

Social Impact Report

HARRY SPECTERS
MICROSOFT OFFICE USER



Mona Shah
Founder and
Managing Director

Welcome to Harry Specters' Social Impact report for 2015. It has been a busy year and it is always nice to be able to pause and reflect on what we have achieved.

This has been an exciting and challenging year. Since our last report, we were conscious of the fact that unless we raised external investment, we would struggle to scale our impact. As a result of a lot of hard work, we successfully secured investment in February 2016. This means that we will now be able to multiply our impact in the coming years.

Looking back at 2015, I am really pleased with our impact, which was greatly helped by a couple of large corporate orders. This meant that we were able to create more paid employment (in value) and free work experience opportunities for local young people with autism.

Together with Shaz, our Co-founder and Director, we wrote a blog about the skills of people with autism. The blog was a result of 3 years of experience working with our team and young people on work experience. The blog was shared on Social media around 2000 times! Professor Simon Baron Cohen from The Autism Research Centre Cambridge, had a chance to read the blog and not only agreed with the content, but also agreed to work with us on a future project around autism and employment.

The aim of this report is to feedback to all our stakeholders on our achievement during 2015, by demonstrating evidence against our social mission and outcomes. The report 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:

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Best Wishes.

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.

At the heart of our social mission are our beneficiaries. An active engagement with them is important to us as it helps us shape our positive social impact and keeps us focused.

Our top 3 beneficiaries include:

1 Employees and students (with autism) on work experience

Needs include:

Employment, learning, exploring, hope, confidence, meaningful life, social interaction and inclusion.

2 Parents/Carers

Needs include:

Peace of mind about future of loved ones

3 Businesses with CSR agenda

Needs include:

CSR commitment & delivery, employees and customers

Our next 3 beneficiaries include:

1 Special Needs Schools

Needs include:

Students with autism get free work experience in a supported environment.

2 Government

Needs include:

Reduce total cost to the UK because of autism.

3 Society in general

Needs include:

Reduced cost to the UK, transact with responsible and ethical businesses.

We did one focus group with five participants, three of them with autism, and a representative from a local special education needs school. Additionally, we received feedback from 15 more people with autism, that revealed the following:

- Harry Specters is truly a supportive environment for young people with autism.
- Mona is the most supportive, and understanding of the needs of various individuals.
- Individuals were interested in a variety of tasks at Harry Specters – from making chocolates to selling chocolates.
- All of them were worried before coming to Harry Specters but found that Harry Specters has a relaxed environment.
- Most of the pupils felt confident after visiting Harry Specters.
- 100% of people on the autism spectrum love to socialise.

Beneficiaries' recommendation

- Have more independent tasks.
- Have a competition where people submit ideas for new flavors (similar to what is done by Walker crisps).
- There should be background music while working.

- 100% of them would love to work and learn.

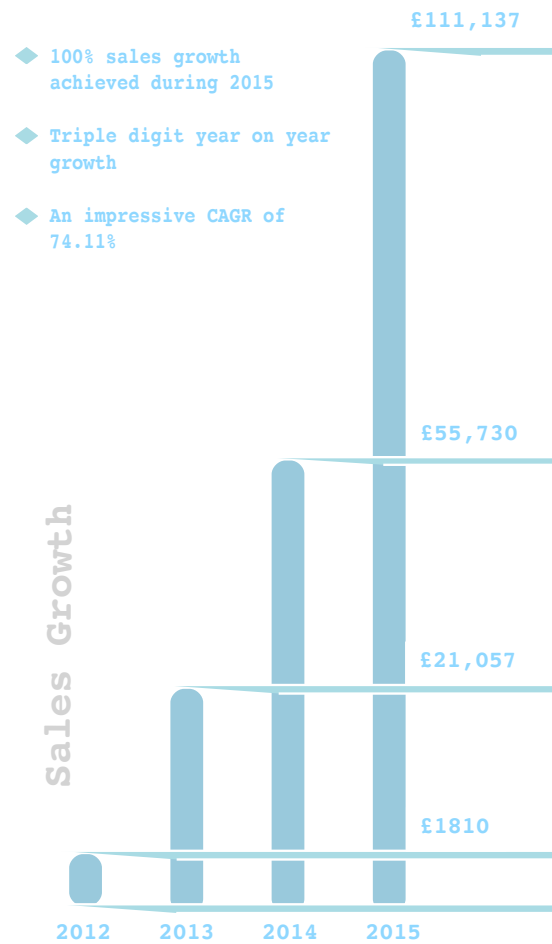
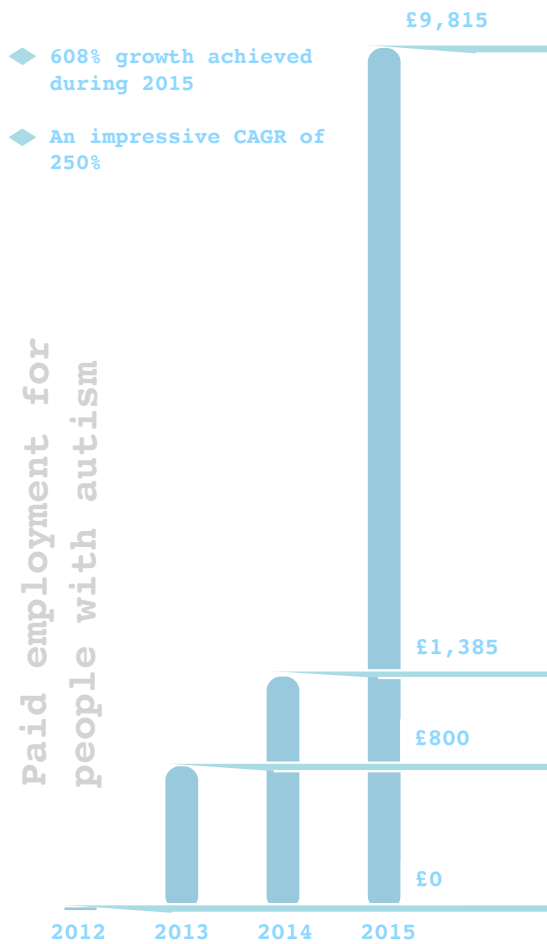
Some beneficiaries' comments:

- Enjoyed making friends with Thomas & Toby - *Charlie Ashworth*
- The place is relaxed, tidy, busy and clean and the boss is very helpful - *Thomas, Darius and Matthew*
- I like meeting and working with new people. *Thomas*
- I like seeing everyone and chatting and like tasting chocolates. *Toby*
- If I am offered a full-time job in Harry Specters, maybe I will take it. The only problem is transport. *Rohan*
- I feel confident, being productive especially when making boxes. It is really a very good place and I liked working with other people. *Sebastian*
- After his first session, he kept on telling others he was surprised how good he felt, he felt comfortable and did everything he was asked to and that he wanted to interact more with people. *(Mother of a beneficiary)*

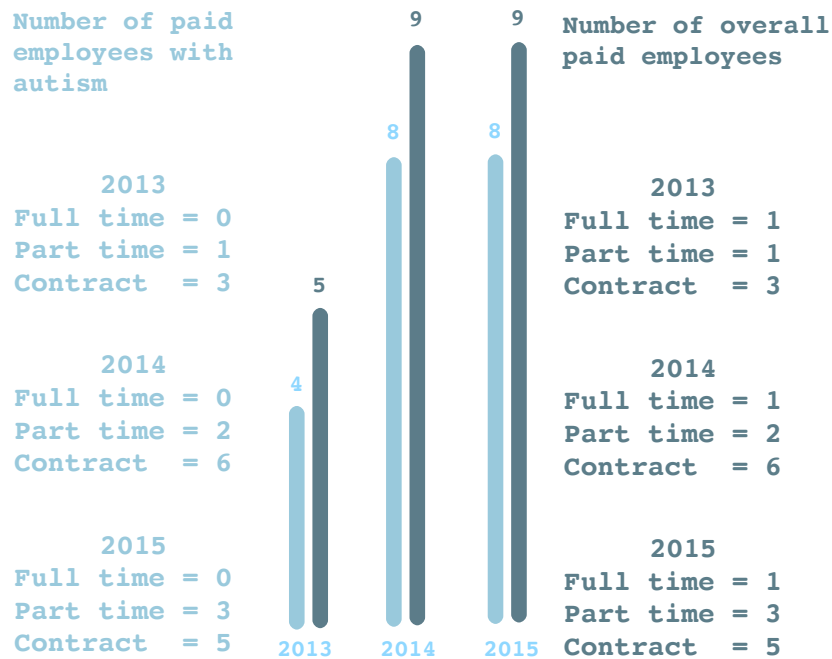
Lesson Learned

The consultation and needs assessment objectives from the beneficiaries set out during the last year has not been achieved in a way we had hoped for. The main reason was a lack of resource. During 2015, the focus had been more towards raising investment in order to scale up. In 2016, one of the objectives identified is to fill the gap for the resource who will be involved actively with the beneficiaries, especially from the needs perspective.

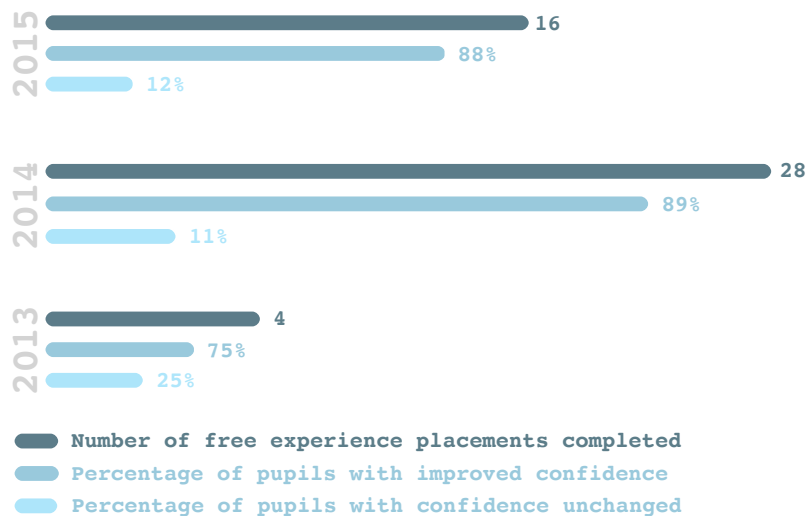
At Harry Specters, our focus is on products. This is because we believe a good product will achieve good sales, which in turn will achieve good social impact. It is not the other way around.

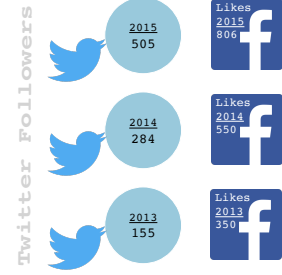
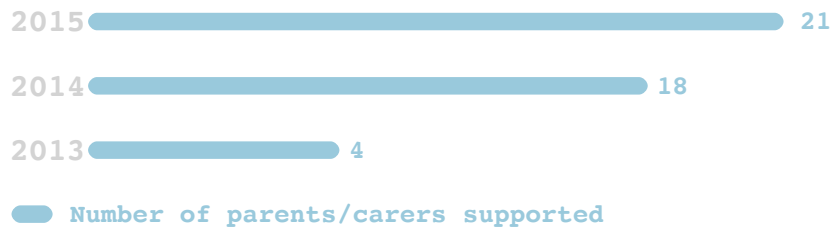


Number of paid employees with autism vs. Number of overall employees



Number of free work experience placements with improvement in confidence and hope (%)





A German hamper company, Foodist, found us through The Great Taste Awards website as we had won a number of awards for our chocolates. They not only liked our products but also our story. As a result, they ordered 22,000 chocolate boxes of 6 truffles each. This meant producing 132,000 handcrafted truffles! We had never produced so many chocolates for one order before, so this meant putting a lot of resources, including workforce, in the project. We had a month to complete the order and, on some days, we had around 15 people working until late in the evening, hand-dipping truffles and packaging them!

It was an exciting and exhausting time, but so rewarding as it brought our staff, students on work experience, as well as parents and carers, and people from the community together:

Paid employees on the autism spectrum: As a core of Harry Specters, this was the most important part of the project. From the onset, we decided to offer paid employment to as many people as possible. This eventually led to raising the confidence and hope of five people through paid employment.

Free Work experience: Part of the project was to assemble boxes and package the chocolates. At Harry Specters, the majority of our boxes are folding boxes instead of rigid ones, which is one more skill that students on work experience can learn. During the project six pupils were offered free work experience placements.

Other Paid employees: From the onset of the project, we decided to have three students from Sawston Village College, on a contract basis, during the half-term. The idea was to see how people with autism would integrate with their mainstream peers as part of a team, and get a real sense of working in a regular work environment. From time to time, we also rotated supervisory roles. It was an amazing exercise! On one occasion, we discovered that when we made someone with autism a supervisor, she was able to pack 39 cartons in one day with the staff she had. With the same number of staff, another supervisor, not on the spectrum, was only able to pack 35 cartons, clearly proving that people with autism can be better supervisors given the right environment.

Volunteers: It was surprising to see that carers and parents of young people with autism wanted to get involved in the project, as they were committed to seeing the project completed on time. As an example, one of our employee had his parents, his sister and his sister's friends involved in the project! A total of 15 volunteers helped with this order, including people from the village as well as friends and family.

As a result of the brilliant effort by everyone involved, we finished the order 9 hours before the deadline!

Janssen is a pharmaceutical company based in High Wycombe. It is a part of the Johnson & Johnson Family of Companies.

During the Christmas of 2015, Harry Specters and Janssen got together to do something different. Janssen wanted to bring their Corporate Social Responsibility commitment to life by involving its employees and their families and friends by sharing a Christmas surprise – a special sharing box of chocolates. They ordered 600 boxes from Harry Specters for all their employees in the UK. The idea was, that each chocolate made, would directly contribute to supporting employment of people with autism.



What were the outcomes?

This project did more than was anticipated. Eight young people with autism benefited from paid employment through the making and packaging of these delicious chocolates. All were paid living or above living wages and some received bonuses for excellent work. Six students with autism from two local special needs schools completed their work experience. All in all, this project raised confidence and hope of 14 young people with autism and provided relief to at least 20 carers, who now see hope for the future of their loved ones.

Hogan Lovells, a global law firm with offices in London, has significantly contributed to Harry Specters' Social Mission from the very start. This contribution has been both proactive and multi-dimensional and, over time, has resulted in a strong partnership. The contribution is beyond corporate philanthropy, propaganda and pet projects.

This partnership is the result of deep engagement at various levels providing direct benefit to Harry Specters' business and, as a consequence, benefit to society. Some of the important constituents of this partnership are:

- Supply chain integration for ordering chocolates for meetings and various events at their office.
- Ordering chocolates boxes as gifts during Christmas.
- Providing pro-bono legal advice when required.
- Providing networking opportunities.
- Sales, marketing, product development and business planning advice.
- Promotion of the social mission through fairs run by Hogan Lovells.

Through all the above activities, Harry Specters has grown in scale and will continue to benefit from this dedicated support to our social mission.

One of the key outcomes of the past three years is successfully creating an *autism friendly work place*. In such a workplace, people with autism can contribute to various tasks in order to create value for themselves and for Harry Specters. Such value creation also gives rise to improvement in confidence, hope, and future aspirations.



Last Year's Targets	Status	Lessons learned
<p>Carry out consultation and needs assessment from the following beneficiaries:</p> <ul style="list-style-type: none"> • Person with autism • Carer • Special Needs Schools • Businesses 	<p>Some consultations were carried out but not to the extent of what we hoped for. This was due to gap in resource. The resource is in place at the time of writing this report</p>	<p>Quarterly review to flag problems early. Forward to next year's objective</p>
<p>Create two full-time & one part-time employment.</p>	<p>Only one part-time employment opportunity has been created. This was due to delay in securing investment.</p>	<p>Forward to next year's objective</p>
<p>Create 15 work experience opportunities in partnership with local special education needs schools.</p>	<p>Created 16 free work experience opportunities</p>	
<p>Structure work experience/training in a way that confidence, hope and employability are better captured and measured.</p>	<p>Structure is in place. Needs professional review</p>	<p>Forward to next year's objective</p>
<p>Apply for chocolate awards, taking on-board suggestions given by people with autism.</p>	<p>Took suggestions and won one gold star award</p>	
<p>Work experience programme and training material needs to be further developed.</p>	<p>Some work has been done but needs further development</p>	<p>Forward to next year's objective</p>
<p>Develop partnerships especially with charities for autism (in order to reach out to families of people with autism) and influential private organisations.</p>	<p>Work in progress. This is a slow process. Talks ongoing with NAS & Autistica</p>	<p>Forward to next year's objective</p>
<p>Introduce activities (online publications, talks, interviews, and social media) that create paid work at Harry Specters and other organisations in order to improve relief for carers and savings for the government.</p>	<p>A number of awareness activities were carried out which include several talks at local level, coverage in a national food magazine and in the press.</p>	
<p>Independent consultation on social impact measurement, framework, and report.</p>	<p>Not required at this stage as we decided to keep focus on two KPIs: Paid employment and free work experience</p>	

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- Carry out consultation and needs assessment from the following beneficiaries:
 - Person with autism
 - Carer
 - Special Needs Schools
 - Businesses
 - Create additional two full-time & one part-time employment for people with autism (subject to sales growth)
 - Create 10 work experience opportunities in partnership with local special education needs schools.
 - Professional review of structure of work experience/training in a way that confidence, hope and employability are better captured and measured.
 - Further develop partnership with National Autistic Society and Autistica.
 - Focus on quality (not quantity) of free work placement by improving measurement of confidence and aspects of training.
 - Increase awareness on social media (actively engage on Instagram and Pinterest)
 - Number of organisations that benefits from Harry Specters from 2016