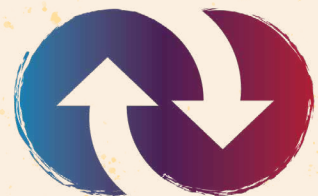
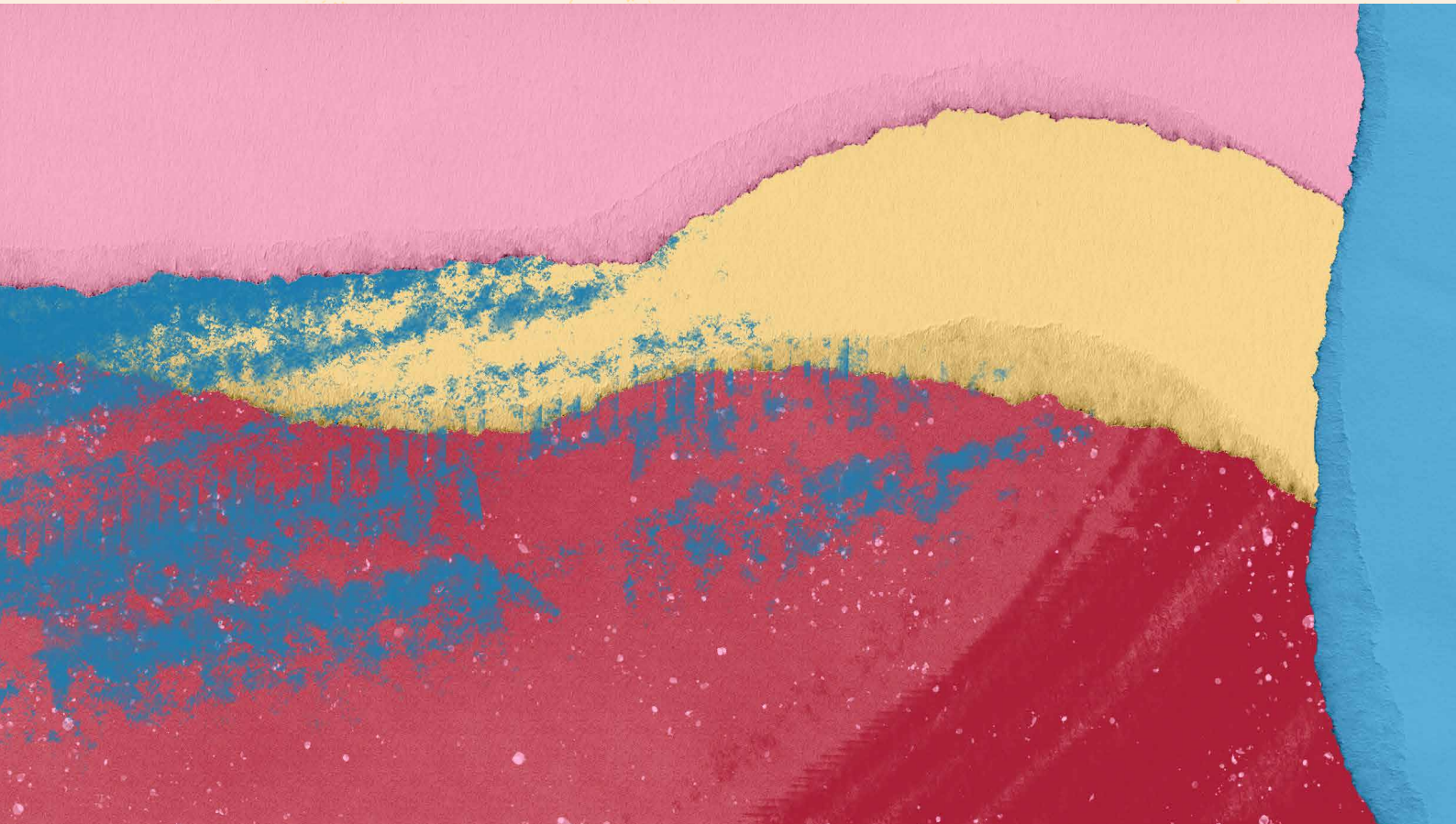


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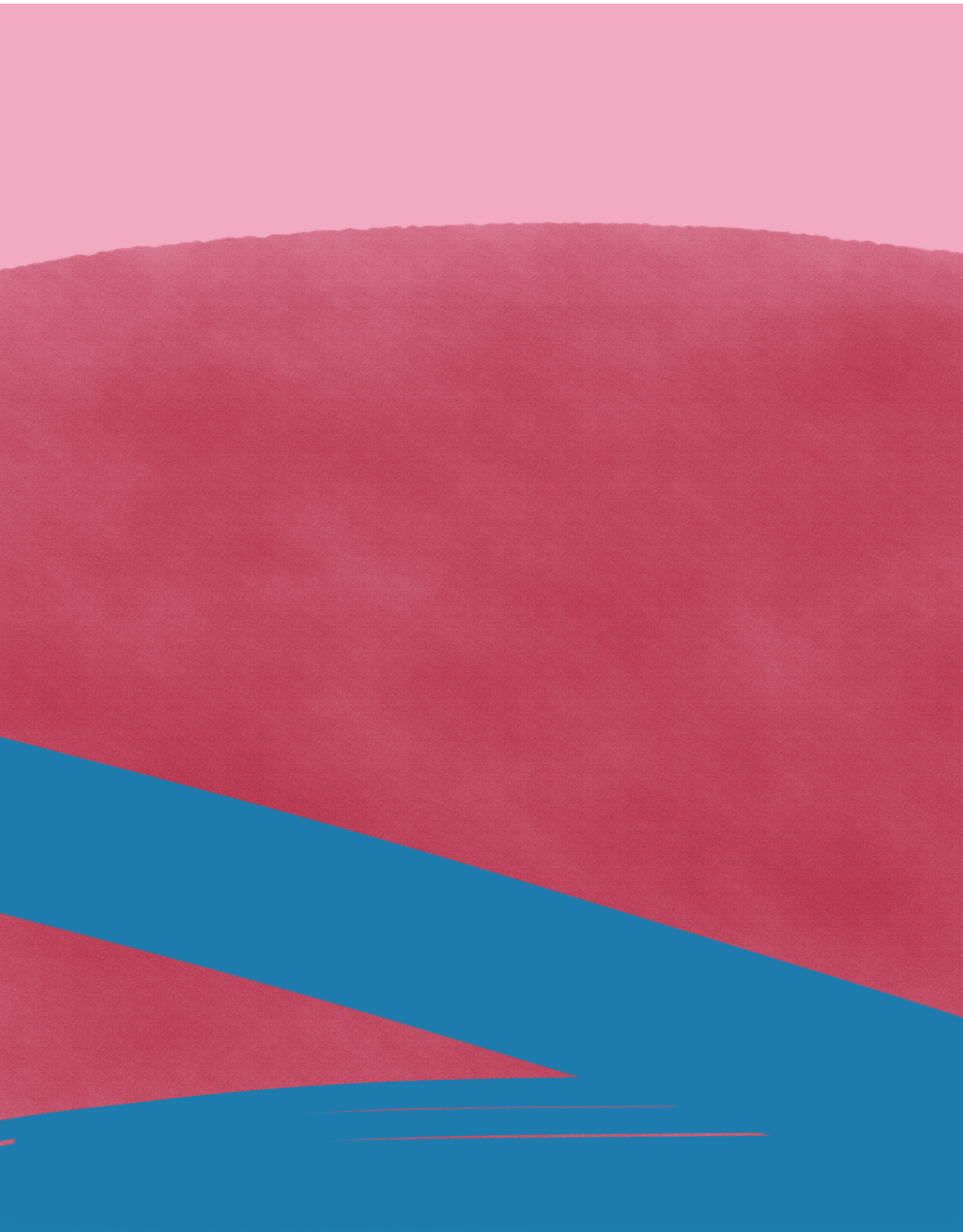
Annual Report

November 2023 - October 2024
Breaking down gender barriers,
fostering healthy relationships,
transforming lives.



CHANGING RELATIONS
Creative methods. Challenging thinking.

CHANGING RELATIONS



Content

An introduction from our core team

Managing Director Lisa Charlotte Davis

01-02

Non-Executive Directors Rachael Barnwell & Alix Collingwood

03-04

Creative Producers Kate Gorman & Sarah Stamp

05

What has been developed

07-08

What we developed in 23/24

Where next for this work in 24/25

Our numbers in 2023-2024

09-10

Professional training, conferences, presentations and webinars

Young people participating in school and community settings

What did our participants say?

Professional training, conferences, presentations and webinars

11-14

Young people participating in school and community settings

14

A word from our partners

15

Dr Nikki Rutter, Assistant Professor at Durham University

Isabel Owens, CEO of Durham & Darlington's Rape and Sexual Assault

Counselling Centre (RSACC)

Work placements and opportunities created

16

Impact statements from creative practitioners

17-19

Our finances in 2023-2024

21

Thank you to our funders, partners and associates

22-23

An introduction from our core team



Lisa Charlotte Davis *Managing Director*

As I reflect on the latest year in the life of Changing Relations, it feels as though we are standing on the precipice of a really significant moment of scaling up our activities as an organisation. I have engaged in a number of programmes relating to growth and development over the years, and frankly, I'm not a fan of fast growth, especially with a values-based business where it's really important that the way in which we work resonates with the outcomes we're looking to deliver. Slow and steady... confident in our quality and consistency... within rather than beyond our capacity... works for me!

There are a number of factors which contribute to my sense of being at a significant point of transition.

First and foremost – our team

It has been amazing to get to the point of feeling like we have a core team who are there week in, week out, supporting the furtherance of our aims, irrespective of the project. This has in part been facilitated by funding we were delighted to receive from The Fore and Durham Business Growth, both of which were all about enhancing the sustainability of our organisation. This kind of funding is like gold dust and has enabled us to spend time developing our roles as a team, identifying the different strengths that Lucy, Kate and myself bring to the table to feed into the process of developing and devising projects, mapping the available funding options, fundraising to realise our fabulous plans, and systematising the way we work as an organisation.

At the end of the business year, it was clear that Kate was really functioning as our Artistic Director, and Lucy our Operations Manager, and the capacity they both add to my ability to drive Changing Relations' work forward cannot be overstated. They have enabled the envisioning of a project on a far bigger scale than has previously been possible to imagine. This will be the combined development of our **Rabbits in Headlights** and **A is for Amy** projects, with a plan to create a filmed version of **A is for Amy**. This will form the basis of a learning programme to be developed and tested with a range of North East schools, using the stories and creative resources from the **Rabbits in Headlights** project to ensure that appropriate pastoral support is in place, supporting teachers to identify if young people are experiencing domestic abuse. By the end of this business year, we had secured Arts Council England funding towards this project, but still had substantial funds to raise to fulfil the biggest budget we have ever fundraised for!

Secondly – our partnerships

Another crucial element in our progression in the last year has been the degree to which partnership working has become an intrinsic aspect of our operations. Over the course of this year, we worked closely with Dr Nikki Rutter of Durham University, enabling us to co-host a fantastic conference sharing the outcomes of the **Rabbits in Headlights** project we developed together with her insight and expertise. We also began the **Weaving Stories of Peer Sexual Abuse** project, which had been developed in partnership with Durham & Darlington's Rape and Sexual Assault Counselling Centre. Working in partnership is such a fantastic way to bring extra knowledge and capacity to our work and we're so grateful to be in a position where both VCSE sector and academic partners are keen to collaborate with us. As a reflection of the importance we place on our partnerships, we have added a whole new section to our annual report, giving space to our core partners of the last year to reflect on their experience of collaborating with us.

And finally – our strategic planning

Alongside the funding specifically geared towards organisational development, I was lucky enough, just before the start of this business year, to have been selected to join Creative UK's **Create Growth North East** programme. This involved being matched with a mentor who could support me to reflect on my development objectives for Changing Relations – Catherine Johns, former CEO of Kielder Observatory who was, at the time, CEO of Dance City. Catherine supported me and my two wonderful Non-Executive Directors – Alix and Rachael – to build on the business plan we had written the previous year and develop a thoroughly mapped out Organisational Development Plan. It felt so good to realise that this kind of task was within my capabilities – with a little bit of support and guidance – and I'm so proud of the plan we have developed to see us through the next 2-3 years.

I'm really excited about what lies ahead and look forward to updating you about it this time next year!

This year we...

reached **151** young people with our creative programming across a range of school and community settings.

engaged **351** professionals in training, webinars, conferences and presentations.

created employment opportunities, internships and work placements for **32** students and freelance creative practitioners.

Non-Executive Directors

We are so grateful to our fabulous Non-Executive Directors, who have supported our continued growth and development over the last business year with an acuity of insight and depth of engagement and commitment that is truly above and beyond. Here are their reflections on the last business year.



Rachael Barnwell

“ This year’s annual report reflects another year in which Changing Relations CIC has continued to deliver socially engaged, creatively rooted, and transformative projects that affect tangible change for the people and communities we serve. We’ve been ambitious, and built on the success of projects like ‘A is for Amy’ and ‘Rabbits in Headlights’ to imagine and develop projects at a greater scale than ever before. We’ve been growing too, with a bigger team, bigger fundraising targets, and greater income. Importantly, that growth has happened at a sustainable, person-centred, and above all kind pace, accommodating the needs of everyone involved: our staff, our beneficiaries, and our partners. The result sees Changing Relations undergoing something of a metamorphosis, which we hope will see it take off and fly in the years ahead.

The transformation of the last year has been led by our people. Our Managing Director, Lisa Davis, has continued to show leadership and commitment to living the values that guide us, using her voice to bring us all together and to speak out on the issues material to our work in the last year. Our expanded team also includes Artistic Director Kate Gorman, who brings her experience, creative vision, and compassion in action to help drive forward our projects; and Operations Manager Lucy Engelhart, who brings the focus, structure, and pace fundamental to the success of our work. It’s been a privilege to see the team come together this year.

We’ve also had support from a phenomenal cohort of creative associates and practitioners, whose energy and passion can be seen so clearly in the work they produce. In parallel, we’ve continued to broaden and deepen our partnership working with organisations across the region, bringing in expertise from the VCSE sector, the arts and culture sector, and from higher education institutions. Partnership working enhances capability and capacity for all and is key to effectively tackling the issues that Changing Relations was set up to address. The quality of our partnerships has been, and continues to be, a vital component of our success.

Strategically, I and my fellow Non-Executive Director Alix have benefitted enormously from the mentoring that Catherine Johns delivered to us this year through Creative UK’s Create Growth North East programme. Not only has it allowed us to develop a strong and well-tested business plan for the next few years, but it has built confidence and capacity in our strategic thinking.

Overall, this year has been one where our growing relationships – with our staff, our partners, our beneficiaries, and our supporters – has been the foundation stone on which our achievements have been built. That we’ve accomplished this while centring compassion and kindness in our work is a real testament to all involved.



Alix Collingwood

“ This year has been one of the most significant in Changing Relations’ journey, and a year very much focused on growth. We have successfully increased activities, expanding both the reach and depth of our socially engaged, creative practice. Our programmes have connected with more communities, partners and participants, demonstrating the need for the innovative, inclusive approaches we champion.

We have also seen real success in delivering larger, more ambitious projects. The development of our combined Rabbits in Headlights and A is for Amy initiatives – supported by substantial Arts Council England funding – stands as a testament to our ability to grow our artistic output while maintaining quality and meaningful impact.

Alongside programme delivery, we have strengthened our internal capacity. Lisa has continued to lead with vision and care, enabling an open and supportive environment in which to grow. The creative associates and practitioners we work with have been, as always, outstanding. The official appointments of Kate as Artistic Director and Lucy as Operations Manager have brought knowledge, expertise and experience to our team, ensuring we are well equipped to continue in this expanded trajectory.

Our network of significant partnerships has deepened and widened, enabling Changing Relations to continue to grow sustainably. We are especially proud of the ongoing collaborations we have forged with Durham University and with Durham & Darlington’s Rape and Sexual Assault Counselling Centre, among others, which enhance both the reach and relevance of our work.

We are also grateful for the support received from Creative UK’s Create Growth North East programme. This partnership has enabled us to develop a comprehensive organisational plan that underpins our strategic priorities and positions us for sustainable growth in the years ahead. Both fellow Non-Exec Rachael and I have hugely benefitted from working with Catherine Johns on business planning, increasing our confidence and capacity around strategic thinking and planning.

Looking back on the past year, I am incredibly proud of the way Changing Relations has combined artistic excellence with social purpose, and of the collaborative effort of our team and partners. Together, they continue to build a resilient organisation capable of making a meaningful difference.”

Creative Producers

Our fabulous creative producers Kate and Sarah have continued to lead the development of our creative projects over the last business year, with Sarah finalising our Rabbits in Headlights project and Kate commencing our Weaving Stories of Peer Sexual Abuse project. Kate has played a huge role in envisioning the progression of our A is for Amy project into a stage-to-film version with a whole learning programme built around it, resulting in her being made our new Artistic Director at the end of the business year. Sarah has continued to play a critical role in supporting the development of our learning offers, both in the direct delivery with young people and in CPD delivered to teachers and youth workers. Here are their reflections on the last year with Changing Relations.



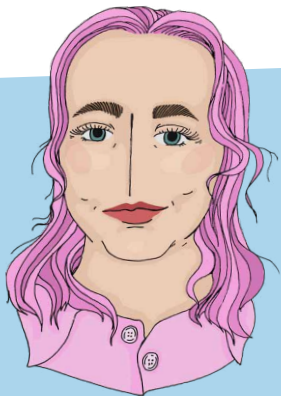
Kate Gorman

“

Having been involved with Changing Relations in various guises pretty much since its inception it was super exciting to be made Artistic Director this year. I have thoroughly enjoyed bringing our A is for Amy theatre project to a conclusion via its education programme and beginning our Weaving Stories of Peer Sexual Abuse project. Alongside these two projects I have also enjoyed dreaming and planning future projects (including the next phase of A is for Amy) and developing our care-based working methodologies - something which is very close to my heart.

I have been blessed with working with some truly talented creative practitioners, educators and fantastic young people. I am really proud that the people I have worked with have trusted our socially engaged creative processes allowing us to create and deliver truly meaningful and impactful projects.

”



Sarah Stamp

“

I have really enjoyed continuing to work with Changing Relations this year as an artist and creative producer. I have got to know the team better and have really valued their friendship and support. I have led on creative production of the Rabbits in Headlights project this year. It has been a privilege to work with a range of skilled and committed educators, academic and creatives on this project, all of whom are committed to supporting children and young people who experience domestic abuse.

It was a particular pleasure to see all of the work which has gone into the Rabbits in Headlights project shared at the Project Symposium in March 2024 at Durham University. I felt really proud of the resources, books, website and CPD we created during the project and of everyone involved in creating them. Sharing them at this event with professionals and hearing positive feedback on how they could use them in their roles was massively rewarding, as it shows the impact of our work at Changing Relations.

I've been involved in the delivery and development of a number of other projects this year too, including working with Northumbria University and Groundworks youth work teams. This work has been an opportunity to further engage with the themes and issues which are central to Changing Relations' work, as well as to work alongside other artists who work in a wide range of art forms. This has supported my knowledge and development as an artist and creative producer around using creative approaches to explore these themes, which I look forward to utilising in future projects with Changing Relations.

”



What has been developed?

What we developed in 23/24

Business development

- We built on the concise business plan we had developed in the previous business year to develop a detailed operational plan to set out our development plans for the next 3 years.
- We mapped out the workshop and training offers we can make to schools and youth and community groups given the breadth of themes covered by our creative resource portfolio.
- We commissioned web developers Vida Creative to support us in planning how to overhaul our website to clarify the ways in which we can support our different audience groups and encourage engagement.

Weaving Stories of Peer Sexual Abuse project

- We begun working with young people to gain their perspectives on the peer sexual abuse they see around them, the responses they see their peers and teachers making to this and the cultures that encourage its prevalence. Young people worked with our team of artists, whilst we gained insight from our expert steering group to shape the development of the animation which we plan to use as the basis of both student and professional learning on the subject.

Groundworks commission on challenging youth violence

- We ran a series of creative workshops for young people at a range of youth clubs run by Groundworks North East and Cumbria, including a consultation to get a sense of the kinds of themes and activities that they would engage in.
- We also undertook interviews with young people who put themselves forward to share experiences of getting involved in peer groups engaging in drugs and violence to lay the ground for an artwork that would help their peers recognise the negative consequences of these activities.

Where next for this work in 24/25?

- We will complete the new website, including information about the specific offers available
- We will hold a 10 year celebration event to showcase the depth and breadth of work we have undertaken to date to our core supporters.



- We will go on to create the planned animation and pilot it as the basis of teacher CPD and a student lesson and assembly.
- We will share our project outcomes with professional stakeholders and explore the scope for future project developments.



- We will draw on the insights gained from this work to develop an educator toolkit built around the artwork and activities tested during this commission.



What we developed in 23/24

Visible Invisible (disability inclusion) and workforce development

- We supported artist Hope Caitlin to develop an exhibition linked to the artwork and testimonies generated in the creation of our **Disability Inclusion & Equality Policy** which was held in Bishop Auckland Town Hall.



A is for Amy & Rabbits in Headlights

- We held a conference to share our **Rabbits in Headlights** project outcomes and developed training to help teachers and youth workers understand domestic abuse from the perspective of the young people experiencing it, as well as familiarising them with our creative resources to empower them to use them in their own educational context.
- We delivered further workshops around our play – **A is for Amy** – to support young people’s understanding of healthy / toxic relationship behaviours and how to gain support.
- We raised funds to enable us to create a filmed version of **A is for Amy** and test a full scheme of work to accompany it. The resulting project, which will be developed in the next business year will look at how we can use the resources developed in the **Rabbits in Headlights** project alongside the **A is for Amy** work to ensure that where disclosures result from young people engaging in this programme of work, adults respond safely and supportively.

Where next for this work in 24/25?

- We will continue supporting Hope to rework the exhibition digitally for Durham University and trial workshops to support opportunities for professional learning around disability inclusion.
- We will go on to develop funding proposals for a programme of work around the development of our workforce, including developing both practitioner and producer understanding around vulnerability, risk and inclusion more broadly to ensure the wellbeing of our practitioners as well as our participants.

- We will market the training developed out of our **Rabbits in Headlights** project and deliver this to teachers and youth workers to support them to talk constructively about domestic abuse and use the content in their context.
- We will continue raising the substantial funds needed for the **Amy Meets Rabbits** development of these two projects.



Our numbers 2023-2024

Professional training, presentations and webinars

- 63 Professionals participated in a symposium we co-hosted with Durham University to share learnings from our **Rabbits in Headlights** project
- 100 Professionals participated in a workshop exploring the artistic and learning outcomes associated with our **Rabbits in Headlights** project at Northumberland County Council educator conference
- 2 Youth workers from Learning a New Way CIC participated in the training we developed from the **Rabbits in Headlights** project to raise awareness of children and young people's experiences of domestic abuse
- 24 Teachers from Vane Road Primary School participated in the training we developed from the **Rabbits in Headlights** project to raise awareness of children and young people's experiences of domestic abuse
- 27 Teachers from Walworth Special School participated in the training we developed from the **Rabbits in Headlights** project to raise awareness of children and young people's experiences of domestic abuse
- 18 Teachers from King James I Academy participated in the training we developed from the **Rabbits in Headlights** project to raise awareness of children and young people's experiences of domestic abuse
- 15 Educators from a range of organisations participated in the training we developed from the **Rabbits in Headlights** project to raise awareness of children and young people's experiences of domestic abuse, hosted by St John's Catholic School and Sixth Form
- 7 Teachers participated in our CPD session using our **Lads, lads, lads** resource as a tool to explore the theme of "toxic" masculinity with their students
- 13 Professionals participated in our **Demystifying Domestic Abuse** Workplace training to encourage staff to notice and reach out to support colleagues who may be affected
- 7 Youth workers participated in our CPD session using our **Lads, lads, lads** resource as a tool to explore the theme of "toxic" masculinity with the young people they work with
- 14 Youth workers participated in our **Positive and Inclusive RSE** training using our **What's All the Fuss About?** resource to explore healthy relationship behaviours with young people
- 20 Durham University students participated in a presentation delivered by our Research Assistant on the coproduction processes used in our **Weaving Stories of Peer Sexual Abuse** project
- 25 Professionals participated in our **Demystifying Domestic Abuse** Workplace awareness webinar to encourage staff to notice and reach out to support colleagues who may be affected
- 16 Youth workers participated in our **Domestic Abuse** training using our **A is for Amy** resource to explore relationship behaviours with young people

Total professional engagement during this business year: 351

Young people participating in school & community settings

- 20 Young people from various Groundworks youth groups participated in a carousel of creative workshops themed around **gangs, gender stereotypes and mental health**
- 4 Young people from Groundworks participated in recorded interviews to feed into an artwork that could be used to support safe and healthy decision making in relation to **drugs & violence**
- 35 Young people from Seaham Juniors and Seniors youth groups participated in creative workshops as part of our commission to support Groundworks in **challenging youth violence**
- 10 Young people from Shotton youth group participated in creative workshops as part of our commission to support Groundworks in **challenging youth violence**
- 15 Young people from Peterlee youth group participated in creative workshops as part of our commission to support Groundworks in **challenging youth violence**
- 22 Young people from Park View School – as well as those being supported by Durham and Darlington's Rape and Sexual Assault Counselling Centre participated in workshops as part of the co-creation of our **Weaving Stories of Peer Sexual Abuse** animation
- 3 Young people from Choysez All Girls' Alternative Provision participated in a workshop built around our play **A is for Amy** to support their learning around domestic abuse, healthy relationship behaviours and how to seek support
- 20 Young people from St Johns' Catholic School and Sixth Form participated in a workshop built around our play **A is for Amy** to support their learning around domestic abuse, healthy relationship behaviours and how to seek support
- 22 Young people from King James I Academy participated in a workshop built around our play **A is for Amy** to support their learning around domestic abuse, healthy relationship behaviours and how to seek support

Total youth engagement during this business year: 151

TOTAL ENGAGEMENT ACROSS ALL ACTIVITY THIS BUSINESS YEAR: 502

What did our participants say?

Professional training, presentations and webinars

Rabbits in Headlights

During the phase of schools and groups trialling the resources, teachers told us:

"Once they've had a look at the books, they just, they love them, they want more of them."

"They really liked the stories. And there's so much in them that they can relate to"

"I thought it was a good starting point for conversation about difficult topics."

"She was really engaged, I think because it was... using it as a scenario, rather than talking about things that are happening in her relationship. So that made it easy for her to just sort of like, get her views... to see if she can understand, you know, that in her own relationship"

Teachers who attended our training sessions said:

"Gives you a wider and informative view on these issues. The stories were very informative and a useful tool."

"Good balance of activities"

"The series of books and wealth of resources will be great to implement across whole school as well as on an individual basis"

They told us they were:

"Confident in what to do now"

"Positive and motivated to use the resources"

"Already planning to implement in interventions. Already running in PSHE."

That they now had:

"The knowledge to tackle difficult subjects"

And that they were going to:

"Ask questions more; don't make assumptions"

"Always look at the wider context"

"Look at each situation uniquely & different angles."

"I'm going to be more vocal in regards to distraught students."

"Draw on the bank of resources to support pupils" including "by key workers in 1-1 sessions"

Of those attending the **Victims in their Own Right** CPD:

- 89% agreed or strongly agreed that the workshop had enhanced their understanding of the need to treat young people as active participants in surviving and recovering from abuse
- 86% agreed or strongly agreed that the workshop had developed their insight into the challenges that different demographic characteristics can create for those affected by domestic abuse
- 89% agreed or strongly agreed that the workshop had increased their awareness of the stereotypes and misperceptions to be mindful to avoid in responding to young people affected by domestic abuse

Of those attending the **Stories that Speak** CPD, **100%** agreed or strongly agreed that the workshop had increased their:

- Awareness of the range of ways young people experience domestic abuse, including its manifestations and impacts
- Confidence to address themes of tricky situations at home
- Perception of the value of creativity to explore tricky issues with young people

Positive and Inclusive Relationships and Sex Education

Youth workers who attended the training found it:

interesting, useful, thought provoking, very interactive, current, positive, respectful, informative, warm, fun, enjoyable, empowering, safe, educational, structured, considerate, great, experiential, excellent, impactful, fast paced

"It made me think outside of the box around sexual relationships"

"I've just spent my time doing something worthwhile and useful to my job"

They told us that the most useful thing they learnt was:

"How pictures / art can depict different thoughts between individuals"

"New methods to introduce healthy relationships to young people"

- 95% found the learning approach effective with 68% rating it very effective
- 100% said they felt more confident to question and explore language and concepts around body parts, sex and sexual relationships
- 95% felt that the workshop had increased their access to content that could support greater inclusion of LGBTQIA+ communities within Relationships and Sex Education narratives
- 84% felt that the workshop had developed their understanding of how they could explore positive relationships and positive relationship behaviours with their young people

Domestic Abuse Youth Worker Training

Participants found it:

insightful, worthwhile, eye-opening, powerful, emotional, helpful, knowledgeable, useful, making you think outside of yourself, informative, relevant, to the point, interesting, engaging, thought-provoking, brave, educating, good, learning new things

They commented that:

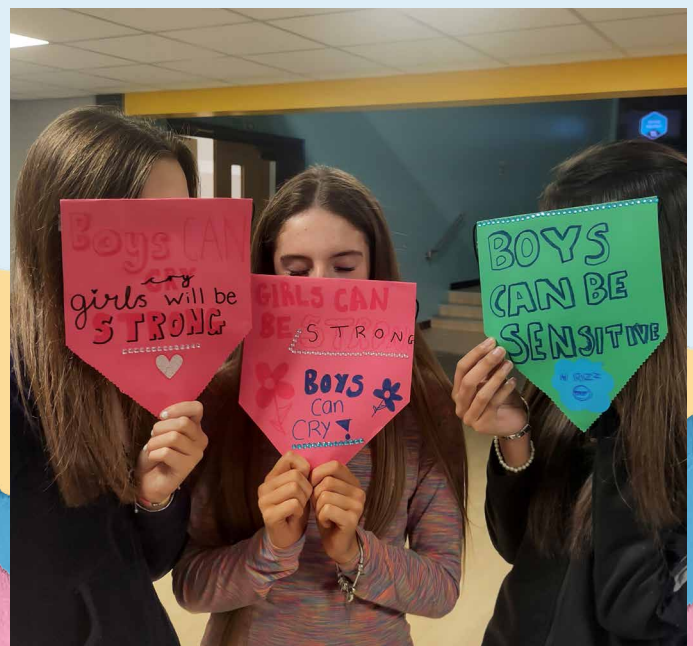
"Seeing it be portrayed and played out" in the video helped develop their understanding of domestic abuse.

"Video and group activities worked well."

"I have a better understanding of different types of abuse."

100% of participants felt that the workshop:

- Developed their understanding of domestic abuse
- Increased their confidence to explore the themes with the young people they work with



Creative tools to explore “toxic” masculinity

Of the youth workers who participated:

- 100% found the learning approach effective and said they would be using the **Lads, lads, lads** content shared with them during the session. Some participants said they would use the content with young boys and others talked about wanting to use it to “encourage young men to explore their feelings”.
- 100% said that as a result of taking part in the workshop they would be more likely to challenge lad culture / banter / unhealthy sexual attitudes and behaviours when they hear it.
- 83% felt that the workshop had developed their understanding of how gender roles and expectations around manhood can be linked with negative life outcomes for men.

Young people participating in school and community settings

Weaving Stories of Peer Sexual Abuse

Young people who participated in the co-creation of our animation commented:

“I feel excited to be helping and making a difference by creating this short film.”

“After reading the script, it has made me feel positive that these issues have been acknowledged.”

“It included everything we talked about.”

“I didn’t know what peer sexual abuse was before and I’m glad I do now”

“Just slowly realising that it’s just more worth doing the right thing and just being nicknamed a snitch than just not doing anything, yeah, and causing it to spiral”

“I think I feel slightly more inclined to go to teachers. Yeah, there’s probably a chance I would”

Of this group of young people:

- 93% reported an increase in their knowledge
- 71% reported an increase in their confidence about speaking up about harmful behaviour
- 50% reported an increase in their confidence to seek help

A word from our partners



Dr Nikki Rutter, Assistant Professor at Durham University

Nikki was the lead academic partner on our **Rabbits in Headlights** project, supporting us in planning the themes we would address in the creative activities trialled as part of the project; evaluating the resources we developed with the schools who trialled them; and hosting a conference at Durham University to share our project learning outcomes with a wide range of professional stakeholders.

Working with Changing Relations has been impactful for schools, social care services, and (of course) children vulnerable to harm. We were involved in partnership with them on the project 'Rabbits in Headlights' from 1 Feb 2023 - 31 Jul 2024. During this time, we were able to co-develop and evaluate resources in schools which were designed to support children in making disclosures of 'things that hurt', including domestic abuse.

This project brought to light how school cultures can sometimes perpetuate harmful narratives around domestic abuse and has resulted in us following this up with a further research funding application to the economic, social research council (ESRC) totalling £504,179.18. We hope to continue working with Changing Relations for the foreseeable future, recognising their commitment to not only supporting children and young people, but working collaboratively with research partners to ensure their work is evidence-based and ethical.



Isabel Owens, CEO of Durham & Darlington's Rape and Sexual Assault Counselling Centre

Isabel was a crucial partner in developing our Weaving Stories of Peer Sexual Abuse project, sharing the need that had been identified both from their young clients and local schools and supporting us to identify a school partner who would be prepared to work with us to develop an animation sharing young people's perspective on the issue and the cultures that enable it.

It's been a real pleasure for us at RSACC to partner with Changing Relations on our project tackling sexual violence and harassment in schools. We were keen to create something with a lasting impact that would amplify the voices of survivors, and we knew Changing Relations, with their understanding of the gendered nature of these issues, were the right people to work with. Having already seen the powerful effect of their previous work, we were confident in their knowledge and their creative ability to represent young people's stories.

Working with their team has been brilliant. Changing Relations brought artistic and creative skills that we would not have had access to otherwise. They understood how complex these topics are for young people to talk about, and it was amazing to watch how their skilled creatives wove everyone's ideas and stories together into a finished animation that so powerfully and accurately reflects young people's voices.

Work placements and opportunities created

Over this year, we created opportunities for:

22 Freelance creative practitioners to work on our projects and training offers, including:

- Managing projects as creative producers
- Creating new artworks and learning materials
- Delivering training based around our creative outputs
- Drafting and editing proposals
- Designing publications and other creative communication tools

6 Student interns from a range of institutions, including:

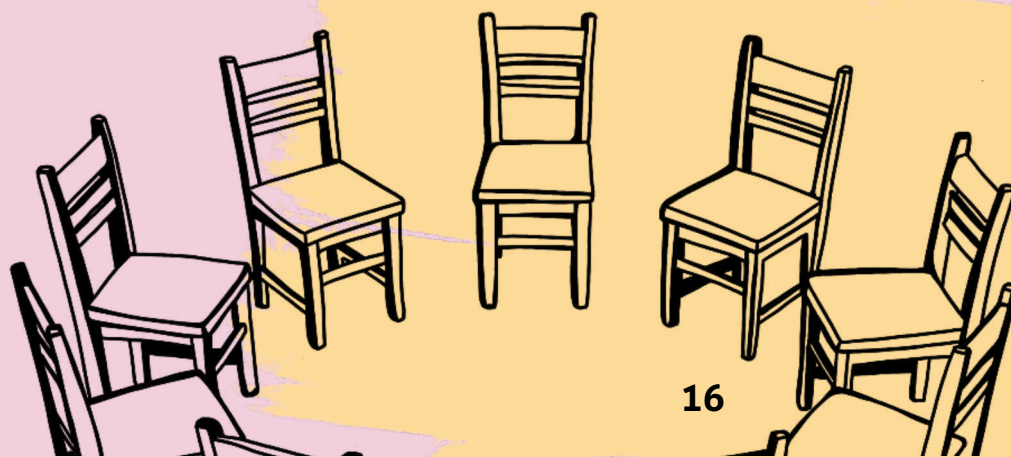
- Durham University via The Work of Art, Professional Skills and Work Placement in the Visual Arts Module (open to students doing a BA degree in Liberal Arts or who study the history of art) – **2 students**
- Durham University via the Arts & Humanities in the Workplace module – **1 student**
- Durham University via the Social Enterprise Live Placement programme – **1 student**
- Durham Sixth Form Centre, providing a student for a graphic design work placement – **1 student**
- Northumbria University via the Sociology department's internship scheme – **1 student**

2 Research Assistants via Durham University.

We additionally provided support in terms of mentoring / coaching to:

2 Artists on an individual basis, supporting them to consider how they can take the next step in terms of their professional practice, including considering how to approach developing and writing an Arts Council England proposal.

TOTAL EMPLOYMENT / PROFESSIONAL DEVELOPMENT RELATED OPPORTUNITIES CREATED: 32



Impact statements from creative practitioners we have supported or created work opportunities for



Sue Spencer

Sue Spencer is the highly experienced nurse and academic with expertise in reflective practice who provides a safe space for our practitioners to unpick challenging issues they have dealt with in session delivery.

Redundancy during a global pandemic has been a profound disruption to my professional and personal identity. My continuing involvement with an organisation dedicated to supporting creative practitioners with care and kindness has provided a constructive and generative framework for recovery.

The significance of community and supportive networks in mitigating the adverse effects of job loss and in rebuilding identity cannot be over emphasised. The steps needed to find these relationships can often be mapped out in simplistic and transactional ways. However, when wounded from ruptured relationships that have not been fully repaired it is much more challenging to find allies, kith and kin in steps to restoring and rebuilding trust.

Collaboration with creative practitioners demonstrates the value of “prosocial motivation”—the drive to contribute positively to others—which is strongly linked to meaningful work and psychological well-being. Supporting those involved in socially engaged arts-based projects feels like a natural development of my own professional practice. My sense of agency is growing and has reinforced the idea that meaning is often cultivated through enabling others but with clear boundaries and the explicit mandate and intention of not getting embroiled in drama, game playing and co-dependency.

Working alongside creative practitioners has been an opportunity for skills development and multiple sites of self-reflection/reflexivity. A career transition out of institutional employment was never going to be straightforward but this has been something else entirely. Supporting creative practitioners has also helped me shape my understanding of legacy and impact. Rather than focusing solely on traditional markers of occupational success, my sense of worth has become more deeply rooted in the facilitation of creative expression, refusal as resistance and the enhancement of professional practice.

My story supports the potential of creativity and community for personal transformation and recovery. I now intend to ensure that I work alongside those folk who practice what they espouse, are willing to stay with the trouble, continuing to learn and humbly seek ways of working that are life changing for all around.

Tom Kindley



Tom Kindley is the illustrator who was selected by the young people on our Weaving Stories project to develop their visual ideas into illustrations that could be used in the animation.

I have loved working on the Weaving Stories project, I’m not sure I’ve been in a project that is quite so collaborative. To be surrounded by such a creative group, each so masterful in their own craft, is a total joy.



Issabell Pope

Issabell Pope was a Durham University law student who compiled a fantastic report for us detailing the economic and social benefits of arts interventions for people suffering from Adverse Childhood Experiences.

“ This [my Internship with Changing Relations C.I.C.] has been an amazing experience that has taught me so much about the social enterprise sector and allowed me to enhance my research skills in a non-academic environment. I would like to say a huge thank you to Lisa Charlotte Davis and all of the staff of Changing Relations for all of your support and feedback throughout this internship, I have been able to learn so much from you and your organisation! ”



Tatiano Tu

Tatiano Tu was a Durham University student who supported us in developing handling collections featuring our artistic portfolio.

“ I am so glad I got the chance to do my placement project in Changing Relations C.I.C. There were 2 projects to choose from, one to make plans of educational workshops, and the other about organising a celebration event. The former had more to do with creative design, which was to some extent challenging for me. But this was also the reason to choose it, as I wanted to take this opportunity to try something new & different.

It was a fulfilling journey to witness the workshop proposals turn out to be twice or even three times as long as they were at the beginning. Even though I had always been interested in the topics, I found it completely different when I became the one to get people engaged with them.

Thanks to to-the-point feedbacks on each version of my proposal from Lisa, I learnt more about how to make educational activities more effective & enlightening. During the process, I gained a deeper understanding of these topics through independent research.

I was encouraged by Lisa to be more confident about things I was working on, which helped me a lot, as I did find the positive change in mindset could bring a good impact on the outcomes. ”



Artwork by Tom Kindley for Weaving Stories



Janelle Rabe

Janelle Rabe is a phd research student who supported the **Weaving Stories of Peer Sexual Abuse** project as a research assistant.

Working with Changing Relations on the Weaving Stories project was a truly unique and fulfilling experience. It offered me a rare opportunity to contribute thematic and methodological insights from my PhD research on peer sexual abuse, which the team thoughtfully embedded into the project's design and delivery. I was heartened to see how academic knowledge could be translated into creative practice in ways that were meaningful to young people.

At the same time, I learned immensely from the creative practitioners, especially from Kate, whose role as Creative Producer was inspiring. Her support and encouragement throughout the process exemplified the care-based approach that Changing Relations has been commended for. It honours each person's needs, capacities, and emotional well-being. This ethos created a working environment that was collaborative and motivating.

I was especially delighted to work with the young people involved in the project. Their creative outputs were powerful and moving. It was a testament to the safe space cultivated by the team. Supporting their engagement reinforced my commitment to centring young people's voices in conversations about sensitive and complex issues.

The Weaving Stories project beautifully embodied co-production, weaving together diverse lived experiences, knowledge, and creative expressions. I look forward to future opportunities to collaborate with Changing Relations and continue learning from their transformative work



Ash Dyos

Ash Dyos is a Durham Sixth Form Centre student who supported our preparations for our 10th birthday celebration event with design.

Over the course of my placement with Changing Relations, I gained substantial knowledge which will help me excel in the future. I was able to understand how to work for a client, and experience "real life" graphic design work which was invaluable for me. Working alongside Lisa and her team was great and keeping an open line of communication really accelerated my work.

I felt that Lisa and the team appreciated my input and considered my ideas which resulted in a collaborative experience and enhanced the presentation. Finding a balance between the organisation's subject matter as well as creating an uplifting celebratory feel was challenging. I feel the flowing design and the colour choices emphasised the celebratory aspect for their 10 year anniversary and the small illustrations littered throughout the presentation still shed light on their causes. I have significantly improved on some of my skills over the course of this placement. These include but are not limited to: communication, teamwork, working to a deadline, working to a brief, creativity and presentation skills.

I learnt a lot about the amazing work undertaken by Changing Relations over the course of this placement. Lisa and the team made me feel like a part of the Changing Relations family.



Artwork by Megan Watson for What's All The Fuss About featuring Beka Haytch, Sofia Barton & Bettie Hope

Our finances 2023-2024

Income

£146,375

A 30% increase on the previous business year!

Of which:

Sales comprised

£27,714

19% of total income

Grants comprised

£118,661

81% of total income

Expenditure

£141,721

How we spent it:

Groundworks project delivery

5%

Training delivery, development and core costs

14%

Rabbits in Headlights project

20%

A is for Amy project

7%

Weaving Stories project

54%

Operating surplus

£4,534

It has been fantastic to see our finances shift out of the red and into the black in this business year, in large part thanks to a 36% increase in the grant income we have won to develop new creative learning programmes, extending the issues we are able to address with our work. There has been a slight decrease in the sales dimension of our grant : sales ratio from the previous to current business year, which we see as resulting from the time it has taken to bring in the larger grant funds. We anticipate this picture remaining the same in the following business year as we plan to engage in a significant period of R&D before we reach the point where we imagine our sales of training and resources beginning to tip the balance.

Thank you to our main funders for this financial year



Thanks also to our commissioners, customers and delivery partners

Acorns
Agenda Alliance
Auckland Youth and Community Centre
Bishop Auckland College
Burnside College
Choysez
Churchill Community College
Copeland Road Primary School
Create North
Creative Youth Opportunities
Culture Durham
Curious 12
Durham County Council
Durham Sixth Form Centre
Durham University
George Stephenson High School
Harbour Support Services
Harrogate and District NHS Foundation Trust
King James I Academy
Laurel Avenue Community Centre
Learning a New Way CIC
Lisa Cresswell
Lizzie Lovejoy
Lynn Boyle
Middlesbrough College
Norham Academy

North East Youth Alliance
North Gosforth School
North Tyneside Council
Northumberland Council
Northumberland Domestic Abuse Service
Northumbria University
Park View School
Pink Collar Gallery
Rape and Sexual Assault Counselling Centre
Rie Pearson
Sarah Millar Counselling Service
Shotton Community Centre
Silverdale School
Southlands School
St John's Catholic School and Sixth Form Centre
St Thomas More Academy
Unltd
Vane Road Primary School
Vida Creative
Von Fox Productions
Walworth Special School
Waythrough (formerly known as Humankind)
We Make Culture
Witherslack Group
Youth Focus North East

Thank you to our fabulous associate practitioners

**Ashlea Sanderson
Bridget Hamilton
Bridie Jackson
Cath Easton
Hope Caitlin
Izaak Forrest
Jayne Johnson
Kate Gorman
Katharine Goda
Lucy Engelhart
Megan Watson**

**Michelle Harland
Rupert Philbrick
Sam McCormick
Sarah Stamp
Sheryl Jenkins
Sue Spencer
Susanne Burns
Tamsin Rees
Tom Kindley
Tracy Thomas
Zoe Murtagh**

Thanks also to our interns, research assistants and work placement students

**Adina Corbos
Amy Harris
Ash Dyos
Cait Jobson
Issabell Pope
Janelle Rabe
Queenie Yang
Tatiano Tu**



CHANGING RELATIONS

Annual Report

October 2023 - November 2024

