



2022/23

Impact Report





“Accessible; inclusive in their local engagement; approachable; prompt to respond to queries. Without Compass Wellbeing, it would have been long-winded and arduous navigating funding application processes.”

Stakeholder Survey 2022



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compass
wellbeing

Our Path to Success

Compass Wellbeing supports
GCSEs and higher
education to improve
outcomes to tackle inequality
and improve outcomes

Our Vision

Compass Wellbeing envisions a future where communities across England are not only empowered but also enjoy a high level of wellbeing and equality. Our vision is a society where seamless collaboration between the third sector and larger institutions leads to robust health and social support systems, ensuring that every individual, especially in under-represented groups, has access to the resources and care they need to thrive.

Our Mission

Compass Wellbeing's mission is to enhance community wellbeing and tackle social inequalities in England by empowering the third sector through innovative practices. We strive to bridge these community-focused organisations with institutions like the NHS, advocating for holistic health solutions and fostering resilient, supportive environments for marginalised groups.



A word from the CEO

— Dr Mohit Venkataram

It gives me great pleasure to write the foreword for Compass Wellbeing's first impact report. The inception of Compass Wellbeing marked a new era in the support for and partnership with the voluntary and community sectors in the geographies we serve. Compass Wellbeing has always believed that the work done by our voluntary and community partners is invaluable to our residents. In today's world of inequalities, which manifest in poorer outcomes in all spheres of life, the ability to improve the resilience of grassroots partners has a direct impact on social justice for our residents.

We started our work three years ago across six boroughs. Since then, this work has grown to around sixteen boroughs with over three thousand organisations benefiting from the work Compass Wellbeing does. Our impact is across a geographical population of almost three and a half million people. Our mission of social justice complements the work of CVS partners in our boroughs as well as the statutory local authority, ICB, and the NHS partners.

The work Compass Wellbeing has done would not have been possible without tireless support from the East London NHS Foundation Trust. As shareholders, the board of East London NHS Foundation Trust has backed the Compass Wellbeing vision and each clinical team and manager has supported the aspiration to grow collaboration with our voluntary and community sector partners.

Our vision is to have a safe, equitable world where everyone has the best life chances in delivering to their fullest potential. We continue this journey and would welcome ongoing support from partners who work with us and welcome new partners to join us in this endeavour. I hope you find this impact report a source of inspiration, showing the power of partnership and collaboration. We have shown change can happen, but we need to do it together.

DR Mohit Venkataram
CEO



"Our vision is to have a safe, equitable world where everyone has the best life chances in delivering to their fullest potential."

10 years of Compass Wellbeing

2013: Compass is founded

Compass Wellbeing spins out of the NHS and was registered as a community interest company, initially delivering talking therapies in Tower Hamlets.



2015: Innovating mental health service delivery

Compass Wellbeing expands its scope to include community nursing and also develops innovative, specialised counselling and psychology services for marginalised groups and mothers & children.



2018: A change of direction

East London NHS Foundation Trust (ELFT) acquires the company and our focus shifts to 'Primary and Community Care & Social Justice Services'.

2020-21: Covid Response

During the COVID pandemic we run testing for key workers across Luton, Bedford and Central Bedfordshire, which also creates job opportunities for individuals affected by the pandemic.



2018-20: Supporting the NHS

We develop and deliver leadership training to 124 Newham GP surgeries, work that won us a 'Leading Healthcare' award. We begin work to improve services such as interpreting and medical device management.



2021-22: Service User Employment

We launch a number of programmes to support ELFT service users into employment, including free interpreter training and SUTE work placements.

2021: Supporting the VCSE sector

We begin providing support and training for the voluntary and community sector, securing funding and tailoring programmes to support the essential work VCSEs do in their communities.



2023: A mission of wellbeing & equality

We've now secured over £12 million worth of funding or our voluntary and community sector partners and are working to improve collaboration between VCSEs and health and care organisations.

£12M for VCSEs

900 VCSE staff trained

31 health service users on employment pathways



2022/2023

Our year in review

Data relates to the financial year running from April 2022-March 2023.

£5,345,872

worth of projects
were commissioned

238

individual projects
& contracts commissioned

3,161

VCSEs in the Compass
Wellbeing network

275

face to face meetings
with VCSEs in our network

7

mental health service users
completed work placements
at Compass Wellbeing

61

new jobs contracted through
The Community Mental Health
Transformation

What VCSEs say about us...

Every year, we commission an external consultant to interview our VCSE network, as part of an anonymous stakeholder survey. We use the feedback to continually improve.



Our collaboration with VCSEs...

"In our opinion they have a clear understanding of smaller organisations and the challenges we're up against."

"Genuine interest in the organisation they are working with. Very proactive and friendly."

"Compass Wellbeing show they care about us. They accomodate us in every aspect without making us conscious of our disabilities as a blind group."

Our funding opportunities...

"Their innovative way of contract management has been very helpful and supportive."

"Without their support we wouldn't have felt confident going for the funding, as we felt we were too small."

"Regular monthly newsletters means we are aware of other funding opportunities to deliver great services."

Our training...

"Compass Wellbeing has often asked us about the type of training we need."

"Compass Wellbeing provided training that has enabled us to complete and fulfil the criteria for funding applications."

"The training informed me about HR processes and how these need to be followed!"

Our network...

"[Compass Wellbeing] helps to make connections across the sectors, enabling partnership working."

"The follow up meeting with the BAME leaders was so great because everyone had the chance to put forward their ideas."

"They have taken the time to visit us on more than one occasion. They have understood our organisational challenges."



Funding & Resource Assistance

We supported VCSEs like [The African Community School](#) in Hackney by guiding them through funding opportunities, grant applications, and resource management.

"Compass Wellbeing helped us to use the language that funders like and meant we really showed the need was there for the projects we were planning to run."



Kome Owusu
Programme Manager

Advocacy & Policy Support

We worked closely with organisations like [The Lateef Project](#) to ensure their voices are heard in decision-making processes, bridging the gap between VCSEs and health and care bodies.

"Compass Wellbeing's advocacy has been immensely important to the work of The Lateef Project and means we are now in discussions with the NHS on how best to address unmet need."



Stephen Maynard
Founder & CEO

Capacity Building & Skills Development

We provided comprehensive training for VCSEs including [Beyond Sight Loss](#), to enhance VCSE staff and volunteers' skills and knowledge.

"I've always felt included in the training sessions. Everybody has been very accommodating and wanting to help support visually impaired people and the best bit is that you don't feel a burden."



Ashrafia Choudhury
Chair

Consultancy & Advisory Services

We offered tailored, 1-1 advice and guidance on a range of organisational challenges, for VCSEs including [Noah Enterprise](#) in Luton.

"We benefited from Compass Wellbeing's ideas and support to review our resilience and make service improvements."



Paul Prosser
Head of Welfare Services

Networking & Collaboration Opportunities

We facilitated networking events and partnerships including partnering 30 organisations with UCL's Community Research Initiative, for example [Frames of Mind](#) in Newham.

"We heard about the Community Research Initiative through some 1-1 support Compass Wellbeing were offering us. We ended up working with two brilliant PHD students who designed a bespoke evaluation tool for us."



Bo Chapman
Lead Artist

Access to Tools & Resources

We offered access to a variety of resources and tools designed to streamline operations and enhance effectiveness, helping the work of charities like [ACCM](#) in Bedford.

"Compass Wellbeing really understands small grassroots charities, so is able to provide tools, resources and relevant information that helps charities thrive."



Sarah McCulloch
Director

ELFT Winter Pressures Fund

The voluntary, community, and social enterprise (VCSE) sector across Bedford, Central Bedfordshire, Luton and East London is dynamic, creative and varied. However, VCSE organisations were put under increased pressures during the COVID pandemic.

"A brilliant initiative. Application for funding has been straightforward and easy. Contract management and reporting very streamlined. Life is so much easier with Compass Wellbeing."

Stakeholder Survey 2022

As part of its strategy to support and partner with the third sector, ELFT's Winter Pressures funding aimed to increase the resilience and sustainability of VCSEs in Bedford, Central Bedfordshire, Luton and East London, while also supporting projects that tackled inequalities in access, experience and outcomes of mental health support.

Compass Wellbeing administered the programme on behalf of ELFT, making the process accessible and efficient for VCSE organisations regardless of their size. Briefing events made sure all applicants had the information they needed and free application support was offered through an independent consultant. A panel of ELFT service users then made the funding decisions, after which Compass Wellbeing contract managed the year-long projects, supporting the VCSE organisations' brilliant work throughout the process. The result? 36 projects making a real impact in their communities.



Left: The Mentoring Lab and Bedfordshire Players

Right: Bonny Downs Community Association, Volunteer Centre Hackney (photo: Jenny Matthews) and Frames of Mind



20,115 Sessions delivered



17,078 Individuals impacted

£1.8
Million

Total ELFT Winter
Pressures Fund

81%

of successful
applications were
made by small VCSEs

36

year-long VCSEs projects
have been funded and
successfully completed



A simple four step application that was accessible to all VCSEs:

1. Expression of interest & briefing event.
2. Straightforward application with external support.
3. Prompt decision by panel of ELFT service users.
4. Contract management with ongoing support.

Featured VCSE: Boxing Saves Lives

JP Smith is the founder of Boxing Saves Lives, a community interest company in Bedfordshire. Boxing Saves Lives won grant funding through the ELFT Winter Pressures programme and is part of the Compass Wellbeing network.



"...with Compass Wellbeing you feel like you are dealing with real people."



Could you tell us about what your organisation does?

I set up Boxing Saves Lives in 2019. We use boxing as a therapeutic intervention for young people who are at risk. We create a safe space for young people, where they can be themselves and where they feel supported. We then use the space to talk to them about emotional regulation, bystander intervention, and masculinity. We don't preach to them, but we give them another way, an alternative to the dangerous path they might be on.

What was it like applying for ELFT Winter Pressures funding?

It was the most straightforward application I've ever done. I attended the pre-application video call in which the Compass Wellbeing team talked through the process. Once I decided to apply they were always on hand to answer questions and support.

Have you accessed any other support from the team?

I've connected with the Compass Team to discuss future projects and always get strong feedback. Unlike with some other organisations, with Compass Wellbeing you feel like you are dealing with real people.



VCSE Training

As part of our mission to support the third sector, this year we launched a tailored, lunchtime training programme for our network of VCSEs. The training we deliver is free and aims to build the capacity of VCSEs by developing the skills of their team members.

Our training offer is responsive to the needs of VCSEs; our Community Development Workers are out on the ground, understanding what grassroots organisations want, and this insight guides the objectives of the training we deliver. This year, experts in population health, trauma-informed care, and marketing all delivered sessions to our network.

In addition to our live lunchtime trainings, this year we started offering over 100 free, online professional development courses on useful topics for small organisations. Free access to courses like 'Data Security Awareness', 'Fire Safety Awareness' and 'Employee Management' removes financial barriers, allowing small VCSE organisations to meet governance requirements or provide CPD resources for staff.

To sign up to our free lunchtime trainings, or enrol your organisation for our free iLearn Professional Development courses, visit our website: compasswellbeing.co.uk/our-training/

"The training programmes are a great resource for the third sector"

Stakeholder Survey 2022

8 trainings

65 organisations

291 attendees

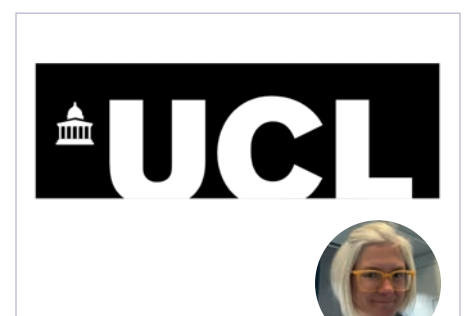
Some of our most popular sessions this year included:



"Social Prescribing" delivered by Professor Sir Sam Everington, GP at the Bromley by Bow Centre and Vice President of the British Medical Association.



"Trauma Informed Care: An Introduction for VCSEs" delivered by the lead consultant clinical psychologist for each borough across Bedfordshire and East London.



"An Introduction to Small Project Evaluation" delivered by Anne Laybourne, Community Research Initiative Manager at UCL.

Employment Opportunities: Service User Training and Employment Programme (SUTE)

In the summer of 2022, Compass Wellbeing launched our Service User Training and Employment Programme (SUTE), a 6-month training and employment placement programme for mental health services users, referred by the East London Community Forensic Service.

"I jumped straight into office based tasks, my skills and knowledge have increased."

Anthony,
SUTE participant

"I learnt about team work and gained confidence in myself."

Michael,
SUTE participant



"My favourite part about the placement was joining in with team meetings in the board room."

Daniel,
SUTE participant





Participants work alongside the Compass Wellbeing team in productive, learning-based roles. The programme provides individuals with opportunities to develop office-based skills, gain work experience, and build confidence. Ultimately, the programme works towards reducing the rates of unemployment amongst service users.

SUTE: A day in the life

"A typical day at work starts at 9 am. I sign in and check my emails and calendar to see if I have any appointments. I then meet with the Compass Wellbeing team to see what tasks they have for me. I've learned a lot about using IT to complete work, for example working on Word, Power Point, and Excel. Excel was challenging at first but now I'm finding it easier.

After taking a break, I might work with a colleague on a presentation. I've become more confident when communicating since being here. Finally, I'll sign out and head home. It's been great to experience a real work environment; helpful, educational, and fun."

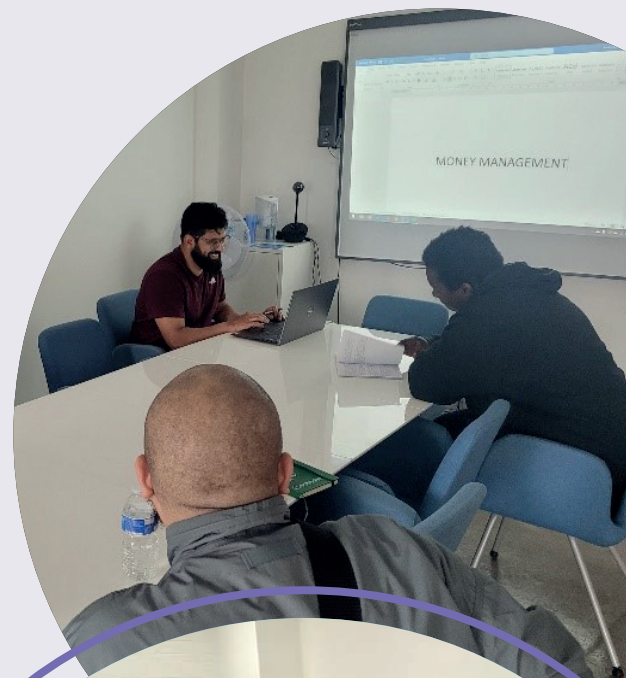
— Dhylan joined the February 2023 SUTE cohort at Compass Wellbeing

Employability Training

This year we also designed and launched an employability training programme for forensic service users, which takes place monthly. This training is open more widely to service users who have been referred by their Occupational Therapist and Care Coordinator.

Regular attendance and engagement with this training has often led to service users being successful in applying to join Compass Wellbeing on placement.

- ✓ **Career Goals**
- ✓ **Work Skills**
- ✓ **Interview Skills**
- ✓ **Communication Skills**
- ✓ **Confidence & Motivation**
- ✓ **Employment Rights**
- ✓ **Coping with Change**



Employment Opportunities: Community Interpreting

This year we continued to facilitate free, accredited training for ELFT service users to become interpreters. Service users can earn their level 2 and 3 community interpreting qualification that is recognised by the NHS and wider health and care sector, which can lead to paid sessional employment that can be fitted around family and other personal commitments. It also means service users can provide an essential service for people in need.

Community Interpreting Courses



Compass Wellbeing are offering **FREE** training opportunities in Community Interpreting for Service Users of East London NHS Foundation Trust



"Level 3 was challenging but the support Compass Wellbeing provided throughout Level 2 and 3 motivated me. I knew that if I ever had any issues with anything, I could always call them up.

I am now more confident in both Bengali and English. I am working with ELFT within their befriending service and I've also done interpreting work with the National Childbirth Trust.

I enjoy keeping a busy schedule. I have 2 kids so what is brilliant is that I can do this work when they are at school."

— Fabiha completed her Level 3 with Compass Wellbeing in July 2022.

12 service users completed Level 2

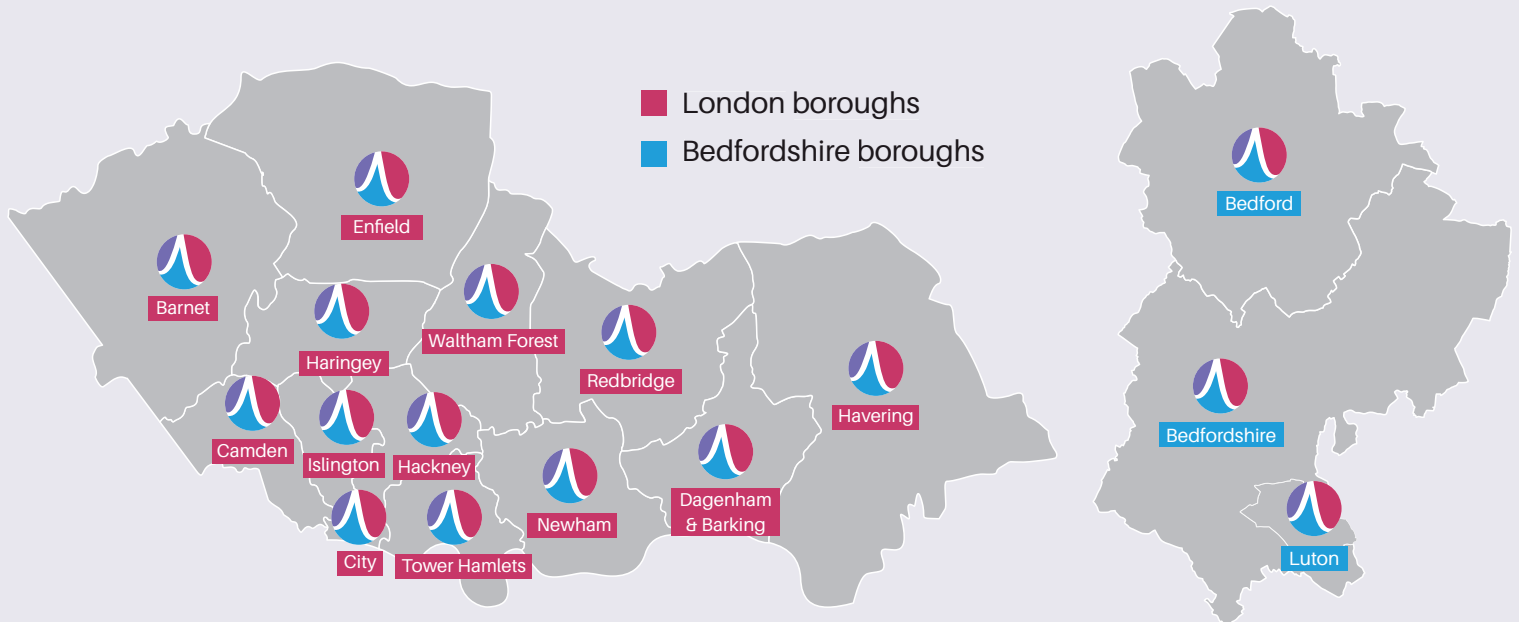
6 service users completed Level 3

5 went on to take on paid interpreting work



Where we work

Compass Wellbeing currently works across 3 boroughs in Bedfordshire and 13 in London.



We're here to help

There are many ways to access our support:

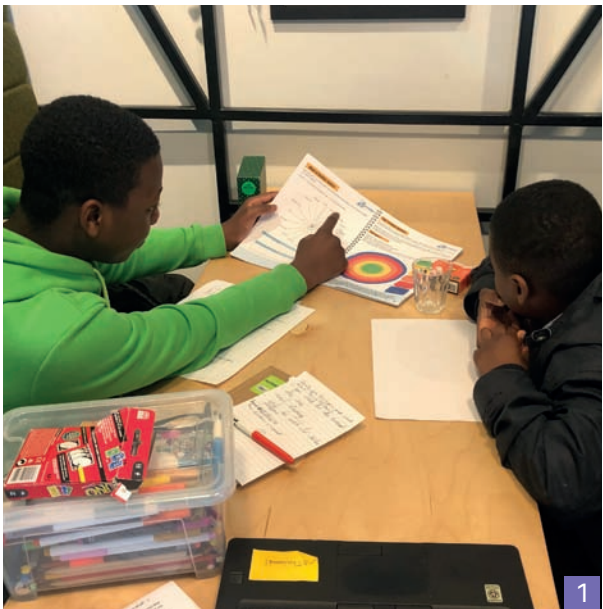
- ✓ Sign up to our [monthly newsletter](#) to hear about funding, resources and opportunities for VCSEs.
- ✓ See what [funding](#) we currently have on offer for VCSEs.
- ✓ Join us at one of our [free online training sessions](#) for VCSEs, or access free ILearn Professional Development courses for your VCSE.
- ✓ Learn more about the [training and employment opportunities](#) we offer for mental health service users.



Scan the QR code to access our website

Or perhaps we can support you in another way? Get in touch with our experienced team.

✉ Email us at info@compasswellbeing.co.uk



1: The Mentoring Lab, 2: Frames of Mind, 3: Noah Enterprise, 4: Shewise, 5: Subco Trust



Looking back on a busy year...

Compass Wellbeing's mission is to enhance community wellbeing and tackle social inequalities in the communities we serve. This impact report shows how we have put that mission into practice in 2022/23. Much of the impact we have is in supporting the brilliant work done by VCSEs in our network. Their ingenuity, commitment, and passion for improving the lives of people in their communities is consistently inspiring. It is a privilege to work with them.

The wide range of projects and initiatives captured here reflects the innovative ways in which we fulfil our mission. The range of voices in the report represents the diverse partners we have alongside us; from large health and statutory sector organisations, to small grassroots community groups, from medical professionals to community representatives and health service users. All these partners have played an important role in Compass Wellbeing's work this year and we intend to continue fostering collaboration, to overcome the shared challenges we face.

...and looking ahead

Our priorities for the coming year:



Networking

Expand our network to support the work of more VCSE organisations and foster wider collaboration.



Funding

Secure more funding for the voluntary sector by diversifying our partnerships with large health and care organisations.



Communication

Spread the word about Compass Wellbeing's work by developing our communications strategy and outreach work.



Empowerment

Grow and develop our employability support programmes so we can empower more individuals to reach their potential.



Sustainability


Take action to adopt environmentally sustainable business practices and supporting our network to do the same.



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