Fat Macy’s Foundation Board Pack

About

The Fat Macy’s Foundation is the charity arm of Fat Macy’s. It is a training and grant giving organisation for young Londoners living in temporary accommodation and homeless hostels. As a charity, we work closely with the Fat Macy’s catering business, which provides work experience opportunities for our trainees.

Founded in 2017, the Fat Macy’s Foundation is an integral part of the growth of our social enterprise.

1. **The Fat Macy’s Training Academy**

The Fat Macy’s Training Academy was piloted at the YMCA North London. It consists of five afternoons of catering and hospitality workshops in the kitchen, supervised by a Fat Macy’s chef, alongside sessions on goal setting, emotional resilience, and planning for the future.

To date, we have run nine Training Academies at three hostels: the YMCA North London, the YMCA St Pauls (Roxeth Hill) and Northcott House in Southwark.

These academies have seen 94 participants join the Academy, with 32 complete the programme. The Training Academy ends with participants sitting the Level Two Food Hygiene qualification, to date 30 participants have completed this award.

The Training Academies are valuable for Fat Macy’s as they act as our recruitment funnel: those who complete the programme and pass their Level Two Food Hygiene Qualification are offered a trial shift with the Fat Macy’s, and the opportunity to begin the Milestone Programme (see section 2).

During the Training Academy, we work with each trainee to set clear and achievable goals, which are useful for those who continue to work with us during the Milestone Programme.

2. **Pastoral support throughout the Fat Macy’s Milestones Programme**

The Fat Macy’s Foundation also provides ongoing pastoral support to our trainees. Trainees are those residents who are accepted onto the Milestone Programme and are on a journey to complete a 200-hour work experience placement with the business.

The Fat Macy’s Foundation has hired two Progression and Engagement Officers, Anna Alexander and Tori Martin, who are tasked with organising an hour long 1-1 session with each trainee every week. These occur either face to face or over Skype, depending on the trainee’s needs. These are useful meetings that often range in format from a more casual conversation, through to employability support with CVs, job searches and applications, assistance with completing forms, applying for grants, benefits or training opportunities.
We provide further pastoral support through a Life Coach, Nikki. We offer trainees up to five sessions throughout their Milestone Programme. Nikki is a trained coach, group facilitator and a community builder, former youth worker and social justice activist. She works with people to identify and understand their driving values and their strengths, and provides the trainees with [the actual result, e.g. a written plan, confidence, guidance, etc.].

Beyond these more tailored check ins, we also organise quarterly socials for trainees, to encourage our trainees to get to know each other. A key focus for us in our work is to improve our trainees networks, and help to battle loneliness and poor mental health.

All trainees who complete the Fat Macy’s Milestones Programme are also introduced to our charity partner Settle, who provide 1-1 tailored move on support for trainees when they make the transition from hostel to home.

3. Grants

The Fat Macy’s Foundation is a grant giving organisation. We offer grants for trainees who have completed set time milestones throughout the Milestone Programme. The primary purpose of the grant giving is to alleviate homelessness in individuals, and may include grants to cover photographic identification, travel cards, clothes and shoes for job interviews, items for a new home, and a housing deposit. The housing deposit grant cannot exceed £1300, and the combined total of other rewards cannot exceed £300.

When a trainee completes a milestone during the programme, there is a formal 1-1 with a member of the Fat Macy’s Foundation team. At these check ins, we provide a 360 review, with feedback collated anonymously from the Fat Macy’s Ltd kitchen team, the Fat Macy’s Foundation staff team and the keyworkers from their hostel. At these points, we check in with each trainee, and reflect on the goals set at the previous milestone. These goals are all recorded in the Trainee Handbook. On successful completion of a 1-1, the trainees are eligible to apply for a grant for one of the aforementioned items.

4. 210 Rye Lane and housing

Fat Macy’s needs to scale to a permanent home if it is to continue pursuing its social mission. In 2017, the strategic decision was made to scale from a pop-up model to a more permanent restaurant/catering model. We successfully crowdfunded for £55k on October 2017 to begin working on the plans for a new venue.

In March 2019, we were awarded planning permission to convert a laundrette at 210 Rye Lane into Fat Macy’s first home. We are working with Modulor Studios on the designs for this premises, which we aim to open in late 2019. This venue will consist of a commercial kitchen, restaurant space and deli, which will be leased to Fat Macy’s Ltd to run a permanent restaurant, deli and catering business.

This venue, 210 Rye Lane, also consists of a four bed residential flat. We received a grant from the Paul Hamlyn Ideas and Pioneers fund in late 2018 to complete a research project into the feasibility of turning this space into a ‘microhostel’/halfway house for our trainees. We believe the research shows that incorporated housing and employment models are the future in homelessness services, and we are hoping to open this flat as a private flat with options of a short term tenancy for trainees who have completed the 200 hour Milestone Programme and are looking for a stepping stone between hostel life and independent living. You can read the full report here.
In the future, we’re keen to explore whether we could use this example flat to pilot a social letting agency in London. We believe that securing more affordable rent in London for those who are vulnerably housed is essential in tackling the housing and homelessness crisis.

Fat Macy’s Foundation staffing and governance

The Fat Macy’s Foundation has a close working relationship with the team at Fat Macy’s Ltd, and has a golden share in the business. Meg and one rotating board member sits on the board of Fat Macy’s Ltd.

Meg Doherty, Chief Executive

Meg is the founder of Fat Macy’s and the Chief Executive of the Fat Macy’s Foundation. She is currently also a Non-Executive Director of Fat Macy’s Ltd.

Meg set up Fat Macy’s while completing the Year Here programme in social innovation. While there, she worked at the YMCA North London as a keyworker. Understanding how difficult it was for people to move out of temporary accommodation and into their own homes due to the ‘benefits trap’ and other financial pressures, she set up Fat Macy’s as a social enterprise to directly tackle this issue. She has won a Shackleton Young Leaders Award, a WeWork Incubate award and a Natwest WISE100 award for this work.

Meg also works part time at Nesta as an Assistant Programme Manager in the Innovation Growth Lab, where she leads on their events and communications.

Anna Alexander, Progression and Engagement Officer

From working in television, to schools and social enterprises, Anna’s passion is forging education and employment pathways outside of traditional career routes.

Anna also runs her own sex and relationship education programme, which teaches young people how to have healthy relationships with their minds, their bodies and each other.

Tori Martin, Progression and Engagement Officer

As a qualified teacher and an experienced restaurant sales manager, Tori is excited to be combining her passions at Fat Macy’s. With a background in conflict resolution education, she is particularly interested in how young people are equipped to deal with conflict in their lives.

Tori is also studying for her Master’s degree in Psychology, with a view researching cycles of violence amongst young men.

The board

The Fat Macy’s board was formed in 2017 and consists of four founding trustees:

Nicola Hughes – Chair of Trustees

Nicola is an independent consultant working for organisations with a good cause to help them make a difference. She specialises in policy making and leadership and her clients
include the GLA, Young Women’s Trust, Crisis, 38 Degrees, London Councils and the Cabinet Office. Before striking out as a freelancer, Nicola worked for the Institute for Government and for Shelter. When she’s not banging on about social policy Nicola is a community food grower and forest school volunteer in East London, and a trustee at environmental charity the Forest Recycling Project.

**Steffen Hoyemsvoll – Treasurer**

Steffen was homeless between ages 16 to 18 and considers the support of friends and teachers at the time invaluable in keeping him on track; hence Fat Macy’s struck a personal chord. He studied Physics at Oxford, went into investment banking and currently runs an accountancy practice and a software company.

**Michael Simpson – Secretary**

Michael is currently Head of Race Equality at the Ministry of Housing Communities and Local Government. He leads the UK Government's work to tackle disadvantage amongst ethnic minority communities domestically and internationally.

Before taking up a role in Government, Michael was Head of Programmes and Partnerships at Year Here, an award-winning programme for aspiring social leaders, leading on programme design, management, and facilitation, as well as the organisation’s strategic partnerships and fundraising.

Michael had previously worked with children with learning difficulties at Hatch End High School in Harrow and had a background in PR and community work. Alongside his day-job, he is a Trustee for the Kitchenette Foundation, a Non-Executive Director at Year Here, and a Winston Churchill Fellow.

**Edward Mbaraga – Trustee**

Ed is a social worker who has worked in a variety of frontline positions. He worked for two years as a support worker at the YMCA North London.

The board meets quarterly for board meetings, and more regularly in smaller teams for specific projects.

**Board Responsibilities**

The board is responsible for the overall responsibility of the charity, including governance - ensuring it is effectively and properly run and is meeting its overall purposes as set out in its governing document.

According to the NCVO, the board’s responsibilities are:
• Furthering the charity’s overall purpose, as set out in its governing document, and setting its **direction and strategy** – for example, by developing plans and strategies and monitoring progress.

• Ensuring the work of the charity is **effective, responsible and legal** – for example, by the use of policies and procedures and systems for monitoring and evaluating the charity’s work.

• **Safeguarding finances, resources and property** and ensuring they are used to further the charity’s purposes – for example, by insuring and documenting assets, maintaining financial systems, monitoring income and expenditure and ensuring the charity is financially sustainable or viable.

• **Being ‘accountable’** to those with an interest or stake in or who regulate the charity – for example, by preparing annual reports and accounts and consulting with stakeholders.

• **Being clear** about the people who carry out work on behalf of the charity – trustees, staff, volunteers – establishing and respecting boundaries between the governance role of the board and operational or day to day matters.

• Ensuring **the board operates effectively** – for example, ensuring it receives the right reports and advice, by planning the recruitment and induction of trustees, providing trustees with support and training or carrying out reviews or appraisals of the board’s effectiveness.

**Charitable objects**

The relief of poverty in particular of those currently living in temporary accommodation, homeless hostels and housing associations by the provision of practice advice, catering training, emotional wellbeing support and grant funding for housing deposits.

**Key information**

- **Charity number**: 1173688
- **Date of registration**: 5 July 2017
- **Legal structure**: Charitable Incorporated Organisation (CIO)
- **Reports**: First Trustee Annual Report

**Charity partners**

The Fat Macy’s Foundation works with a series of excellent partners, who ensure we carry out our best work.

**Settle**

Settle is an award-winning social enterprise that designs and delivers high-impact support services to vulnerable young people. They support vulnerable young people moving into
their first home. Settle's mission is to prevent youth homelessness by equipping at-risk young people with the skills needed to manage their money, home and health. By supporting them during this difficult transition, we ensure that they move forward, not backwards.

**Lemonade**

Lemonade is a social enterprise offering young people the opportunity to engage with and improve their wellbeing. Our support is focused on those who are not receiving timely support from the system, such as those on waiting lists for mental health services or those whose who are deemed ineligible for clinical support. Through our 1:1 coaching sessions and creative workshops, we create a safe space where participants can learn, practice and experiment with a range of emotional skills, such as reflection, expression, self compassion and resilience. Across our projects, we aim to improve individual's engagement with their mental wellbeing, as well as their willingness and readiness to reap the benefit of further mental health support.

**Routes**

Daisy Jacobs and Leyla Mclennan are public speaking facilitators that specialise in using theatre techniques to help people find their confidence when speaking up. With a combined 10+ years experience in teaching, producing and facilitating theatre with non-experienced theatre-makers, their workshops are designed to be safe and supportive whilst challenging people to step outside of their comfort zone.

Together they founded Routes, a social enterprise running theatre workshops for women from refugee and asylum seeking backgrounds, creating creative community spaces in which participants can develop language skills and grow in confidence together. Routes also runs a Mentoring Programme, pairing professional women with women seeking safety for 4-months of 1:1 support in areas of personal and professional development.

**Grants**

The Fat Macy’s Foundation has been generously supported by a range of grants from wonderful organisations, who have encouraged us to grow.

- The Shackleton Leaders Award
- Evening Standard Dispossessed Fund
- Paul Hamlyn Ideas and Pioneers Fund
- The Co-op Foundation
- The Fore
- The Frontline Network
- The Society
- The Tresanton Trust
- The Posgate Trust
- The Collective Foundation