



IMPACTFUL GOVERNANCE  
Community Interest Company

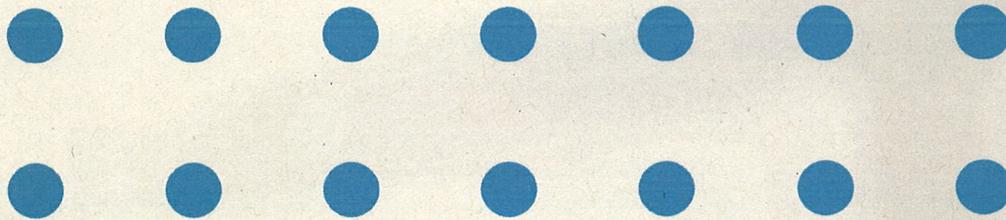
# IMPACT REPORT

Creating sustainability by  
imbuing independence and  
strength into organisations;  
supporting services to be  
more effective and effective.

## 2024



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**We measure our success not only by income but more importantly by IMPACT.**



**This year has been another incredibly impactful year and the numbers of individuals we have supported has surpassed even our expectations as we exceed target numbers on all of our projects.**

# 2023-24



This year was a challenge in terms of income although the expected reduction of income, in no way meant we provided less of a service thanks to the collaborations between **Impactful Lives (charity)** and **Impactful Governance (C.I.C.)**

We have now become Asset-locked to Impactful Lives (charity No. 1203136) meaning that the two are inextricably linked and secure.

There is a clear working together agreements that outline how the two work collaboratively together to achieve common objectives.

Over the coming years, more of the LGBTQ+ services will move over to the charity (Impactful Lives) allowing a clear definition and difference, whilst allowing Impactful Governance to focus on the 4 main areas:



**Education**  
**Employability**  
**Research**  
**Mentoring**

We achieved all targets for Community Lottery Fund.

Hertfordshire County Council:  
Research on LGBTQ+ Carers

With Hertfordshire Partnership  
NHS Foundation:  
2024 Gender Identity Policy



We organized and held the first  
Watford Pride Picnic.

## Our Research

- 2021 Eco-Audit Report to Three Rivers District Council
- 2021 LGBTQ+ Report with: Watford Borough Council
- 2022 LGBTQ+ Report with: NHS Health Protection Board (Covid Recovery)
- 2023 LGBTQ+ Health Inequalities with: Hertfordshire Partnership University NHS Foundation Trust.
- 2024 LGBTQ+ Gender Identity Policy

## Our Training

- Level 1 – Job Search & Employment Opportunities.
- Level 1 – Environmental Awareness
- Level 2 – Understanding Climate Change
- Gender Identity Awareness – half day, workplace training.

## A year of Social Activities & projects:

- LGBTQ+ Carers Support
- LGBTQ+ Domestic Abuse
- LGBTQ+ Cost of Living Support

**Gender Identity Awareness**

**Do you really know your LGBTQ+ community?**

Explore the issues surrounding Gender Identity and how to support your LGBTQ+ community.

Inclusion, Equality and Diversity.

In partnership with **Impactful Lives**

Tel: 01923231660 Email: admin@ig-cic.org.uk www.ig-cic.org.uk

Enter the **GREEN JOBS** work market

SME HUB | IMPACTFUL GOVERNANCE | disability confident LEADER

<p><b>Insight to Social Enterprise &amp; Environment work</b></p> <p><b>10 AM</b> Environment &amp; working in charity and community</p> <p><b>11 AM</b> Different types of structures and environments</p> <p><b>1 PM</b> Green Jobs &amp; how to work at all levels</p> <p><b>2 PM</b> Communication &amp; Action Plan with future steps</p> <p><b>1 DAY AWARENESS</b></p>	<p><b>Individual mentoring</b></p> <p><b>Session 1</b> Wheel of Work &amp; what Works Well</p> <p><b>Session 2.1</b> SWOT – to help inform any updates to the CV</p> <p><b>Session 2.2</b> CV update – using the template to make the layout</p> <p><b>Session 3</b> Goal setting &amp; how to achieve them</p> <p><b>Session 4</b> Job search - specifically tailored to the participant</p> <p><b>4 WEEKS OF MENTORING</b></p>	<p><b>Achieve qualification</b></p> <p><b>Main objective</b> To help you into paid work</p> <p><b>Perfect outcome</b> Achieve a job</p> <p><b>Option 1</b> You can choose to stop after gaining a job</p> <p><b>Option 2</b> Continue with 40 hours guided support to gain an NCFE qualification at level 1 "Job Search &amp; Employment Potential"</p> <p><b>LEVEL 1 QUALIFICATION</b></p>
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**SAVE THE PLANET**  
STARTING WITH LUTON - TAKE THE 4 WEEK CHALLENGE

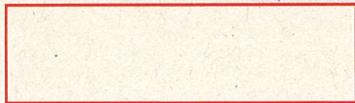
Find out how we can all make a difference and gain your first Level 1 Qualification in Environmental Awareness

Funded by UK Government | Luton Adult Learning | Impactful Governance

- 01 WHAT IS CLIMATE CHANGE & GLOBAL WARMING?**  
Understand the environment, the benefits and some of the challenges. What are my environmental values and where can I make a difference or be in an environmental role that helps?
- 02 IMPACT & CHANGE**  
Using renewable energy sources such as sun, wind and water, as well as reducing energy consumption at home and in the office can help reduce the carbon footprint and maintain the availability of natural resources.
- 03 WHAT CAN I DO?**  
We can show you how to eco-audit your home. Check how you can reuse, reduce or recycle to save money as well as the planet. How do we grow and eat in a sustainable way to protect nature and wildlife?
- 04 POLLUTION**  
There are many types of pollutants, some have been in the news recently like our water and others we cannot see that are in the air causing damage to our health.

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# SUPPORTERS



**NHS**  
Hertfordshire  
Partnership University  
NHS Foundation Trust



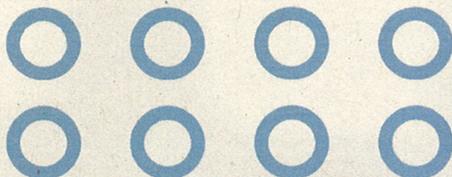
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