# Theory of Change Template

DfE Fostering Recruitment & Retention Programme
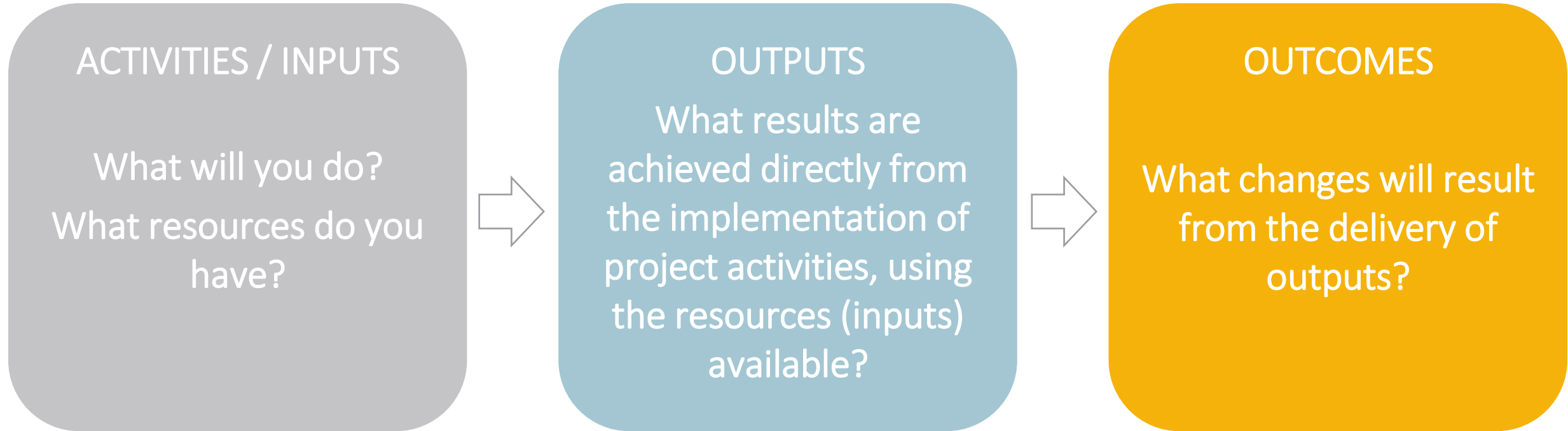
# What is Theory of Change?

▼ A logic model for the project which explains how change will unfold.

▼ A way of setting out our shared understanding of the project, documenting the outcomes that we expect to see and how we will support this vision.

▼ A basis on which to measure our impact.

*Theory of Change is a story of how we will make change in the world.*

# A quick guide to the levels of Theory of Change

**ACTIVITIES / INPUTS**

What will you do?
What resources do you have?

**OUTPUTS**
What results are achieved directly from the implementation of project activities, using the resources (inputs) available?

**OUTCOMES**
What changes will result from the delivery of outputs?

# Theory of Change Template

| Problem | Intervention | Outputs | Outcomes | | Ultimate goal |
|---|---|---|---|---|---|
| What is the problem we are trying to solve? | What do we do to address the problem? | What are the measurable effects of our work? | What are the impacts of our work? | | What is the long term change we want to see? |
| | | | Short term | Long term | |
| • Low 'enquiry to approval' rates. | | | | | |

# Example Theory of Change for a Recruitment Support Hub

**Problem**
What is the problem we are trying to solve?

**Intervention**
What do we do to address the problem?

**Outputs**
What are the measurable effects of our work?

**Outcomes**
What are the impacts of our work?

**Ultimate goal**
What is the long term change we want to see?

**Problem**
- There are insufficient foster carer placements available for children that need them
- Too many prospective foster carers do not have a good experience during the enquiry and application process and drop out
- There is inconsistency in approach to recruitment between LAs that leads to too much variety in children's experience

**Intervention**
- A recruitment support hub providing a single front door for prospective foster carers and ongoing support through the process
- Standardise processes for preparation, assessment and approval in individual LAs
- Standardise the fees and benefits 'package' for foster carers
- Roll out of Mockingbird
- A regional marketing campaign

**Outcomes**
- Increase in number of foster carers who are successfully recruited by their Local Authority.
- Reduction in the number of foster carers who de-register.
- Increase in placement stability for children in care.
- Cost savings for local authorities.

**Ultimate goal**
- Children in care have stable, loving homes