ELBA Theory of Change – Defining, deconstructing, and evaluating impact in east London

ELBA Theory of Change begins by identifying and describing the core problems that the organisation is trying to address: inequality, poverty, and low wellbeing. ELBA's activities are designed to directly contribute towards social impact in east London. Each team (Community, Education, and Employment) utilises a range of tools to collect data and measure impact, which feed into the umbrella methodologies for social impact.



Core roblems

- InequalityPoverty
- · Low social mobility
- Low wellbeing
- Climate change

Community

- Under-resourced voluntary sector
- Community and social infrastructure under pressure
- Heightened pressure on community well-being

Education

- Stalled social mobility
- Young people's pathways, destinations and achievements are determined by their social status, rather than their abilities

Employment

- Low earnings
- Inequality of access to opportunities
- Poverty (in-work and unemployment)

What we do

- Facilitate input of business expertise, resources, volunteers and goodwill
- Provide access to networks and opportunities
- Strengthen leadership, evaluating the need and making the case for change
- Build social capital

Community

- Design bespoke interactions with business expertise (incl. resources and business volunteer time)
- Facilitate training and capacity building for VCS organisations

Education

- Coordinate contact with business and the world of work
- Enable time spent in business
- Build employability competencies

Employment

- Get In Stay In Get On
- Open up access to opportunities
- Build employability competencies
- Support in-work progression
- Promote responsible recruitment

mpact goals

- Reduced poverty
- Improved equality
- Strengthened social mobility
- Enhanced climate resilience

Community

- Improved capacity and effectiveness in the VCS
- Transformed places and spaces
- Improved outcomes for beneficiaries

Education

- Increased aspirations and widen horizons
- Better informed/nuanced career decisions
- Advanced access to higher level jobs and earnings

Employment

- Access for all to better jobs and careers
- Increased earnings
- People and families getting or

Social impact measurement

- Relative poverty
- Absolute poverty
- Social mobility index
- Global Prosperity Index
- UN SDGs

Community

- Annual community survey
- Volunteer feedback
- Beneficiary feedback
- Longitudinal evaluation of impact on community organisations, corporate volunteers and overall environmental behaviours)

Education

- Skills Builder Universal Framework
- Mentor/mentee questionnaires
- Pre and Post questionnaires/interviews

Employment

- Skills Builder Universal Framework
- People into jobs
- Progress in work
- Gender pay gap
- Ethnicity pay gap
- Pre and Post questionnaires/interviews