



LUMINARY
IMPACT REPORT
2019





Luminary exists to empower the UK's most disadvantaged women to reach their potential.

Homeless women are at serious risk of sexual exploitation or getting caught up in crime. On the flip side, domestic violence is the single largest driver of homelessness for women. Professionals describe this web of interconnected issues including homelessness, substance misuse, mental health issues and offending as 'multiple disadvantage'.*

This trauma and disadvantage a woman has experienced immediately puts her furthest from the job market, and yet being employed and becoming financially independent is critical to changing her circumstances.

Our team met women experiencing this disadvantage and knew we had to do something. This is why Luminary started.

Since inception in 2014, we have supported 66 women to build their career and are continually inspired by all they are achieving. They are strong, resilient, hilarious, generous, courageous and by giving them an opportunity we have been able to see them thrive.

But there are still women living in poverty and experiencing extreme disadvantage, who have a wealth of potential waiting to be unlocked. We get to be a part of their story.

We are a team of specialist bakers, support workers and foodies, who are passionate about helping change the trajectory of women's lives. Together we can help women build a different future.

Alice Williams
Founder and CEO

THE NEED



1 IN 3 WOMEN
GLOBALLY EXPERIENCE
GENDER BASED
VIOLENCE

1,000,000

1 MILLION
UNEMPLOYED WOMEN
IN THE UK & 180,000
IN LONDON



HACKNEY IS THE 11th
MOST DEPRIVED LOCAL
AUTHORITY IN THE UK

OF THE WOMEN LUMINARY HAS SUPPORTED

69% have experienced homelessness

24% are survivors of trafficking

78% struggle with mental health issues including PTSD

26% have been through the criminal justice system

OUR MODEL



A woman is referred to Luminary because she has experienced gender based violence & multiple disadvantage, but she is now in recovery & looking for work



She enrolls onto our 6 month group training programme to learn baking skills, transferable life skills and employability skills, whilst building trusting relationships & growing her network



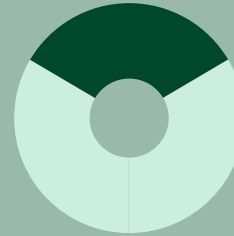
Upon graduating, she is allocated a progression support worker, takes part in work experience & can apply for paid work within the Luminary Bakery Business or with our partner organisations



Luminary supports her over the next 2 years to progress into sustainable employment & independence, through 1-to-1s, group workshops, mentoring & a supportive community

REFERRALS

OUR REFERRAL AGENCIES ARE A MIX OF SPECIALIST WOMEN'S SERVICES, HOUSING PROVIDERS, ANTI-TRAFFICKING ORGANISATIONS, CHARITIES, HOMELESS AND DOMESTIC ABUSE SERVICES



WE WERE ABLE TO OFFER PLACES TO 33% OF REFERRALS IN 2018



THE WOMEN OFFERED PLACES TRAVELLED FROM ALL OVER LONDON:

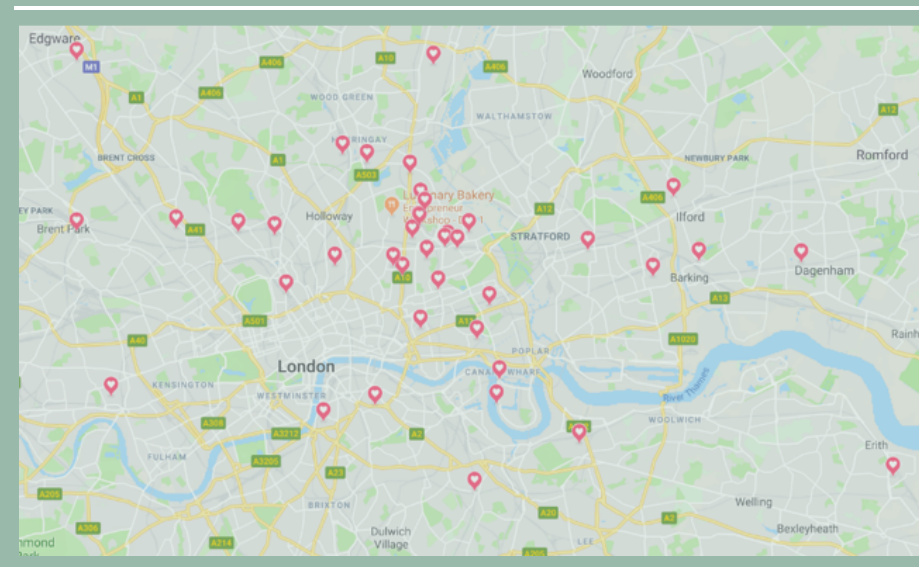
REFERRALS CAME FROM THE FOLLOWING ORGANISATIONS

ORGANISATION:

- Ella's Home
- ESSENCE
- Hestia
- Women@The Well
- St Mungo's
- Crisis
- Look Ahead
- NIA
- SHP
- Pause
- MIND
- Room to Heal
- NHS
- Arch 76
- St Giles Trust
- Sophie Hayes Foundation
- Advance Minerva

AREA:

- East London
- Pan London
- Pan London
- Kings Cross
- Hackney
- Tower Hamlets
- Tower Hamlets
- Pan London
- Pan London
- Pan London
- Homerton
- North London
- Homerton
- Tower Hamlets
- North London
- Pan London
- West London



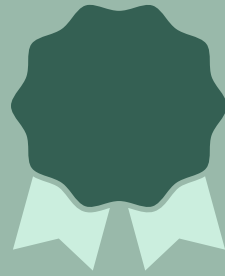
OUTCOMES TO DATE



66
WOMEN
SUPPORTED



233
DAYS OF
TRAINING



85
CERTIFICATES
AWARDED



52 LUMINARY
PROGRAMME
GRADUATES



25
WOMEN
INTO WORK



10 WOMEN
STARTED OWN
BUSINESS

Women used a scale of 1-10 to rate themselves before and after Luminary training programmes and reported significant improvements

96%

INCREASE IN
SKILLS &
KNOWLEDGE

83%

INCREASE IN
SELF ESTEEM

52%

IMPROVEMENT IN
MANAGING MONEY

62%

IMPROVEMENT
IN MENTAL
HEALTH

2020 TARGETS



EMPLOYMENT

1) 80% GRADUATION RATE FOR WOMEN ENROLLED ONTO LUMINARY TRAINING PROGRAMMES

2) 70% OF WOMEN TO REACH EMPLOYMENT OUTCOMES WITHIN 24 MONTHS OF GRADUATING



INDEPENDENCE

1) 80% OF GRADUATES TO ENGAGE IN MENTORING SCHEME FOR 6 MONTHS FOLLOWING GRADUATION

2) 70% OF WOMEN TO REACH INDEPENDENCE WITHIN 24 MONTHS SUPPORT

Future goal: For 50% of graduates to engage in peer supporting of new trainees

TRAINING CENTRE EXPANSION...



YEAR 1



YEAR 5



YEAR 10

CASE STUDY



"LUMINARY IS THE
BEST THING THAT
COULD HAVE
HAPPENED TO ME, IT'S
MADE ME BELIEVE IN
HUMANITY AGAIN"

Jameila* was referred to Luminary by an anti-trafficking charity. She was trafficked at 9 years old so had not finished education in her home country. She was trafficked around Europe for a number of years before managing to escape when she arrived in London



She was experiencing a high level of suicidal thoughts when she first started at Luminary and told us that she spent a lot of time feeling hopeless. She had never baked before but was so grateful for the chance to learn and quickly excelled



Once graduating she began to volunteer in our professional kitchen to continue growing her skills and also to give back. This gave her the confidence to begin making cakes from home and we supported her to set up her own business



She is now on the way to making a full time income from this business, loves the part-time job we connected her with and her family have seen a significant improvement in her mental health. Her children have written to Luminary to thank us for *'looking after their mum'*

*Named changed to protect identity

Luminary are so grateful to all our funders & individual donors who have supported us since the start and continue to enable our work empowering women

SOME ORGANISATIONS WHO HAVE FINANCIALLY SUPPORTED LUMINARY IN 2019:

COMIC RELIEF

THE FUNDING
NETWORK

ANONYMOUS
FAMILY TRUST

EAST END
COMMUNITY
FOUNDATION

VACHERIN

THE NEWBY
TRUST

TAMPON TAX
COMMUNITY FUND

THE IMAGINE
FOUNDATION



"I WAS BATTLING DEPRESSION, HAD VERY LITTLE MOTIVATION AND FOUND IT DIFFICULT TO SEE PAST THE CURRENT DAY. COMING TO THIS COURSE HAS MADE ME FEEL LESS ALONE. I FEEL MORE CONFIDENT THAT I CAN BATTLE THE ISSUES I HAVE, I FEEL SUPPORTED, LOVED AND LISTENED TO. I LOVE THAT LUMINARY CAN BE A SAFE PLACE FOR US."



LUMINARY
BAKERY



IN
ER



LUMINARY
BAKERY



LUMIN
BAKE

Luminary was incubated by Kahaila Ltd, and we have grown a model for working with disadvantaged women over the last 6 years. A key element of our '**theory of change**' is that we run a successful business which provides employment opportunities.

Historically **one third** of our Luminary Business workforce have been graduates from our programmes. In order to maximise our impact we have built a new structure of charity and business which are interlinked in several ways.

Charity - Luminary Ltd

(Registered charity number 1181835)

This runs the work that we do to train and support women.

This includes our Employability Training Programme, 1-to-1 holistic support & next steps Progression Work. Along with a Mentor Scheme & new enterprise support.

Business - Luminary Bakery Ltd

(Company Number 11450761)

The Business runs all commercial elements within Luminary, including the Bakeries (wholesale & retail) and Cafes.

This creates the job opportunities we can offer our training programme graduates & also generates income for the Charity.

An Impact Evaluation project has enabled Luminary to examine our outcomes against our aims and to analyse our efficiency at reaching the goal of empowering the UK's most disadvantaged women to thrive.

This project enabled us to map out our **Theory of Change** model, and meant we redefined referral criteria to ensure we really are supporting the most disadvantaged women in the UK. It also helped to hone what our measures of success are, and what our programme delivery looks like to support women to reach **employment** and **independence**.

We identified that there are 5 key factors a woman needs support with in order to become Independent. Going forward we are targeting our support around those areas:



EMPLOYMENT



MONEY



WELLBEING



HOUSING



RELATIONSHIPS



Luminary support workers use a Red-Amber-Green system to score where women are at, in order to focus their support and set targets for growth. Once women reach a threshold of **75% INDEPENDENCE** we celebrate them reaching that goal and they can become a mentor to a new trainee!



NEXT STEPS

LUMINARY LTD ARE DELIGHTED TO HAVE BEEN AWARDED A 3 YEAR GRANT BY THE NATIONAL LOTTERY COMMUNITY FUND TO UPSCALE OUR TRAINING PROGRAMMES TO SUPPORT **3 TIMES MORE WOMEN**

PREVIOUSLY WE HAVE RUN TRAINING PROGRAMMES ONE DAY PER WEEK IN THE DOWNSTAIRS ROOM AT OUR ALLEN ROAD BAKERY. THIS FUNDING WILL ENABLE US TO RUN TRAINING EVERY WEEKDAY AT A LARGER FACILITY IN CAMDEN



NATIONAL LOTTERY
COMMUNITY FUND

DELOITTE

THIS WILL COINCIDE WITH LUMINARY BAKERY LTD OPENING A NEW BAKERY AT THE SAME SITE, CREATING MORE MOVE-ON JOB OPPORTUNITIES AND WORK PLACEMENTS IN THE LUMINARY BUSINESS

LUMINARY BAKERY LTD HAS BEEN SELECTED FOR SUPPORT FROM THE DELOITTE ONE MILLION FUTURES PROGRAMME WHICH WILL ENABLE US TO CREATE MORE IMPACTFUL WORK OPPORTUNITIES FOR OUR WOMEN WITHIN THE LUMINARY BUSINESS

LUMINARY BAKERY





LUMINARY

LUMINARY LIMITED

REGISTERED CHARITY NO. 1181835

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WITH SPECIAL THANKS TO RESURGO IMPACT CONSULTING