentally too. ⁵



assessment

Social Impact - Assessment

Overall Assessment: Contributing to Solutions

Thera is working towards six impact areas:

- **Impact 1: People with a learning disability can be leaders in society**
- **Impact 2: Increase personal and social wellbeing of people with a learning disability**
- **Impact 3: Improve access to housing**
- **Impact 4: Increase financial wellbeing**
- **Impact 5: Improve readiness and access to employment, training and business opportunities**
- **Impact 6: Broaden community and social networks**



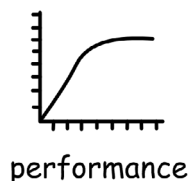
improvements

Thera's overall annual performance within its impact areas remains strong. Four out of six impact areas show strong year-on-year improvements and a consistently strong performance against external benchmarks.

⁵ For more, go to <https://impactmanagementplatform.org/actions/>



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The post-Covid-19 recovery process and the cost-of-living crisis continue to provide a challenging external context that has influenced performance within Impact 3 and Impact 5, unsurprisingly. However, even in these impact areas, Thera's performance is above external measures.

Overall, Thera is contributing to solutions for people with a learning disability in the UK. This is the highest level of impact classification on the Impact Management Project's classification scale.

'Contributing to solutions' means that Thera's performance against its impact outcomes is improving the wellbeing of people with a learning disability. These improvements for people with a learning disability are sustainable and important, support those who most need these improvements and would not happen otherwise.⁶

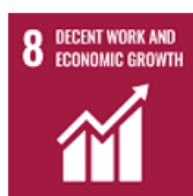
Thera's work is aligned with the UN Sustainable Development Goals (SDGs), specifically Goals 1, 3, 8, 10 and 11.



Targets 1.3;
1.4



Target 3.8



Target 8.5



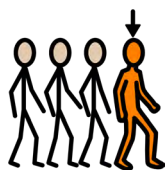
Target 10.2



Targets
11.1; 11.7

Each impact area is discussed below, including its contribution to the SDGs and their targets shown above.

⁶ See <https://impactfrontiers.org/norms/abc-of-enterprise-impact/> for more on this concept of impact classification



leaders

Impact 1: People with a learning disability can be leaders in society

We have considered both paid and voluntary positions in this assessment and tracked them separately. There has been an 8.33% increase in the number of people with a learning disability taking up paid leadership roles at Thera Group companies and an 18.6% increase in the number of people with a learning disability taking up volunteer leadership roles. 69% of Thera Group companies have a Service Quality Director or other paid director-level role and 44% of companies also implement a Company Membership scheme. There has been a 20% increase in the number of company members during the year, ensuring that more people with a learning disability are involved in taking strategic decisions for the organisations that support them. This result compares favourably with the broader UK perspective. ONS data suggests that only 0.09% of Manager, Leadership and Senior Official roles in the UK are held by people with a learning disability.

This impact also contributes to the UK's performance against SDG 10 (reduced inequalities), target 10.2 (by 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status) and helps to track improvements in the proportion of people with a learning disability in the lower 50% of median income. In this way, this impact is important to the world achieving SDG 10.



well-being

Impact 2: Increase personal and social wellbeing of people with a learning disability

For this impact area, Thera has adjusted its data collection processes, building on what was learned during the lockdown phases of the Covid-19 pandemic. This means that this assessment is comparing 2021-22 with 2019-20.



improvement

This is the only impact area that Thera is measuring on a bi-annual basis. We have seen a 21% improvement in the overall peer review rating, using The Quality Company's standards for care and support. The overall peer review rating for an individual receiving direct care and support was 93%. This compares favourably with the Adjusted Social Care-related Quality of Life Score (Adult Social Care Outcomes Framework, 2021) of 40.7% for those accessing public sector support.

Thera's overall peer review rating for individuals receiving support is also significantly above the average wellbeing and outcomes score for people with a learning disability on the Active Lives survey of 51% (Sport England, 2021). This is a significant achievement for this impact area and reflects the incredible work done by support teams to continue delivering support and The Quality Company to ensure TQC standards could continue to be measured and assessed during a difficult couple of years.

This impact also contributes to the UK's performance against SDG 3 (good health and wellbeing), target 3.8 (achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all), specifically indicator 3.8.1: the coverage of essential health services. Thera's work contributes to increasing access to essential health services for people with a learning disability. In this way, Thera is supporting the UK's performance against SDG 3: Good Health and Well-Being.



home

Impact 3: Improve access to housing

Thera has created 12 new tenancies in 2021-22. Although this represents a 33% decrease from the previous year, this is unsurprising in the context of the challenges of the housing market and the ongoing impact of Covid-19 on housing renovations, amongst other pressures.

This year's impact is still 50% above the minimum threshold of tenancies achieved. In total, since 2012, Thera has created 183 tenancies through Forward Housing. This is higher than the average of 122 specialist-supported housing (SSH) units managed by registered providers with less than 500 units (Mencap, 2018). Thera has also created more tenancies this past year than the planned average number of SSH units by registered providers (National Housing Federation, 2021).

This impact also contributes to the UK's performance against SDG 11 (sustainable cities and communities), target 11.1 (By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums). Many people with a learning disability need both affordable and appropriate housing, with the UK's housing stock for people with a learning disability not keeping up with demand (Mencap, 2018). While Thera's work in this area is deliberately small-scale, more could be done to address this area on a policy level. Thera's contribution this year is incredibly important for those individuals involved, although the overall scale of the impact is limited by the small numbers involved.



Impact 4: Increase financial wellbeing

Dosh's financial advocacy service continues to be in high demand as it is a unique way of involving and empowering individuals to be more in control of their money, regularly updating their own financial plan together with their family and/or their support team, leading to better financial wellbeing. This year Dosh has supported a total of 1,318 people to use their money to do the things they want. That's 12.46% more people than last year. In 2021-22 Dosh supported 38% more people than the annual average since 2015-16. 87% of the people supported by Dosh have up-to-date personal financial plans.

This is lower than the previous year (96%), but returns closer to the pre-Covid average level from 2019-20 (89%). Many meetings were held online during the pandemic, allowing for easier scheduling and financial plan updates. As pandemic restrictions were lifted in 2021-22, it became more challenging again to arrange in-person meetings, alongside people's other commitments. Where short delays occur, the financial advocate concerned will risk-assess the impact of any delays to updates based on each person's individual circumstances and payments will continue to be made.

Dosh's financial advocacy support is of significant value, with people supported saying that they value the role their financial advocates play in helping them to manage their money. Dosh data also shows an increase in both income and savings after the first year of supporting an individual. We know that outside of Thera's support, 86% of people with a learning disability are also confused about benefits, income and expenditure (Williams, 2007) and that without Dosh, people with a learning disability may struggle to manage their money and risk getting into financial difficulties. They may then turn to other advice providers that could only provide short-term advice and support unlike the long-term support provided by Dosh.

This impact also contributes to the UK's performance against SDG 1 (no poverty), specifically targets 1.3 (implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable) and 1.4 (by 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance).



By supporting people with a learning disability to have personal financial plans and the correct benefits income through regular welfare benefits assessments, Dosh is ensuring they have access to social protection systems and basic services, including economic resources.



employment

Impact 5: Improve readiness and access to employment, training and business opportunities

There has been a 32.9% improvement in the number of people with a learning disability that are finding work from the previous year. 49% of those that did find work are able to sustain their work for up to 52 weeks. Although, this result has declined slightly since last year, most likely due to employment market challenges and the increasing pressure on employers in the cost-of-living crisis. There has also been a reduction in the number of people completing employment readiness activities following the surge of short-term contracts following the peak of the Covid-19 pandemic.

While this means that figures spiked in 2020-21, figures for 2021-22 return to more normal performance levels (although still just above the long-term average for Unity Works' programmes). UK Government data confirms that people with a learning disability make up less of the workforce than they did in 2016-17 (Adult Social Care Outcomes Framework, 2021). This is a particularly important impact area for people with a learning disability, with 65% saying that they would like a paid job (HM Government, 2009).

This impact also contributes to the UK's performance against SDG 8 (decent work and economic growth), specifically target 8.5 (by 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value). Thera's work specifically feeds into reporting against the indicators for hourly earnings and for unemployment rates.



Thera's work here is important as it directly influences how many people with a learning disability are able to enter into employment and for how long that employment can last.



community

Impact 6: Broaden community and social networks

Together, Gig Buddies and Equal Futures have increased the number of people with a learning disability being supported by almost 41.5%. Across England, only 40.6% of people with a learning disability have as much social interaction as they would like (Adult Social Care Outcomes Framework, 2021-22) and more broadly, only 2.2% of people with a profound learning disability have regular contact with their peers beyond their immediate family (Kamstra et al, 2015). This suggests that Thera's programmes are having a significant impact on the lives of the 89 active members participating across Gig Buddies and Equal Futures. This impact area is particularly important for the people that Thera works with. 80% of people with a learning disability agreed or strongly agreed that participating in Gig Buddies improved their social life.

This impact also contributes to the UK's performance against SDG 11 (sustainable cities and communities), specifically target 11.7 (by 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities). Equal Futures and Gig Buddies ensures that people with a learning disability are able to access and enjoy public spaces on a similar basis as other people. This work is particularly important for ensuring that public spaces are safe and inclusive for people with a learning disability.



conclusion

Conclusion

In summary, this assessment has shown that Thera is continuing to deliver a strong performance for its impact goals, contributing to important, sustainable improvements in the wellbeing of people with a learning disability and supporting those who most benefit from these improvements. It is likely that some of the people participating in Thera's activities would not enjoy improved wellbeing, were it not for Thera's support.

Social Impact - Benchmarking (Counterfactual) Sources

Impact 1

Depth	% of People with learning disability employed in leadership roles (UK general)	ONS data on disability and employment December 2022
Depth	% of People with learning disability in volunteer leadership roles (England)	DCMS data on volunteering , ONS data on disability type (from data set above), NCVO volunteering type trends
Duration	Length of time people with a learning disability stay in leadership roles	Currently no source

Impact 2

Depth	Adjusted Social care-related quality of life Score	Adult Social Care Outcomes Framework, England, 2021-22
Duration	Average wellbeing and outcome score for people with a learning disability	Sport England (2021). Active Lives Survey (accessed 15 December 2022)

Impact 3

Depth	Adjusted Social care-related quality of life Score	Adult Social Care Outcomes Framework, England, 2021-22
Duration	Average wellbeing and outcome score for people with a learning disability	Sport England (2021). Active Lives Survey (accessed 15 December 2022)



Impact 4

Depth	% people with a learning disability who are confused over benefits, income and expenditures	Williams, V., Abbott, D., Rodgers, J., Ward, L., Watson, D. (2007) Money, Rights and Risks: A scoping review of financial issues for people with learning disabilities in the UK, Friends Provident Foundation
Duration	# of People with a learning disability being assessed by Citizens Advice for debt support	https://public.tableau.com/app/profile/citizensadvice/viz/AdviceTrendsDec2022/Cover

Impact 5

Depth	The employment rate for people with a learning disability in England (current year)	Adult Social Care Outcomes Framework, England, 2021-22
Duration	Five-year average employment rate for people with a learning disability in England (five-year period preceding current year)	Measures from the Adult Social Care Outcomes Framework



Impact 6

Depth	% of People with a learning disability that have social contacts with peers beyond their immediate family	Kamstra, A., Van der Putten, A. A. J., & Vlaskamp, C. (2015). The structure of informal social networks of persons with profound intellectual and multiple disabilities. Journal of Applied Research in Intellectual Disabilities, 28(3), 249-256.
Duration	% of People who use services who reported that they had as much social contact as they would like	Adult Social Care Outcomes Framework, England, 2021-22

To contact Investing for Good, please email Alex Jarman: ajarman@investingforgood.co.uk

For any query on the content of the report, please contact Meike Beckford: meike.beckford@thera.co.uk

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