

# **Salford Men's Wellbeing Project**

## **Social Return on Investment**

**July 2016**

# SOCIAL VALUE

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Awarded 3 November 2016



Jeremy Nicholls  
Chief Executive Officer  
Social Value International



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## Executive summary

### About the Salford Men's Wellbeing Project

The Salford Men's Wellbeing Project ran from August 2013 to July 2015 and was aimed at improving children's wellbeing through improving the wellbeing of their fathers. Unlimited Potential initiated the project as an asset based community development project, applying four steps of an approach to action enquiry called Positive Deviance. The project was based in a deprived ward of Salford called Little Hulton.

The fathers that the project involved include many who have a background of severe and multiple disadvantage. Importantly a small number of more recently disadvantaged fathers, facing redundancy and other challenging life events, participated in the project. Furthermore a significant number of fathers motivated by helping others supported the Project.

Unlimited Potential recruited a local father as an Engagement Worker; this dad was seen as a peer by the core group of fathers that the project reached. They also established a Council of Dadz, made up of local fathers, who progressively took responsibility for the project. Using four steps of Positive Deviance, known locally as the "4 Ds", the project discovered an uncommon but successful coping strategy amongst fathers experiencing serious life challenges - they shared their problems openly with other and with a spirit of helping others. The Project then designed ways to encourage this behaviour to be more widely spread, including most notably a Saturday Dadz and Kidz Club. In April 2015, three months before the end of the project, responsibility for ongoing work with fathers in Little Hulton, including continuing the activities that had been set up by the project, was transferred to a newly constituted body known as Salford Dadz - Little Hulton.

### About this Social Return on Investment Analysis

This Social Return on Investment (SROI) analysis reports on the value of the results of the work undertaken in the two years of the project. It follows the seven principles of SROI (see box) and the methodology in "A guide to Social Return on Investment"<sup>1</sup> It has been undertaken by Jenni Inglis<sup>2</sup>, Managing Director of VIE for Life Ltd.

SROI is a principles-based framework for identifying and managing value for stakeholders affected by projects, activities and services. There are many approaches available to

#### SROI Principles

1. Involve stakeholders
2. Understand change
3. Value what matters
4. Do not overclaim
5. Only include what is material
6. Be transparent
7. Verify the result

See "A Guide to Social Return on Investment"  
The SROI Network, 2012

<sup>1</sup> The SROI Network (2012)

<sup>2</sup> Jenni Inglis is referred to as "the Analyst" throughout the report.

evaluating projects; SROI is primarily focused on the extent to which projects create an effect - rather than the process by which that effect is created. It is also concerned with addressing inequality and systematic biases in decision-making by revealing the value of the effects to those people affected. These can often include people who face significant disadvantages and/or are marginalised by society.

The analysis required numerous visits to the project, meeting with the Council of Dadz, other fathers involved, their children, and other stakeholders. VIE is grateful for the time and co-operation of these people, enabled on many occasions by Unlimited Potential staff.

The report details the answers to each of the following questions:

- A. Who was affected by the activities within the scope?
- B. What changed for each group of people as a result of the activities within the scope (+ve and -ve)?
- C. How much change happened?
- D. How important are these changes to the each of the groups of people who experienced them?
- E. How much of the change is down to the activities within the scope?
- F. How much value was created for each group?

Answers to these questions are detailed in turn for 6 groups, who were found to experience material – i.e. relevant and significant- changes, in sections as follows:

1. **“Core Fathers”** that the project seeks to help- those facing severe and multiple disadvantage and those more recently experiencing life challenges
2. **Children** of those core fathers
3. **Mothers** of those children
4. **Fathers** who help Salford Dadz, not experiencing significant disadvantage
5. **Public services**, especially Children’s Services
6. **Local voluntary groups**

This is the final version of the full report of an evaluative SROI- with references to the author omitted- for submission to Social Value UK for assurance against principles.

## Overview of results

The project has created social value as follows:

**£1 invested yielded approximately £20 of social value**

Of which the potential financial return to the public sector is:

**£1 of public money yielded £2.25 of potential savings**

and

**£1 of the total invested yielded approximately £14 of value for the Core Fathers**

These ratios are sensitive to assumptions made throughout the analysis. The full report details the assumptions, identifies which are least certain, and how they affect the account of value created. By making different, but still plausible assumptions the social value is lower, with £1 invested yielding £13.

**Therefore, in the professional judgement of the analyst, the social value created by the Project is in the range of £1:£14 and £1:£20.**

These headline figures perhaps give a flavour of how utterly transformational the Project has been in the lives of the affected fathers. Indeed most of the group of 9 fathers who have taken responsibility for Salford Dadz experienced significant changes in the extent to which they are able to cope with serious challenges, how confident and involved they are as fathers and the extent to which they find that their life has meaning. It has also clearly made a positive difference in the lives of a group of other fathers in a similar way, but to a lesser extent.

There is also some evidence that the Project has achieved its objective of improving the wellbeing of children of these fathers and that it has reduced the stress faced by their mothers. The changes in two fathers could be clearly traced to changes that affected Children's Services interactions with the family and the effects of this were verified by Social Workers.

Three key changes were identified for fathers. These changes were identified by means of semi-structured and unstructured interviews, selected as the most important with the involvement of the Council of Dadz and then measured by means of a questionnaire. A few illustrative quotes are included here:

(1) Fathers are now better able to cope with challenges:

"It's changed not just my style in life, it's changed my attitude to people and a lot of stress off my mind and out of my body and me not going out and getting drunk and building it all in, I used to keep it all inside and not let it out and I used to go out and my way of coping was going out and getting drunk, and not knowing when to stop drinking and then going getting in trouble and now I go to the Saturday group to have a chat with the dads and get it all off my chest and now I don't hardly drink anymore and I'm trying to find a job and I just put in for my own place" Father

(2) They are more confident and engaged fathers:

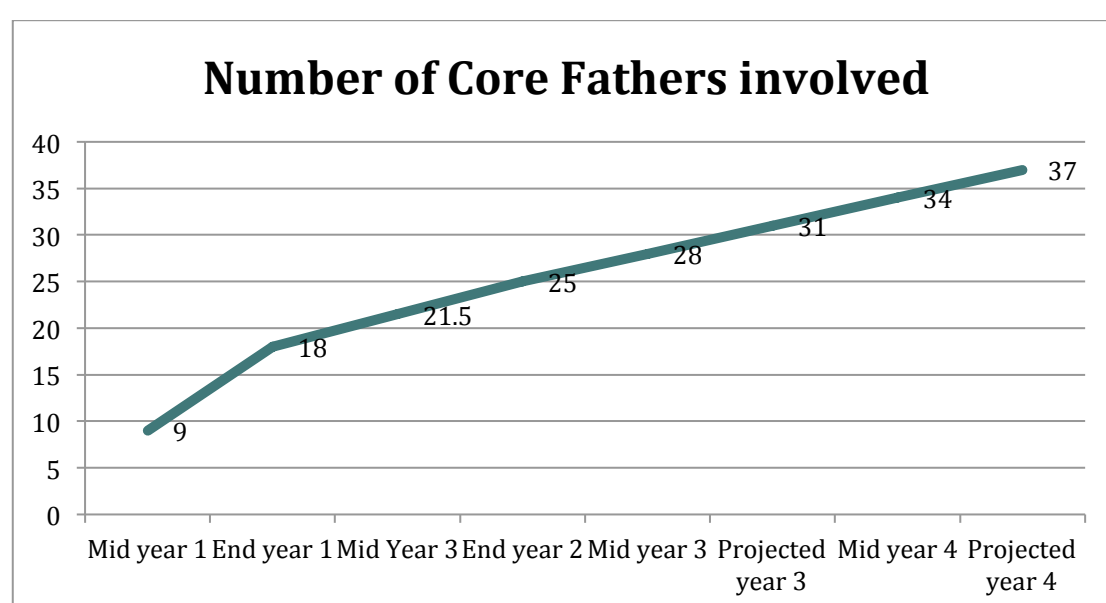
"Until recently, until Salford Dadz I didn't do much with my kids. Didn't go out much with my kids, ... now they're happier and they get to do stuff with me instead of it always being mum. I got brave last week and took them to a park during the holidays when it was jam-packed with people. They were happy and it was a big achievement for me so it was good." Father

(3) They feel they are able to lead more worthwhile lives:

*“I’ve been homeless for 2.5 months so I know what other people has gone through so I can try and help them get back on the right track and that. It gets easier talking about it - I’ve shared it so many times.” Father*

Two further changes were identified after the end of the Project. Each of these changes was only experienced by two of the Dads and not the same two in each case. These were: that spending too much time on Salford Dadz was causing problems at home, and that the structured opportunities and encouragement of other Dadz had led to two fathers gaining employment that suits them.

The total numbers of Core Fathers involved for at least 2 months has been based on project records to January 2016 and extrapolated from there (see graph).



The analysis suggests that each of these Core Fathers experienced at least one of the positive outcomes.

The partners, ex-partners and other female family members of fathers were also involved directly in identifying changes for them. Their key change is illustrated with a quote below.

Mothers were less stressed:

*“Actually I spend half of my Saturday morning time cleaning up and tidying up coz it’s the only time I get to clean up ... Kinda like it coz a lot of my distress is can be keeping ’em tidy and clean and once I’ve done that I feel a lot better. If I don’t do it I’m not relaxed, I’m always stressed.”*

*Mother*

The children of some of the Core Fathers were also directly involved in identifying changes they experienced.

Children were more confident in themselves and in groups:

*“I’ve been getting a lot more friends at school, too.” Child on video*

*“They mix with everybody, I’d rather have it like that ‘cause my son starts school in September so he’s mixing him with different people.” Mother*

Public and voluntary sector workers also verified that they’d seen a change in the fathers and that this had reduced the resources they needed to allocate or were likely to allocate in future to supporting a few of the families.

*“He was saying I go to Salford Dadz and we do things with the children and he was saying how they sit down and do craft things and he was explaining some very positive interaction.” Social Worker*

Each of these outcomes has been quantified, in order to understand how much change there is evidence of, and valued in order to understand how important the change is. The approach to valuation used for many of the outcomes for fathers, mothers and children is called “Wellbeing Valuation” (WBV), which benchmarks changes in life satisfaction as a result of certain outcomes, against the income that would be necessary to change life satisfaction by the same amount<sup>3</sup>.

## Recommendations

### *Replicate the Project elsewhere*

The Project has returned nearly 2.5 times its public sector investment in potential savings and created transformational change for a disadvantaged group. Other’s research also backs up the likelihood that it will contribute to longer-term child development. Therefore the general approach taken by this project should be replicated elsewhere and would be likely to achieve similar, although not identical results.

### *Build on the goodwill in Little Hulton*

This project has achieved significant results with a section of the community that are often considered by local partners to be “hard to reach”, demonstrating that in fact it is possible to reach disadvantaged people with the right approach. There are early indications that the Salford Dadz group could change the culture of the area, including the tendency for the local estates not to mix and the

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<sup>3</sup> WBV is gaining prominence in Social Cost Benefit Analysis in Central Government and the Housing Sector. It is particularly useful when dealing with changes that are transformational, which can be hard for project participants to state their preference for. It is also particularly useful when valuing changes that have affected people on low incomes, since eliciting their preference in market terms can inadvertently reinforce inequalities through their typically lower valuations. As a result, it tends to yield higher values than other methods, however policy makers should remember that its function is to reveal structural weaknesses in decision-making that focuses on cost effectiveness against narrow measures of health, or seeks to spend as little as possible whilst simply moving people round a system.

suspicion towards public bodies and that other local bodies could partner with Salford Dadz to support this. To achieve this, public bodies need to understand and embrace the philosophy of empowerment demonstrated by the Salford Men's Wellbeing Project Manager in order that they do not end up alienating the fathers. They also need to be considerate of the pressures that the fathers face when seeking to involve them in other community projects. Fathers should continue to be involved in understanding and measuring changes.

### ***Address the risk of over-commitment of a small number of fathers***

There is a risk of a significant negative outcome for fathers who give substantial time to developing this sort of project, at a time where they may face challenges of redundancy, ill-health or bereavement. This negative outcome was expressed here as "problems at home" caused by the feeling that they were spending excessive time on Salford Dadz. Unlimited Potential, and others undertaking similar projects, should give further consideration to how this outcome can be avoided or better managed.

### ***Strengthen the capacity of future groups to solve their own problems***

The Project, now in the form of an independent organisation - Salford Dadz Little Hulton- appears to be sustainable with minimal external input and the developed capacity of the Council of Dadz to fundraise. It has run successfully in its independent state for over a year. Most of the fathers on the Council of Dadz had never been involved in organising in this way before, therefore it is a mark of success of the Project that it is able to sustain itself. However, growth in the reach of Salford Dadz is slower than most desire. There is also risk of the fathers involved being affected by negative influences from their peers in future as much as they have been involved by positive influences so far. One of the approaches that the Project Manager drew on in this project, Positive Deviance, is known for enabling peer groups to become interested in, and adopt, the most positive behaviours. Members of the Council of Dadz were aware of Positive Deviance - known locally as the four Ds- but did not demonstrate an ability to apply it. Therefore in any future similar projects it may be worth giving further training on applying Positive Deviance in order to enable the group to continue to identify, and find successful strategies for dealing with, the problems they face.

### ***Establish appropriate monitoring earlier in future projects***

This SROI report was not without its challenges, particularly around data collection in a community who tend to view researchers with suspicion. Attempts at measurement of outcomes prior to the SROI were unfocussed and not pursued consistently. Future projects should give consideration to how a small number of relevant and important measures can be identified earlier on in the Project, through involving stakeholders in open-ended questioning about effects, and suitable data collection set up. This should reach a higher percentage of participants and increase confidence in the results.



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## 1. Introduction

Unlimited Potential initiated Salford Men's Wellbeing Project – the Project – in order to promote the wellbeing of children in Little Hulton through promoting the wellbeing of fathers.

Little Hulton is a ward within Salford City local authority boundaries. It is an ex-mining village and also includes post-war housing developments built to clear slum housing in inner-city Salford. The majority of the areas in the Ward are classed in the 3% most deprived nationally<sup>4</sup>. However - rather than focus on the deprivation in the area - the approach adopted by Unlimited Potential to the Salford Men's Wellbeing Project is based on "Asset Based Community Development" and "Positive Deviance"; approaches that support the idea all people are resourceful and creative.

Around 13,000 people live in Little Hulton, of whom around 3,700 are aged 19 or under. There are 5,451 households in Little Hulton, of which 709 (13%) are lone parents with dependent children, much higher than the English percentage of 6.4% or the Salford percentage at 8.7%. Conversely there are fewer married and co-habiting households with dependent children in Little Hulton at 899 (16.5%) than the Salford 17.3% or English 20.8% percentages.

The Salford Men's Wellbeing Project was a two-year project, started with Salford CCG Innovation Funding in August 2013 for one year and extended with Innovation Funding for a further year ending July 2015. During this time, the continuation of the aims of the Project was secured by the development of Salford Dadz - Little Hulton as an independent organisation, currently governed by 9 local fathers.

VIE for Life Ltd (VIE) was contracted by Unlimited Potential (UP) to undertake a Social Return on Investment (SROI) analysis of the Salford Men's Wellbeing Project. VIE Managing Director, Jenni Inglis, is referred to as "The Analyst" from here on. UP also contracted Leeds Beckett University (LBU) to evaluate years 1 and 2 of the Project and the University of Salford to evaluate effects on children by engaging them in a workshop in August 2015. A separate report of these evaluations is available<sup>5</sup>. Both Universities generously co-operated with VIE in the design and execution of their fieldwork with women and children.

SROI is a principles-based framework (see figure 1) with the purpose of understanding, measuring and valuing relevant and important changes resulting

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See A Guide to Social Return on

**Figure 1 - SROI Principles**

<sup>4</sup> <http://www.salford.gov.uk/d/littlehulton.pdf>

<sup>5</sup> Salford Dadz, Year 2 External Evaluation, Robertson et al. Leeds Beckett University

from projects and services. It seeks to address structural inequality by creating a more complete account of value created and destroyed by actions, especially the value of changes experienced by those with less power and influence.

## 2. Scope and overview of stakeholders

Social Return on Investment prompts the consideration of the following questions:

- A. Who was affected by the activities within the scope?
- B. What changed for these groups of people as a result of the activities within the scope (+ve and -ve)?
- C. How much change happened?
- D. How important are these changes to the groups of people who experienced them?
- E. How much of the change is down to the activities within the scope?

As the above list highlights an important part of setting scope of an SROI study is to decide which (sets of) activities are being studied. An SROI analysis aims to account for: all the inputs necessary to deliver a set of activities, and for the value of the part of the outcomes that are judged to have been caused by the same set of activities.

In full the scope is defined by:

- the activities that are being studied
- the time period over which these activities took or are taking place
- the purpose of the analysis
- the type of analysis - forecast or evaluative

### Activities within Salford Men's Wellbeing Project

Salford Men's Wellbeing Project was an Asset Based Community Development project (ABCD - see figure 2), funded between August 2013 and July 2015 and delivered by Unlimited Potential. It aimed to test whether children's wellbeing could be improved by improving the wellbeing of fathers. It applied four steps of a Positive Deviance framework (see figure 3) - known locally as "The Four Ds". It resulted in a community group known as Salford Dadz - Little Hulton being set up and constituted. This group, governed by a "Council of Dadz", continues to run a set of activities established by the Salford Men's Wellbeing Project at step four of the Positive Deviance framework, without significant on-going input from Unlimited Potential.

#### **Asset Based Community Development**

ABCD describes a set of approaches to community development that recognize and work with the strengths in a community.

The main approach drawn on in Salford Men's Wellbeing Project is "C2-Connecting Communities" developed by Hazel Stuteley.

See, for example: **Durie R, Wyatt K (2013).**

**Figure 2 -ABCD**

This analysis has therefore had to take

account of the effects of Salford Men's Wellbeing Project, as distinct from the on-going activities of Salford Dadz - Little Hulton.

The Project enabled a group of fathers in Little Hulton to work together for mutual benefit and for the benefit of their children.

The activities undertaken as part of the Project can be roughly grouped under the four stages of Positive Deviance, with some preparatory work. This overview is provided as a rough guide to what has been considered within scope of this SROI, since the Project, as is common with Positive Deviance projects, did not follow these steps in a linear manner.

Preparatory work for the Project included:

- Establishing a local base and building relationships with agencies and local business owners (e.g. the café)
- Recruiting an Engagement worker
- Outreach activities to raise the profile of fatherhood and to find fathers including informal meetings and a competition "Men Behaving Dadly".
- Asking the first fathers to do things to help others, e.g. meet someone new in the café

The "Define" stage included:

- Mapping current problems (see figure 4) with a small group of fathers, who became the Council of Dadz
- Developing "persona" – archetypes of local fathers, which identified that some fathers cope better than others, named "Mr. Bounce"

## Positive Deviance

Positive Deviance is an approach to a community development, which has been used round the world to address numerous problems from child malnutrition to hospital acquired infection. It is based on the observation that in every community or organisation there are certain individuals or groups whose uncommon behaviours enable them to achieve better solutions to problems than their peers who have access to the same resources.

There are four main stages to a Positive Deviance process. These are:

1. **Define**- the problem and the desired outcome.
2. **Determine**- the existence of people who have uncommon ways of overcoming the problem
3. **Discover**- how these people do it
4. **Develop**- opportunities for others to practice these behaviours

See for example **Bisits Bullen, P.** (2011).

Figure 3 - Positive Deviance

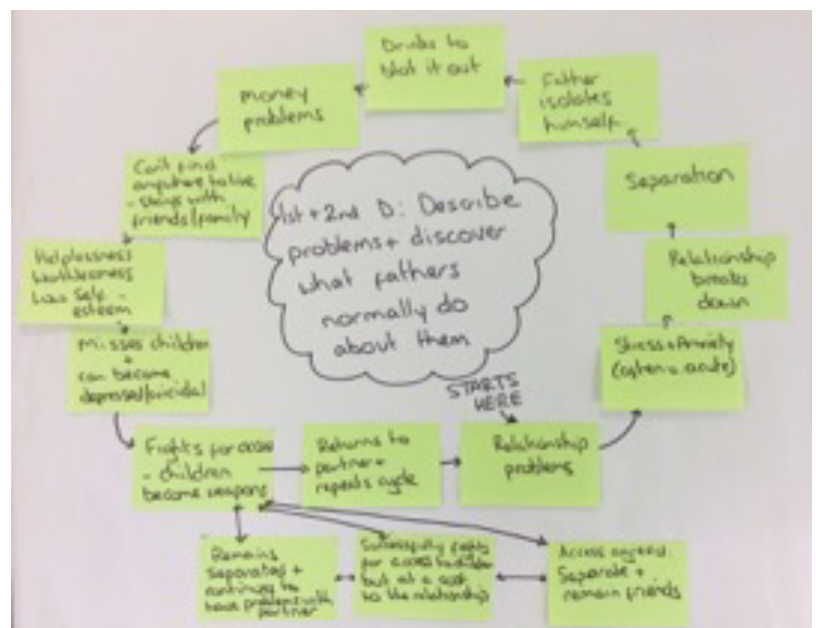


Figure 4 problems mapped by the CoD

The “**Discover**” stage included:

- Review of data by the Project Manager and checking observations with the Council of Dadz. At this point, it became clearer that the unusual behaviour of “Mr. Bounce” was to share their story openly with others.

The “**Develop**” stage included:

- Setting up a variety of ways to enable fathers to share their stories with others and encourage each other. These include:
  - Council of Dadz, a weekly meeting, which primarily has a governance role important to the sustainability of the Project but also offers an opportunity for fathers to encourage each other. At July 2015 there were 9 fathers in regular attendance (at least once per month)
  - Saturday Dadz and Kidz club, which started fortnightly in year 1 and moved to weekly in year 2. This is a short (1.5 hour) session on a Saturday morning, which the Council of Dadz took responsibility for planning. The format varies but always includes the chance for fathers to have a chat with each other, and the Council of Dadz pays attention to the state of mind of fathers attending. At July 2015, there were 25 fathers in regular attendance (at least once per month) from the core group that the Project aims to benefit.
  - Brew and Banter, which ran weekly on for around 9 months in Year 2 until the venue was no longer available and the decision was taken to review it due to low attendance. This was a social club built around activities like pool and table tennis, the purpose of which was to reach fathers who might not have contact with their children and who might value something to do during the day. At July 2015, there were 21 fathers in regular attendance (at least once per month) from the core group that the Project aims to benefit.
  - Mutual support, including initially from the Engagement Worker employed by Unlimited Potential. This is continued by Salford Dadz with volunteers. At July 2015 there were 26 fathers who regularly talked to the Engagement Worker (at least once per month) from the core group that the Project aims to benefit.
  - Events to make contact with more fathers and to maintain a relationship with the wider community. These include Father’s Day Fete, support for Santa’s Sleigh (organised by the Rotary Club) and bag packs at supermarkets.

In Positive Deviance projects undertaken in organisational settings it can be necessary to do additional work with managers to encourage them to stand back and let the project unfold, i.e. to ensure an authorising environment exists. In this case, the authorising environment was often the community itself, particularly mothers, and it was important for the Project to maintain a presence through social media (Facebook), run events open to a wider community, and address negative perceptions.

## **The time period of the activities within the analysis**

The Project ran for two years, from 1<sup>st</sup> August, 2013, to 31<sup>st</sup> July, 2015.

## **Purpose of the analysis**

The purpose of this analysis is primarily to inform future decisions about taking a similar approach elsewhere, rather than to argue for further support to Salford Dadz - Little Hulton. Salford Dadz - Little Hulton has been self-sustaining since August 2015, with modest income and expenditure. The Council of Dadz has identified on-going resources required for Salford Dadz operation and appears confident in their capacity to fundraise to meet this.

Therefore, the boundary drawn in this analysis is to look at the effects of all activities up until end July 2015, both those undertaken by UP staff and those undertaken by members of the Council of Dadz. The split of attribution of outcomes occurring after July 2015 to the Project and to the Council of Dadz is also considered in the report.

This is an evaluative SROI, rather than a forecast.

## Stakeholders

SROI principle “Involve Stakeholders” requires that stakeholders - those who make an input to the activities within the scope and those who are affected by them - be identified and involved in order to inform the analysis of what changes, and how to measure and value these changes.

### **The process for selecting representative stakeholders was as follows:**

- An initial list of stakeholders was drawn up by the Analyst in discussion with the Project Manager and Engagement Worker.
- This initial list was then reviewed throughout the course of the analysis to reflect the emerging understanding of who was affected by the Project, drawn from asking stakeholders to identify other stakeholders and from grouping stakeholders differently.

Figure 5 presents the final understanding of those stakeholders who are affected, grouped according to differences in the effects found. **The table also shows how they were involved throughout the analysis and the numbers involved.**



Stakeholder	Reason for inclusion (input or initially anticipated effects)	No. in group end of year 2 (July '15)	No. initially involved to define outcomes, initial value, deadweight, displacement attribution	No. involved in developing indicators	No. involved in valuing outcomes	No. returning initial questionnaires	No. returning follow up questionnaires
<b>Fathers on Council of Dadz</b>	Empowered to take action to support others	9	8 - 3 by Analyst plus 5 other via video	8	5	7	8
<b>Core fathers not on CoD</b>	Make connections with other fathers, develop parenting skills	16	6- 3 (by Analyst face to face) plus 3 (by analyst on phone)	By proxy (CoD)	By proxy (CoD)	6	2
<b>Children of core fathers</b>	Do more fun things with their father	48	13 (by SU with Analyst present)	n/a	n/a	n/a	n/a
<b>Mothers of children of core fathers</b>	Enjoy some time to themselves	30	6 (1:1 interviews by LBU, audio recorded)	By proxy (CoD)	n/a	7	0
<b>Fathers helping Salford Dadz</b>	Give their time to help Salford Dadz	23	3 (telephone call with Analyst)	n/a	n/a	n/a	n/a
<b>Rotary Clubs*</b>	Funding for Salford Dadz activities	2	2	n/a	n/a	n/a	n/a
<b>Voluntary organisations</b>	Receive volunteer time from Salford Dadz	3	1	n/a	n/a	n/a	n/a
<b>CCG / Health &amp; Wellbeing Board*</b>	Make an input	2 orgs	1	n/a	n/a	n/a	n/a
<b>Children's Centre *</b>	Make an input	1 org	1	n/a	n/a	n/a	n/a
<b>Other public bodies/ departments</b>	Reduced demand for public services	c. 10 orgs & departments	c. 10 orgs & departments	8 (individual Social Workers)	1 individual Social Worker	n/a	n/a

Figure 5 - Summary of stakeholders

\* Stakeholders marked with an asterisk were asked about outcomes for them from the Project. However, the outcomes they reported are all outcomes affecting other stakeholders, particularly the Core Fathers. Therefore, no outcomes have been claimed for them in this report. The only exception is one of the Rotary Clubs, who benefited from being able to collaborate with Salford Dadz in order to work in the area. This is a similar outcome to the outcome for voluntary organisations and has been grouped with this stakeholder group.

### The structure of this report

The remainder of this report sets out the value created and destroyed for each stakeholder group in turn using the structure:

- A. Who experiences an effect?
- B. What changed for them?
- C. How much change happened?
- D. How important are these change?
- E. How much of the change is down to the Salford Men's Wellbeing Project?
- F. What is the total value for this group?

### The groups are

- 1. Core Fathers
- 2. Children of Core Fathers
- 3. Mothers of children of Core Fathers
- 4. Fathers who help Salford Dadz
- 5. Public bodies
- 6. Other local voluntary groups

The report concludes with a summary of the value created by the Project and recommendations for creating more value with future projects of a similar nature.

### 3. Core fathers

#### 3A. Who experienced an effect?

##### *Defining Core Fathers*

Before involving any of the fathers, consideration was given to what was known about the fathers engaging with the Project, which might indicate initial sub-groups that should each be involved.

The Project had already identified seven archetypes - known as persona - of local fathers, with the Council of Dadz' involvement. These were intended by the Project to primarily act as a guide to thinking how to approach fathers. Broadly speaking, they divide into three archetypes that may be interested in helping Salford Dadz and four that might benefit from involvement.

**The three who might help are (figure 6):**




<p><b>'Mr Happy'</b></p> <ul style="list-style-type: none"> <li>• May be newcomer or native</li> <li>• With partner</li> <li>• Job and house ok or retired</li> <li>• Happy and stable, with the usual family issues which he overcomes</li> <li>• Has hobbies and interests</li> <li>• Includes foster fathers and stand in fathers</li> <li>• Likely to be a Men Behaving Dadly winner</li> <li>• Curious about Salford Dadz but feels he doesn't need it</li> <li>• May need persuading directly that he has wisdom to offer other dads</li> </ul>	 <p>'mr Happy'</p>
<p><b>'Mr Strong'</b></p> <ul style="list-style-type: none"> <li>• Native to Little Hulton</li> <li>• Strong sense of family and community</li> <li>• Happy and stable, with the usual family issues which they overcome</li> <li>• Already volunteering, with many skills</li> <li>• Appears at various community events and meetings</li> <li>• May be too used to offering 'services' rather than the community learning from itself</li> <li>• Interested in helping Salford Dadz</li> </ul>	 <p>'mr Strong'</p>
<p><b>'Mr Good'</b></p> <ul style="list-style-type: none"> <li>• Part of a family that has lived in Little Hulton for generations – all in stable partnerships</li> <li>• Close knit group of granddads, dads and children</li> <li>• Strong links to church – worshipping, working, volunteering or socialising together</li> <li>• Likely to offer pastoral help to other dads, but sometimes find it hard to relate to them</li> <li>• Good observer of Little Hulton life to share with Salford Dadz</li> </ul>	 <p>'mr Good'</p>

Figure 6 - Mr. Men who might help

The four who might benefit are (figure 7):





<p><b>'Mr Bump'</b></p> <ul style="list-style-type: none"> <li>• Local, but may have moved around due to tenancy issues</li> <li>• May be a young dad with a partner</li> <li>• On or below the bread line</li> <li>• Likely to have mental health and addiction issues</li> <li>• Hard to engage – reluctant to admit he has problems</li> <li>• Can become socially isolated</li> <li>• Little confidence in self and trust in others</li> <li>• Will only engage with Salford Dadz with persistent one to one effort and has the most to gain</li> </ul>	 <p><b>'Mr Bump'</b></p>
<p><b>'Mr Bounce'</b></p> <ul style="list-style-type: none"> <li>• Native to Little Hulton</li> <li>• Has faced serious difficulties, especially around relationships - and won</li> <li>• Doesn't know how exceptional he is</li> <li>• Has grown as a person in some way – got a job, started a course, volunteered, become fitter and healthier</li> <li>• Likely to be spotted by services who helped him and put him in contact with Salford Dadz</li> <li>• Likely to be role models (positive outliers) for others when found by Salford Dadz</li> <li>• Likely to be a Men Behaving Dadly winner</li> </ul>	 <p><b>'Mr Bounce'</b></p>
<p><b>'Mr Clever'</b></p> <ul style="list-style-type: none"> <li>• Is a relative newcomers to Little Hulton</li> <li>• Has a professional background</li> <li>• Facing difficult times: redundancy, separation</li> <li>• Keeps going despite everything</li> <li>• Can become socially isolated due to background being different from other local men</li> <li>• Confident and resourceful enough to see Salford Dadz leaflets/Facebook and make it to events without help</li> <li>• May have skills to offer Salford Dadz but because of work/job-seeking may have difficulty finding the time</li> </ul>	 <p><b>'Mr Clever'</b></p>
<p><b>'Mr Impossible'</b></p> <ul style="list-style-type: none"> <li>• Local man who has abandoned his children and partner(s) or has a chaotic relationship with them</li> <li>• Likely to be offending/in prison</li> <li>• Has several children by different partners</li> <li>• Likely to avoid or ignore Salford Dadz, but may reach a critical moment when he might want their help</li> </ul>	 <p><b>Mr Impossible'</b></p>

Figure 7- Mr. Men who might benefit

These second four groups are the core target group for the Project to engage, from here on called the “Core Fathers”. However, the other three groups of fathers are also important to the Project functioning. Outcomes for them are discussed in section 6.

### *The number of fathers involved in the Project*

The numbers involved were checked at the end of July 2015 and again in January 2016 by the Analyst, who reviewed an anonymised version of the contact list held by Unlimited Potential.

At the end of July 2015, the contact list included details of 77 fathers. Of these, 29 fathers had been involved with the Project for less than two months. They were excluded from the analysis because there is little chance of a positive or negative effect on them from a very short involvement with the Project.

The 48 remaining fathers were matched to an archetype by the Project Manager and Engagement Worker, who also flagged the fathers that were involved with Salford Dadz more to help out than to benefit: "Helps Salford Dadz". The Analyst has labelled the other fathers as "Core Fathers" to recognise that they are the fathers that Salford Dadz aims to benefit (figure 8).

Row Labels	Helps Salford Dadz	Core Fathers	Total
Happy		1	1
Strong	7	3	10
Good	11		11
Bump		3	3
Bounce	4	15	19
Bounce/Clever		1	1
Clever		1	1
Impossible		1	1
Not stated	1		1
<b>Total</b>	<b>23</b>	<b>25</b>	<b>48</b>

Figure 8 - Analysis of fathers involved

From this, it is apparent that nearly all fathers engaged so far are classified by the Project team as Mr. Strong/Good or Mr. Bounce and that broadly the "helps Salford Dadz"/ "benefits from Salford Dadz" logic does apply, with e.g. no core fathers who are "Mr. Good". The initial groups of fathers that were to be involved were therefore set as those fathers who Salford Dadz aims to benefit called "Core Fathers" and those fathers that might help Salford Dadz.

A further obvious distinction within the group that Salford Dadz aims to benefit is whether they are on the Council of Dadz or not, since the Council of Dadz members are significantly more involved in the Project. Therefore, three initial sub-groups of fathers were set at end July 2015 as:

- a) 9 "Core Fathers" on the Council of Dadz
  - b) 16 other "Core Fathers"
  - c) 23 fathers who help Salford Dadz - discussed in section 6
- } discussed in this section

It was later established that groups a) and b) in fact experience similar outcomes but to different degrees. Therefore they have been grouped for the purposes of

designing a measurement approach, but reported on separately where not doing so might lead to a lack of transparency. Where they are referred to as “Core Fathers”, it includes all 25, and where Council of Dadz is reported on separately, “Core Fathers” refers to the other 16 only.

In January 2016 there were three more fathers on the Project contact list who are Core Fathers and had been involved for longer than two months. This growth in the number of fathers involved, 3 in six months, has been extrapolated into the future to project a growth of 6 more Core Fathers involved each year, e.g. from August 2015-July 2016 and from August 2016-July 2017 (figure 9).

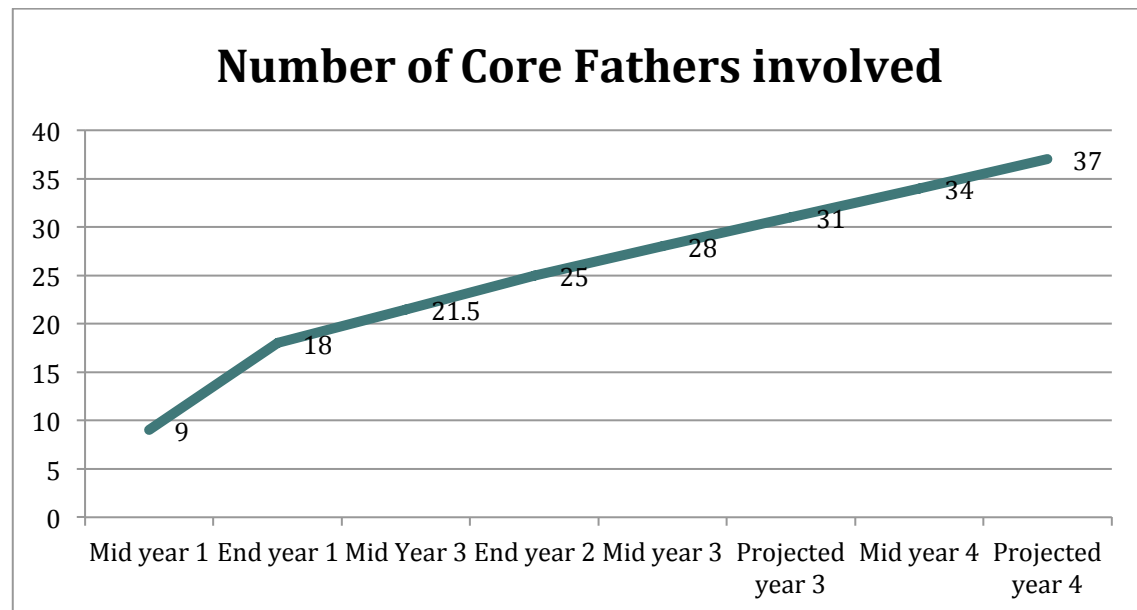


Figure 9

The quantities of outcomes for Core Fathers have been based on these figures. This is further explained in section 3C.

### 3B. What changed for Core Fathers, including Council of Dadz?

In order to establish the range of outcomes that occurred for the Core Fathers, the Analyst went through an evolving process in order to attempt to ensure that the fathers involved in defining outcomes were likely to be representative. The Analyst:

- 1) Interviewed 6 fathers - 3 Council of Dadz and 3 other Core Fathers<sup>6</sup>. These one-to-one interviews<sup>7</sup> asked open-ended questions about the change the fathers had experienced<sup>8</sup>. The interviews were audio recorded and transcribed.
- 2) Watched 5 video interviews of Council of Dadz members made by UP, which were of unstructured interviews, generally including details of the fathers' backgrounds and initial experiences of Salford Dadz. The Analyst also reviewed independent analysis by Leeds Beckett University (LBU) of these videos.
- 3) Undertook short telephone interviews with a further 3 Core Fathers who were not Council of Dadz members. This was instigated in order to improve the extent to which the experiences of non-CoD members are reflected in the data.

All of the outcomes, reported by fathers through these various means, were judged to be relevant, on the basis that "stakeholders expressed a need for it and the intervention can deliver it"<sup>9</sup>. Therefore they have all been included in the analysis.

The data about what had changed was reviewed in relation to the 4 persona types, each of which was represented in the data. There were no differences found in the changes that fathers experience as a result of the Project so the grouping remained "Core Fathers". The similarities in the data at this stage also led to the judgement that saturation had occurred and further interviews were unlikely to identify different outcomes.

This data was analysed into an initial chain of change, showing how outcomes lead to other, more significant, outcomes (figure 10). This analysis was undertaken based on the patterns in data from interviews suggesting causal links, input from the Council of Dadz and the experience of the Analyst. Three outcomes were identified from this to be measured by means of an initial questionnaire.

In addition, because the project was evolving, the Analyst:

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<sup>6</sup> The interviews were organised by Unlimited Potential on the basis of who was available on the day. There is potential for bias here, however the selection of Council of Dadz members is relatively important, due to the other opportunities the Analyst had for contact with this group.

<sup>7</sup> One-to-one interviews were selected in order to enable any sensitive issues, and in particular any negative outcomes, to be discussed openly.

<sup>8</sup> See Appendix I for the interview guide

<sup>9</sup> See Social Value UK Supplementary Guidance on Materiality.



- 4) Stayed in touch with the Council of Dadz by attending meetings with them to develop indicators and value outcomes, and attending meetings that they were also present at (e.g. with potential funders). The Analyst asked about and listened for further changes.
- 5) Reviewed reports of changes in fathers' behaviour captured by the Project staff, especially reflective diaries from the Project Manager and Engagement Worker.

These last two steps led to the identification of two further outcomes, which appeared significant and were included in a second questionnaire. This is further discussed later in section 3 C.

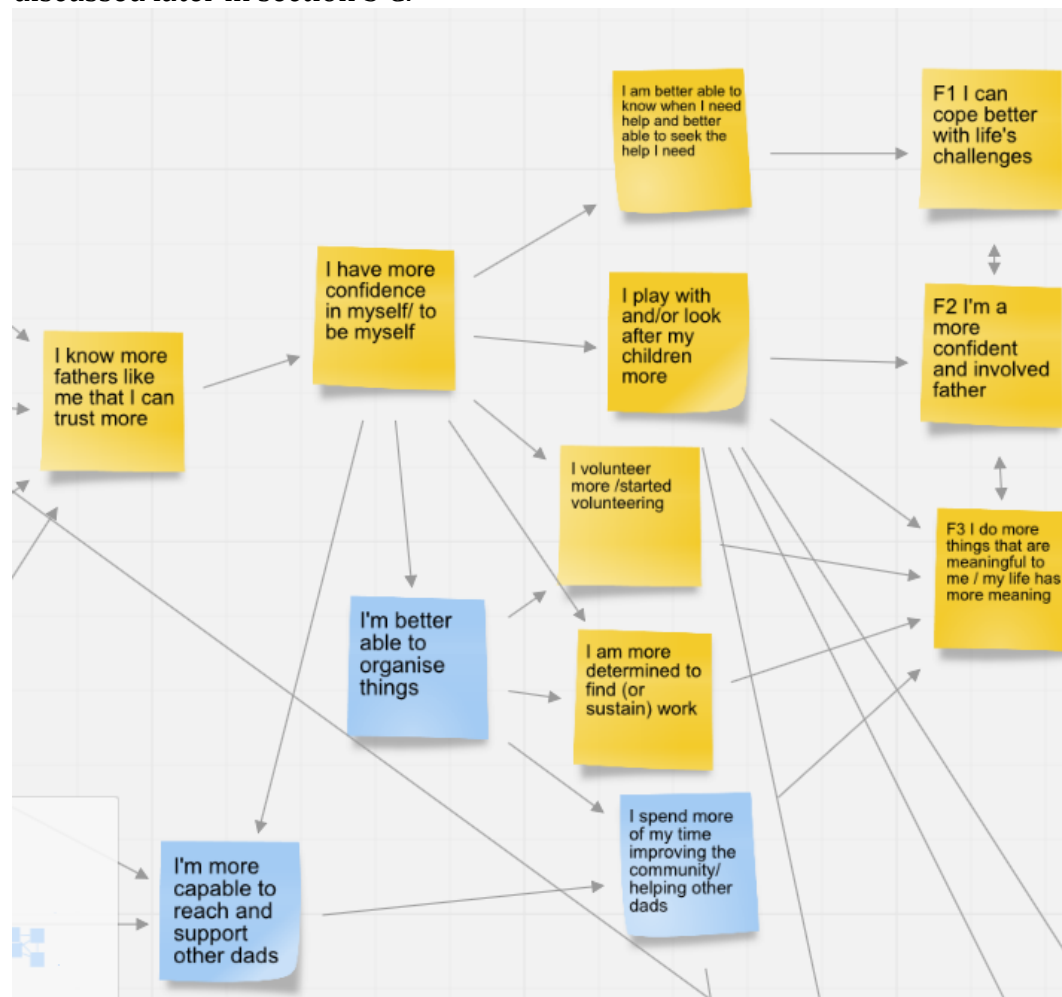


Figure 10 - Chain of change for Core Fathers

Blue notes in Figure 10 are for the Council of Dadz and yellow notes are for other Core Fathers. Outcomes have been deliberately written up in first person, to reflect as far as possible the language used by the fathers.

The outcomes on the far right of Figure 10, marked F1 to F3, are the outcomes that have ultimately been measured and valued in this analysis on the basis that they are the most significant outcomes.



A few illustrative quotes for the three outcomes at the end of the chain of change are included here. Further quotes that support way this analysis has been arrived at are included in Appendix II.

### **F1 I can cope better with life's challenges**

"For me it is anxiety, panics, depression, and not really having much regard for myself. The thing is now when I think about it, it doesn't feel like it was a big thing. A year and a half ago it was a big thing, now it doesn't. It's difficult to explain, it's difficult to understand in my own head. It feels odd."

"It would have just all got on top of me, you know, if I don't let it out and stuff it all builds up inside and I probably would have ended up ... I'll be honest... I probably would have ended up going out and getting in trouble. But getting it off my chest has released a lot of stress off me and that."

"It's changed not just my style in life, it's changed my attitude to people and a lot of stress off my mind and out of my body and me not going out and getting drunk and building it all in. I used to keep it all inside and not let it out and I used to go out and my way of coping was going out and getting drunk, and not knowing when to stop drinking and then going getting in trouble and now I go to the Saturday group to have a chat with the dads and get it all off my chest and now I don't hardly drink anymore and I'm trying to find a job and I just put in for my own place."

### **F2 I'm a more confident and engaged father**

"Until recently, until Salford Dadz I didn't do much with my kids. Didn't go out much with my kids, ... now they're happier and they get to do stuff with me instead of it always being mum. I got brave last week and took them to a park during the holidays when it was jam-packed with people. They were happy and it was a big achievement for me, so it was good."

"We're getting on a lot better. I'm able to talk more openly now and I'm more outgoing. I'm happy to do things. The kids have benefitted because they've seen two happy people, there are less arguments and I'm not depressed. When we go for a day out I'm more open to go out and do things and get food and in the past I just used to be inside myself."

### **F3 I lead a more meaningful life**

"We invited someone from the Rotary who was interested in seeing what we done. From that they decided to bring Santa's Sleigh to Little Hulton. It had been 10 years since they'd had Santa's Sleigh in Little Hulton. OK it only went round one of the small estates, but we worked with the Rotary

but we brought it back. It was raining and we were watching families coming out to watch the sleigh. People were excited to see it and all came out to see it. You can't put a price on it. Watching them stand outside in the rain to see Santa Claus come round. I'm going to remember that for ages and I know that the other dads as well will remember it. It was a great feeling to know that we were part of making it happen. I couldn't care less about how cold and wet I was."

"I've been homeless for 2.5 months so I know what other people has gone through so I can try and help them get back on the right track and that. It gets easier talking about it - I've shared it so many times."

The possibility that these three outcomes are in fact dependent on each other, and therefore should be expressed as one outcome, was considered. However, it was identified that it would be possible for a father to attend the Saturday Dadz and Kidz Club and become a more engaged father as a result, but not build a relationship with the other fathers, thereby not changing the extent to which they cope with other things in their life. Similarly, it would be possible for someone to receive some support from the Engagement Worker or a member of the Council of Dadz and change the way they cope but without it affecting their parenting substantially, especially if they did not attend the Saturday Dadz and Kidz club. The outcome of leading a more meaningful life could in theory be related to being a more confident and engaged father, but from what fathers said was linked largely to volunteering and working inside and outside Salford Dadz, rather than to interactions with children. Nonetheless, some overlap of this outcome has been considered in the sensitivity analysis.

Two further relevant and potentially significant outcomes of the Salford Men's Wellbeing Project were identified in the course of the analysis. These are

**F4 I have (more) problems at home**

and

**F5 I have secured a job that suits me**

They are both most likely to relate to members of the Council of Dadz only. The evidence of these changes is discussed in section 3C.

### **3C. How much change happened?**

Upon review of the results of interviews with Council of Dadz and other Core Fathers, the Analyst decided that both groups' ultimate changes were the same and therefore that this groups should be treated as one. The Analyst verified a draft chain of change for the fathers at a meeting of the Council of Dadz, with the final version being presented above.

Further stakeholder involvement would have been undertaken in the event that there was any indication of outcomes that had not been identified by the initial round of involvement. However, the Council of Dadz agreed with the Analyst about the most important outcomes of the Project and did not identify any that were missing. The Project Manager was also consulted and did not identify any gaps in the analysis.

The Council of Dadz was also asked for their input on how these changes could be demonstrated. This was done at one of their regular meetings in a session led by the Analyst, which included constructing the chain of change (working with the outcomes on cards on a table) asking how they would demonstrate the changes to others, and discussing the relative importance of the outcomes.

From this, **Questionnaire 1** (at appendix III) was developed to measure change in the wider group of 25. It was focused on the three changes initially identified. The Council of Dadz Chair and Engagement Worker tested the Questionnaire out and the Engagement Worker distributed it and answered questions about it. There were 13 responses returned.

**Questionnaire 2** (also at appendix III) was developed and run in January 2016. This questionnaire aimed to measure any drop-off - i.e. reduction over time - in the 3 original outcomes and measure the two outcomes identified subsequent to the first questionnaire. To keep it manageable, the outcome indicators were reduced to one per outcome. There were 10 responses returned.

Further explanation of the indicators constructed with the Council of Dadz, in order to support the case made for the quantities of each outcome claimed in the report, is included below.

### *Outcome 1 - I am better able to cope with life's challenges*

The evidence for the quantities of each outcome, from questionnaires 1 and 2 is presented in this section.

#### **Questionnaire 1**

The Council of Dadz thought this outcome included an element of not having to cope alone and an element of having learned better coping strategies. To reflect this, two indicators were agreed for measuring the outcome. Firstly, a change in the number of people that could be relied upon and secondly, a shift in behaviour when faced with a serious challenge. The questionnaire asked:

*"How many people could you rely on if you had a serious problem before, how many now?"*

All fathers reported an increase in the number of people they could rely on if they had a serious problem as a result of meeting Salford Dadz (figure 11). In one case, this increased by one person but in all others it was at least two

people. The stating point is interesting, since everyone had at least one person they could rely on before meeting Salford Dadz. The fathers who returned their questionnaires appear not to have been entirely alone with their problems just before they met Salford Dadz, but in all cases they now have a wider support network.

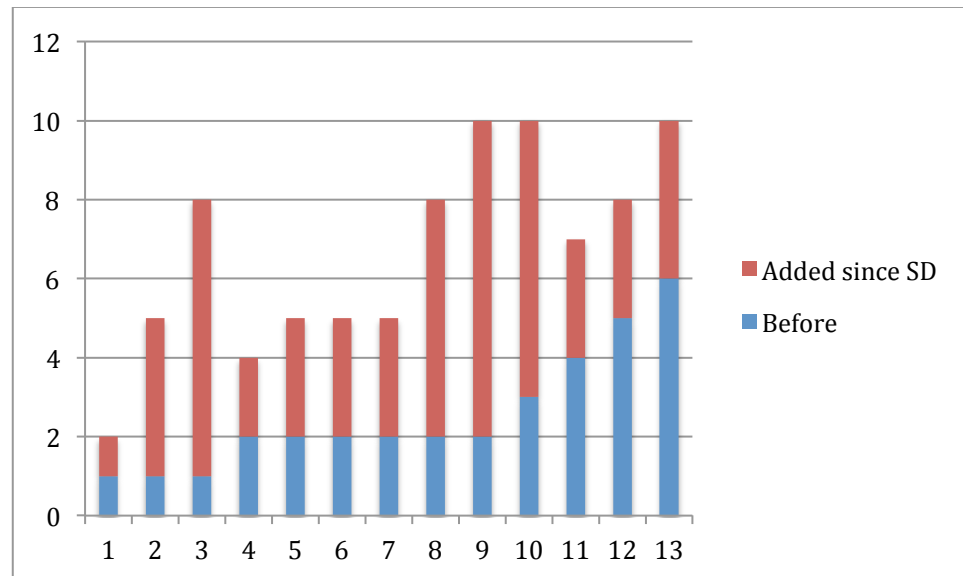


Figure 11- number of people Core Fathers can rely on

*The second indicator in the questionnaire related to behaviours when faced with a serious challenge, before and now.*

The Council of Dadz suggested five negative coping strategies as indicators of not being able to cope with life's challenges:

- sitting alone and worrying
- drinking
- taking drugs
- "doing a runner" and
- "lashing out"

Of the 13 responses, 10 reported one or more of these negative strategies before meeting Salford Dadz (figure 12), but only one of these 10 reported still coping in the same way: worrying and sometimes getting drunk and lashing out. This one father has added 7 people to their network of people they can rely on; however, they started with several people they could rely on so it is hard to say that they can now cope better with life. They have therefore not been counted as experiencing this outcome.

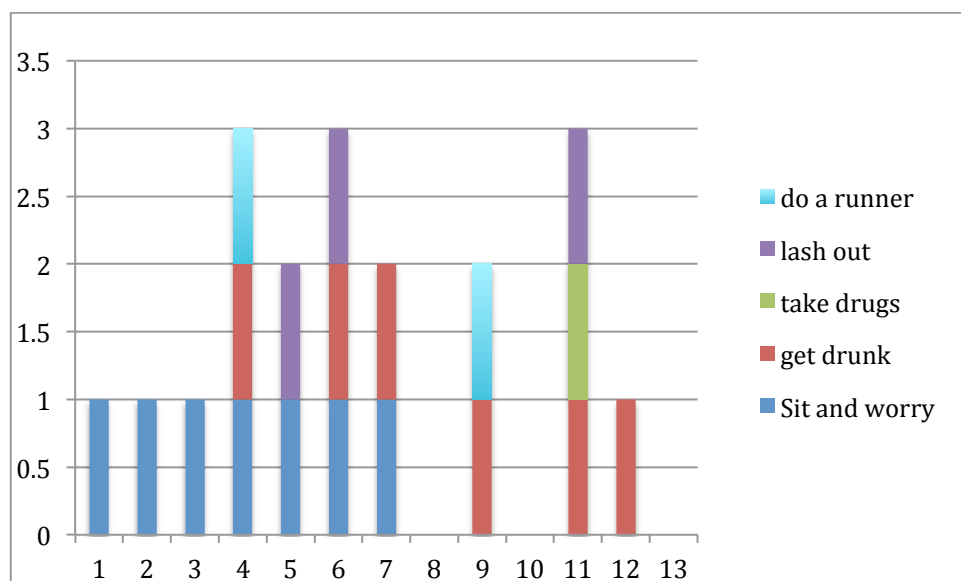


Figure 12 - coping strategies prior to Salford Dadz

The 3 who did not report the use of any negative coping strategies beforehand also did not report any changes in positive and neutral coping strategies, just getting on with it or seeking help from friends, family, services<sup>10</sup>. Therefore, they have not been counted as having experienced this outcome and did not appear to need to experience it.

That leaves us with 9 fathers who had negative coping strategies before and who report that they have stopped these behaviours. 7 of these fathers would previously not seek help from friends (they may not have had any) and 2 previously would. These 2 have 2 or 3 new people they will now rely on.

*Therefore 9/13 fathers (69%, i.e. nearly 70%) have been identified as having experienced the outcome of being better able to cope with life's challenges based on the results of this questionnaire.*

## Questionnaire 2

7/10 fathers (70%) indicated a major improvement since the start of their involvement in the Project. 3 of these had maintained the initial improvement and 4 felt their ability to cope had improved more the longer they were involved. Of the remaining 3 fathers, 1 reported having been able to cope positively since before they were involved and 2 did not answer the question.

<sup>10</sup> Any changes in patterns of "just getting on with it" or "seeking help from services" are perhaps neutral, in that not seeking help from services when you need to could be damaging but stopping using services could signal positive independence. All of the 3 who reported not previously seeking help from services, who now do, also reported that they had support for mental wellbeing (1 still does) and that reduced use of this service was down to Salford Dadz.

### **Quantity of outcome 1 - I am better able to cope with life's challenges**

This outcome has been scaled to the entire group of Core Fathers based on 70% of them having experienced it. Since the majority of Core Fathers experienced it, it is definitely a significant outcome that should continue to be included in the analysis.

Clearly there are some differences in the extent to which the group struggled to cope to start with, and their strategies, however the only clear group that is different is the minority who didn't struggle before. They have not been counted as experiencing the outcome.

**At the end of year 2 that would mean 17/25 fathers were better able to cope with life's challenges**, with the remainder having effectively reported that they were able to cope reasonably well before the project. **Please note the final quantities of each outcome in the Value Map are based on average numbers of participants across each year.**

### ***Outcome 2 - I am a more confident and engaged father***

This outcome is about being a more confident and engaged father. The two indicators selected were: a change in feeling about being solely responsible for children for a week, and a change in co-operating with other adults.

6/13 (46%) fathers went from being a bit anxious about spending a week with their kids to being confident about it. 6 fathers started being confident and remained so and 1 remained a bit anxious.

11/13 (85%) fathers reported that they started out working well with other adults to care for their children and they still do. 1 reported that they do not interact with other adults. Only 1 father reported that there used to be many unresolved arguments about their children and that they now work well with other adults.

The wording of these indicators or the scales on attached to them may not have entirely captured the change. The latter, in particular, may not have been pitched at the right level since fathers clearly reported being more supportive of their families since they've been involved with Salford Dadz during interviews and videos.

### **Questionnaire 2**

6/10 (60%) fathers indicated greater confidence with their role as a father; 2 of these reported that this was an early improvement, which had been maintained, and 4 that it was something that had improved further since their 3-month point of involvement with Salford Dadz. Of the remaining 4 fathers, 2 indicated that family relationships had been great since the start and 2 did not answer.

### **Quantity of outcome 2- I am a more confident and engaged father**

This outcome has been scaled based on 46% of Core Fathers having experienced it, as per the more conservative view from the first questionnaire.

Since slightly less than half of Core Fathers are judged to have experienced it, which is still a significant number and so it was still included at this stage, to be reviewed later based on value and causality.

**At the end of year 2** that would mean 12/25 fathers were more confident and engaged, with the remainder not feeling their original relationships could be improved upon.

### ***Outcome 3 - I lead a more worthwhile life***

#### **Questionnaire 1**

The two indicators selected to measure this were a question drawn from the Integrated Household Survey<sup>11</sup> “overall to what extent do you feel that the things you do in your life are worthwhile”, which the fathers were already familiar with, and an additional question asking for the “number of days in a week that you feel you do something worthwhile on”. This second question was added given reports from some fathers that they had previously wasted a lot of their time.

11/13 (85%) of the fathers reported an improvement as can be seen (figure 13). However, one father only reported a small improvement from a strong starting position. Therefore they have not been included as having experienced a significant change, making 77% who experience a significant change.

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<sup>11</sup> This was one of four Subjective Wellbeing questions first included in the Integrated Household Survey in 2011/12. See [http://www.ons.gov.uk/ons/dcp171766\\_272294.pdf](http://www.ons.gov.uk/ons/dcp171766_272294.pdf)

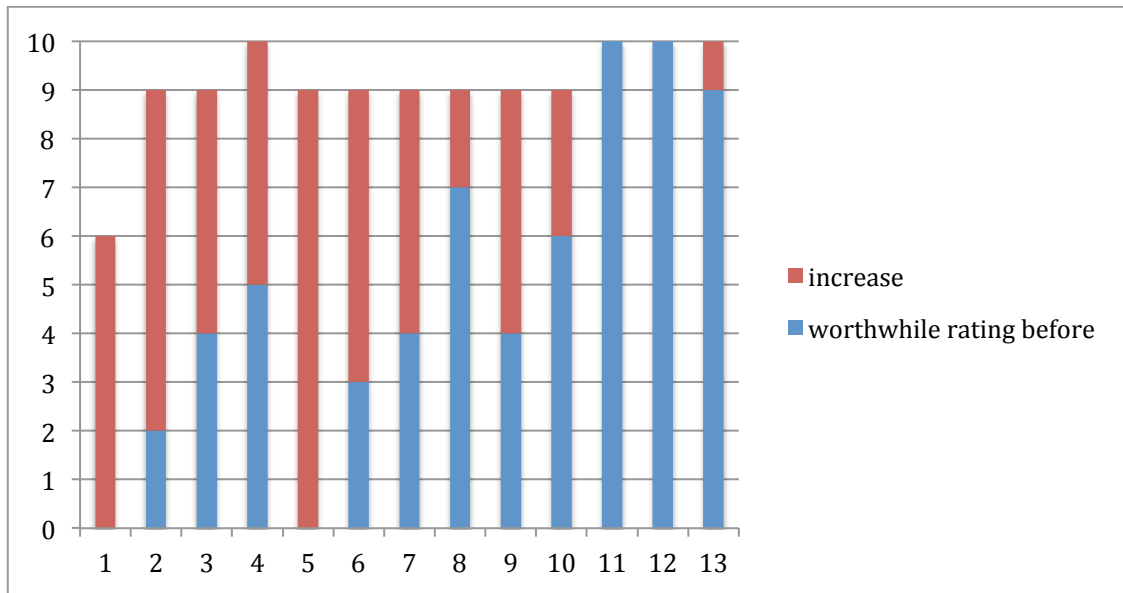


Figure 13 - To what extent do you feel thing things you do in your life are worthwhile?

There is no change for the fathers labelled 11 and 12 above and little change for the father labelled 13.

It is worth comparing this with the average answer to this question in the UK, which is 7.7. Only 4.9 % of the population give an answer of 5 or less. As can be seen from the answers to this questionnaire, 8/13 (62%) of the fathers would previously have given an answer of 5 or less, but none would now. This is a strong indicator of the change in the majority of Core Fathers and of their relative level of need beforehand.

The answers to the number of days doing something worthwhile are shown in figure 14.

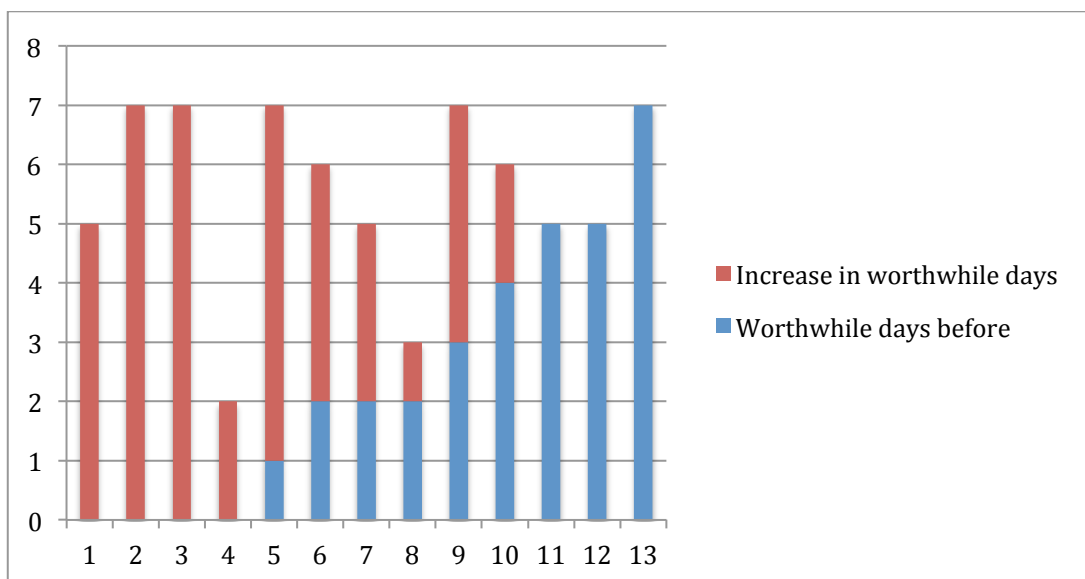


Figure 14 - number of days doing something worthwhile



Similarly there is no change for fathers labelled 11 to 13 (the same fathers as in figure 13) on number of days they feel they've done something worthwhile. For those who had a higher number beforehand and some improvement, the number of worthwhile days mirrored the nights that fathers said their children stayed with them. Therefore this has not been considered as a subgroup- the nature of change is the same.

## Questionnaire 2

The fathers were asked the question, "overall to what extent do you feel that the things you do in your life are worthwhile", for three points in time.

8/10 (80%) fathers indicated that their involvement over time had increased the extent to which they felt the things they do are worthwhile (figure 15). One of these fathers only reported a small gain and this had occurred between 3 months and their current length of involvement. Two of the fathers reported that they had always felt that what they do in their life was entirely worthwhile.

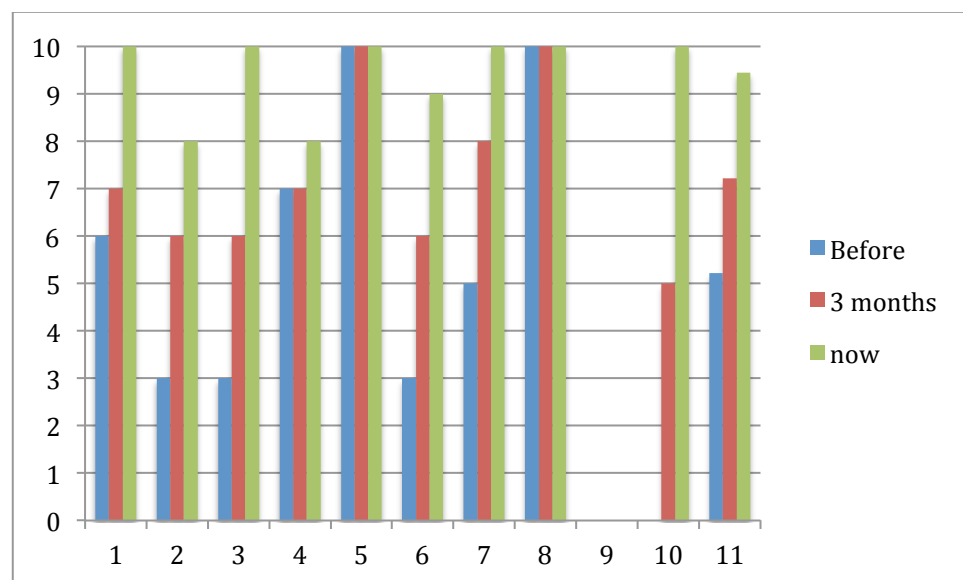


Figure 15 - extent to which things are worthwhile

Therefore 10/13 fathers have been counted as experiencing this outcome, which has been scaled to 19/25 of Core Fathers.

### **Quantity of outcome 3 - I lead a more worthwhile life**

This outcome has been scaled based on 77% of Core Fathers having experienced it, as per the first questionnaire. The second questionnaire gives a similar result at 80%.

Since the majority of Core Fathers experienced it, it is definitely a significant outcome that should continue to be included in the analysis.

**At the end of year 2**, that would mean 19/25 fathers felt their lives were more worthwhile, with the remainder not feeling that this could be improved upon.

### ***Outcome 4 - I have (more) problems at home***

#### **Questionnaire 1**

The first questionnaire asked whether participation in Salford Dadz had caused any problems at home, to which the unanimous answer was “no”.

#### **Questionnaire 2**

The second questionnaire asked again about whether the Project had caused any problems and 3 of the fathers who are very involved with the Project, as Council of Dadz members, stated that their involvement had caused problems at home. In 1 case they said they had grown stronger causing a renegotiation of power between father and mother, without an ongoing negative outcome. In the other 2 cases, fathers said that they spend a lot of time on Salford Dadz, something that had perhaps been exacerbated by handover to the Council of Dadz from UP three months before the Salford Men’s Wellbeing Project came to an end. So it is not so much the Project that has caused this negative outcome as the Project coming to an end.

### **Quantity of outcome 4- I have (more) problems at home**

Fathers who are not Council of Dadz do not make as much input and therefore it is unlikely that there are fathers who have experienced a negative outcome who have not been captured here.

Although only a small minority experienced it, one of the points of the analysis is to identify areas for improvement, and as a negative outcome it is thus deemed to be significant.

Therefore, at the end of year 2, 2 fathers have been counted as experiencing a negative outcome from the project of “(more) problems at home”.

## **Outcome 5 - I have secured a job that suits me**

### **Questionnaire 1**

The first questionnaire did not ask about employment because there was no indication from involvement of the fathers that this was an outcome at the time.

### **Questionnaire 2**

The second questionnaire included a question around work, after the Analyst heard that one of the Salford Dadz had got their first job in 20 years (in September 2015). 9/10 fathers responding answered this question.

The responses show an improvement in work status, which either improves over time or jumps upwards and is then sustained (Figure 16).

Work status	Before	At 3 months	Now
Cannot work	2	0	1
Difficult to look	3	4	2
Actively looking	2	2	1
Looking and interviews	1	2	2
Working, but not good job	0	0	0
Working, in great job	1	1	3

**Figure 16 Work Status**

In particular there are 2 fathers now working in a “great job” who were not at the start of the Project and 1 who is now looking for work and getting interviews who previously wasn’t.

### **Quantity of outcome 5 - I have secured a job that suits me**

The issue with quantifying this outcome is where to draw the threshold; should any small improvement be counted or only securing a job? One possibility that was considered was breaking the group into a sub-group at this point; based on minor and major change in outcome 5. However, as section 3E describes, there is a judgement to be made about the extent to which this type of outcome is related to the work of the Project, given that it occurred after the end of the Project. Therefore, only those who secured a job have been counted, since it is more clearly attributable to the Project.

It is possible that some of the fathers who did not respond to the questionnaire have experienced some small improvements in their work situation, e.g. as a result of being encouraged by other fathers’ experiences. However, it is unlikely that there are any other fathers who have got a great job, as a result of the Project, that are unknown to project staff.

Therefore, this outcome has not been scaled and the outcome of 1 father gaining a “great job” to start with, and 3 fathers at year 4, has been counted in the final in the analysis.

### *Discussion of limitations*

There are significant challenges in reaching people affected by this project with questionnaires. It is important to the Project that it does not appear to be a service, otherwise it risks losing the trust of the fathers, whose relationship with the Project needs to remain “as mates”. This group would be likely to associate filling in forms with services, including those that they have little choice about receiving, e.g. criminal justice and social services. It was therefore important to collaborate with the Council of Dadz to ensure the way the data was gathered did not create any problems for the Project.

In an ideal situation, the questionnaire would have been split and run at the start of any engagement, with a follow up after a father has been involved for a few months. Whilst the Project has captured a lot of baseline information about the initial situation of the fathers involved, the information does not allow for a clear measurement of the start and end points of fathers on the outcomes that have subsequently been identified as relevant and significant through the development of the SROI analysis. Therefore, the first questionnaire was instead designed to capture an assessment of the start and end point for each outcome in one go and the second was designed to try to capture three points in a timeline.

Fathers were given a copy of the questionnaire to complete together with an envelope to return the questionnaires anonymously to the Analyst. Fathers were given the questionnaire by the Engagement Worker and asked whether they wanted any further explanation. There are clearly some risks of bias resulting from this approach, however there were no other approaches available. The risks include:

- That the Council of Dadz may, given their commitment to the Project, overstate any changes.
- That Core fathers who accepted further explanation from the Engagement Worker may have been influenced by the Engagement Worker’s presence either to overstate changes or to understate the difficulty of their starting position. In fact the latter, understatement issue, was felt to be the case by the Engagement Worker.
- That fathers who did not accept any assistance from the Engagement Worker may have in fact needed some to understand the questionnaire.
- That some fathers may not have remembered their starting position accurately.

The possible effects of these biases are considered in the sensitivity analysis.

### *Duration and drop-off of outcomes for core fathers*

The duration of an outcome is the length of time that the outcome persists after the activity stops being provided to the participant or they stop engaging with it. Drop-off refers to any reduction in the outcome over the period it endures.

#### **Duration**

The outcomes could in theory:

- a) persist only as long as Core Fathers keep participating in the activities

or

- b) persist after Core Fathers stop participating in the activities for a period of time, over which they may drop-off in scale

In addition to data from interviews, the Analyst asked the Council of Dadz how long they thought the outcomes would last. They answered that outcomes would last as long as fathers maintain their contact with Salford Dadz, and probably longer than that. Given that this analysis was being conducted during and not long after the end of the Project, and that all Core Fathers remain in touch with the Project, there is limited evidence of duration once not involved.

One piece of evidence relates to a change in relationship between the Project and a few of the Core Fathers. Saturday Dadz and Kidz club is the longest running activity and clearly significant to many Core Fathers. Nonetheless there are indications that outcomes 1-3 persist even after a father stops attending this Club, e.g. one father said about no longer attending it:

*"I have missed it but I've still got the connection. We bump into each other at the café on the precinct or we text or sometimes a quick bell. They're an easy group to chat to; if something is bothering you can give them a call and they just listen to you. It's not recorded or passed on. If they are worried about you they'll tell you. It's just a relaxed atmosphere there's no 'oh well; you shouldn't have done that'. You know?"*

From this it appears that, whilst Saturday Club can be important to establishing a relationship for many of the fathers, once a relationship has been established with Salford Dadz, it persists and can continue to be drawn on and the outcomes persist.

The outcomes have been modelled as continuing for 2 years after the end of the Project, given that they depend not on the Project but on Salford Dadz continuing and at time of finalising the report they had been going strong for over a year after the end of the Project. All outcomes identified are thus deemed as significant enough to include based on duration. Section 3E explains why it is not worth continuing to model the outcomes beyond 2 years after the Project.

## Drop-off

Questionnaire 2 asked fathers to indicate their experience in relation to outcomes 1-3 at three points in time - before getting involved, after 3 months and now (January 2016).

10 fathers returned these questionnaires, including 8 of the Council of Dadz and 2 other fathers. The fathers who returned their questionnaires were all very involved, 4 were in contact with Salford Dadz “most days”, 4 “most weeks”, one “at least once a month” and only one “less than every month”. They all took advantage of all that the Project had to offer. Four of the fathers were less in contact now than they had been; two of these said this was in order to take up other social opportunities, and two due to ill-health.

Rather than reporting any drop-off in the outcomes, in fact nearly all fathers reported further positive change on the three original outcomes between their 3 month engagement with the Project and now.

## Summary of quantities of outcomes

The quantities of outcomes need to be converted to annual totals.

In order to account for the fact that some of the fathers became involved during the years in question - and therefore did not experience the outcome for a full year - **the average numbers involved across the year have been used in the final analysis, rather than the final number at the end of the year.**

Figure 17 shows the quantities of outcomes claimed for the first four years - two years of the Project and two years after, before deductions for the extent to which the outcome is not down to the Project, which will be shown in section 3E.

<i>Outcome</i>	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Average number involved</i>	<b>9</b>	<b>22</b>	<b>28</b>	<b>34</b>
<i>1. Better coping</i> 70%	<b>6</b>	<b>15</b>	<b>20</b>	<b>24</b>
<i>2. More engaged</i> 46%	<b>4</b>	<b>10</b>	<b>13</b>	<b>16</b>
<i>3. Worthwhile life</i> 76%	<b>7</b>	<b>17</b>	<b>22</b>	<b>26</b>
<i>4. Home problems</i>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>
<i>5. Gained a job</i>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>

Figure 17 - Summary of outcomes for Core Fathers

**Please note that all Core Fathers reported at least one positive change as a result of their participation in Salford Dadz.**

### 3D. How important are these changes?

The Analyst researched values that could be used to express the relative importance of these outcomes to the fathers that experience them. The chosen approach is Wellbeing Valuation (WBV) although other ways of valuing the outcomes were considered (see figure 18). These initial choices of potential valuations - minimum two per outcome - were then presented by the Analyst to a Council of Dadz meeting and the fathers' feedback was incorporated into the final choice. The fathers were clear that outcome 1 is the most important to them, being absolutely life changing, and that outcomes 2 and 3 were of lower value than outcome 1 and similar value to each other.

#### *Outcome 1 - I am better able to cope with life's challenges*

The difference between coping and not coping with life's challenges is the difference between being consumed by anxiety or turning to drink and the ability to discuss the problem with trusted peers and identify ways forward. The value of this was identified as being similar to the value of relief from depression and anxiety; in many cases it is relief from depression and anxiety, just expressed in different terms. The wellbeing value for relief from depression and anxiety is £36,706.

Lower valuations were felt by the fathers not to capture the life changing nature of this outcome.

#### **Wellbeing Valuation (WBV)**

Wellbeing Valuation works by statistical analysis of large data sets, e.g. the British Household Panel Survey, to identify how particular life events and outcomes affect people's life satisfaction. These changes in life satisfaction are then compared with the amount of income that someone would need to gain or lose to experience the same change in life satisfaction, to produce a monetary value.

WBV is gaining prominence in Social Cost Benefit Analysis in Central Government and the Housing Sector. It is particularly useful when dealing with changes that are transformational, which can be hard for project participants to state their preference for. It is also particularly useful when valuing changes that have affected people on low incomes, since eliciting their preference in market terms can inadvertently reinforce inequalities through their typically lower valuations. As a result, it tends to yield higher values than other methods, however policy makers should remember that its function is to reveal structural weaknesses in decision making that focuses on cost effectiveness against narrow measures of health or seeks to spend as little as possible whilst simply moving people round a system.

See e.g. Fujiwara, D. & Campbell, R. (2011).

**Figure 18- Wellbeing Valuation**

### *Outcome 2 - I am a more confident and engaged father*

This outcome involved going from some confidence to a lot of confidence. Therefore it is similar to the value of high confidence for an adult of £13,096<sup>12</sup>. Higher values were felt by the fathers to overstate the value.

### *Outcome 3 - I lead a more meaningful life*

This outcome means that fathers take charge of their lives and use even their negative experiences to create value. Therefore it is similar to the value of feeling in control of your life of £16,474. Higher values were felt by the fathers to overstate the value.

### *Outcome 4 – I have (more) problems at home*

This negative outcome relates to Salford Dadz becoming a pressure point, particularly in the father's relationship with the mother of their children and particularly in relation to money. Therefore it has been valued using the Wellbeing Value of financial comfort of £9,762. It has, of course, been included as a negative value.

### *Outcome 5 – I have secured a job that suits me*

This outcome relates not just to having a job but to going from long-term unemployment to having a job that suits you so much you'd rank it as great. The Wellbeing Value of fulltime employment - £15,371 - has been used; however, this may be an understatement of value given the long-term nature of the previous unemployment.

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<sup>12</sup> Each of these Wellbeing Values are values for 25-49 year olds outside of London and are taken from Community Investment Values from Version 3 of the Social Value Bank, HACT and Simetrica, available at [www.socialvaluebank.org](http://www.socialvaluebank.org)



### 3E. How much is down to the Salford Men's Wellbeing Project?

There are three aspects to making an assessment of how much of the change is down to the Salford Men's Wellbeing Project

- **Attribution** of part of the outcome to other parties
- **Deadweight** - how much would have happened anyway
- **Displacement** of outcomes as a result of the activities within Scope - e.g. anti-social behaviour not being resolved but moved

#### Attribution

In the first round of involvement, fathers interviewed were asked who else had contributed to the changes they'd mentioned.

In 4/6 of the interviews the changes were attributed entirely to the Project. However, in 2 cases some of the change for fathers was attributed to others.

**Outcome 1** - In another case gym attendance contributed to the ability to cope with life's problems:

*"The anger also comes out of my body in the gym" Father*

Given that 1/6 of those interviewed mentioned another contributory factor, but did not attribute the outcome solely to that factor, half of one in six (8.3%) of the outcome "I can cope better with life's problems" can be attributed to other factors. This has been rounded to 10%, reflecting that the sample size is not large enough to be as precise as 8.3%.

**Outcome 2** - In one other case, a father attributed some of the change to his partner:

*"She's done a lot of the courses and groups. We've been on the parent survival courses, which are good even just for the ideas and she's a teaching assistant now." Father*

This has been counted as indicative of a 10% attribution to others for this change, similarly to outcome 1.

**Outcome 3** - No attribution to other sources was mentioned.

#### Outcomes 4 and 5

The question of attribution for outcomes 4 and 5 is trickier since they both occur after the end of the Project.

Usually a project would either stop when funding came to an end, or it would continue to be funded as a service. When this project came to an end, most of the final activities (set up during the "develop" phase of the Project) have

continued<sup>13</sup>. They have however been transferred to Salford Dadz to run as an independent group.

Therefore, given that the Council of Dadz are now making the input necessary to continue the Project, should outcomes achieved after the end of the Project be attributed to them?

Arguments for attributing these outcomes to the Project include that:

- Without the Project, there would have been no responsibility to transfer to the Council of Dadz and therefore no problems caused by assuming full responsibility.
- The Project provided many opportunities, which could have affected employability, to members of the Council of Dadz, including a range of training opportunities and the opportunity to take responsibility for organising activities.
- Another important factor is that the group has formed supportive bonds of the sort where one person getting a job may change confidence and attitudes towards job-hunting in others. These relationships are unlikely to have formed without the Project.

However, the Council of Dadz undoubtedly takes some of the credit / carries some of the burden for these two outcomes. Therefore a higher attribution to others, of 50%, has been applied to outcomes 4 and 5, in comparison to the other outcomes where less of the outcome (10% or 0%) has initially been attributed to others.

The logic established above about the attribution of outcomes in years 3 and 4, i.e. the two years after the Project finishes, to the Council of Dadz, has then also been applied to the other 3 outcomes for fathers, with 33% of these outcomes being classed as attributable the Council of Dadz in the first year after the Project ends and 45% in year 4.

The data collected from other agencies, reported in section 7B, supports the view that there is low attribution to other agencies since they reported difficulties reaching this group.

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<sup>13</sup> Salford Dadz have not introduced any new activities and Brew and Banter has been discontinued.

## Deadweight

All the data from fathers, data gathered later in the process from agencies, and expert analysis<sup>14</sup>, supports that not only would these outcomes not have happened without the Project, positive outcomes 1-3 and 5 are in fact hard to achieve, with previous initiatives aimed at achieving them having failed.

Outcomes 1-4 occur as a result of a chain of events that includes trusting relationships being developed. In particular, there were no other opportunities identified for fathers to develop trusting relationships with peers.

“I stopped going to the Monday group and started going to the Saturday group. The Monday group was all mums and that, so I asked to go to the Saturday group to get to know what that was all about. Monday was usually me on my own with a group of girls. I’d be sat in the corner or playing with the kids.” *Father*

Fathers thought there was little chance that they could have developed the same trusting relationship with peers without Salford Dadz:

“There’s always an awkward position elsewhere, you just need that ear with no comebacks.” *Father*

“The old Sure Start group, you feel like you are being watched and judged. There might be a worker there from Sure Start to open up and that, but it’s all about the dads, you don’t have that feeling that you are being watched and judged so you can just be yourself.” *Father*

Therefore, no deadweight has been applied for outcomes 1-4.

However, deadweight of 25% has been applied to outcome 5, ‘gaining a great job’ because, even in similar cases of long-term unemployment, statistical reports suggest there is still a chance that someone will find work<sup>15</sup>.

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<sup>14</sup> See for example an overview of the issues facing people with severe and multiple disadvantage, and the low likelihood of spontaneous change at <http://lankellychase.org.uk/multiple-disadvantage/>

<sup>15</sup> See for example a study reported in Time that suggested one in ten of those unemployed for over 6 months would be hired each year. <http://time.com/34114/unemployment-hiring-rate/> UK statistics also suggest that over 20% of unemployed people will find a job but that those unemployed for less than 3 months are more than 3 times as likely to find a job [http://webarchive.nationalarchives.gov.uk/20160105160709/http://www.ons.gov.uk/ons/dcp/171776\\_335141.pdf](http://webarchive.nationalarchives.gov.uk/20160105160709/http://www.ons.gov.uk/ons/dcp/171776_335141.pdf) Given no clear, recent, statistics about the rate of the UK long-term unemployed returning to work, a conservatively high estimate of 25% deadweight has been applied.

## *Displacement*

Based on assessing each outcome in turn, the Analyst identified a few potential areas of displacement and looked for evidence of their occurrence but could find none.

For example:

- The Project could have been a target for fathers with criminal intent, but the established procedures appear to have avoided this risk.
- The Project might have been attracting Fathers away from other, possibly more beneficial, activities, such as job seeking and, to the extent that this may have occurred it is already accounted for in the negative outcome 4.
- Outcome 5 would lead to displacement of others from gaining a job, however the outcome claimed is for the father gaining the job, rather than from the perspective of the state.

No displacement has been applied.

### 3F. What is the value for Core Fathers?

Figures 19 and 20 summarises the value for Core Fathers.

The calculation for outcome 1 is shown in full in figure 19, and the total is shown summarised in figure 20. The full calculations can be seen in the Value Map in Appendix IV.

<i>Outcome 1- Better coping</i>	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Average annual number of fathers experiencing the outcome</i>	<b>6</b>	<b>15</b>	<b>20</b>	<b>24</b>
<i>Annual value based on £36,706 per father</i>	<b>£220,236</b>	<b>£550,590</b>	<b>£734,120</b>	<b>£880,944</b>
<i>Less 10% attribution to others</i>	<b>£198,212</b>	<b>£495,531</b>	<b>£660,708</b>	<b>£792,850</b>
<i>Less a further 33 % compound attribution to the CoD in years 3 &amp; 4</i>	<b>n/a</b>	<b>n/a</b>	<b>£440,472</b>	<b>£352,377</b>
<i>Total annual value after adjustments and before discounting</i>	<b>£198,212</b>	<b>£495,531</b>	<b>£440,472</b>	<b>£352,377</b>

Figure 19 - Summary of value of outcome 1

<i>All Outcomes for Core Fathers</i>	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3</i>	<i>Year 4</i>
<i>Total annual value after adjustments and before discounting</i>	<b>£337,517</b>	<b>£826,292</b>	<b>£731,756</b>	<b>£592,966</b>

Figure 20 - Summary of value of outcomes for Core Fathers

As these tables demonstrate, outcome 1 accounts for between 50% and 60% of the total value for fathers.

## 4. Value for Children of Core Fathers

### 4A. Who experiences an effect?

The Project database contained details of children aged under 18 for 24 out of 25 of the fathers involved at July 2015. The details available included numbers of children and, in some cases, their ages and gender. Figure 21 shows the count of children. 13 children of 6 fathers were in attendance at a session involving them in identifying outcomes, described further at 4B.

	Core Fathers	Children
Included in the Project database	24	55
Attends Saturday Club	21	48
Involved in identifying changes	(6)	13

Figure 21 - numbers in Project database

Most of the children that might be affected by the Project have a direct relationship with it because they have attended the Saturday Dadz and Kidz club. In the case of 4 out of 25 fathers involved at July 2015, their children have no direct contact but may still have been affected by their father's involvement in the Project.

### 4B. What changed for children of Core Fathers?

#### *Involvement of Children*

##### **Involvement by proxy**

In the one-one-interviews conducted with them, fathers and mothers were both asked about the effects of Salford Dadz on their children as well as themselves. This included as a result of the fathers' participation in general and as a result of the children's participation in the Saturday Dadz and Kidz club, where appropriate.

##### **Direct involvement**

As well as asking their parents, a session was held to directly involve children in order to inform the understanding of the effects the Project had on them. This session was designed and led by a research team from the University of Salford. The Analyst contributed a topic guide, including exploring negative effects, which was incorporated into the University's approach.

The session was held in place of a Saturday Dadz and Kidz club. It was held in August during school holidays, which may have adversely affected the turnout. There were 13 children of 6 fathers in attendance on the day. All fathers were Core Fathers. The Analyst also attended the session and was able to ask

questions of the children directly and observe the way the session was run. In particular, the Analyst participated in an exercise where 3 of the children (2 boys and a girl) ranked outcomes that a member of University of Salford staff had generated in discussion with a wider group of children.

The University of Salford subsequently analysed the data gathered and prepared a report, which is available separately. The Analyst used this report, their own direct observation of the session with children, and data from interviews with mothers and fathers to develop a chain of change for children (figure 22).

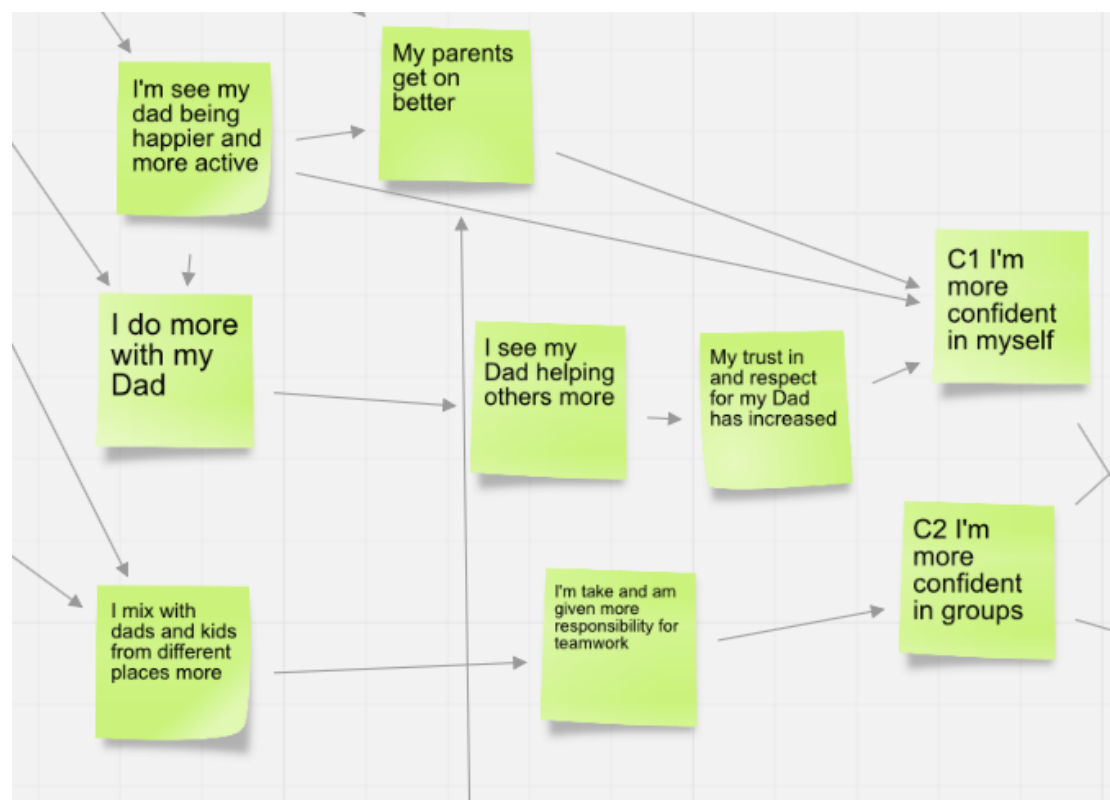


Figure 22 - Chain of change for children

A few illustrative quotes, for the two outcomes at the end of the chain of change, are included here. Further quotes that support way this analysis are included in Appendix V.

### C1 Dad is happier and more active so I'm more confident in myself

"Something changed between us. We weren't good together before. Our relationship is better now. We spend more time together; do more things together. It's the same at home and when we go out, too. It wasn't so good before." Child on video

"Dad shouted at us a lot before, but not now." Child on video

"I act differently, too. He is interested in me, so we talk together more."  
*Child on video*

"It changes people. My brothers, they're not as aggressive or mean. They want to do something different like draw a picture, as you can express yourself by drawing a picture. It really helps them. It means a difference for my mum and dad because they're not being silly or aggressive. It makes their life easier. It makes my life easier, too. They (mum and dad) can plan things knowing it's not going to be spoiled." *Child in small group discussion*

"(My daughter has) grown, got more confidence in herself, she's come up with ideas for things to do. She wouldn't have had the chance to do that apart from at the Dads club. There's not any clubs round here apart from at school holidays but this is all year round I take her. She helps out with other children. She puts herself out of her way to help the younger ones."  
*Father*

"Yeah, confidence and assertiveness, not assertiveness as an adult but in herself as a child, because she was a very quiet child but now she is outspoken in the right way. Tactful." *Mother*

"My daughter at least ... she was very shy, but now she is happy go lucky and so that's a bit better." *Mother*

## C2 I mix more with different dads and kids so I'm more confident in groups

"It's not just me and my dad. All the other dads and children make it work." *Child on video*

"Dads get to know other dads more and the kids get to know the other dads. We all make new friends." *Child on video*

"All of the dads are friends to all of the kids. They look out for them." *Child in an Interview*

"She uses her body in physical things, swimming, football, badminton. She loves playing badminton. So it's given her ideas. It's good 'coz in the dads group, they will ask the children what they want to do today." *Mother*

"I've been getting a lot more friends at school, too." *Child on video*

"It gives the kids a bit more confidence in group situations, other than just being at school." *Father*

"The Dadz club has opened them up a bit and helped them find themselves." *Father*



“The older kid ... is a lot more confident with making up games and showing the younger ones what to do.” *Father*

“The younger one has ADHD and he suffers a lot with crowds. It’s helped him a lot with playing with children. We’ve never been told of anywhere else we could go with him ... although now there’s another group for Autistic and ADHD kids.” *Father*

“It gives the kids a bit more confidence in group situations other than just being at school, it’s good, it’s good you can get involved with the games on a one to one basis.” *Father*

“They mix with everybody. I’d rather have it like that ’cause my son starts school in September, so he’s mixing him with different people.” *Mother*

#### 4C. How much change occurred?

The University of Salford session was, of course, designed to be qualitative in nature, i.e. establishing the types of outcomes. Nonetheless, the children were all saying similar things, such that the Analyst feels it is not unreasonable to claim the changes as applying to all the children in attendance.

There is also some evidence that these changes probably occurred in a wider group of children than the 13 involved in the session, given that at least 3 fathers of children not at the session had been interviewed by the Analyst, and said similar things about the effects on their children. Furthermore, the interviews conducted by Leeds Beckett University (LBU) included mothers of children who were not in attendance at the University of Salford session, who also said similar things. However, the Analyst explored how it might be possible to measure the change in the other 35 (48-13) children who had not participated in the session with the University of Salford, including the 9 who do not attend Saturday Club. Options explored included:

- Sending a questionnaire home for completion by the child’s mother. Unfortunately, this was not possible given the difficulties reaching mothers to understand their own experience, see section 5.
- Following up with schools. In order to achieve this, the Analyst had hoped to identify clusters of children who attend particular schools, in the hope of following up with those schools to see if they had noticed any changes. However, given the level of information available on the database, and the apparent spread of ages and locations of children, it was unlikely that children are clustered in any one class and therefore unlikely that any school would be able to provide a view on changes in children of Salford Dadz.

Therefore, in the end it was not possible to measure the change in in the 35 children not involved in the session.

Given the gap in direct evidence of change, the Analyst explored the literature on the effects on children of increased father involvement.

Several papers highlight the importance of father involvement, for example:

Flouri and Buchanan (2004)<sup>16</sup> find that early father involvement “can be another protective factor in counteracting risk conditions that might lead to later low attainment levels”. These findings are based on looking at father and mother involvement independently at age 7 and then educational attainment at age 20.

Allen and Daly (2007)<sup>17</sup> also provide a summary of the evidence that father involvement does make a difference.

Wilson and Prior (2011)<sup>18</sup> find that father involvement is commonly conceptualized in three ways: fathers need to be *accessible*, to be around when their children need them; to be *engaged*, that is to listen and interact with children and to be “actively doing things with them”; and lastly to be *responsible*, that is to plan for the child’s needs even if not physically with them. Saturday Dadz and Kidz club enables at least engaging, taking responsibility and accessibility.

What appears less researched is the extent to which a **change** in father involvement affects children. In order to attempt to find evidence of such an effect, the Analyst did a search for academic studies of parenting interventions with fathers.

Rienks et al (2011)<sup>19</sup> report on a randomised control trial intended to test the effects of a 14-week parenting class for low-income families on father involvement. This study found that father involvement could be significantly affected by their direct participation in the classes but was *negatively* affected by the mother’s participation in the class. They also cite earlier evidence that father involvement is very positive for child development and highlight the view that it is difficult to recruitment men to most programmes. The research was however not designed to demonstrate any subsequent effect on child wellbeing and development that an intervention that increases father involvement might have. The Analyst was unable to find any such studies.

Therefore, we may conclude that there is strong evidence in the literature of the

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<sup>16</sup> Eirini Flouri and Ann Buchanan “Early father’s and mother’s involvement and child’s later educational outcomes” British Journal of Educational Psychology (2004), 74, 141–153

<sup>17</sup> Sarah Allen and Kerry Daly, “The Effects of Father Involvement:

“An Updated Research Summary of the Evidence Inventory”

© Centre for Families, Work & Well-Being, University of Guelph 2007

<sup>18</sup> Wilson, K., & Prior, M. (2011). Father involvement and child well-being. Journal of Paediatrics and Child Health, 47(7),

<sup>19</sup> Rienks, S., Wadsworth, M., Markman, H., Einhorn, L., & Moran Etter, E. (2011). Father Involvement in Urban Low-Income Fathers: Baseline Associations and Changes Resulting From Preventive Intervention. Family Relations, 60(2)

effects on child wellbeing of father involvement, and strong evidence that certain parenting interventions can affect father involvement, but nothing that draws these two elements together.

Taking this evidence into account, it seems reasonable to claim that child wellbeing has been affected to the extent that the wellbeing of Core Fathers has improved, and for the time that the improvement can be reasonably attributable to the Project. However, no claims are made here about the longer-term effects on children of changes in Core Fathers. The numbers of children positively affected have been based on the number of fathers who are more confident and engaged fathers, although there could be an argument for basing the numbers on the (higher percentage of) fathers who are better able to cope.

### *Summary of number of children experiencing the two outcomes*

Figure 23 summarises the judgement about the number of children affected. These have been based on the Core Fathers who attend Saturday Club only. There was no evidence that children could have been negatively affected, all stakeholders involved were asked about this.

<i>Outcome</i>	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Average number of fathers involved in the year</i>	<b>9</b>	<b>22</b>	<b>28</b>	<b>34</b>
<i>Number of fathers attending Saturday Club- based on 88%</i>	<b>8</b>	<b>19</b>	<b>25</b>	<b>30</b>
<i>Number of fathers who are more confident and engaged – based on 46%</i>	<b>4</b>	<b>10</b>	<b>13</b>	<b>16</b>
<i>Number of affected children – based on 2.3 children per</i>	<b>9</b>	<b>23</b>	<b>30</b>	<b>37</b>

**Figure 23 - Numbers of children affected**

#### 4D. How important are these changes?

Wellbeing Valuation has been used again to value changes for children.

The Wellbeing Value of an under-25-year-old<sup>20</sup> having high confidence is £9,455. This has been used to value the outcome of “being more confident in myself”.

The Wellbeing Value of attending youth clubs is £2,464. This has been used to value the outcome of “being more confident in groups”.

It is particularly important to use Wellbeing Values here, since fathers and children on low incomes might tend to undervalue outcomes if involved in choice modelling. Also, it is important to value the short-term effect on wellbeing and not attempt to value any potential longer-term effect on child development and, e.g. adult income, since any longer-term effect would be hard to attribute to the father’s involvement in Salford Dadz.

#### 4E. How much is down to the Salford Men’s Wellbeing Project?

##### *Deadweight*

The effects on children relate to and depend on some fathers becoming more confident and involved in their parental role. Based on literature search on Google Scholar for “natural changes in father’s parenting capacity” no evidence could be found that fathers’ parenting capability is likely to change without any intervention. An argument could be made that children naturally grow in confidence as they age, however the point about children of fathers/parents facing severe and multiple disadvantage is that the deprivation is intergenerational<sup>21</sup>. That is the life course of children is unfortunately likely to follow the same life course as their parents. Therefore, no deadweight has been applied to the outcomes for children.

##### *Attribution*

One father mentioned that their children are involved in the Duke of Edinburgh Award Scheme and it that he thought it had positively affected his children’s confidence.

“I don’t go (to Saturday Club) at the moment because my kids are involved in other thing, it’s on ‘til the end of the school team, it’s like a Duke of Edinburgh thing that they’re on. One of my lads is on a second term with it but then he’s off to secondary school. The Duke of Edinburgh thing has opened them up a bit, no two kids are the same” *Father*

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<sup>20</sup> These values are based on 11-25 year olds. Some of the children are younger than 11, however this is the best available approximation of value.

<sup>21</sup> See for example the overwhelming body of evidence at <http://www.poverty.ac.uk/tags/intergenerational-disadvantage>

However, none of the other fathers' children are known to be, nor mentioned being, involved in the Duke of Edinburgh Awards or other extra-curricular activities. Therefore a low, 10%, attribution to others has been applied.

### Displacement

Increased father involvement, leading to increased confidence did not just relate to time spent at Saturday club, although that was a significant part of it. In theory, attendance at the Saturday Dadz and Kidz Club could be displacing another activity with a greater positive effect on child confidence. However, children were asked what else they would be doing on a Saturday morning and the answer was "nothing". Therefore it seems reasonable to claim that there is no displacement.

### 4F. What is the value for children of Core Fathers?

Figure 24 summarises the value for children of Core Fathers

<i>Outcome</i>	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Number of children experiencing the outcomes</i>	<b>9</b>	<b>23</b>	<b>30</b>	<b>37</b>
<i>Value of the two outcomes based on £11,919 total per child before adjustments</i>	<b>£107,271</b>	<b>£274,137</b>	<b>£357,570</b>	<b>£441,003</b>
<i>Less 10% attribution to others</i>	<b>£96,544</b>	<b>£246,723</b>	<b>£321,813</b>	<b>£396,902</b>
<i>Less 33 % compound attribution to the CoD in years 3 &amp; 4</i>	<b>n/a</b>	<b>n/a</b>	<b>£236,718</b>	<b>£221,985</b>
<i>Total value for children after adjustments (before discounting)</i>	<b>£96,544</b>	<b>£246,723</b>	<b>£236,718</b>	<b>£171,214</b>

Figure 24 - value for children

## 5. Value for Mothers of Children of Core Fathers

### 5A. Who is affected?

The Project database contained some details about fathers' relationships with current and ex-partners with whom they have children at July 2015. Of course some of these are a little complicated, e.g. fathers of children by more than one mother, step-fathers and kinship carers, fathers who are in a current relationship with the mother of their children but do not live with her.

The Analyst looked at the details held on Core Fathers in July 2015 and estimated that there are around 1.5 mothers for every father, with around 25% being current partners and 75% not. Therefore, about 37 mothers could be affected by positive changes in the behaviour of fathers of their children as a result of the Project.

### 5B. What changed?

#### *How mothers were involved*

Leeds Beckett University (LBU) incorporated questions from an interview guide submitted to them by the Analyst - similar to the interview guide for fathers included in appendix I - into their approach to interviewing women. LBU collaborated with Unlimited Potential to secure interviews with seven women. This aimed for, and achieved, a spread of those who might have different experiences of the project, e.g. because they were current or ex partner.

The Analyst was then supplied with the transcripts of the interviews conducted by Leeds Beckett University. These included:

- the ex-partners of two fathers who had each been involved for a year
- an ex-partner of a father who had been involved for 18 months
- the current partners of two fathers
- the sister of a father

The Analyst also asked the six fathers interviewed directly about their views of what had changed for mothers so that a view "by proxy" could be also developed to supplement the interviews with the women.

A chain of change was developed from these two sources (figure 25). It includes a potential negative change.

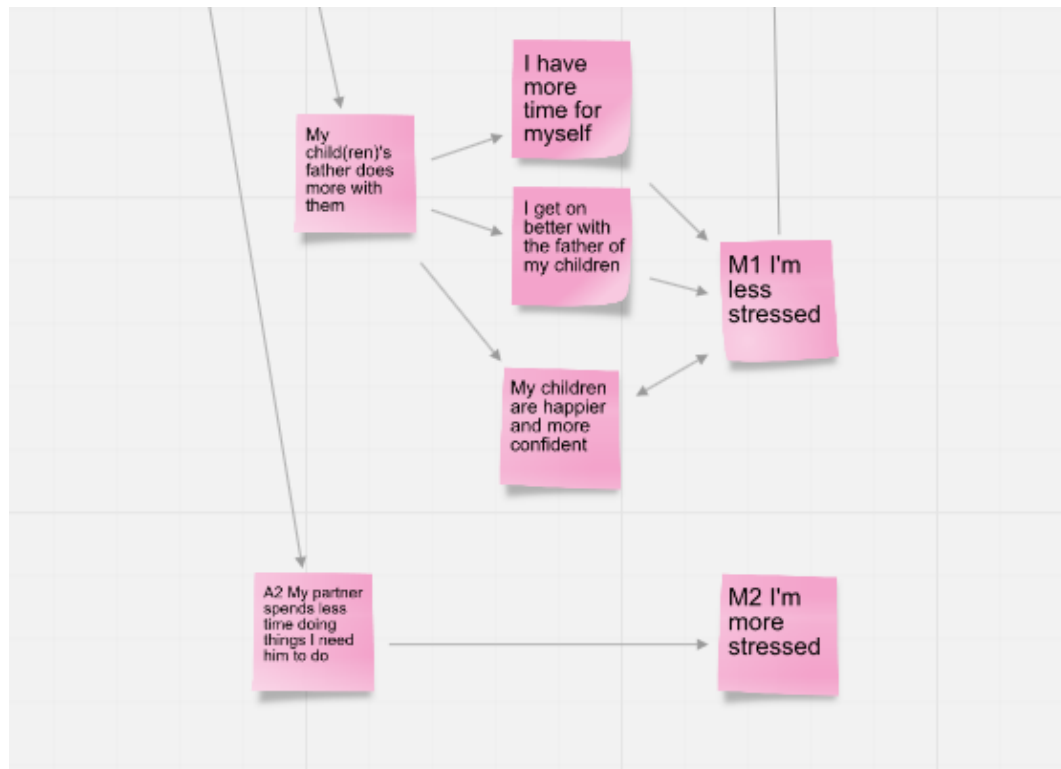


Figure 25 - chain of change for mothers

A few illustrative quotes, for the two outcomes at the end of the chain of change, are included here.

### M1 I'm less stressed

"I still like the fact that they do things with him. Because, like I say, it's not all on me then. I've not got to do everything and I think we work better as a family because of him being able to feel like he is worth something and having a good relationship with the kids." *Mother*

"So it does gives you a much healthier relationship. We are not arguing then. ... do you know just letting that bit of steam off, yeah, coz everybody says things that they don't mean when they are angry." *Mother*

"I only got diagnosed with ... (illness) when ... (name of child) was born so we had to go through all that and that took a long time so obviously he did feel drowned but he used to just sit and go on his PlayStation all the time." *Mother*

"Mum gets a lie-in." *Mother*

“That gives me time to myself as well, so I get a bit of my time, no kids so I can do what I want. Just be me rather than mum, which is nice coz then it’s like you think I can I have a bath without “mum I needs this” ... Even in that hour, it’s so important that you’ve got time when I’m just me, I don’t have to worry about anyone else. ... It’s relaxing from the mum point of view ... and when they come home I get to hear what they’ve done ... and it kind of gives you something different to talk about with the kids.”

*Mother*

“Actually I spend half of my Saturday morning time cleaning up and tidying up ’coz it’s the only time I get to clean up ... Kinda like it coz a lot of my distress is can be keeping ’em tidy and clean and once I’ve done that I feel a lot better. If I don’t do it I’m not relaxed, I’m always stressed.”

*Mother*

## **M2 I’m more stressed**

One negative change was identified for mothers who are current partners of members of the Council of Dadz. That is that participating in the Council of Dadz requires time that might otherwise be spent in family activities.

Yeah, sometimes they can be a bit annoying when people are ringing him. I’m thinking, trying to get this job and I’m like “hello, we are having tea” and he is on the phone. It can of take up his time, depending. I mean there is one bloke that doesn’t mind, and I say to myself “why don’t you just tell him that, yes, you’re there as a friend, but you’re not going to drop everything every time he wants something.” *Current Partner*

This was described as an annoyance rather than a major issue. It was, however, incorporated into the approach to measuring change to check whether other mothers felt that Salford Dadz had caused problems. Further quotes that support way this analysis has been completed are included in Appendix VI.

## **5C. How much change happened?**

The interview data from mothers included some clues about how the change could be measured. The Council of Dadz was also asked for their input on how these changes could be demonstrated. From this a questionnaire (at Appendix VII) was developed to measure change in the wider group of around 30 mothers in current or prior relationships with Core Fathers.

The mother’s questionnaire asks three questions to gauge any change in stress levels that could have been caused by changes in father’s behaviour, i.e. (i) the amount of time they have to themselves, (ii) how happy the home environment is and (iii) the extent to which they feel parenting responsibilities are shared with the father.



The questionnaire was distributed directly by the Engagement Worker and also by the Council of Dadz. Other Core Fathers were also asked to pass a copy to their partner or ex-partner. Only 6 questionnaires were returned. The Analyst had several discussions with the Project Manager about how to increase the return rate, including volunteering to meet with mothers. The Project Manager asked advice on this from one of the mothers, but the advice was that mothers would not come to a meeting. The Engagement Worker was charged with a further attempt to distribute the questionnaire to mothers. No further ideas were forthcoming and in the end it is not been possible to increase the response rate.

The 6 mothers who did respond had 14 children between them. 3 were currently with the father who participates in Salford Dadz and 3 were not. The number of children per women reflects the wider group but the number of mothers who are with the father of their children is slightly higher than would be representative.

All the women said there had been increase in the amount of time they get to themselves, with 4/6 now getting some time to themselves most days. Similarly, the home environment had improved for all of the women and they all noted a small increase in the extent that parenting is shared well between them and the father of their children. None of the women reported any problems caused by Salford Dadz and most added positive comments such as:

“My ex spends more time with the kids. He is more positive and outgoing. He has made friends and socialises more. The people in the group have definitely helped him and his outlook and attitude. Keep up the good work.”

“It gave my ex-partner confidence and ambition.”

“I feel Salford Dadz has given my partner a lot of confidence to deal more directly with people in the same and different situations.”

“It is good for father and child to get involved with Salford Dadz to get support and have a one-on-one by building a relationship together and in activities.”

“I find it has made him a better person. He has made friends and is more positive. He takes the kids to events and socialises where he wouldn't before.”

Therefore all 6 have been counted as being less stressed as a result of the Project. There was no evidence that the potential for the Project to cause more stress was a significant outcome.

### *Scaling the result*

There are 37 women potentially affected and 6 that we have direct evidence of the change for from the survey. Comparing the details shared by the women in

the interviews and the surveys, it is likely that a total of 8 different mothers have had the chance to share their views on the effect of the Project, of which seven clearly were less stressed. However, the response rate is low and it is possible that other mothers would not report having experienced this outcome in the event that they did respond.

The outcome for mothers appears to be dependent on the fathers coping better and being more confident and involved fathers. Therefore outcomes for mothers have been scaled in line with the percentage of fathers who have been estimated to be more confident and involved fathers (46%). An argument could be made for scaling it at the 70% who cope better, but the lower rate has been used to reflect lower confidence in the result given the response rate from women.

Figure 26 summarises the number of mothers who have been counted as experiencing the outcome of being less stressed.

<i>Outcome</i>	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Number of fathers who are more confident and involved fathers</i>	<b>4</b>	<b>10</b>	<b>13</b>	<b>16</b>
<i>Number of mothers of children of these fathers (1.5 per father)</i>	<b>6</b>	<b>15</b>	<b>20</b>	<b>24</b>

**Figure 26 - number of mothers affected**

## 5D. How important are these changes?

The Analyst judged that the reduced stress that the mothers experience relate to them being able to rely on their current or ex-partner. The Wellbeing Value of being able to rely on your family has therefore been used as a proxy for this value of this change to the mothers. This value is £6,636 for a 25-49 year old outside of London<sup>22</sup>.

## 5E. How much is down to the Salford Men's Wellbeing Project?

### *Deadweight*

Since the outcome is dependent on changes in the fathers, the same argument for low or zero deadweight applies to the women as to the men: that is it is

<sup>22</sup> Community Investment Values from the Social Value Bank, HACT and Simetrica  
www.socialvaluebank.org

extremely unlikely that fathers would have changed in the same way without the group.

### Attribution

Since the outcome for mothers depends on fathers the same attribution - of 10% to others - has been applied to this outcome.

### Displacement

Again, the argument is the same as for the fathers, so no displacement has been applied.

## 5F. What is value for mothers?

Figure 27 summarises the calculation of value for mothers.

<i>Outcome</i>	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Average number of mothers of children of these fathers (1.5 per father) per year</i>	<b>6</b>	<b>15</b>	<b>20</b>	<b>24</b>
<i>Total value for mothers without adjustments</i>	<b>£39,816</b>	<b>£99,540</b>	<b>£132,720</b>	<b>£159,262</b>
<i>Less 10% attribution to others</i>	<b>£35,834</b>	<b>£89,586</b>	<b>£119,448</b>	<b>£143,337</b>
<i>Less a further 33% compound attribution to others years 3 &amp; 4</i>	<b>n/a</b>	<b>n/a</b>	<b>£80,030</b>	<b>£64,344</b>
<i>Total value for mothers before discounting</i>	<b>£35,834</b>	<b>£89,586</b>	<b>£80,030</b>	<b>£64,344</b>

Figure 27 - value for mothers

As this table shows, the value for mothers is much lower than value for fathers and under half that for children.

## 6. Value for Fathers who help Salford Dadz

### 6A. Who was affected?

At July 2015, there were 23 fathers in the Project Database who are marked “helps Salford Dadz”. Of course, in reality, all the involved fathers, including Core Fathers, help Salford Dadz. However, these fathers - typically the Mr. Happy, Mr. Strong and Mr. Good - are not currently experiencing the type of situation that the Core Fathers are and are less likely to do so.

Further analysis of the Project database suggested that the Mr. Strongs were more likely to help on an occasional basis, e.g. with specific activities at events, and the Mr. Goods were more likely to help on a prolonged basis, with some - particularly the local clergy - getting quite involved. Of the 23 fathers who helped at July 2015, 13 of those had 23 children who had attended the Saturday Club.

Similarly to the other groups, the numbers of fathers who help has been based on taking the average during the year, so that when the total value is calculated it takes account of the fact that fathers became involved during that year.

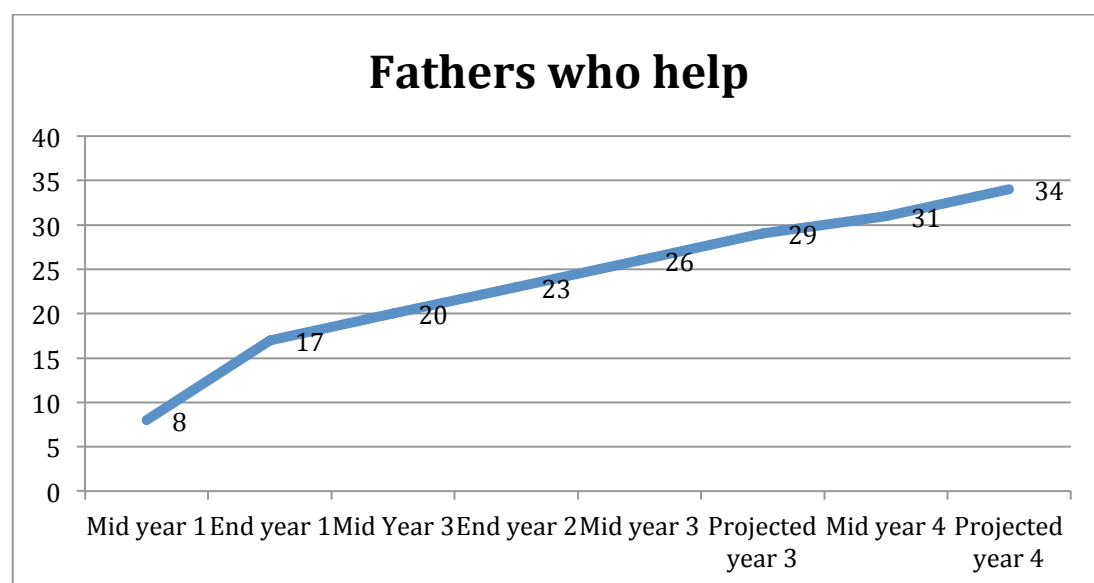


Figure 28 - number of fathers who help Salford Dadz

### 6B. What changed?

In order to understand what had changed, the Analyst interviewed 3 of these fathers on the phone. There was a high degree of consistency in their answers; therefore, no further interviews were sought.

These fathers had been involved to varying degrees with the Project. Those that went to the Saturday Dadz and Kidz club did value it as an experience in its own right, e.g.:

“It’s something to do on a Saturday morning. The kids enjoy spending time with me, especially my little boy, I’ve become aware of how he looks up to me.”

“We’ve lived in 5 different neighbourhoods in the last few years, so it’s a great way to get to know people.”

However, they said they would have found another way to spend time with their children and get to know others, without Salford Dadz.

The main change for them was that they were able to reach people that they wanted to help, who they felt would otherwise be “hard to reach”:

“It is very hard to reach that demographic. They tend to be closed and do not share their problems. Salford Dadz is something that enables them to open up. It is relaxed, informal and non-judgemental. No one-upmanship or competitiveness. I know for many of the guys it’s been really important.”

The conclusion of this is that the change is a feeling that they are able to make more of a contribution to the community, which is important to them because they believe good relationships between different people are important. This group are typically involved in other activities for community benefit, but such activities may attract only certain sections of the community. One of the things that Salford Dadz has therefore achieved is to bring together fathers from quite different backgrounds and enable them to share a common feature of their lives - fatherhood - without focus on their different backgrounds.

## **6C. How much change occurred?**

Some consideration was given to the idea of surveying this group. However, it was established that, even if the whole group had experienced the outcome, the value of the outcome would still be insignificant in comparison to value for other groups. Therefore, it has been assumed that half of those involved will experience this outcome and half no outcome.

## **6D. How important are the changes?**

The Wellbeing Value of “feel of belonging to the neighbourhood” for an adult outside of London of £2,252 has been used as a proxy for the value. This is a good match because the outcome that the fathers who help Salford Dadz experienced related to widening the circle of people in the locality that they knew and could support.

## **6E. How much is down to Salford Men’s Wellbeing Project?**

There is evidence from the interviews that the fathers who help Salford Dadz were persistent in seeking to build their connections and benefit the local community. They clearly expressed how difficult it is to reach this section of the

community and therefore it is reasonable to claim that the outcome is related to the Project. At the same time, their consistent efforts are likely to have borne fruit at some point. Therefore, it is estimated that 50% of the outcome would have happened anyway.

No displacement has been included because, although Salford Dadz could have been displacing efforts made with other groups, they clearly expressed that Salford Dadz was the most efficient way of reaching more disadvantaged groups that they'd come across.

## 6F. What is the value for the fathers who help Salford Dadz?

Figure 29 shows the calculation of value for fathers who help Salford Dadz

	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Average number of fathers who helped in the year</i>	<b>8</b>	<b>20</b>	<b>26</b>	<b>31</b>
<i>Number experiencing the outcome (50%)</i>	<b>4</b>	<b>10</b>	<b>13</b>	<b>16</b>
<i>Total value for fathers who help, before adjustments</i>	<b>£9,008</b>	<b>£22,520</b>	<b>£19,276</b>	<b>£36,032</b>
<i>Less 50% deadweight</i>	<b>£4,504</b>	<b>£11,260</b>	<b>£9,638</b>	<b>£18,016</b>
<i>Less 33% compound attribution to CoD years 3 &amp; 4</i>	<b>n/a</b>	<b>n/a</b>	<b>£6,425</b>	<b>£8,007</b>
<i>Total value for fathers who help before discounting</i>	<b>£4,504</b>	<b>£11,260</b>	<b>£6,425</b>	<b>£8,007</b>

**Figure 29 - value for fathers who help Salford Dadz**

The value for fathers who help Salford Dadz is the lowest out of the groups considered so far.

## 7. Value for Public Services

### 7A. Who was affected?

The main anticipated change in demand on public bodies as a result of Salford Dadz flows from changes for fathers, especially in them being better able to deal with life's challenges without a worsening of mental ill-health and/or resorting to negative coping mechanisms such as drinking.

This may affect the need for/ demands on various public services, especially

- **family intervention by social services**
- **primary care, particularly around mental health**
- **secondary mental health services**
- **alcohol and drug support services**
- hospital accident and emergency
- policing and criminal justice
- benefits payments and employment support
- tenancy sustainment

The changes for mothers may also affect demand for public services, in a similar way.

The changes for children might additionally affect school performance and resources allocated to supporting children's school attendance and behaviour.

There was evidence of change in the items highlighted in bold, there was no relevant and significant change in the other items. This does not mean the Project has no effect on these other items just that the level is so low or the time until they appear is so long that it is hard to attribute to the Project.

### 7B. What changed?

The approach to identifying change for organisations needs to be slightly different to the approach used for identifying change in groups of individuals. The chains of events for core fathers, children and mothers are suggestive of reduced demand on public services in several areas. The fathers and mothers were also asked about their use of / need for three public services, and how it had changed as a result of Salford Dadz in the relevant questionnaires.

Attempts were made to contact public bodies, and those contracted to deliver public services, to explore theories of how they had been affected and/or to verify the analysis. This was not successful in all cases.

The three main areas of change identified from fathers and mothers were:

## *Children's Services*

3 fathers initially reported having had Children's Services involvement with their children, one of which had a child protection order in place. According to the father, the child protection order had been removed and, of the 3, only this father still has social services involved with their family.

A child protection order can lead to children being taken into care at a cost of £42,000 per child per year<sup>23</sup>. So, even if the change in father's behaviour and family dynamics as a result of Salford Dadz is only a contributory factor to avoidance of a child being taken into care, it could be a contributory factor to a large saving.

Therefore, the quantities of this change have been explored further by identifying relevant social workers who have been in contact with fathers and asking them about the case. This is reported in section 7C.

## *Mental health*

6 fathers reported in questionnaire 1 that they used services to support their mental wellbeing before they met Salford Dadz and 4 reported that they are no longer doing so, attributing this change to Salford Dadz. Therefore 4/13 (30% of fathers) reduced their need for mental health services.

This has been scaled according to the average numbers involved in each year to give the annual total values.

It works out as:

Year 1 - 3 fathers

Year 2 - 6 fathers

Year 3 - 8 fathers

Year 4 - 10 fathers

The potential cost savings was calculated to be in the region of £5,000 per annum for year 2 because the average spend on mental health services is only £942<sup>24</sup> per person receiving them per year.

Attempts were made to contact mental health service providers to get a clearer picture. However, no response was forthcoming. Given the relatively small sums involved, this was not pursued further.

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<sup>23</sup> Based on Netten & Curtis 2006 quoted and updated in Troubled Families Cost Database available for download from [neweconomymanchester.com/media/1446/3316-150327-unit-cost-database-v1-4.xlsx](http://neweconomymanchester.com/media/1446/3316-150327-unit-cost-database-v1-4.xlsx)

<sup>24</sup> Paying the Price, Cost of Mental Health Care In England to 2026 (King's Fund, 2008)) quoted in the Troubled Families Cost Database



## *Alcohol and drugs*

One father reported having stopped using services to tackle issues with alcohol and drugs. This father had also reported stopping the use of alcohol and drugs as his (negative) coping strategy.

The annual cost to criminal justice and health and social care of drug misuse is £13,374 per person<sup>25</sup>.

Alcohol and drug addictions are hard to overcome and so the conservative view that this is the only father in the group who has managed to overcome their issues so far has been taken. This has been modelled as increasing by one father per year after the project..

## *Other outcomes for public bodies*

The Analyst presented initial findings at a Little Hulton and Walkden Outreach and Engagement meeting attended by council staff, community engagement staff from Tesco, and various charities such as Citizens' Advice Bureau and church groups. Those in the group who had been in contact with the fathers agreed that they had also noticed the change in the Dads as per the presentation of findings given by the Analyst. They identified that they found members of the community can be very hard to engage in events aimed at the community, that they felt young people are particularly "hard to reach", and that the different estates in Little Hulton do not tend to work together.

The pattern that emerges from conversations with the other stakeholders about change is:

- that they would have been struggling to reach the people that this Project has reached
- that they would be struggling to enable people from different parts of Little Hulton to work together

A persistent theme was that agencies felt people were "hard to reach". Some may be in touch with their GPs but given the time constraints placed on GP appointments, any such contact will be limited.

Therefore, there is potential for more value to be created by Salford Dadz in future through linking to other community initiatives. In the future, with consistent efforts to include more fathers, Salford Dadz might also be able to effect a change in sense of belonging and cohesion in Little Hulton that extends beyond the direct participants.

The Analyst also presented a summary of the draft of this work to a Salford-wide feedback event on 22<sup>nd</sup> September, 2015. Stakeholders were in attendance from

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<sup>25</sup> Drug Treatment Outcomes Research Study (DTORS), 2009 quoted in Troubled Families Cost Database

the Council of Dadz and a wide range of public and voluntary organisations, together with a few individuals. Feedback was sought by Unlimited Potential at the event and the feedback was supportive of the conclusions drawn in the SROI analysis. Nobody disputed the types of results presented and some people made suggestions of how the Project could in fact create more value. On closer consideration, however, the Analyst judged that these areas were:

- longer term - and therefore increasingly attributable to the Council of Dadz rather than the Unlimited Potential Project;
- had already been considered and no corroborating evidence found; or
- were likely to be insignificant.

Therefore, no new areas were included in the final analysis.

## 7C. How much change happened?

The only service for which further verification of quantity was pursued was children's services.

### *Children's Services*

Given the potentially high value of reduced demand on family support and child protection, Salford City Council's Children's Services were contacted in order to confirm or reject the hypothesis that demand on them had been reduced and to better quantify change.

The method used was:

1. Unlimited Potential gained the permission of the Council of Dadz to identify to Salford City Council Children's Services that the fathers had been involved with Salford Dadz. It was also agreed with the Council of Dadz that Salford City Council would provide an anonymous confirmation to the Analyst of their view on how many fathers might have been positively affected by Salford Dadz and how this might have affected the family and public sector resources required to support them.
2. Unlimited Potential identified the fathers on their list of fathers involved in Salford Dadz who may have had some input from Children's Services, together with the names of their children. The records kept by the Project were not clear enough to be sure of providing a list of all fathers who might have had Children's Services involvement. In the end, UP sent a list of 16 fathers and 22 children.
3. This list was checked by Salford City Council staff against their records who identified firstly whether the families were known to Children's Services and made an assessment of the evidence that fathers had changed thanks to Salford Dadz and the effect that those changes may have had on the family and public sector resources. It is entirely possible that there are other families that it has not been possible to match with records.
4. Salford City Council sent an anonymous account of the above factors to the Analyst and answered further queries in order to clarify the view of whether there had been change attributable to Salford Dadz. In some

cases, changes in Social Workers assigned to cases made it harder to establish history.

The results of the analysis are:

Of the 16 fathers and 22 children, 5 fathers of 12 children were matched with records.

- 2 fathers had a history of presenting as co-operative with social services and had always demonstrated good parenting skills
- 1 father demonstrated no change
- 2 fathers demonstrated positive change, which may have had led to a reduction in the number of visits to the families that would otherwise have been required.
- 3 children aged under 11, for whom care proceedings were judged by Social Workers to be likely, are no longer of concern to the authorities. This was clearly attributable to a change in father's behaviour, however, family support workers were also involved and some of the change is therefore attributable to them.

The change of three fewer children being taken into care has been claimed in this report. Given the details of the cases, this has not been reduced in future years, as it is entirely attributable to the Project and not to the on-going running of Salford Dadz.

## **7D. How important are these changes?**

The values quoted in section 7B are all unit costs, quoted in a Unit Costs Database developed by New Economy for the Troubled Families programme. Therefore, they are particularly useful because they are relevant to this client group and have been recently prepared.

Reducing the need to incur a unit of public service is usually not the same thing as a cashable saving. This is for one of three reasons:

- 1) There may be unmet demand and so reducing one person's need may simply mean that another person's need can be met and the service cannot be reduced.
- 2) It may be impossible to reduce the amount of service provision unless demand is reduced by a certain number of units. This is because most costs include fixed costs spread across a number of units of provision and even variable costs, such as staff, will be working with a number of end users.
- 3) Even if the number of units cost potentially saved is high enough to stop providing a service, and there is no unmet need, this may be a politically difficult decision to take.

The costs relating to drug misuse and mental health are clearly not cashable savings. On the other hand, some of the costs avoided by the Project, of taking children in to care, could be cashable. Around 90% of the costs relate to “maintaining the placement”, much of which would genuinely be saved.

## 7E. How much of the change is down to Salford Dadz?

Given the clear evidence that family support workers were working with the children concerned, 20% of the outcome relating to children not going into care has been attributed to them.

The mental health and drug and alcohol outcome only last given continued engagement with the Project. Therefore, in line with the outcome for Core Fathers, the maintenance of the outcome in years 3 and 4 has increasingly been attributed to the Council of Dadz rather than the original Project.

## 7F. What is the total value of change for public services

A summary of the total value is shown in figure 30

	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Number of fathers stopping alcohol and drugs</i>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<i>Value before adjustments</i>	<b>£13,374</b>	<b>£26,748</b>	<b>£40,122</b>	<b>£53,496</b>
<i>Number of fathers no longer in need of mental health services</i>	<b>3</b>	<b>6</b>	<b>8</b>	<b>10</b>
<i>Value before adjustments</i>	<b>£2,862</b>	<b>£5,652</b>	<b>£7,536</b>	<b>£9,420</b>
<i>Number of children avoiding care proceedings</i>	<b>0</b>	<b>3</b>	<b>3</b>	<b>3</b>
<i>Value before adjustments</i>		<b>£127,650</b>	<b>£127,650</b>	<b>£127,650</b>
<i>Total value after adjustments and before discounting</i>	<b>£16,200</b>	<b>£134,520</b>	<b>£123,541</b>	<b>£114,798</b>

Figure 30 - value for public services

Given the public sector investment in the Project was £162,000, the total potential savings for public services of £363,000 after discounting are thus nearly 2.5 times the value of the investment.

## 8. Value for voluntary groups

### 8A. Who was affected?

Core Fathers reported that they had started volunteering with local voluntary groups.

### 8B. What changed?

The voluntary groups said that they benefitted from Salford Dadz promoting community volunteering amongst a group of men who had not previously volunteered.

For example, one of the two Rotary Clubs benefited from a local presence to guide them in re-introducing Santa's Sleigh:

“The big advantage that Salford Dadz brought was that they actually lived in the community. They understood the problems and had done something about it.”

In general, voluntary groups said they struggled to attract volunteers living in Little Hulton and that Salford Dadz had changed this.

### 8C. How much change happened?

The fathers were asked how much volunteering they were now doing with local groups and how much they were doing in the past. Some of the fathers had never volunteered for local groups before, others had done so but had increased the amount that they volunteer.

The number of new volunteering hours was estimated at:

- 4 hours per week by
- 6 Core Fathers on average, volunteering for
- 48 weeks a year

Giving a total of 1,152 new hours of volunteer time per year. This has not been assumed to continue to grow with new members of the group.

This was sense checked with one of the voluntary groups.

### 8D. How important are these changes?

Increased volunteer hours have been valued using National Living Wage<sup>26</sup> for people aged over 25 at April 2016 of £7.20, reflecting the type of task that the volunteers were undertaking.

### 8E. How much of the change is down to Salford Dadz?

The voluntary groups themselves are partly responsible for this enthusiasm for volunteering, by encouraging the fathers and providing an atmosphere that they wanted to volunteer in. Therefore 20% of the outcome has been attributed to those groups themselves.

Displacement of other volunteers was considered, but the voluntary groups felt it was hard to find local volunteers so no displacement has been included.

As with other outcomes, future value has increasingly been attributed to the efforts of the Council of Dadz.

### 8F. What is the total value of change for voluntary groups?

The total value is summarised in figure 31.

	<i>Year 1 of Project</i>	<i>Year 2 of Project</i>	<i>Year 3 (After Project)</i>	<i>Year 4 (After Project)</i>
<i>Number of hours new volunteering</i>	576	1152	1152	1152
<i>Value before adjustments</i>	£3,502	£7,004	£7,004	£7,004
<i>Value after adjustments, before discounting</i>	<b>£3,502</b>	<b>£7,004</b>	<b>£4,693</b>	<b>£3,144</b>

Figure 31 - value for voluntary groups

<sup>26</sup> <https://www.gov.uk/national-minimum-wage-rates>

## 9. SROI ratios and sensitivity analysis

### Inputs

The costs of the delivery of the Project were met with 2 years of CCG innovation funding totalling £162,000.

There have been in-kind contributions of a room every fortnight at the Children's Centre. This has been valued at £25 per hour, giving a total of around £2,000.

The "asset-based" aspect of the Project raises an interesting question about whose actions are really responsible for the outcomes that occur as a result of the Project. That is because:

"Central to assets approaches is the idea of people in control of their lives through the development of their capacities and capabilities. It is thought that such control enables people to be better connected with each other and encourages a spirit of co-operation, mutual support and caring."

*"A Review of the Economic Evidence of Asset Based Approaches for Health Improvement", presentation by Emma McIntosh PhD<sup>27</sup>*

Therefore, the Project could be thought of as catalysing the results but, perhaps more so than in the case of a service, the value of the contributions of participants who join in shaping the Project must be recognised as inputs.

The Council of Dadz and other fathers who help Salford Dadz have given an estimated £25,000<sup>28</sup> worth of in-kind support (based on an average of 12 fathers spending an average of 3 hours per week for 48 weeks per year for 2 years), based on National Living Wage at April 2016 of £7.20. One or two Council of Dadz members have clearly spent more than 3 hours per week supporting Salford Dadz however the others may not have spent 3 hours every week and involvement of other local fathers, such as clergy, has been more sporadic.

The costs of the evaluations commissioned by Unlimited Potential<sup>29</sup> have not been included. An argument could be made to include part of these, in particular the year 1 costs for Leeds Beckett University (LBU), since they were involved in developing the Project into year 2.

**The total project inputs are thus calculated as £188,703.**

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<sup>27</sup> Presentation to the Glasgow Centre for Population Health. Available for download from [http://www.gcph.co.uk/assets/0000/4987/Emma\\_McIntosh\\_-\\_Assets\\_and\\_Economic\\_Evaluation\\_slides.pdf](http://www.gcph.co.uk/assets/0000/4987/Emma_McIntosh_-_Assets_and_Economic_Evaluation_slides.pdf)

<sup>28</sup> This figure has been rounded up very slightly (by less than £200), the rounding is judged to be immaterial by the Analyst.

<sup>29</sup> Year 1 and Year 2 Evaluation by Leeds Beckett University, this SROI analysis commencing in Year 2, but covering the whole project and a brief evaluation of the effect on children by the University of Salford.

## Value of outcomes

The total value of the outcomes (after adjustment for deadweight and attribution) is shown in figure 32.

	Year 1 August 2013 to July 2014	Year 2 August 2014 to July 2015	Year 3 August 2015 to July 2016	Year 4 August 2016 to July 2017
<b>Core Fathers</b>	£361,222	£884,237	£780,921	£632,767
<b>Children of Core Fathers</b>	£96,544	£246,723	£321,813	£396,902
<b>Mothers</b>	£35,834	£89,586	£79,632	£63,706
<b>Fathers who help</b>	£4,504	£11,260	£9,759	£7,757
<b>Public Services</b>	£16,200	£134,520	£123,541	£114,798
<b>Voluntary Groups</b>	£3,318	£6,636	£4,424	£2,949
<b>Total before discounting</b>	£517,622	£1,372,962	£1,216,765	£1,005,686
<b>Total (discount at 3.5% pa)</b>	<b>£500,118</b>	<b>£1,281,675</b>	<b>£1,097,453</b>	<b>£876,398</b>

Figure 32 - total value of the Project

**The total present social value of the Project is £3.75 million.**

Therefore

**£1 of total project investment yielded approximately £20 of social value**

Of which the potential financial return to the public sector is:

**£1 of public money invested yielded approximately £2.50 of potential savings**

and

**£1 of the total investment yielded an average of around £14 of value for the Core Fathers**

The split of value is shown in figure 33, which shows that the majority of the value created by the Project accrues to the Core Fathers.



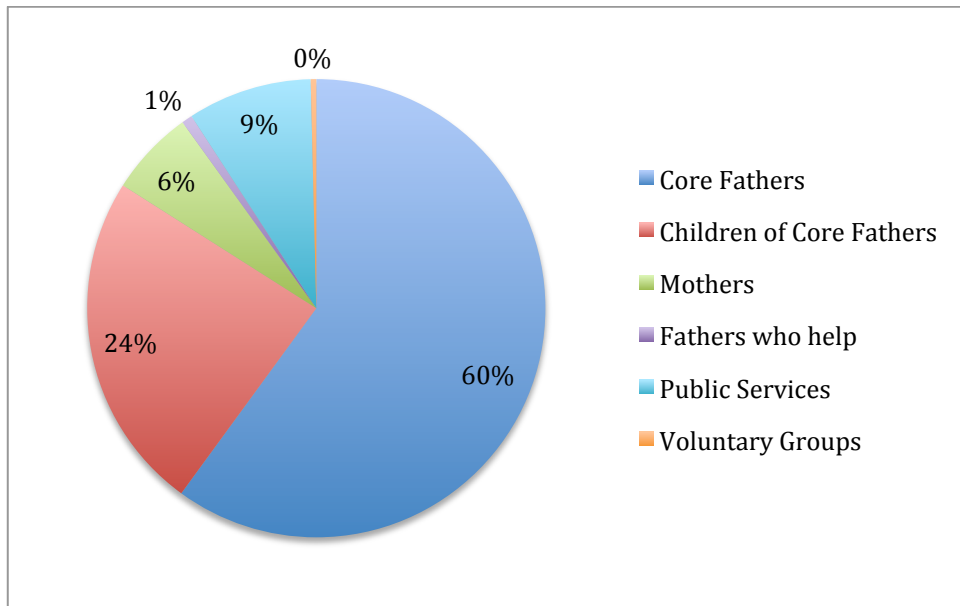


Figure 33 - Split of value by stakeholder group

These results have been reported to the Council of Dadz and other stakeholders, including funders (by means of the Executive Summary), who verified their agreement with the final analysis.

### Sensitivity analysis

Assumptions have been noted throughout the report of this analysis. In order to assist the reader to come to a reasonable conclusion about the confidence they can have in the result, the extent to which the end result is sensitive to these assumptions is presented here.

#### *The most significant assumptions*

Since value for Core Fathers is highest out of the value for any group, this is the value most sensitive to assumptions. Therefore, it is also the group that most care has been taken to reduce the risks of the assumptions made, by involvement and repeated attempts at measurement as well as by triangulating with other stakeholders' views.

The two main assumptions that were made about Core Fathers are:

- (1) That the value of outcome 3 - "leading a more meaningful life" is independent of the value of outcome 2 being a more "confident and engaged father".

*To test for the effect of assumption 1, the value of outcome 3 has been removed altogether from the analysis. This results in a reduction of the SROI ratio from 1:20 to 1:16. This is shown as Sensitivity 1 in the Value Map (appendix IV).*

- (2) That fathers who responded to the questionnaires did not overstate the positive results and fathers who did not respond would have given similar answers.

*To test for the effect of assumption 2, the numbers of fathers experiencing the three main outcomes has been reduced to 4 in year 1 and 10 in years 2 to 4 inclusive. This results in a reduction of the SROI ratio from 1:20 to 1:15, a 30% reduction. This is shown as Sensitivity 2 in the Value Map (appendix IV).*

It is standard practice to test for the effect of assumptions made about quantities, values, deadweight, attribution, displacement and drop off in the sensitivity analysis of SROIs. These are considered in the remainder of this section.

### **Quantities**

The most sensitive assumption regarding quantities is assumption 2) above. Other assumptions about quantities, e.g. of outcomes for children and mothers, have relatively little effect and are therefore not reported on here.

### **Values**

Again, the most sensitive assumptions are those made about values for fathers. The choice of approach is largely based on the judgement of the Analyst, who decided to use values based on the results statistical analysis of large-scale surveys. The values were tested with the Core Fathers who agreed that the values expressed the relative importance of the outcomes in the context of their lives, however this is a hard question to pose and the Fathers may have agreed in order to please the analyst.

There are arguments for the values being too high and too low. For example, the values are averages, which may tend to under-value when considering changes for a group facing particularly challenging circumstances. Conversely, in two out of three cases, the evidence available for using the value is not exactly the same as the evidence that is recommended for collection by the authors of the Social Value Bank.

Therefore a sensitivity test has been performed where the value of outcome 1 - coping better with life's challenges - has been reduced by half. This results in an SROI ratio of 1:16. It is shown as Sensitivity 3 in the Value Map (Appendix IV).

### **Attribution**

It is clear that, whilst attribution to others could be higher than the 10-20% assumed for most of the outcomes, the analysis is relatively insensitive to different assumptions made about attribution. Attribution could not reasonably

be much higher than that assumed given how “hard to reach” other stakeholders reported that they found this group to be. Therefore, this has not been tested.

### **Deadweight**

Similarly, deadweight - what would have happened anyway without any intervention from anyone - can only reasonably be said to be low for the group experiencing the most value, the Core Fathers. The point about the Core Fathers is that they have experienced severe and multiple deprivation, which is likely to endure throughout their lives without intervention. Therefore, assumptions about low deadweight have not been tested.

### **Displacement**

No risk of displacement was identified, therefore there are no assumptions to be tested.

### **Drop-off**

The outcomes for Core Fathers - and consequently for most other stakeholders - were not found to drop-off so long as Core Fathers maintained contact. However, the attribution of the outcomes to the original Project has been modelled as dropping off to zero over two years following the Project, with it being attributed entirely to Salford Dadz - Little Hulton after that time. If the outcomes are instead set to drop-off over one year (e.g. if the view is taken that after one year they are entirely down to the Council of Dadz at Salford Dadz Little Hulton), then the ratio drops to 1:14 (Sensitivity 4 in the Value Map, Appendix IV).

***Therefore, in the professional judgement of the Analyst, the SROI ratio is in the range of 1:14 to 1:20.***

## 11. Recommendations

### Replicate the Project elsewhere

The Project clearly created positive change with fathers who experience severe and multiple disadvantage and had knock-on effects on their children and mothers of those children. These fathers are often considered to create costs to society as a result of the destructive coping strategies that some adopt, but this project has shown that fathers can support each other to share more positive coping strategies and to take positive action and responsibility. It also has the potential to make savings to public sector budgets, particularly in the fields of family support and child protection. The results should be of great interest to policy makers, especially those in the field of early intervention, prevention and so called “Troubled Families”. The general approach taken by this project should be replicated elsewhere and would be likely to achieve similar, although not identical, results. That is because the empowerment of local fathers to make decisions about project development, based on local context and their own experiences, is inherent to the approach’s success. Therefore, replication should not focus on achieving exactly the same outcomes but rather on enabling outcomes important to the new group. It will be important to evaluate the outcomes of new projects in order that a body of evidence about the range and value of the likely outcomes is strengthened.

However, given the emphasis on working with fathers as fathers, and encouraging them in this role, it is likely that any further similar project would improve father involvement. There is strong evidence from other research that positive father involvement is important to child development.<sup>30</sup> Some studies have also found that paternal depressive symptoms predict child emotional and behavioural problems independent of maternal symptoms<sup>31</sup>, and any similar project would again be likely to improve parental mood. Other’s research can only strengthen the view that the Project should be replicated.

### Build on the goodwill in Little Hulton

This project has achieved significant results with a section of the community that are considered by local partners to be “hard to reach”. There are early indications that the Salford Dadz group could change the culture of the area, including the tendency for the local estates not to mix and the suspicion towards public bodies and that other local bodies could partner with Salford Dadz to support this. To achieve this, public bodies need to understand and embrace the philosophy of empowerment demonstrated by the Salford Men’s Wellbeing Project Manager in order that they do not end up alienating the fathers. They also need to be considerate of the pressures that the fathers face when seeking to involve them in other community projects.

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<sup>30</sup> Wilson, K., & Prior, M. (2011). Father involvement and child well - being. *Journal of Paediatrics and Child Health*, 47(7),

<sup>31</sup> IBID

Fathers and children should continue to be involved in understanding and measuring changes, this should include the CoD, and other fathers, ideally through running a short session at the end of a Dadz and Kidz Club perhaps 6 monthly.

### **Address the risk of over-commitment of a small number of fathers**

There is a risk of a significant negative outcome for fathers who give substantial time to developing this sort of project, at a time where they may face challenges of redundancy, ill-health or bereavement. This negative outcome was expressed here as problems at home caused by the feeling that they were spending excessive time on Salford Dadz. Unlimited Potential, and others undertaking similar projects, should give further consideration to how this outcome can be avoided or better managed.

### **Strengthen the capacity of future groups to solve their own problems**

The Project, now in the form of Salford Dadz, an independent organisation, appears to be sustainable with minimal external input and the developed capacity of the Council of Dadz to fundraise. It has now been running successfully in its independent state for over a year. Most of the fathers on the Council of Dadz had never been involved in organising in this way before, therefore it is a mark of success of the Project that the Project is able to sustain itself. However, growth in the reach of Salford Dadz appears slow. There is also risk of the fathers involved being affected by negative influences from their peers in future as much as they have been involved by positive influences so far, like volunteering with other organisations and two fathers gaining employment. One of the approaches that the Project Manager drew on in this project, Positive Deviance, is known for enabling peer groups to become interested in and adopt the most positive behaviours. Members of the Council of Dadz were aware of Positive Deviance (known locally as the four Ds) but did not demonstrate a strong understanding or ability to apply it. Therefore, in any future similar projects it may be worth giving further training on applying Positive Deviance in order to enable the group to continue to identify, and find successful strategies for dealing with, the problems they face.

### **Establish appropriate monitoring earlier in future projects**

This SROI analysis was not without its challenges, particularly around data collection in a community who tend to view researchers with suspicion. Attempts at measurement of outcomes prior to the SROI were unfocussed and not pursued consistently. Future projects should give consideration to how a small number of relevant and important measures can be identified earlier on in the Project, through involving stakeholders in open-ended questioning about effects, and suitable data collection set up. This should normalise data collection and reach a higher percentage of participants and increase confidence in the results.

## Appendix I - Interview guide for Core Fathers

### Background

1. How did you first hear about Salford Dadz?
2. When did you become involved with Salford Dadz?
3. How did you think about Salford Dadz at the start?
4. What would you say Salford Dadz is now?
5. What have you been involved in (refer to sheet showing activities of Salford Dadz)?

### Changes for them- positive and negative

6. **What's changed for you as a result of any of the activities that you've done with Salford Dadz? What difference has Salford Dadz make to you?** What else? That's interesting tell me more about why that was important... etc. Think about how things were before Salford Dadz what was your life like then, what is it like now?
  - a. Do you **feel** any different (in what ways) as a result of Salford Dadz?
  - b. Do you **do** anything differently as a result of Salford Dadz?
7. (If not already mentioned or only mentioned in passing). Has Salford Dadz caused you any problems? Has it had any bad effects? Anything less positive?

### Initial idea of Value

8. (*If more than one type of change*) Which one of these changes is most important to you (*try to summarise which changes you heard from questions 7 and 8 back to them*)? Why is this particularly important? Thinking about what else is going on in your life, how important is this change?

### Duration, Attribution, Deadweight, Displacement

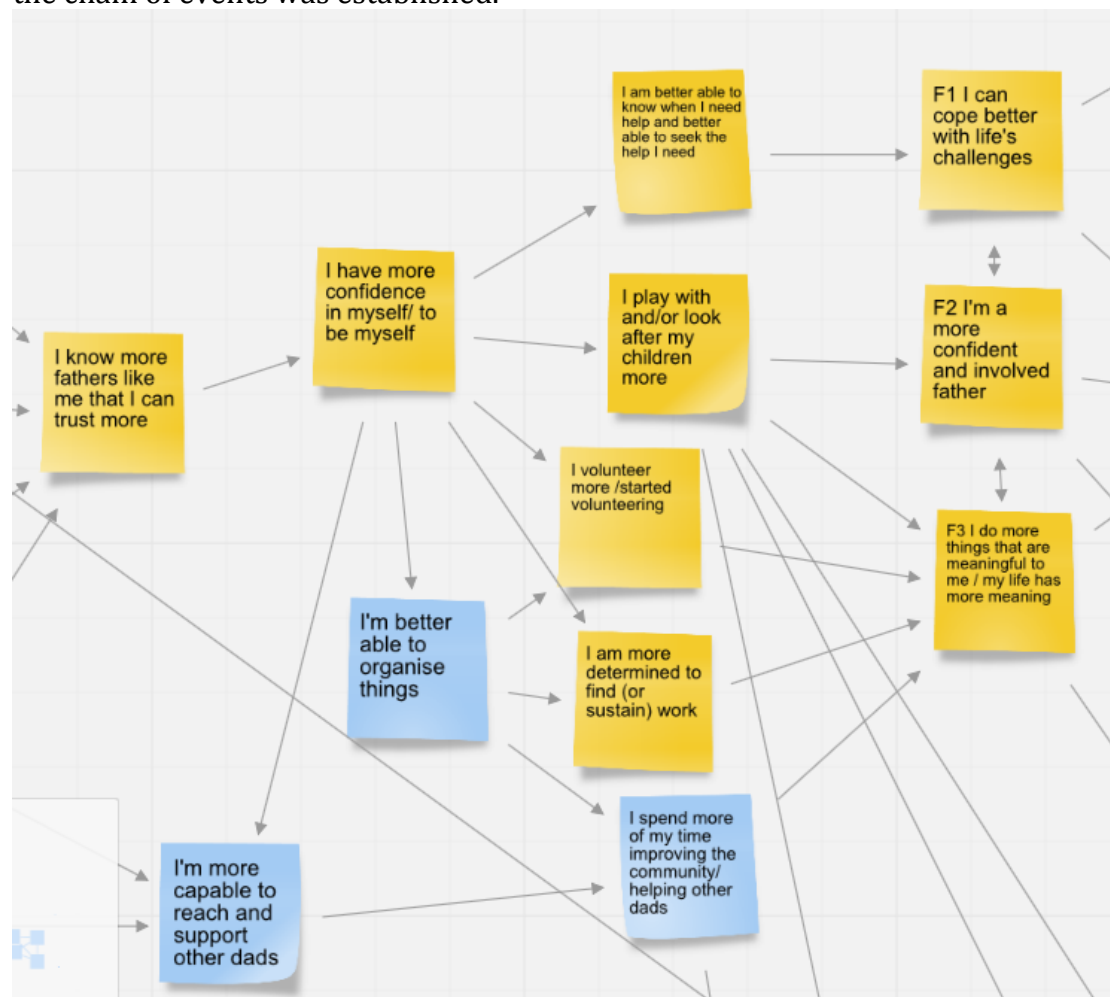
9. How long do you think these outcomes might last? Might the result fade over time?
10. Did anyone else (e.g. family or friends, projects, services) contribute to (have a hand in) the changes/ effects you've mentioned? Or... Are any of the changes you've mentioned because of anyone else, not just Salford Dadz?
11. Is there anything else going on in the area that might have contributed to any of these changes?
12. What do you think would have happened without Salford Dadz?
13. What do you hope Salford Dadz will do/ can achieve in future?
14. Did being part of Salford Dadz stop or limit participation in anything else?

### Changes they've noticed in others

15. Has anyone else been affected by (your involvement with) Salford Dadz?
16. What about your children?
17. Partner or ex-partner?
18. Anyone else?
19. Has it caused any problems?

## Appendix II - Detail of what changed for Core Fathers

This appendix provides an expanded analysis of how the first three outcomes on the chain of events was established.



### I know more fathers like me and I can trust them more

Fathers reported that before Salford Dadz they typically had no trusting relationships with peers.

The central issue is social isolation. There's dads out there who live with their kids but are still socially isolated. They think everything (they could do) is money or female orientated. *Father*

So the first change is that they have peers they can trust.

It's a different kind of support; it's like extended friends. You get mates there on the phone that are there for you when you need it. *Father*

I've been really honest with the guys, they've been there they've listened they've never judged me, they've offered advice or just a friendly ear. I

think that's why I've not had the doubts and getting away from it. Because of the type of group it is I've been able to tell them about the past and why I am the way I am, you wouldn't do that at..... (another group where this father had volunteered in the past). *Father*

This is important because - without peers they can trust - it is difficult to deal with issues facing them without turning to destructive coping mechanisms or suffering mental ill-health.

Families are different because you're so close. I can't talk to my wife because the issues are too close for comfort. *Father*

You get those days when you're feeling down and one of the Dads will say "you all right mate, what's up?" and that's how you get chatting as well and get more off your chest in that way and because it's off your chest you feel great and you get up and start playing again. It helps you be happy again basically. *Father*

(There was no other way I could have made the changes) because I didn't really go anywhere talk to people, didn't have friends didn't want friends, had a bad history with friends in the past and didn't socialize. I was at the Council of Dadz on a Wednesday and he invited me back to his for a brew and a chat and I was extremely grateful. I can't remember the last time someone asked me that. It was a really big deal to me. *Father*

Having a network of trusted peers leads to the outcome:

**I have more confidence in myself/ to be myself**

Having peers who treat you as an equal, and have an interest in you, builds confidence to be yourself.

I know that, when I sat there I can talk and I wouldn't walk away after two minutes, whereas usually I'd think they've got no confidence in me and walk away but now I've got more confidence in me and I can talk for hours. *Father*

It's built my confidence up big time because my confidence was well down well low but since I've been with them it's grew steadily and I'm more outspoken and I can speak better to people and they realize that its more friendly. Even all the other members of the Dadz "wow, your confidence has grown tremendously". *Father*

It also leads to knowing more people from whom help can be sought, and being prepared to ask for help.

**I am better able to seek help**



They are very thoughtful and helpful, if they think there is a situation they'll come and help you and you're not dealing with things on yourself. It's just like you'd get from your family, you don't think anyone else would be that supportive but they are. *Father*

It makes you know how other dads deal with things and sharing how they've dealt with it. *Father*

It's a big help because you've got people from different backgrounds who have got different problems. So if someone has a problem with depression, or being homeless, or whatever, there's people in the group who have been in that similar circumstance and we can try to help. *Father*

It's been different in terms of what we talk about, because the dads have been through similar to what I've been through as well we have a chat about stuff. You get stuff off your chest as well you can talk to someone who has been through something similar to you.... it's great. I spend some time with the kids and then I'll have a brew and biscuits and chat with the dads. Then I'll have a chat with them and the stuff that I'm going through they'll sit and listen and it's great to get it off my chest as well and then I'll go and spend some more time with the kids before we end up. (There's nowhere else like it), you can have those one to one sessions but I don't know it seems more, I don't know how to explain it, ... more homely when you're sat with other dads and you can have a chat and a conversation with them. I can sit with John and he'll ask me how I'm doing and if I need any help and he's there to help me out and this and that and that's what I like, basically it's like friends as well as contacts, like fathers. *Father*

We have to reach out to these people and help. I was in a right state through drinking and smoking cannabis. I went down to 7 stone. I lost a very good friend of mine through suicide. I had step-children that were taken away from me. *Father*

I recently had issues and there's messages coming from all the Council of Dadz. You don't get that from mates going to the football together. *Father*

John stays in touch with me between the group he's one of those people ... he, if you've been stressed on the Saturday, he gives you a message through the week to make sure you are alright and he's a good mate as well. *Father*

If we've got a problem we can pick up the phone to (Engagement Worker) *Father*

The women's comments are in agreement with the men's perspective of the change for them:

My ex didn't bond with other people before but since he has been bonding with different men. *Mother*

He does get stressed, it's very rare but he's got someone to talk to at the end of the phone. 'Cause he might have problems that he might not want to tell me. *Mother*

He gets a lot of support, coz he and I are divorced but he spends time with the dads group... and the dads can sort of like open up more without the mums being there. I suppose with certain males, some will open up and some will just toughen up. *Mother*

He has many to call friends, because before the dads group he only had one or two friends but he is close to one friend who he gets on with he has known over the years..... And he has met a lot of friends within the dads group. *Mother*

Increased coping skills appear to be built on by most in two important ways. Firstly it means they take more of an interest in their children, and/ or having improved parenting skills and/or take more responsibility for parenting and do more fun things with their children.

### **I play with my children more**

It has changed everything. I am the first to admit I was on my computer 7 days a week, now I'm only on it a couple of times a week. I used to joke with my ex that I'd get buried with the computer. Now it is me and my family. I see my ex-partner every day we still talk and I help out with the kids. My new partner has also got kids so I've gone from ... struggling with my own ...kids to not struggling with (a number more) kids. *Father*

The Saturday group was the only place I can see the kids so if I didn't have the Saturday club I wouldn't have been able to see them and that would have put me to more drinking if I couldn't see the kids, so that's what social services said to me. I don't want that. *Father*

As a result of having more confidence in themselves fathers also gain the courage to do other things that they find meaningful. Some fathers described their life before Salford Dadz as being a very insular one, even, but not always, in the case that they were living with a partner, now they take the initiative.

### **I take more initiative, e.g. to volunteer or seek work**

Fathers now take the initiative to meet and support others, to look for work, to volunteer, to do things in the community and to build the group further. This outcome was strongest with Council of Dadz members but it did also occur for fathers attending the Saturday Club.

I've done loads and got lots off my chest and it's built some confidence in me as well, Salford Dadz. I'll go over or into places and hand CVs in and ask for a job, where I *never* used to do that. I'd have been embarrassed and walked straight past. Now I'm just like "have you got any jobs?" and hand my CV in and "if anything comes in can you give me a ring?" It's built that confidence in me. *Father*

The journey's just been massive, life changing in a way. You're talking about someone who didn't go out the house much to giving a speech in front of 20 Rotarians and then 200+ practice nurses on the stage and that's all down to the support you get through Salford dads. *Father*

I'm volunteering at (lists 5 places). Salford Dadz was the first one..... I've never volunteered (before). Salford Dadz built my confidence up from before because I separated from my ex and I just stayed indoors until I started going to Salford Dadz and then my confidence started to build up and that's when I started volunteering. *Father*

I never ever thought of going into a shop and ask for donations. I'll go into the shop and say like "I'm a volunteer of Salford Dadz and we're holding a father's day fete can you donate stuff or things towards it" and they either say yes or no but 90% of the time they say "yes we can". *Father*

That's built my confidence up which led to the volunteering and helping with the fundraising, which I enjoy..... *now!* When I first started I was petrified but now I just go in ... boom, boom, boom, and say what I want, and what it's for, without thinking twice. I always used to think "shall I go in and ask?" but my confidence has come. *Father*

I was talking to one of the dads about how if I keep going like this I can see myself getting back into work, which is another big step. I tried to go back in the past, either through myself or because my benefits have been stopped and it's not worked out. For the stuff I've done over the last year it amazes me that I've done it and that I'm still doing it *Father*

Fathers playing with and looking after children more appears to have an influence on relationships within the family, including between children in the family and between father and mother of children, whether currently together or not.

**F2 I'm a more confident and engaged father**

We're closer and she's (name of daughter) more happier doing things at the weekend, she's with me nearly all weekend. *Father*

It helps with your relationship with your children, you understand from different areas. *Father*

Until recently, until Salford Dadz I didn't do much with my kids. Didn't go out much with my kids, ... now they're happier and they get to do stuff with me instead of it always being mum. I got brave last week and took them to a park during the holidays when it was jam-packed with people. They were happy and it was a big achievement for me so it was good. *Father*

I thought I already had a good bond with my kids but actually we've got a lot closer through Saturday club. That couple of hours on a Saturday. I've just got them two and the baby's at home and I can concentrate on them. My experience is usually you're the only bloke and you walk in. I've been to parenting classes where it's all women and you feel a bit out of the way. *Father*

Sometimes (when my ex and I didn't used to get on) it was probably me, 'cos I didn't go to the Saturday group so I'd get stressed and it was probably me stressing as usual but now we don't seem to talk, like their mum was trying to get one of me kids christened. Getting to see their mum and dad regular that's the thing really. *Father*

We're getting on a lot better, I'm able to talk more openly now and I'm more outgoing. I'm happy to do things. The kids have benefited because they've seen two happy people, there are less arguments and I'm not depressed. When we go for a day out I'm more open to go out and do things and get food and in the past I just used to be inside myself. *Father*

(Before) I'd have taken them to the park or swimming but normally they just start arguing. It's getting them out of the house without them arguing with each other. It would be good if it was another day too. *Father*

It saves my kids being bored on a Saturday, 9 out of 10 if they get bored they'll just start arguing with the each other, while they're out doing things they're not arguing as much. It's helped them out, a bit more freedom and get them out as a family. *Father*

They're seeing their mum and dad regularly and even when I see them on the street and their mum's with them, me and their mum get along where sometimes we didn't because we split up. But get along now we've become friends now. *Father*

A subgroup of fathers is suggested here- those where Social Services are involved, especially where Saturday Dadz and Kids club is used for supervised contact.

Because we've got social services, you see and kids aren't living with us at the moment they're living with the grandparents. Even because it's only an hour and a half, we got on great with the other dads, but I love spending time with the kids too, playing and doing loads of activities with them. *Father*

There was also increased contact with children (where social services are involved)

I missed a few, and so my contact was going monthly and now it will going back to fortnightly because I've been speaking about stuff and laying off the beer, so contact is increasing, instead of decreasing because I used to go out and get drunk and that. *Father*

However in the end it was decided that this led to the same outcome as for other fathers.

In the case of the members of the Council of Dadz, it was clear that they pay increased attention to and capability of supporting others, that their increased confidence was supportive of them taking more responsibility for organising events and activities (further increasing their confidence) and that they spend more of their time taking action to improve the community.

### **I am more interested in and capable of reaching and supporting other Dads**

I share how I've got from where I was to where I am now. Do I know how I got there? No but I can share the journey and that might help someone else

Two of the women interviewed underlined this change in interest in helping others, and capability to help others.

I think it's hard ..... and he would take the kids to school to be taught but its plenty of mums in school so it was very hard for him but now like he has more friends who are dads, so it really helps him coz he is more confident I just realised and he is quite happy to you know go out of his way to help other dads especially new dads that come along. There's a new dad there, I mean the kids said there's a new dad today and dads' gone over and made him feel welcome and we've helped with the kids that have come so it really does. *Mother*

I think it's good for them, 'cos they know yes they are with the kids but they out they out of the house not stuck at home. They get to go and have

a chat with other blokes who around their age and that's maybe some of the dads are a bit older and they think I've had a bad experience with such a body today they've done this I don't know how to deal with it they can get advice off other dads. *Mother*

One of the women interviewed described the way the fathers are together as follows:

It's amazing. Even yesterday I bumped into a few of them and you could just see everyone was, it was just very quiet low conversation because there are personal matters they are discussion as opposed to blokes in a pub, oh hi how are you doing. There is no bravado with them. *Mother*

### **I am more confident to organise things and take more responsibility for organising things**

We have got training up for new engagement workers to take up the pressure from John Horrocks. It's getting there but it's trying to cram the training in the short amount of time that we've got left. So we've got four and hopefully we can get a lot more dads coming in a lot quicker. It's not just down to the engagement workers to find people it's also down to the rest of the Council of Dads, so really we are all engagement workers just in different ways. *Father*

I've done community groups and that before but I've kept on trying to break the cycle I was in before but the cycle kept on winning. I wasn't sure what to expect, obviously I was a father, at the first meeting, I even spoke on the first meeting, there were a lot of things requiring people to talk and give input. *Father*

### **I take more pride in spending more time improving the community**

We talk a lot about how we can reach other dads what we might do in the future. There are a lot of women who have a natural ability to talk it's not a bad thing, it's a good thing but guys are not the best people at opening up their feelings so there's a lot of discussion about how we approach it, how we encourage men to talk about what's going on "I had a bad day yesterday" there's a lot of psychology involved in how we try to involve the dads. I think there's a lot of social isolation, there's a lot of people have alcohol problems, drug problems and it's finding out what problems there are in an area because no two areas are the same. Everything has got to be approached with kid gloves, you've got to do it quite tactfully. If you come on too heavy with someone who has alcohol problems they are going to go on the defensive, someone who is isolated it might be fear, panics, anxiety. So all approaches are going to be different. *Father*

Trying to find new ways of Dadz coming in, at the moment it's hard to find ways to get dads to come in. It's a bit of all sorts, still trying to work out which way is best to do it. *Father*

Taking more initiative to volunteer, find work, play with and take care of children, and in the case of the Council of Dadz take action in the community leads to the outcome of:

### F3 I lead a more meaningful life

Whilst there was evidence of this outcome for all fathers, for fathers that are part of the Council of Dads the change is likely to be greater, i.e. they do significantly more meaningful things and find their life significantly more meaningful. The Council of Dadz gave many examples of things they were involved in that they found meaningful and ways in which they were using past, otherwise painful, experience to help others.

We invited someone from the Rotary who was interested in seeing what we done. From that they decided to bring Santa's sleigh to Little Hulton. It had been 10 years since they'd had Santa's Sleigh in Little Hulton. Ok it only went round one of the small estates but we worked with the rotary but we brought it back. It was raining and we were watching families coming out to watch the sleigh. People were excited to see it and all came out to see it. You can't put a price on it. Watching them stand outside in the rain to see Santa Claus come round. I'm going to remember that for ages and I know that the other dads as well will remember it. It was a great feeling to know that we were part of making it happen. I couldn't care less about how cold and wet I was. *Father*

I've been homeless for 2.5 months so I know what other people has gone through so I can try and help them get back on the right track and that. It gets easier talking about it- I've shared it so many times. *Father*

I think it is just sharing. I'd gone to the usual Wednesday and there was a homeless guy in the bus stop and I stopped and talked to him and found out he's got kids that he's not seen and then I arranged a meeting the next day with one of the dads who'd been homeless. I paired them up because they've got something in common but by bringing someone along to sit at a table in the café and the conversations going back and forth. One is feeling like he's helping something else and his self-esteem goes up and the other is getting helped. *Father*

Salford Dadz have helped a lot of people out, we want in the future to expand it to further afield so if we can do that then we'll be happy. *Father*

I've gone from seeing dads being right on the edge to being part of the community. I'm trying to pass on the same thing. *Father*



Returning to further results of the outcome “being better able seek help” leads to the outcome:

### F1 I can cope better with life's challenges

Fathers reported a variety of challenging circumstances and related the way they were now better able to deal with them

I suffer from depression and anxiety and found it really hard at times and there was nobody who I could have that general chit-chat. It used to build a lot of it up inside and it's not good for you I've learned to open up a lot more than I used to. That's a big thing for me. *Father*

I've come every week apart from ... when I was in hospital for ... weeks, I nearly lost my life. The Salford Dadz knew about it and my (relative) goes and they were asking my (relative) about it. *Father*

The major difference has been being around people that you can be yourself with. That doesn't happen- you (usually) pass an idle conversation. The biggest change in me was being needed. Feeling of belonging in this group, it's a massive feeling of self-worth. *Father*

Well it (depression and anxiety) is still there but it is a lot better. *Father*

It would have just all got on top of me, you know if I don't let it out and stuff it all builds up inside and I probably would have ended up.. I'll be honest... I probably would have ended up going out and getting in trouble. But getting it off my chest has released a lot of stress off me and that. *Father*

It's changed not just my style in life it's changed my attitude to people and a lot of stress off my mind and out of my body and me not going out and getting drunk and building it all in, I used to keep it all inside and not let it out and I used to go out and my way of coping was going out and getting drunk, and not knowing when to stop drinking and then going getting in trouble and now I go to the Saturday group to have a chat with the dads and get it all off my chest and now I don't hardly drink anymore and I'm trying to find a job and I just put in for my own place. *Father*

I'm a lot better in myself as well I used to just sit there and drink and feel dead down.... not seeing the kids and other things that's happened with my family passing away and stuff like that... I wouldn't talk to anyone about it, I'd turn to beer instead of telling anyone about my family passing away and stuff. It was hard for me but I've managed to do it and I feel a lot better about it. They see that I'm getting something off my chest and they might get something off their chest. We sit there and have a brew. I've even been to the doctors and they told me I had to stop drinking or my



insides would fail. That scared me a bit but then something bad would happen and I'd turn back to it. Where now I can have a chill drink, a social drink now instead of going out to get plastered. This and that I'll have a social drink. I'll turn to me mate or wait 'til the Saturday or I'll ring John and I'm like "could you pick me up?" we'll go for a coffee or a tea, he's not only there for the Saturday group he's there for you and he'll try to make time for you if he's got it. He's a good sort of lad in that way. *Father*

For me it is anxiety, panics, depression, and not really having much regard for myself. The thing is now when I think about it, it doesn't feel like it was a big thing. A year and a half ago it was a big thing, now it doesn't. It's difficult to explain, it's difficult to understand in my own head. It feels odd. *Father*

I stopped seeing my being well coach, I feel I don't need her at the moment, there's no point in me wasting time she could spend with someone else. She is really impressed she said I look amazing and I'm talking to complete strangers. She's really happy with the progression from when she first met me I'm smiling and talking to complete strangers. *Father*

It's difficult to explain how things clicked but the first conversation I had with someone, the mental health issues, and for them to listen and then say, "I've been there". It's completely different and it's changed my outlook and it's had a massive impact on my children, 12 months ago you had to push him (my son) and now my daughter will lead craft activities. *Father*

Mothers also commented on increased ability to cope as follows:

I think without the help from Salford dads he would have probably would have fell apart but knowing he has got that around him. *Mother*

Yeah, ultimately yeah if it benefits him, it benefits us because he is a lot more chilled he is a lot more happier that he is getting out and he is mixing with different people um...his mind set is a lot sounder, he realises what he is able to do and he is not knocking himself. Cause 12 months ago he used to set himself up to fail so he would choose something like 10miles in front knowing full well he would never get to it. Now he realises he has got to stake himself a little bit to be able to reach those goals. *Mother*

As these quotes illustrate, whilst the actual challenges had not necessarily subsided, better coping is nonetheless important to the fathers. It is also to public services since not coping or negative coping strategies tend to prompt public services' intervention.

## **Appendix III- Questionnaires 1 and 2 for Core Fathers**

## WHAT THIS IS ABOUT

### **Salford Dadz**

Salford Dadz is a group of fathers and grandfathers in Little Hulton who are helping each other to help their children. It was supported by Unlimited Potential to get going and is now independent. You have been contacted because you have been involved with the group in some way.

### **This survey**

Salford Dadz want to better understand the effects that the group has had on Dads and their families. This will help the group to understand what they can improve. It will also help them to talk to people who might give the group money to run activities like the Saturday Dadz and Kids club and the annual Fathers' Day Fete.

This survey asks you to compare three areas of your life before you met Salford Dadz with your life now. There may not be a change in all areas. This survey focuses on you and your perspective. Other work will capture the perspective of other family members.

### **What will happen to your answers**

Your answers are confidential and anonymous; nobody will know how you answered. An independent researcher will analyse the results. She is called Jenni Inglis and her company, VIE for Life Ltd has been contracted by Unlimited Potential. Jenni will summarise the results and make a report.

### **Your rights**

You do not have to complete this survey if you don't want to. Your contact with Salford Dadz will not be affected either way.

### YOU AND YOUR CONTACT WITH SALFORD DADZ

1. For roughly how long have you been doing things with Salford Dadz?

Less than 1 month	1 month- 6 months	More than 6 months

(please tick one answer)

2. What have you done with Salford Dadz?

Saturday Club	Brew and Banter (Tuesdays)	Chats with Engagement worker	Events like the Fathers' Day Fete	Council of Dadz (Wednesdays)

(please tick all answers that apply to you)

3. What is your family situation?

Number of biological children (inc. legally adopted children if applicable)	Number of nights in a week when they stay in the same house as you (0-7)	Number of other children that you are "Dad" to:	Number of nights in a week when they stay in the same house as you (0-7)

Single	I have a partner I don't live with	Living with partner	Married	Separated	Divorced	Widower

(please tick all that apply)

Have any of the above things changed since you met Salford Dadz?

No	Yes	If yes, in what ways has it changed?

## CHANGES IN HOW YOU COPE WITH LIFE

4. The number of people you could rely on before and the number now.

<i>Before I met Salford Dadz:</i> The number of people I could rely on if I had a serious problem was:	<i>Now:</i> The number of people I can rely on if I have a serious problem is:

(please write a number in each box)

5. What you did when you are faced with a challenge and what you do now.

When faced with a challenge I:	Before I met Salford Dadz	Now
Just get on with it		
Seek help from friends		
Seek help from family		
Seek help from services e.g. GP, social services, charity		
Sit alone and worry		
Get drunk		
Take drugs		
Lash out		
Do a runner		
Something else? Please write what you did or now do in the relevant box		

(Please tick all relevant boxes before and now)

## CHANGES IN WHAT IT IS LIKE AS A DAD

6. Interacting with kids. How would you feel about being left alone with your kids for a week?

Imagine that you are going to be left alone with your kid(s) for 1 week. How do you feel?	Before I met Salford Dadz	Now
Excited- it's going to be a great week		
A bit anxious but I know I'll be able to cope		
Really worried about it		
I'm bringing my kids up (mostly) alone so this is normal but it is very stressful.		
I'm bringing my kids up (mostly) alone so this is normal & I mostly enjoy it.		

(Tick one answer for before and one answer for now)

7. How you get on in your family role.

	Before I met Salford Dadz	Now
I work well with other adults to take care of my children		
There are sometimes arguments about care of my children but I try to resolve them quickly		
There are a lot of arguments about care of my children and they are hard to resolve		

(Tick one answer for before and one answer for now)

7. Has your involvement with Salford Dadz caused any problems at home?

No	Yes	Comments

## CHANGES IN YOUR OUTLOOK

8. Overall, to what extent did you feel the things you do in your life were worthwhile? What about now?

Overall, to what extent do you feel the things you do in your life are worthwhile?	Before I met Salford Dadz	Now
Not at all- 0		
1		
2		
3		
4		
5		
6		
7		
8		
9		
Completely- 10		

(Tick one answer for before and one answer for now)

9. In an average week on how many days did you do things you found worthwhile? What about now?

<i>Before I met Salford Dadz:</i> The number of days in a week that I'd do something I found worthwhile was:	<i>Now:</i> The number of days in a week that I do something I find worthwhile is:

(Please enter a number between 0 days and 7 days in each box)

## SERVICES

Do you receive input from any of these public or charitable services:	Tick if you had input in the year before you met Salford Dadz	Tick if you have input from this service now	Please tick if any changes are down to Salford Dadz
Support for mental wellbeing; for issues such as stress, depression or anxiety			
Child(ren) subject to a Child Protection Order			
Social Services involved with the family (but no child protection order)			
Drug or alcohol services			

FURTHER COMMENTS ABOUT THE EFFECT SALFORD DADZ HAS HAD

THANK YOU- PLEASE PUT IN THE ENVELOPE PROVIDED AND GIVE TO A COUNCIL OF DADZ MEMBER



## WHAT THIS IS ABOUT

### **Salford Dadz**

Salford Dadz is a group of fathers and grandfathers in Little Hulton who are helping each other to help their children. It was supported by Unlimited Potential to get going and is now independent. You have been contacted because you have been involved with the group in some way.

### **This survey**

This survey is a follow up for those fathers who have previously completed a survey. If you have not done a survey before please do not complete this one.

This survey asks you to compare three areas of your life before you met Salford Dadz, how that changed after you met Salford Dadz, and what things are like now. There may not be a change in all areas, and some changes could be for the worse. This survey focuses on you and your perspective.

### **What will happen to your answers**

Your answers are confidential and anonymous; nobody will know how you answered. An independent researcher will analyse the results. She is called Jenni Inglis and her company, VIE for Life Ltd has been contracted by Unlimited Potential. Jenni will summarise the results and make a report.

### **Your rights**

You do not have to complete this survey if you don't want to. Your contact with Salford Dadz will not be affected either way.

## YOU AND YOUR CONTACT WITH SALFORD DADZ

1. For roughly how long have you been doing things with Salford Dadz?

6 months- 1 year	1 year -2 years	More than 2 years

(please tick one answer, those involved for less than 6 months, please do the other survey)

2. What have you done with Salford Dadz?

Saturday Club	Brew and Banter (used to be Tuesdays)	Chats with Engagement worker	Events like the Fathers' Day Fete	Council of Dadz (Wednesdays)

(please tick all answers that apply to you)

3. How much contact have you had with Salford Dadz in the last 6 months?

Most days	Most weeks	Once or more times every month	Less than once a month

(please tick one)

4. Has the frequency of this contact changed, compared with when you first got involved?

(please tick one)

4.a If you ticked more or less frequent above, please state the reason why.

Less frequent	About the same	More frequent

**The reason that I am in contact with Salford Dadz more or less than I used to be is...**

--

## HOW YOU COPE WITH LIFE

5. How have your reactions to serious challenges changed over time?

When faced with a challenge I:	Just before I met Salford Dadz	2-3 months after I met Salford Dadz	Now
Am able to deal with it, and can get the right help when I need it.			
I muddle through, but it can be hard to find the right help.			
I find it quite difficult to cope and sometimes shut myself away or do things I later regret.			
I tend to react very negatively and do things that could cause harm to myself or others.			

(Please mark your answer with one cross in each of the three columns)

## YOUR RELATIONSHIP WITH YOUR FAMILY

6. How has your relationship with your kids changed over time?

The relationship with my kids;	Just before I met Salford Dadz	2-3 months after I met Salford Dadz	Now
It's great			
It's mostly good			
It's sometimes a bit difficult or limited			
It's very difficult or limited			

(Please mark your answer with one cross in each of the three columns)

7. Has your involvement with Salford Dadz caused any problems at home?

No	Yes	Comments

## CHANGES IN YOUR OUTLOOK

8. To what extent did you feel the things you do in your life were worthwhile?  
How has this changed over time?

Overall, to what extent do you feel the things you do in your life are worthwhile?	Just before I met Salford Dadz	2-3 months after I met Salford Dadz	Now
Not at all- 0			
1			
2			
3			
4			
5			
6			
7			
8			
9			
Completely- 10			

(Tick one answer in each of the three columns)

## EMPLOYMENT

9. How has your employment situation changed over time?

	Just before I met Salford Dadz	2-3 months after I met Salford Dadz	Now
I'm working in a great job			
I'm working, but it is not a good job for me			
I'm actively looking for work & getting interviews			
I'm actively looking for work, no interviews yet			
I'm finding it very difficult to look for work			
I cannot work			

HOW MUCH INVOLVEMENT DO YOU THINK YOU MIGHT  
HAVE WITH SALFORD DADZ IN THE NEXT YEAR?

ANYTHING ELSE TO REPORT?

THANK YOU FOR YOUR HELP

## **Appendix IV – Value Map**



Value Map- Sensitivity 1

Stage 1		Stage 2		Stage 3												Stage 4										
Stakeholders	Intended/unintended changes	Inputs	Outputs	The Outcomes (what changes)												Deadweight %	Displacement %	Attribution %	Drop off %	Impact year 1	Impact year 2	Impact year 3	Impact year 4			
Who will we have an effect on? Who will have an effect on us?	What do we think will change for them?	What will they invest?	Value £	Summary of activity in numbers	Description How did we describe the change?	Indicator How did we measure it?	Source Where did we get the information from?	Quantity	Sample size	Quantity					Duration How long will it last?	Financial Proxy What proxy did we use to value the change?	Value £ What is the value of the change?	Source Where did we get the information from?	What would have happened without the activity?	What activity would we displace?	Who else would contribute to the change?	This column has been used to show an increase in attribution of future outcomes to the Council of	Quantity times financial proxy, less deadweight, displacement and attribution	Ignoring drop off (applied at stage 5)	Ignoring drop off (applied at stage 5)	Ignoring drop off (applied at stage 5)
										Final percentage taking account of indicators in bold	Scaled quantity year 1 (based on average of 9 participants)	Scaled quantity year 2 (based on average of 22 participants)	Scaled quantity year 3 (based on average of 28 participants)	Scaled quantity year 4 (based on average of 34 participants)												
Council of Dadz and core fathers	Improved wellbeing	2 Hours per week at the Council of Dadz		Weekly Saturday Dadz and Kids Club	Cope better with life's challenges	Number of fathers who report having more people they could rely on if they had a serious problem	Questionnaire 1	9	13	0.70	6	15	20	24	4	Wellbeing Value of relief from anxiety and depression	£36,706.00	HACT Value bank. This can be accessed by submitting contact details on the form at <a href="http://www.hact.org.uk/measure-social-impact-community-investment-guide-using-wellbeing-valuation">http://www.hact.org.uk/measure-social-impact-community-investment-guide-using-wellbeing-valuation</a>	0%	0%	10%	33%	£198,212	£495,531	£660,708	£792,850
						Number of fathers who report having stopped negative coping strategies	Questionnaire 1	9	13																	
	Volunteer time to run events	Weekly Brew and Banter (from February 2015 to June 2015)	More confident and involved dad	Number who report they would now be excited to have the kids for a week	Questionnaire 1	6	13	0.46	4	10	13	16	4	Wellbeing Value of high confidence	£13,096.00	HACT Value bank- see above	0%	0%	10%	33%	£48,959	£119,677	£152,317	£184,956		
				Number who report better relationships with their partner/ ex	Questionnaire 1	11	13																			
					Doing more things that I find more meaningful	Number of fathers who report an increase in extent to which they feel things they do are worthwhile	Questionnaire 1	10	13	0.00	0	0	0	0	4	Wellbeing value of feeling in control of life	£16,474.00	HACT Value bank- see above	0%	0%	0%	33%	£0	£0	£0	£0
						Number who report increase in number of days do something worthwhile	Questionnaire 1	10	13																	
					More problems at home	Number who report more problems at home	Questionnaire 2	2	10		0	1	2	2	2	Wellbeing value of financial comfort	£9,762.00	HACT Value bank- see above	0%	0%	0%	33%	£0	£-9,762	£-19,524	£-19,524
					Move from unemployment to working in a great job	Number who report having gained a great job	Questionnaire 2	2	10		0	0	2	3	2	Wellbeing value of a fulltime job	£15,371.00	HACT Value bank- see above	25%	0%	0%	33%	£0	£0	£23,057	£34,585
Children of core fathers	Improved wellbeing					Spend more quality time with their father leading to improved confidence in themselves	Involve ment at session led by Salford Uni	13	13	9	23	30	37	4	Wellbeing value of high confidence (under 25s)	£9,455.00	HACT Value bank- see above	0%	0%	10%	33%	£76,586	£195,719	£255,285	£314,852	
						Wider circle of friends and adults leading to improved confidence in groups	Involve ment at session led by Salford Uni	13	13	9	23	30	37	4	Wellbeing value of attending youth club	£2,464.00	HACT Value bank- see above	0%	0%	10%	33%	£19,958	£51,005	£66,528	£82,051	
Mothers of core fathers	Improved wellbeing					Reduced stress as a result of more reliable and supportive interactions with father or their child(ren)	Interviews with mothers by Leeds Beckett Uni and by proxy from fathers	7	8	6	15	20	24	4	Wellbeing value of being able to rely on your family	£6,636.00	HACT Value bank- see above	0%	0%	10%	33%	£35,834	£89,586	£119,448	£143,338	
Fathers who help SDz	Not clear					Made connections to help people facing disadvantage that are otherwise hard to make	Interviews with fathers	3	3	4	10	13	16	4	Wellbeing value of feeling belonging to the neighbourhood	£2,252.00	HACT Value bank- see above	50%	0%	0%	33%	£4,504	£11,260	£14,638	£17,453	
Local voluntary groups	Not originally anticipated					Number of new volunteering hours as a result of Dadz volunteering with them who previously would not have	Interviews with voluntary organisations	2	2	576	1152	1152	1152	4	Value of time volunteered, if paid instead	£7.20	Minimum wage	0%	0%	20%	33%	£3,318	£6,636	£6,636	£6,636	
Children's Services	avoided children being taken into care					Number of children now unlikely to be subject to care proceedings who previously were likely to	Extensive follow up with Children's Services			0	3	3	3	4	Unit cost of taking a child into care	£42,550.00	Troubled Families Cost database	0%	0%	20%	0%	£0	£102,120	£102,120	£102,120	
Health and crime costs of drug misuse	changes in behaviour may reduce cost of service					Number of fathers who report no longer using drugs and alcohol to cope and no longer using services	Questionnaire 1			1	2	3	4	4	Unit cost of drug misuse	£13,374.00	Troubled Families cost database	0%	0%	0%	33%	£13,374	£26,748	£26,748	£23,776	
Mental health	improved wellbeing may reduce need					Number of fathers who report they have stopped using services	Questionnaire 1			3	6	8	10	4	Unit cost of mental health provision	£942.00	Troubled Families Cost database	0%	0%	0%		£2,826	£5,652	£7,536	£9,420	
In kind contributions- volunteer time			£25,000.00																							
CCG Innovation fund			£161,703.00																							
In kind contributions- rooms			£2,000.00																							
Total			£188,703.00																							
																			£403,671	£1,094,171	£1,415,496	£1,692,511				

Present value of each year (after discounting)	£389,924	£1,021,420	£884,098	£709,523	£0
Total Present Value (PV)					£3,004,966
Net Present Value (PV minus the investment)					£2,816,263
Social Return £ per £					£15.92

Stage 5					
Calculating Social Return					
Discount rate	3.50%				
1st Aug 2013 to 31st July 2014	1st Aug 2014 to 31st July 2015	to year end 31st July 2015	to year end 31st July 2016	Year 5 n/a	
£198,212	£495,531	£440,472.00	£352,377.60	£0	
£48,959	£119,677	£101,544.37	£82,202.58	£0	
£0	£0	£0.00	£0.00	£0	
£0	£-9,762	£-13,016	£-8,677	£0	
0	£0	£15,371	£15,371.00	£0	
£76,586	£195,719	£170,190	£139,934	£0	
£19,958	£51,005	£44,362	£36,467	£0	
£35,834	£89,586	£79,632	£63,706	£0	
£4,504	£11,260	£9,759	£7,757	£0	
£3,318	£6,636	£4,424	£2,949	£0	
£0	£102,120	£102,120	£102,120	£0	
£13,374	£26,748	£17,832	£10,567	£0	
£2,826	£5,652	£7,536	£9,420	£0	
£0	£0	£0	£0	£0	
£0	£0	£0	£0	£0	
£0	£0	£0	£0	£0	
£0	£0	£0	£0	£0	
£403,571	£1,094,171	£980,216	£814,194	£0	



Value Map- Sensitivity 2

Stage 1		Stage 2		Stage 3										Stage 4												
Stakeholder	Intended Outcome	Inputs	Outputs	The Outcomes (what changes)										Impact												
Who will we have an	What do we think will	What will they invest?	Value £	Summary of activity in	Description How did we	Indicator How did we	Source Where did we	Quantity	Sample size	Final	Quantity Scaled	Scaled	Scaled	Scaled	Duration How long will	Financial What proxy	Value £	Source Where did we	Deadweight What would have	Displacement What activity would we	Attribution Who else would	Drop off This column has been	Impact Quantity times	Impact ignoring drop	Impact ignoring drop	Impact ignoring drop
Council of Dadz and core fathers	Improved wellbeing	2 Hours per week at the Council of Dadz		Weekly Saturday Dadz and Kids Club	Cope better with life's challenges	Number of fathers who report having more people they could rely on if they had a serious problem	Questionnaire e 1	9	13	0.70	4	10	10	10	4	Wellbeing Value of relief from anxiety and depression	£36,706.00	HACT Value bank- This can be accessed by submitting contact details on the form at http://www.hact.org.uk/measuring-social-impact-community-investment-guide-using-wellbeing-valuation-	0%	0%	10%	33%	£132,142	£330,354	£330,354	£330,354
						Number of fathers who report having stopped negative coping strategies	Questionnaire e 1	9	13																	
		Volunteer time to run events		Weekly Brew and Banter (from Community Events	More confident and involved dad	Number who report they would now be	Questionnaire e 1	6	13	0.46	4	10	10	10	4	Wellbeing Value of High confidence	£13,096.00	HACT Value bank- see above	0%	0%	10%	33%	£47,146	£117,864	£117,864	£117,864
				Number who report better relationships with their partner/ex		Questionnaire e 1	11	13																		
					Doing more things that I find more meaningful	Number of fathers who report an increase in extent to which they feel things they do are worthwhile	Questionnaire e 1	10	13	0.77	4	10	10	10	4	Wellbeing value of feeling in control of life	£16,474.00	HACT Value bank- see above	0%	0%	0%	33%	£65,896	£164,740	£164,740	£164,740
				Number who report increase in number of days do something worthwhile		Questionnaire e 1	10	13																		
					More problems at home	Number who report more problems at home	Questionnaire e 2	2	10	0	1	2	2	2	2	Wellbeing value of financial comfort	-£9,762.00	HACT Value bank- see above	0%	0%	0%	33%	£0	-£9,762	-£19,524	-£19,524
					Move from unemployment to working in a great job	Number who report having gained a great job	Questionnaire e 2	2	10	0	0	2	3	2	Wellbeing value of a fulltime job	£15,371.00	25%		0%	0%	33%	£0	£0	£23,057	£34,585	
Children of core fathers	Improved wellbeing					Spend more quality time with their father leading to improved confidence in themselves	Involvement at session led by Salford Uni	13	13	9	23	30	37	4	4	Wellbeing value of high confidence (under 25s)	£9,455.00	HACT Value bank- see above	0%	0%	10%	33%	£76,586	£195,719	£255,285	£314,852
						Wider circle of friends and adults leading to improved confidence in groups	Involvement at session led by Salford Uni	13	13	9	23	30	37	4	4	Wellbeing value of attending youth club	£2,464.00		0%	0%	10%	33%	£19,958	£51,005	£66,528	£82,051
Mothers of kids of core fathers	Improved wellbeing					Reduced stress as a result of more reliable and supportive interactions with father of their child(ren)	Interviews with mothers by Leeds Beckett Uni and by proxy from fathers	7	8	6	15	20	24	4	4	Wellbeing value of being able to rely on your family	£6,636.00	HACT Value bank- see above	0%	0%	10%	33%	£35,834	£89,586	£119,448	£143,338
Fathers who help SDz	Not clear					Made connections to help people facing disadvantage that are otherwise hard to make	Interviews with fathers	3	3	4	10	13	16	4	4	Wellbeing value of feeling belonging to the neighbourhood	£2,252.00		50%	0%	0%	33%	£4,504	£11,260	£14,638	£17,453
Local voluntary groups	Not originally anticipated					Number of new volunteering hours as a result of Dadz volunteering with them who previously would not have	Interviews with voluntary organisations	2	2	576	1152	1152	1152	4	4	Value of time volunteered, if paid instead	£7.20	Minimum wage	0%	0%	20%	33%	£3,318	£6,636	£6,636	£6,636
Children's Services	avoided children being taken into care					Number of children now unlikely to be subject to care proceedings who previously were likely to	Extensive follow up with Children's Services			0	3	3	3	4	4	Unit cost of taking a child into care	£42,550.00	Troubled Families Cost database	0%	0%	20%	0%	£0	£102,120	£102,120	£102,120
Health and crime costs of drug misuse	changes in behaviour may reduce cost of service					Number of fathers who report no longer using drugs and alcohol to cope and no longer using services	Questionnaire e 1			1	2	3	4	4	4	Unit cost of drug misuse	£13,374.00	Troubled Families cost database	0%	0%	0%	33%	£13,374	£26,748	£26,748	£23,776
Mental health	improved wellbeing may reduce need					Number of fathers who report they have stopped using services	Questionnaire e 1			3	6	8	10	4	4	Unit cost of mental health provision	£942.00	Troubled Families Cost database	0%	0%	0%		£2,826	£5,652	£7,536	£9,420
In kind contributions- volunteer time			£25,000.00																							
CCG Innovation fund			£161,703.00																							
In kind contributions- rooms			£2,000.00																							
Total			£188,703.00																				£401,583	£1,091,921	£1,215,429	£1,327,664

13.42553191

Present value of each year (after discounting)	£388,003	£1,019,320	£763,799	£568,215	£1
Total Present Value (PV)					£2,739,337
Net Present Value (PV minus the investment)					£2,550,634
Social Return £ per £					£14.52

Stage 5				
Calculating Social Return				
Discount rate	1st Aug	1st Aug	to year	to year
3.50%	1st Aug	1st Aug	to year	to year
£132,142	£330,354	£220,236.00	£146,824.00	£0
£47,146	£117,864	£78,576.00	£52,384.00	£0
£65,896	£164,740	£109,826.67	£73,217.78	£0
£0	-£9,762	-£13,016	-£8,877	£0
£0	£0	£15,371	£15,371.00	£0
£76,586	£195,719	£170,190	£139,934	£0
£19,958	£51,005	£44,352	£36,467	£0
£35,834	£89,586	£79,632	£63,706	£0
£4,504	£11,260	£9,759	£7,757	£0
£3,318	£6,636	£4,424	£2,949	£0
£0	£102,120	£102,120	£102,120	£0
£13,374	£26,748	£17,832	£10,567	£0
£2,826	£5,652	£7,536	£9,420	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£401,583	£1,091,921	£846,838	£652,039	£0

Stage 1		Stage 2		Stage 3												Stage 4													
Stakeholders	Intended/unintended changes	Inputs		Outputs	The Outcomes (what changes)												Deadweight %	Displacement %	Attribution %	Drop off %	Impact year 1	Impact year 2	Impact year 3	Impact year 4					
Who will we have an effect on? Who will have an effect on us?	What do we think will change for them?	What will they invest?	Value £	Summary of activity in numbers	Description	Indicator	Source	Where did we get the information from?	Quantity	Sample size	Final percentage taking account of indicators in hold	Scaled quantity year 1 (based on average of 9 participants)	Scaled quantity year 2 (based on average of 22 participants)	Scaled quantity year 3 (based on average of 28 participants)	Scaled quantity year 4 (based on average of 34 participants)	How long will it last?	Financial Proxy: What proxy did we use to value the change?	Value £	Source	Where did we get the information from?	What would have happened without the activity?	What activity would we displace?	Who else would contribute to the change?	This column has been used to show an increase in attribution of future outcomes to this Council and its partners	Quantity times financial proxy, less deadweight, displacement and attribution	Ignoring drop off (applied at stage 5)	Ignoring drop off (applied at stage 5)	Ignoring drop off (applied at stage 5)	
Council of Dadz and core fathers	Improved wellbeing	2 Hours per week at the Council of Dadz		Weekly Saturday Dadz and Kids Club	Cope better with life's challenges	Number of fathers who report having more people they could rely on if they had a serious illness	Questionnaire 1		9	13	0.70	6	15	20	24	4	Wellbeing Value of relief from anxiety and depression	£18,353.00	HMRC Value bank. This can be accessed by submitting contact details on the form at <a href="http://www.haact.org.uk/measuring-social-impact-community-sustained">http://www.haact.org.uk/measuring-social-impact-community-sustained</a>	0%	0%	10%	33%	£99,106	£247,766	£330,354	£396,425		
						Number of fathers who report having stopped negative coping strategies	Questionnaire 1	9	13																				
	Volunteer time to run events		Weekly 'mum and Banter' (from 10am-12pm)	More confident and involved dad	Number who report they would now be able to do	Questionnaire 1	6	13	0.46	4	10	13	16	4	Wellbeing Value of High confidence	£13,096.00	HACT Value bank- see above	0%	0%	10%	33%	£48,959	£119,677	£152,317	£184,956				
					Number who report better relationships with their partner or	Questionnaire 1	11	13																					
Fathers who report more problems at home					Doing more things that find more meaningful	Number of fathers who report an increase in extent to which they feel things they do are	Questionnaire 1		10	13	0.77	7	17	22	26	4	Wellbeing value of feeling in control of life	£16,474.00	HACT Value bank- see above	0%	0%	0%	33%	£114,051	£278,791	£354,825	£430,858		
						Number who report increase in number of days do something worthwhile	Questionnaire 1	10	13																				
	Improved wellbeing				Move from unemployment to working in a great job	Number who report having gained a great job	Questionnaire 2	2	10		0	1	2	2	2	Wellbeing value of financial comfort	£9,762.00	HACT Value bank- see above	0%	0%	0%	33%	£0	£-9,762	£-19,524	£-19,524			
						Number who report having gained a great job	Questionnaire 2	2	10			0	0	2	3	2	Wellbeing value of a fulltime job	£15,371.00	HACT Value bank- see above	25%	0%	0%	33%	£0	£0	£23,057	£34,585		
Children of core fathers	Improved wellbeing				Spend more quality time with their father leading	Wider circle of friends and adults	Involvement at session led by Salford Uni		13	13			9	23	30	37	4	Wellbeing value of high confidence (under 25s)	£9,455.00	HACT Value bank- see above	0%	0%	10%	33%	£76,586	£195,719	£255,285	£314,852	
						Reduced stress as a result of more reliable and supportive interactions with father of their child(ren)	Involvement at session led by Salford	13	13		9		23	30	37	4	Wellbeing value of attending	£2,464.00	HACT Value bank- see above	0%	0%	10%	33%	£19,958	£51,005	£66,528	£82,051		
Mothers of kids of core fathers	Improved wellbeing					Interviews with mothers by Leeds Beckett Uni and by proxy from fathers	Questionnaire 1	7	8			6	15	20	24	4	Wellbeing value of being able to rely on your family	£6,636.00	HACT Value bank- see above	0%	0%	10%	33%	£35,834	£89,586	£119,448	£143,338		
Fathers who help SDZ	Not clear					Made connections to help	Interviews with fathers	3	3			4	10	13	16	4	Wellbeing value of feeling	£2,252.00		50%	0%	0%	33%	£4,504	£11,260	£14,638	£17,453		
Local voluntary groups	Not originally anticipated					Number of new volunteering hours as a	Interviews with voluntary organisations	2	2			576	1152	1152	1152	4	Value of time volunteered, if paid instead	£7.20	Minimum wage	0%	0%	20%	33%	£3,318	£6,636	£6,636	£6,636		
Children's Services	avoided children being taken into care					Number of children now unlikely to be subject to care proceedings who previously were likely to	Extensive follow up with Children's Services					0	3	3	3	4	Unit cost of taking a child into care	£42,550.00	Troubled Families Cost database	0%	0%	20%	0%	£0	£102,120	£102,120	£102,120		
Health and crime costs of drug misuse	changes in behaviour may reduce cost of service					Number of fathers who report no longer using drugs and alcohol to cope and no longer using services	Questionnaire 1					1	2	3	4	4	Unit cost of drug misuse	£13,374.00	Troubled Families cost database	0%	0%	0%	33%	£13,374	£26,748	£26,748	£23,776		
Mental health	improved wellbeing may reduce need					Number of fathers who report they have stopped using services	Questionnaire 1					3	6	8	10	4	Unit cost of mental health provision	£942.00	Troubled Families Cost database	0%	0%	0%		£2,826	£5,652	£7,536	£9,420		
In kind contributions-volunteer time			£25,000.00																										
CCIC Innovation fund			£161,703.00																										
In kind contributions-rooms			£2,000.00																										
Total			£188,703.00																							£418,518	£1,125,196	£1,439,966	£1,726,446

13.42553191

Present value of each year (after discounting)	£404,363	£1,050,383	£898,812	£722,859	£0
Total Present Value (PV)					£3,076,418
Net Present Value (PV minus the investment)					£2,887,715
Social Return £ per £					£16.30

Stage 5				
Calculating Social Return				
Discount rate	3.50%			
1st Aug 2013 to 31st July 2014	1st Aug 2014 to 31st July 2015	to year end 31st July 2015	to year end 31st July 2016	Year 5 n/a
£99,106	£247,766	£220,236.00	£176,188.80	£0
£48,959	£119,677	£101,544.37	£82,202.58	£0
£114,051	£278,791	£236,549.74	£191,492.65	£0
£0	£-9,762	£-13,016	£-8,677	£0
£0	£0	£15,371	£15,371.00	£0
£76,586	£195,719	£170,190	£139,934	£0
£19,958	£51,005	£44,352	£36,467	£0
£35,834	£89,586	£79,632	£63,706	£0
£4,504	£11,260	£9,759	£7,757	£0
£3,318	£6,636	£4,424	£2,949	£0
£0	£102,120	£102,120	£102,120	£0
£13,374	£26,748	£17,832	£10,567	£0
£2,826	£5,652	£7,536	£9,420	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£0	£0	£0	£0	£0
£418,516	£1,125,196	£996,529	£829,498	£0

Stage 1		Stage 2				Stage 3										Stage 4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
Stakeholders	Intended/unintended changes	Inputs		Outputs	The Outcomes (what changes)																		Deadweight %	Displacement %	Attribution %	Drop off %	Impact year 1	Impact year 2	Impact year 3	Impact year 4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
Who will we have an effect on? Who will have an effect on us?	What do we think will change for them?	What will they invest?	Value £	Summary of activity in numbers	Description	Indicator	Source	Quantity	Sample size	Quantity	Sample size	Final percentage taking account of indicators in bold	Scaled quantity year 1 (based on average of 9 participants)	Scaled quantity year 2 (based on average of 22 participants)	Scaled quantity year 3 (based on average of 28 participants)	Scaled quantity year 4 (based on average of 34 participants)	How long will it last?	Financial Proxy	Value £	Source	What would have happened without the activity?	What activity would we displace?	Who else would contribute to the change?	This column has been used to show an increase in attribution of future outcomes to the Council of attribution	Quantity times financial proxy, less deadweight, displacement and attribution	Ignoring drop off (applied at stage 5)	Ignoring drop off (applied at stage 5)	Ignoring drop off (applied at stage 5)	Ignoring drop off (applied at stage 5)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Council of Dadz and core fathers	Improved wellbeing	2 Hours per week at the Council of Dadz		Weekly Saturday Dadz and Kids Club	Cope better with life's challenges	Number of fathers who report having more people they could rely on if they had a serious problem	Questionnaire 1	9	13	0.70	6	15	20	24	4	Wellbeing Value of relief from anxiety and depression	£36,706.00	HACT Value bank- see above	0%	0%	10%	50%	£198,212	£495,531	£660,708	£792,850																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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	Volunteer time to run events			Weekly Brew and Banter (from February 2015 to June 2015)	More confident and involved dad	Number who report they would now be excited to have the kids for a week	Questionnaire 1	6	13	0.46	4	10	13	16	4	Wellbeing Value of High confidence	£13,096.00	HACT Value bank- see above	0%	0%	10%	50%	£48,959	£119,677	£152,317	£184,956																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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					Doing more things that I find more meaningful	Number of fathers who report an increase in extent to which they feel things they do are worthwhile	Questionnaire 1	10	13	0.77	7	17	22	26	4	Wellbeing value of feeling in control of life	£16,474.00	HACT Value bank- see above	0%	0%	0%	50%	£114,051	£278,791	£354,825	£430,858																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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					More problems at home	Number who report more problems at home	Questionnaire 2	2	10	0	1	2	2	2	2	Wellbeing value of a fulltime job	£9,762.00	HACT Value bank- see above	0%	0%	0%	50%	£0	£0	£23,057	£34,585																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
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Children of core fathers	Improved wellbeing					Spend more quality time with their father leading to improved confidence in themselves	Involve ment at session led by Salford Uni	13	13	9	23	30	37	4	Wellbeing value of high confidence (under 25s)	£9,455.00	HACT Value bank- see above	0%	0%	10%	50%	£76,586	£195,719	£255,285	£314,852																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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Mothers of kids of core fathers	Improved wellbeing					Reduced stress as a result of more reliable and supportive interactions with father of their child(ren)	Interviews with mothers by Leeds Beckett Uni and by proxy from fathers	7	8	6	15	20	24	4	Wellbeing value of being able to rely on your family	£8,636.00	HACT Value bank- see above	0%	0%	10%	50%	£35,834	£89,586	£119,448	£143,338																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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Fathers who help SDz	Not clear					Number of new volunteering hours as a result of Dadz volunteering with them who previously would not have	Interviews with voluntary organisations	2	2	576	1152	1152	1152	4	Value of time volunteered, if paid instead	£7.20	Minimum wage	0%	0%	20%	50%	£3,318	£6,636	£6,636	£6,636																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Children's Services	avoided children being taken into care					Number of children now unlikely to be subject to care proceedings who previously were likely to	Extensive follow up with Children's Services			0	3	3	3	3	4	Unit cost of taking a child into care	£42,550.00	Troubled Families Cost database	0%	0%	20%	50%	£0	£102,120	£102,120	£102,120																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Health and crime costs of drug misuse	changes in behaviour may reduce cost of service					Number of fathers who report no longer using drugs and alcohol to cope and no longer using services	Questionnaire 1			1	2	3	4	4	Unit cost of drug misuse	£13,374.00	Troubled Families cost database	0%	0%	0%	50%	£13,374	£26,748	£20,061	£13,374																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Mental health	improved wellbeing may reduce need					Number of fathers who report they have stopped using services	Questionnaire 1			3	6	8	10	4	Unit cost of mental health provision	£942.00	Troubled Families Cost database	0%	0%	0%	50%	£2,826	£5,652	£7,536	£9,420																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
In kind contributions- volunteer time			£25,000.00																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										

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Present value of each year (after discounting)	£500,118	£1,281,675	£881,403	£0
Total Present Value (PV)				£2,663,196
Net Present Value (PV minus the investment)				£2,474,493
Social Return £ per £				£14.11

Stage 5				
Calculating Social Return				
Discount rate	3.50%			
1st Aug 2013 to 31st July 2014	1st Aug 2014 to 31st July 2015	to year end 31st July 2015	Year 5 n/a	
£198,212	£495,531	£330,354.00	£0	
£48,959	£119,677	£76,156.28	£0	
£114,051	£278,791	£177,412.31	£0	
£0	£-9,762	£-9,762	£0	
£0	£0	£11,528	£0	
£76,586	£195,719	£127,643	£0	
£19,958	£51,005	£66,528	£0	
£35,834	£89,586	£59,724	£0	
£4,504	£11,260	£14,638	£0	
£3,318	£6,636	£3,318	£0	
£0	£102,120	£102,120	£0	
£13,374	£26,748	£10,031	£0	
£2,826	£5,652	£7,536	£0	
£0	£0	£0	£0	
£0	£0	£0	£0	
£0	£0	£0	£0	
£0	£0	£0	£0	
£517,622	£1,372,962	£977,228	£0	

## Appendix V - detail of what changed for children

This section provides expanded analysis of what changed for children.

### I'm happy that my dad is happier and more active

Now I see children and dads happy. I feel elated now that I go to Salford Dadz. *(Child on Postcard)*

The kids have noticed a change in him as well which is good. *Mother*

A baby needs both parents not just one and you can't have a family that works properly if you don't work together, so I think it teaches people how to work together. It's made ours a lot easier. He has got a lot confident; we don't argue coz he's not having to bottle things up..... The kids are learning from the parents how important it is to discuss our feeling or if they've got problems and just have a happy healthy life there. So hopefully my boys will grow up to be like their dad. *Mother*

So the kids see you being relaxed and they relax. Kids see their dads happy and confident and believing in themselves, kids emulate what they see around them. *Father*

Dads being happier and more active leads to doing more fun things with children, both at the Saturday club and outside of Saturday club.

### I do more fun things with my Dad

Before, I didn't spend much time with my dad. I just stayed in the house not really doing anything. Now I spend more time with my dad, and it's special time just for me. But we both like spending time together. *(Child on video)*

I made lots and lots of friends, and before I went to Salford Dadz I was stuck in the house all day and it was boring." *(Child on Postcard)*

It's something to do on a Saturday morning. Gets us out the house. I like spending time with my dad. He's the sort of dad I always dreamed of having and now I don't need to dream any more. If I wasn't here I'd be in bed. *(Child in Informal discussion)*

I spend lots of time with my dad, and I have made lots of friends. I look forward to spending time with my dad. *(Child on Postcard)*

He is a lot more confident, very chatty ... he just wants to take the kids out more. *Mother*

A particular benefit of Saturday Club, noted by mothers, is that it is free to participants.

Yeah, that's what I mean people with hardly any money or can't afford to go out with their kids, come here for an hour or two always on Saturday morning. *Mother*

Another good thing with Salford's dads coz they can go for nothing which is good for the dads obviously that maybe they are on their own with the kids or if they only have the kids for the weekends I mean I only saw my dad on weekends when I was younger and it was always difficult for him to decide where we'd go. *Mother*

As a result of their Dad being more confident and open, children experience a more harmonious family environment and increased family time.

### Better home environment

Things have changed at home, too. I feel like doing the things that we do here at home as well. I spend more time at home with him, too. *Child on video*

I don't just spend more time with my dad here, we spend more time together at home, too. *Child on video*

Now I help my relatives such as my dad, my uncle and my grandad. *Child on Postcard*

When my mum is ill, we are happy to help out at home with looking after [sibling] and helping with jobs round the house. *Child on video*

### More trust and respect for dad

There's a massive difference now. I trust my dad more and I like to spend time with him now. *Child on video*

### I'm less bored

It's for boys and girls...there is quite a few girls that normally come. We come every week. It's something to do on a Saturday, and when you're not doing it you're bored. *(Children in small group discussion)*

Children's weekends are less boring, and in some cases family life in general is better with Dads doing more with them in the rest of the week.

My kids are always looking forward to it every Saturday *Father*

It gave you information for the rest of the week and broadens your horizon and you start picking them off and having a look *Father*

The kids tell my parents what they've been up to and they bring the hats and everything back. I do drawing with them because they love it. They end up sharing more. Sometimes we have more fun than the kids. They do love it and everything and it is a good group *Father*

The kids like to go because they make different stuff and they've got different friends from school so it's like communicating with different people *Mother*

I appreciate the Dad's thing, I think it's good. I know it's a Saturday but the kids love it and there is nothing else for them to do. *Mother*

## Appendix VI -Discussion of potential negative outcomes

SROI requires that stakeholders are asked open questions about what changes and that negatives outcomes are prompted for and explored.

As well as asking open questions about negatives, after establishing rapport and confidentiality, some specific previously identified negatives were explored with fathers. Interviews conducted by Leeds Beckett University (LBU) also clearly demonstrated having asked mothers about negatives.

Only one negative outcome was included in the final analysis, an outcome for 2 fathers, related to their high level of participation in Salford Dadz causing problems at home.

Tensions in the family were thought from early on to be a potential negative more generally from the outset, but these seemed to resolve over time in cases apart from the two previously identified:

The mums have come to the Saturday group a few times and that was fine. She (ex-partner) definitely thought it was a good idea. *Father*

Women have come along with partners in some case and seen what's going on and then there happy for the men to come along. *Father*

It was a night out with Salford Dadz, which was a big thing for me, the first time out for ten years and at the end of the night I realised I kept trying to make other people happy without doing anything for myself. I spoke to my ex-partner (then partner) and we realised that we were both in a relationship that was routine. SD made me realize that it's not who I am any more. *Father*

The tension appeared to be more keenly felt by fathers than by their current partners of members of the Council of Dadz since they described as an annoyance rather than a major issue:

Yeah sometimes they can be a bit annoying when people are ringing him I'm thinking, trying to get this job and I'm like "hello we are having tea" and he is on the phone. It can of take up his time, depending, I mean there is one bloke that doesn't mind, and I say to myself "why don't you just tell him that yes you're there as a friend but you're not going to drop everything every time he wants something". *Current Partner*

It was included in the survey of mothers as a potential negative, and none of them reported it.

Tensions within the group itself was another possibility, but again it resolved over time:

We've had our disagreements with some of the dads but it soon gets resolved within a week or whatever so it's not lingering out over a certain period of time. *Father*

With anything, you're taking a bunch of men, albeit we've got our own problems. It's good but it could have its negatives as well. Maybe people agreeing over future plans. We have quite a good balance from different skills- gardening, all sorts, so far it seems to over-rule the stubbornness of men and the falling out that would normally happen. I know I can be very stubborn. I haven't had a disagreement, I've looked at the downsides, that's something I've always done because if you don't you get a surprise. Not everyone sees it as a good thing but I've explained that it's just me that also it has some value in being prepared for difficulties, which I've explained. There's some debate amongst the guys, which is a good thing. I think the mix of personalities balance it out and compensate it really well. So we've overcome issues. *Father*

One mother mentioned minor concerns about support for the Saturday club

(Children's Centre staff member) has been upset about, some of the children jumped on the furniture, coz they shouldn't have done really coz they should have respected the furniture. Coz I'm sure they wouldn't do that in their own home. *Mother*

That's the only problem really, it should be a little bit organised and that what they actually plan goes through *Mother*

Lastly tensions with the community appear to be well managed but might continue to need attention.

We're still trying to open it out more to get more people involved so that it is not seen as a secret dads group going on every week..... If we see anything like that we pull it out immediately. We have to keep the communication going all the time. ... So that we get into the community to help other dads bond with their kids and give them a better wellbeing towards the kids. *Father*

We had negatives with the Santa Sleigh e.g. it went to one estate at the Rotary's decision so that upset other estates. We were just the escort. I think we handled it really well. *Father*

People hear what it's about and then people say there's nothing else like that and people donate money. A couple thought we were going to run away with their shopping but then you're changing people's opinions. Some are stuck but the majority of people change. I mentioned Salford Dadz and got an earful and six months later she is offering to open the



pavilion for us and do events with us. Some people have knee-jerk reaction “oh that’s father for justice”. *Father*

You now they are supporting the children and the dads, these guys, a lot of these guys have got wives or partners but there’s been absolute zero support for those women, and I don’t mean giving them those groups, I mean, like I said it’s like the men can counsel one another, help each other and support each other, the children are being focused on as well and I think it’s a big push to go from say the women, perhaps a lot of the women being strong and controlling to being completely pushed out ..... .  
*Mother*

## **Appendix VII- Questionnaire for mothers**

## WHAT THIS IS ABOUT

### **Salford Dadz**

Salford Dadz is a group of fathers and grandfathers in Little Hulton who are helping each other to help their children. It was supported by Unlimited Potential to get going and is now independent. You have been contacted because you have been involved with the group in some way.

### **This survey**

Salford Dadz want to better understand the effects that the group has had on Mums and families. This will help the group to understand what they can improve. It will also help them to talk to people who might give the group money to run activities like the Saturday Dadz and Kids club and the annual Fathers' Day Fete.

This survey asks you to compare life before your Partner or Ex-Partner met Salford Dadz with your life now. There may not be a change in all areas. This survey focuses on you and changes that affect you. We will also ask Dads and Kids for their view of the effects of Salford Dadz on them.

### **What will happen to your answers**

Your answers are confidential and anonymous; nobody will know how you answered. An independent researcher will analyse the results. She is called Jenni Inglis and her company, VIE for Life Ltd, has been contracted by Unlimited Potential. Jenni will summarise the results and make a report.

### **Your rights**

You do not have to complete this survey if you don't want to. Your Partner or Ex-Partner's contact with Salford Dadz will not be affected either way.

## YOU AND SALFORD DADZ

1. Who do you know that is involved with Salford Dadz?

	Current partner	Ex-partner	Family member (e.g. brother, uncle, nephew, father)	Friend
Tick all that apply -->				
Number of children you have together				
Number of nights in a week that the children stay with you (0-7)				

2. How many of your children go to Saturday Dadz and Kids Club?

	Most weeks	Occasionally
Please enter the number of your children who go to Saturday Club:		

(please tick one answer)

3. What is your family situation?

Single	I have a partner I don't live with	Living with partner	Married	Separated	Divorced	Widowed

(please tick all that apply)

Has this situation changed since your Partner or Ex met Salford Dadz?

No	Yes	If yes, in what ways has it changed?

## SALFORD DADZ - CHANGES FOR MUMS

### BEING A MUM

#### 4. Time to yourself

Which of these statements ring true?	Before your kids' father met Salford Dadz	Now
I never get any time to myself in a week		
I have some time to myself some weeks		
I have some time to myself most weeks		
I have some time to myself most days		

(Please tick all relevant boxes before and now)

#### 5. The home environment

Which of these statements ring true?	Before your kids' father met Salford Dadz	Now
There are few smiles		
There are some smiles		
There are lots of smiles		

### PARENTING TOGETHER

#### 6. Parenting responsibilities

Which of these statements ring true?	Before your kids' father met Salford Dadz	Now
Parenting my kids is all on me, all the time		
Parenting my kids is sometimes all on me		
Parenting is usually shared well between me and my kids' Dad		
Parenting is always shared well between me and my kids' Dad		

## SALFORD DADZ - CHANGES FOR MUMS

### SERVICES

7. Have you had any input from these services?

Do you receive input from any of these public or charitable services:	Tick if you had input in the year before you met Salford Dadz	Tick if you have input from this service now	Please tick if any changes are down to Salford Dadz
Support for mental wellbeing; for issues such as stress, depression or anxiety			
Child(ren) subject to a Child Protection Order			
Social Services involved with the family (but no Child Protection Order)			
Drug or alcohol services			

8. Has your Partner or Ex-partner's involvement with Salford Dadz caused any problems?

No	Yes	Comments

FURTHER COMMENTS ABOUT THE EFFECTS SALFORD DADZ HAS HAD:

THANK YOU- PLEASE RETURN IN THE ENVELOPE PROVIDED- TO BE OPENED BY THE RESEARCHER

## Appendix VIII- References

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