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## Coram Innovation Incubator Prospectus

2023–24

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Children's social care is facing an unprecedented level of challenge as we enter 2023, with the long-term impact of the pandemic still being felt, an increasingly urgent cost of living crisis, difficulties in recruiting and retaining talented staff, high levels of demand and a huge amount of economic uncertainty. In order to support children and families in this context we need to be innovative and courageous.

The Coram Innovation Incubator (CII) is a specialist vehicle for children's services to generate, test and scale radical solutions to shared challenges facing the children's social care sector, facilitated by Coram, the UK's oldest children's charity.

We believe in the power of collaboration, and co-developed the Incubator with our founding Local Authority members – Bromley, Havering, Hertfordshire, North Yorkshire, and Redbridge and have since been joined by City of London, Gloucestershire, Harrow, and Sunderland. We have also partnered with Microsoft, EY and PA

Consulting, drawing on their expertise and insight, to support our Local Authority partners to develop innovation in the sector and ultimately deliver better outcomes for children, young people and their families.

Our primary focus for the coming year is on implementing our core innovation projects which have been developed directly with our local authority partners over the past year. Our offer for 2023 also includes a significant focus on developing an innovation culture and leadership, with a tailored digital leadership course being offered to managers in your organisation, delivered in partnership with our private sector partners.

We strongly believe in sharing and supporting good practice and innovation from across the sector and more widely, so will continue to offer an exciting calendar of events, networking opportunities, and resources for practitioners, managers and senior leaders. For the first time we are opening membership to charities, third sector organisations and others for the coming year, as we believe that creating a broad network of likeminded individuals and organisations can inspire everyone, and help to generate the momentum needed for change.

## Learning in Enterprise

One of the main pillars of the Incubator is the chance to learn about and share innovative practice from across the sector.

In addition to the events outlined here, we run a wide array of other learning opportunities – some facilitated by our partner organisations, as well as the opportunity to speak with change makers and leaders across the sector and regular roundtable discussions. In addition this year we will be offering access to the new Coram Resource Bank, an online repository of innovative practice and case studies from across the sector in both the UK and worldwide.

Further areas will develop dynamically with existing and new members through the 'Art of the Possible' sessions, bid opportunities open to members and other support and resources.

**Our core events programme also offers:**



### Learning Sets

Quarterly sessions with a presentation from two speakers who have developed innovation in the sector, with a focus on practice, implementation, and sharing their experiences and challenges.



### Webinars

Quarterly sessions with a focus on new and exciting projects led by a speaker working in the sector or beyond. These sessions focus on ideas, inspiration and new thinking.



### The Collective

The Collective is our annual report collating best practice from across the sector, sharing innovations and projects, which considers both the UK and international context.



"The Coram Inset has provided us with an opportunity to develop an exciting project which will be beneficial to social workers and families in Bromley. Being part of the Inset Programme has brought along an opportunity that we probably would not have had otherwise. The shared space for learning, sharing ideas and coaching has been immensely useful and has helped create positive change. We are excited to see how our project develops. Thank you Team Coram for helping us to get our project going."

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# Core Projects

We have co-developed four core projects with our existing local authority partners, and with support from our private sector colleagues, will focus on implementing and scaling these over the coming year.

## Our first two projects are centred on:

- **Workforce** recruitment and retention – with a focus on flexible working, wellbeing, culture change, and using digital innovation.
- Accessibility and **Early Intervention** – focusing on ensuring services reach those who need them, improving availability of information and digital resources, and community-based provision.
- Partners who participate in the **Core Projects** will benefit from individual support from the team at Coram, as well as our private sector partners, substantial in-kind benefits, and help with tailoring project ideas, working with you on development, implementation and evaluation, and sharing experience and resources with our other local authority partners to foster a collaborative and empowering environment for best practice in the sector.

## With our partners we are also developing a number of other innovation projects, including a focus on:

- Case recording – developing a child-focused approach to case recording and decision-making.
- Placement sufficiency – offering additional incentives to foster carers, developing a more supportive culture, and better use of technology.
- Using technology to improve ways of working – unlocking the potential of data mining and other tools to support professionals to work more effectively, and help children and families to understand their own histories.



# Developing Innovation and Leadership:

In addition to the wide range of project work and learning opportunities, we also want the Incubator to support you in developing innovation in your organisation, sharing experiences with likeminded colleagues, and understanding the state of the sector.

*“My hope and optimism is events like this and the innovation we have seen today.”*



## The Innovation Inset

– a six-session course based around a design thinking approach, to support you to develop your own innovation project within your organisation. We will cover auditing, immersion, problem definition, ideation, prototyping and implementation, as well as evidencing your work. The Inset is a collaborative and supportive space, with a special focus on boosting the confidence and skills of our partners.



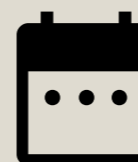
## The Digital Leadership Course

– with support from our private sector partners, managers from your organisation can access a specialist training course on becoming digital leaders in Children's Services.



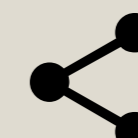
## The Practice Forum

– a monthly online call for practitioners and those close to frontline practice, to share experiences. Each month will be led by one of our local authority partners with a focus on a particular practice issue, and time for discussion, reflection, and sharing practice.



## Consultation

– in addition to the above, as a full member of the Incubator you will be able to access three consultancy days over the course of the year, for one-to-one support and advice. This offer is broad to allow you to make the best use of this time according to the priorities of your organisation.



## Coffee Dates

– you will be matched every quarter with someone from another partner organisation to arrange an informal, one-to-one call to share your current challenges, learn about what is happening in other parts of the UK, and build organic links with likeminded colleagues across the country.



## The Drop-In

– our regular monthly slot for you to meet with the Incubator team at Coram to share what you're working on, ask questions, and discuss current issues in the sector.



## Bid-writing and Funding applications

– we are happy to support you with bid-writing and funding applications for projects that are being developed as part of your work in the Incubator, building on the expertise and relationships that Coram has in this area.

# Membership

In order to suit the needs of a wide range of potential partners, this year we have developed a range of membership options for the first time. We hope that this will allow colleagues to benefit from the work of the Incubator whatever their current capacity and resource.

## Full Membership

– this is for Local Authorities that would like to take a lead role in developing and implementing innovation projects in their organisation, with support from the Incubator. Full members are able to access the full programme of events, learning and networking opportunities, and individual support from Coram and our partners.

## Associate Membership

– this is for Local Authorities that would like to benefit from the range of learning, networking and events offered to our full members, but may struggle with capacity in implementing and delivering innovation in their own organisation currently.

## Kindred Membership

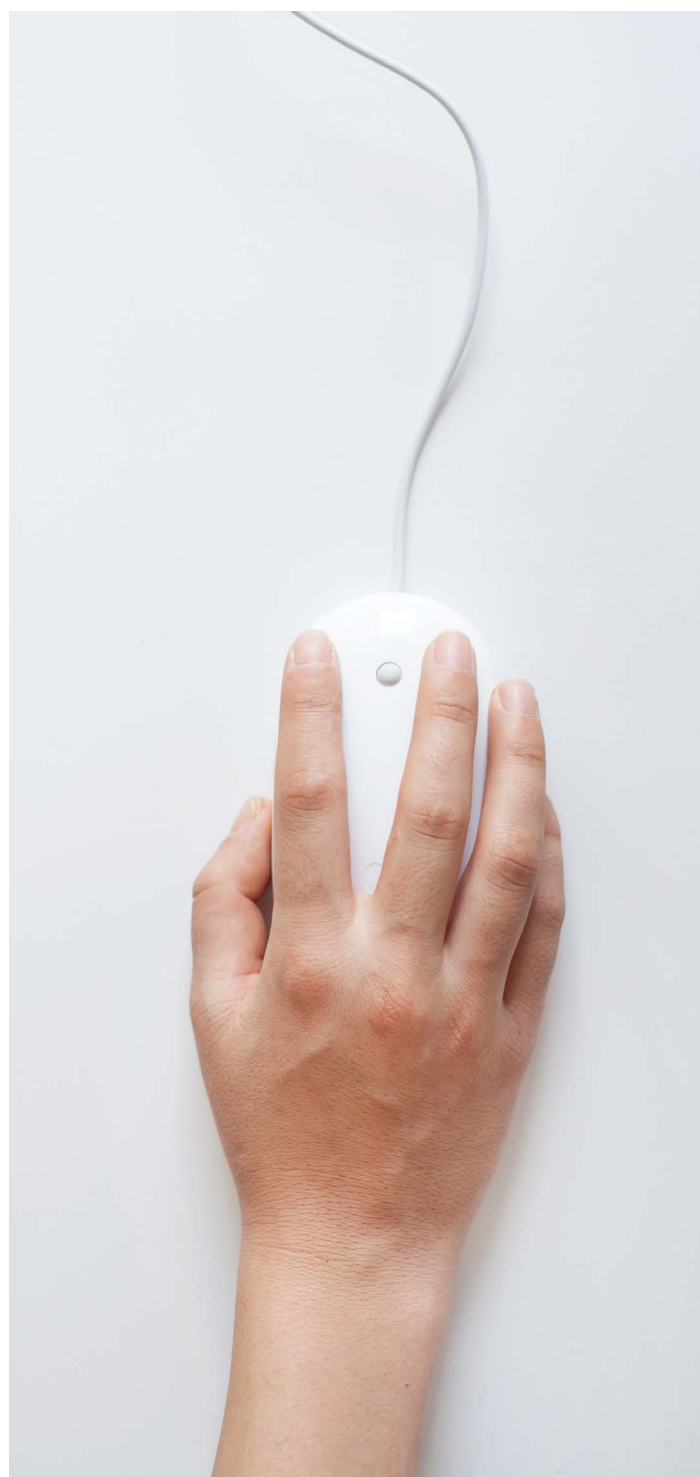
– this is for partners in the charity, third, and technology sectors who may be interested in sharing practice, learning about innovation in the sector, and in building relationships with other partners.

## Pay-as-you-go Membership

– this allows those who would like to access some of the resources of the Incubator to do so, tailoring this to their current priorities, and to be kept updated on the work of the Incubator and our partners more widely.

If you have any questions about membership, or our offer, please do get in touch: [Innovation@Coram.org.uk](mailto:Innovation@Coram.org.uk)

“Being part of the Coram Innovation Labs and Inset has been absolutely beneficial to us. We have learned so much along the way and the generating and sharing of ideas, has encouraged innovation within our LA.”



# Pricing

## For new members joining in 2023:

- Full membership is £9,500 per year.
- Associate membership is £5,500 per year.
- Kindred membership is £2,950 per year.
- Pay-as-you-go membership is free.

A discount is offered for multi-year membership, with 10% off our standard fee for two-year membership, and 15% for three-year membership.

- Innovation consultancy and bid writing support – full members get 3 days for each. For pay as you go the charge is £750 per day
- Digital Leadership training – full members have first priority, and associate members have second priority when allocating places on the training before it is offered to others

	Full Member	Associate	Kindred	Pay-as-you-go
Core Projects – support to deliver innovation projects in your organisation.	✓	X	X	X
Webinars	✓	✓	✓	✓
Annual Innovation Report	✓	✓	✓	✓
Learning Sets	✓	✓	✓	X
Coffee Dates	✓	✓	✓	X
The Practice Forum	✓	✓	✓	X
Additional Member events, including DCS Roundtable discussions, and events led by our private sector partners.	✓	✓	✓	X
The Collective	✓	✓	✓	Delayed Access
Coram Innovation Resource Bank	✓	✓	✓	✓
The Drop-In	✓	✓	X	X
The Inset	✓	✓	Payable	Payable
Innovation Consultancy	✓	Payable	Payable	Payable
Bid-Writing and Funding application support.	✓	Payable	Payable	Payable
Digital Leadership	✓	Payable	Payable	Payable



## A call for contributions: tell us what you have seen

We want colleagues from across the sector to take an active role in developing the Incubator and sharing best practice. If you would like to discuss joining, or would like to share your own innovation work with our members, then please do get in touch by emailing [innovation@coram.org.uk](mailto:innovation@coram.org.uk)



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