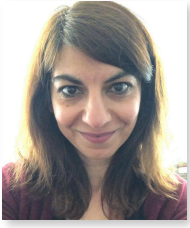


# Harry Specters

Enjoy our Chocolates - Love the Cause



## Social Impact Report 2019



Mona Shah  
Founder  
and  
Managing

It gives me great pleasure to present our Social Impact Report 2019.

This year has seen us further improve our social impact through increased free training and work experience placements. Our first retail outlet opened in November in Cambridge City Centre, offering training and employment opportunities for young autistic people in a customer facing role.

On behalf of the whole team, I would like to extend my thanks to all our customers, partners and supporters, as well as our dedicated Board, for helping us grow. Last but not least, a huge thank you to my team, as without their hard work in making and packaging chocolates, orders would not have been fulfilled.

In producing this report, we have once again used the model for measuring social impact that was created in conjunction with UnLtd. This same model is also used to communicate social impact when a corporate client places an order. We have had very positive feedback from corporates, as the report is ideal for sharing the impact of their orders with relevant stakeholders.

The report below aims to be clear, accessible and transparent, defining aims and activities that can demonstrate results. I hope that the report meets these criteria – if it does, or more importantly if it doesn't, please get in touch with me directly at: [mona.shah@harryschocs.co.uk](mailto:mona.shah@harryschocs.co.uk)

Best Wishes

Mona

## Our Aims

Harry Specters was set up in November 2012 with a purpose of crafting the most delicious chocolates that create employment for young people with autism.

### **Our vision:**

- To create 100s of jobs for young people with autism in the UK by providing them with employment and free training to produce award-winning chocolates.

### **Social Mission:**

- Our social mission is to offer confidence and hope to young people with autism by providing employment, free training and free work experience, enabling them to produce great products, such as our award-winning chocolates. In doing so, we aim to be a role model of “great product, great cause” for other enterprises, individuals and entrepreneurs.

### **Harry Specters exists to:**

- Provide paid employment opportunities for young people with autism.
- Offer free training and free work experience placements for young people with autism.
- Work with parents and carers so that their loved ones have confidence and hope in leading independent lives.
- Craft award-winning delicious chocolates for consumers.

# Social Impact

- ◆ Harry Specters produced over 272,991 chocolates in 2019. That's about two chocolates for every person in Cambridge (our home town)!
- ◆ This provided 5,771 employment hours for 14 employees and 1049 free training and work experience hours for 17 young people with ASD.
- ◆ Harry Specters generated over £56,841 of social value for the UK economy by hiring amazing young people with ASD and helping them secure jobs and become independent.
- ◆ This saved the government £23,856 and gave families £117,032 worth of respite hours while our employees made gorgeous chocolates.
- ◆ As a responsible business, we also care about the people who supply our chocolate. That's why Harry Specters pays a premium of 6.5% on every kg of cacao we source from farmers.

## Note 1: The Benefits Assessment Method

UnLtd used a Cost Benefit Analysis approach to evaluate the benefits that Harry Specters' enterprise generated. This includes establishing a 'counterfactual' of what would have happened without Harry Specters working with young autistic people.

To do this, UnLtd evaluated the employment rates for young people with Autism in the UK; this is 22% according to Autism UK. Therefore, UnLtd applied a 22% reduction on the benefits achieved from employment at Harry Specters on the assumption that this deadweight would have been achieved anyway. Therefore, all values in notes 2, 3, 4 and 5 receive this discounting.

## Note 2: Paid to ASD Staff

This is a simple direct calculation (number of chocolates made x labour cost of making and packaging one chocolate). We pay minimum wage to our factory staff in line with the regulations. As we grow, we would like to pay living wage to all our staff.

## Note 3: Social Value for the UK Economy

This is a direct calculation (number of chocolates x value to economy from employment). Value to the UK economy is derived from a report from Public Health England (PHE) assessing the value to the UK economy for each person supported into work after being long term unemployed due to ill health or disability.

This value is estimated to be £56,841 additional benefit to UK economy. Each chocolate that an autistic individual produces means £0.21p of additional economic benefit to the economy.

## Note 4: Value of respite for carers

This is a direct calculation (no. of hours needed to produce chocolates x value to carers for respite during hours). It is calculated based on the assumption that if the autistic person was unemployed and did not come for either paid employment or for free training at Harry Specters, then this would mean there is a cost of primary carer respite which is calculated to be £22 per person per hour.

## Note 5: Savings to UK Government

UnLtd worked with the DWP to understand the average savings to the UK government was £32 in 2013. This is based on DWP economists assessing the value for every hour a person on ESA (Employment Support Allowance) is employed. Adjusting for inflation, the nominal value in 2019 is assumed to be £37 with all things being equal.

# Outcomes

Number of people with autism who improved their confidence through free experience placements & paid employment

149

Number of people with autism who completed one-time project and raised confidence

116

Number of parents/carers supported

108

Number of organisations we have worked with to achieve their CSR agenda

94



467

**TOTAL NUMBER OF BENEFICIARIES**

## Social Impact Year 2018 - Previous Year

Autistic people who improved their confidence through free training placement & paid

180

Autistic people who completed one-time project

116

Number of parents/carers supported

134

Number of organisations we have worked with to achieve their CSR agenda

120



550

**TOTAL NUMBER**

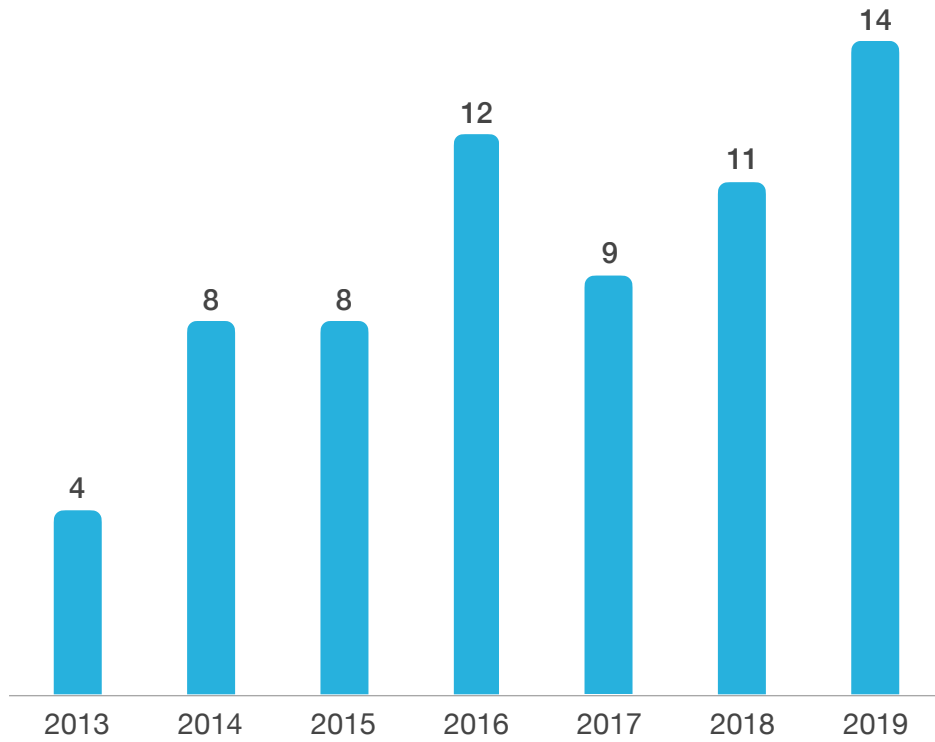
## Social Impact Year 2019

## Beneficiaries' Comments

- ◆ Lucy's had such a great time working with you and she's learned so much, which we know will stand her in good stead in the future. *Parent of Work Experience Student*
- ◆ If I could, I would make wider spaces in the factory. *Employee*
- ◆ Thank you for having me and I have really enjoyed coming and am thankful for my experience. *Work Experience Student*
- ◆ You'll never know how much I'm extremely grateful for the chance to be trained as an Assistant Chocolatier. You gave me a chance when no one else would. This job has made such a difference to me...It has made me a very happy young man to represent Harry Specters and I will never forget the first day I came through these doors.. *Excerpt from a Thank You card given by Greg, Assistant Chocolatier, on the first anniversary of his joining our team.*

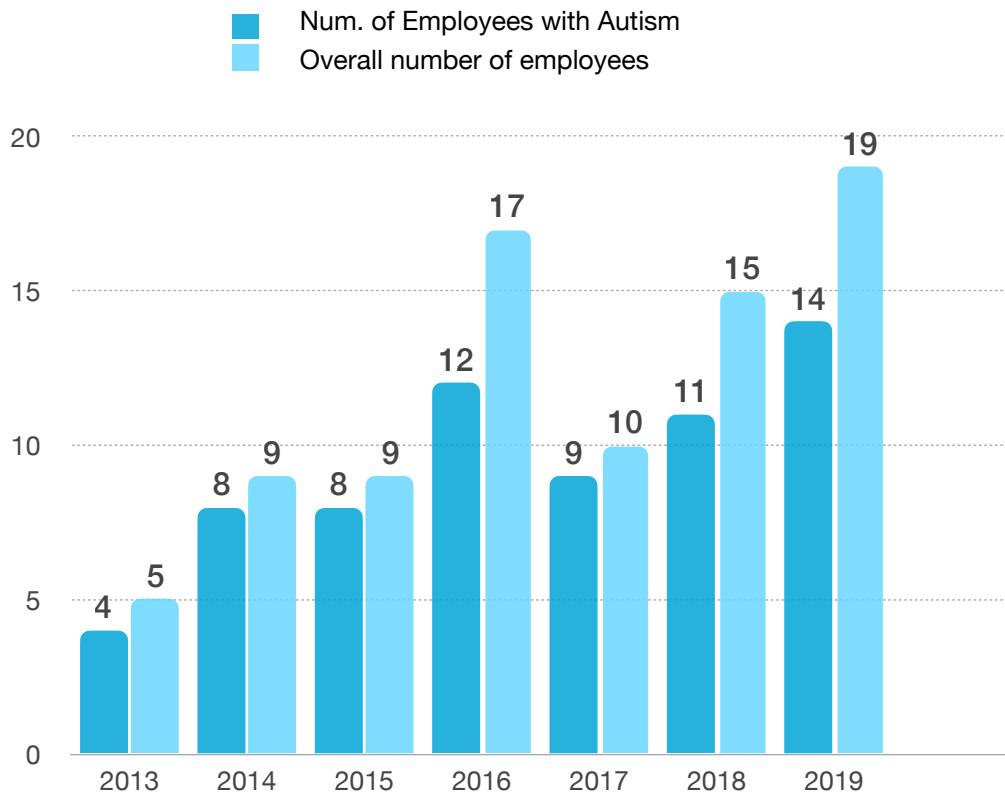
# Growth

NUMBER OF EMPLOYEES WITH AUTISM



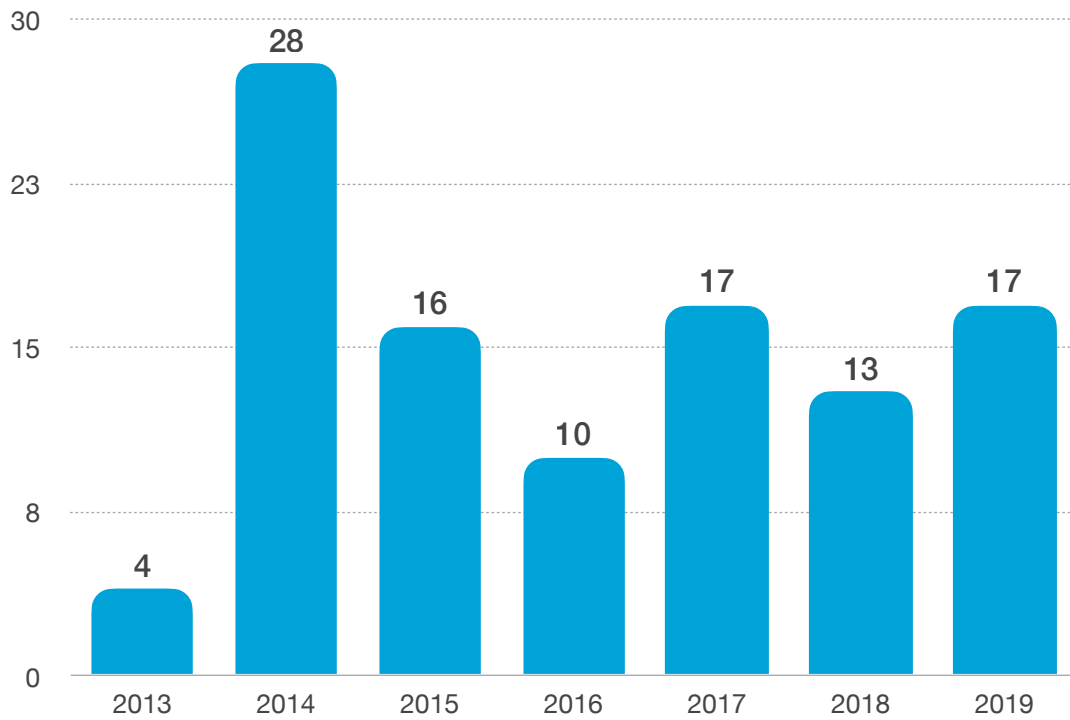
Employees with Autism	2013	2014	2015	2016	2017	2018	2019
Full-time	0	0	0	1	3	3	3
Part-time	1	2	3	4	2	2	3
Contract	3	6	5	7	4	6	8

# Growth





Number of free training and free work experience for young people with autism



**Total number of hours dedicated to free training and free work experience for 2019 = 1049 hours (or 140 working days)**

At Harry Specters, our focus is on our chocolates. This is because we believe a good product will achieve good sales, which in turn will achieve good social impact. Not the other way around.

**Thank You for taking the time to read this report.**