

Together.



Moving forward

Integrating equality, diversity and inclusivity

**A future with
hope**

A collaboration with
an iconic institution

**Helping keep
communities fed**

Updates to our
community food
market

Caring, educating, protecting and inspiring those in need, for 140 years.

wearenugent.org

 nugent

Welcome.

Normandie Wragg, Nugent CEO



Hello everyone and welcome to our latest issue of **Together**, with a fresh new look.

This time last year, no one could have foreseen the events and turbulent times we were to face.

The Covid-19 pandemic has touched all of our lives and sadly, has taken many. The pandemic has accelerated issues of poverty, increased demand on health, children and adult social care systems and severely damaged the economy.

At Nugent, we grappled with how best to reconcile an ever-increasing demand for our services, and the associated costs of this, with significant reductions in earned income and voluntary donations.

Throughout the year, colleagues, volunteers and supporters across the Nugent family demonstrated tremendous integrity and compassion in all of their efforts. It was humbling to witness how they met the complex needs of our beneficiaries whilst playing a crucial role in controlling the outbreak and safeguarding the vulnerable. I feel extremely privileged to work alongside such a dedicated, passionate and committed team.

COVID-19 has so far left us little time for reflection about lessons learned but it has forced us to mobilise, adapt and to think creatively about service provision. As a result, we are now a far more resilient organisation.

Alas, the pandemic appears here to stay – at least for the time being – and as such, we must continue to stand together, do what we can to support each other and resolve to pay special attention to vulnerable and at-risk groups who are disproportionately affected and often invisible.

Nugent has always given a voice to the voiceless and supported the most vulnerable in society. As we embark on a new year and ring in 2021, we set our sights on driving the changes necessary to address this crisis head on and remain ambitious in our goal to eradicate inequalities and

deprivation across Merseyside. Together with our supporters we are confident that we can build the future we want for our children while remaining focused on the current issues confronting our young people and families every day.

This year, in our 140th year of operation, we hope to see our supporters rally around and continue to support our mission. Please support us if you can.

Thank you.

Normandie

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Cover image: Joel Muniz/Unsplash

The path to change

by Normandie Wragg, Nugent CEO

Ensuring that we celebrate diversity, promote inclusion and champion accessibility is something that we are passionate about and want to see embedded across all aspects of our organisation.

Our commitment to diversity and inclusion supports and upholds our core values, which aim to create a culture where everyone is treated with compassion, respect and dignity.

Having a diverse workforce, which reflects the communities in which we serve, contributes authenticity to our approach and strengthens our ability to create and deliver the best possible care and support services for our beneficiaries.

We're on a path heading clearly and deliberately towards change – with a sharp focus on infusing diversity and inclusivity in everything we do. To drive this change we have recently created an Equality, Diversity and Inclusivity (EDI) Assembly.

Drawn from our various staff forums, membership of the EDI Assembly will reflect a diverse mix of employees – taking into consideration such factors as gender, race, ethnicity, age, gender identity, sexual orientation, disability and more.

Our EDI Assembly will be responsible for:

- Actively engaging and listening to staff across the organisation.
- Creating a joined up approach to EDI across the charity through appropriate representation and consultation and prioritising plans against transparent objectives.
- Making recommendations for the development or change of policies and practices that impact diversity, respect, inclusivity and equality efforts.
- Creating opportunities for employees to have meaningful engagement with leadership to provide feedback and promote cultural inclusivity.

- Promoting the sharing of evidence based practice in EDI across the charity.
- Helping to create and prompt learning opportunities in which employees may voluntarily participate and engage to deepen and develop personal understanding of diversity, respect, inclusion and equality at an organisational level.
- Ensuring equal access to opportunities for professional growth and advancement by continuing to foster a sustainable culture that not only recognizes skill sets, but also values unique qualities and cultural experiences.
- Driving community and external partnerships to promote respect and inclusion.
- Evaluating our organisation's progress and performance on EDI for staff and beneficiaries, including the meeting of its legal obligations under the Equality Act 2010 and related legislative duties.

We want to be courageous about equality and bold on the matter of inclusion.

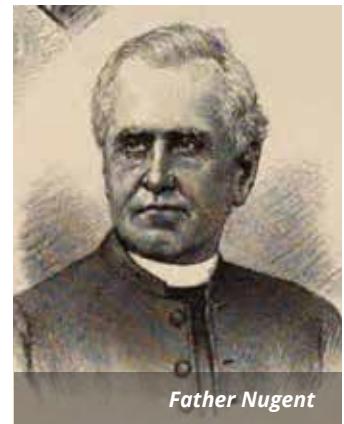
We know we are not perfect, but we are committed to positive change and we see our new EDI Assembly as a great opportunity to work towards greater equality and a sense of belonging for everyone.

We understand that our strength comes from our unity – a greater focus on EDI matters will help us to attract and retain the best employees, foster a culture of excellence in all we do, prompt more innovation and contribute to a more inclusive and just world.

"Equality, Diversity and Inclusion is of paramount importance to Nugent. As Chair of the EDI Assembly I am pleased we have commenced our journey and look forward to the development of Nugent's EDI Strategy."

[Hetal Mainwaring, Head of People]

A milestone year



Father Nugent

After such an interesting and challenging time, we embark on a milestone; our 140th year supporting people who are the most vulnerable in our communities.

How it all began

in 1881 our founder, Father James Nugent set up the Liverpool Catholic Children's Protection Society, a charitable organisation that campaigned for child welfare, relief from poverty and social reform.

Father, and later, Monsignor Nugent, was a Roman Catholic Priest of the Archdiocese of Liverpool. He was a passionate social reformer, appalled by the state of the homeless living in the squalor of Victorian England; he dedicated his life to the education and rescue of destitute children and adults.

In 1854, Father Nugent arranged a meeting of leading citizens and churchmen in Liverpool Town Hall. His rallying cry was, '**Save the boy.**' His concern was the plight of the thousands of homeless children who survived in squalor only by begging or stealing.

Father Nugent's importance to the generations of Liverpool people who followed him is immense. He saw the deprivation suffered by the people of the city and did something to help by highlighting the issues facing them and encouraging those with power, money and influence to help.

Our work today

We continue his work to this day, offering support and care for the children and young people who are most vulnerable and adults who are at risk in our community.

- Our homes provide secure, caring and supported living environments.
- Nugent House School provides adaptable education and care for children and young children with complex needs.

- Our community services are at the forefront of personalised, outcome-focused support for individuals in need, community groups, Deaf people, people who are hard of hearing and people who have learning disabilities.
- Epsom Street Community Centre is committed to bringing about change through education, raising aspirations, raising hope and bringing about community unification.
- Our 'New Beginnings' programmes provide help to individuals who are homeless or at risk.
- Nugent Adoption helps to build and support families.
- Nugent is part of the Community Sponsorship of Refugees programme, with over 100 volunteers from our parishes supporting families to resettle in the area.

"It is with great humility that I look back at our founder's incredible work.

We have reached this remarkable milestone as a result of Fr Nugent's great vision - as well as the dedicated leadership of some extraordinary men and women through the past 14 decades. I feel excited and extremely privileged to be building on Nugent's legacy of service and success towards an even more powerful and impactful future.

As we look at our history I am mindful that life is still difficult for many in our region with more than two in three children living in poverty in parts of Merseyside; in Toxteth for example, 69% of children are living in poverty and 37% of Liverpool City Region's neighbourhoods fall in the top 10% of the most employment deprived areas nationally.

Father Nugent inspires us all to work with the utmost respect and compassion for our beneficiaries and to strive to lead our sector as dedicated and highly knowledgeable experts in the delivery of profound and life changing care, support and education to those in need of help and guidance."

[Normandie Wragg, Nugent CEO]

Paperback writer.



In 2005 Monsignor John Furnival authored a new biography of Nugent's founder, Father James Nugent called *Children of the Second Spring*. We spoke to Monsignor Furnival about the book and if Father Nugent's vision is still evident today.

What prompted you to write the book?

Firstly an interest in the fact that a Roman Catholic priest of the stature and importance of Father James Nugent had not had his life story properly told. The last biography was by Canon Bennett more than 50 years ago. Also my interest in the plight of child care and education in Victorian Liverpool and the setting up of the 'Ragged Schools'. As it was coming up to Nugent's centenary of death, 1905, and the Society's anniversary of its foundation (125 years) the idea of publication came up and so I had to get on and seek to finish the book and get it published. John Kennedy, the then Director, supported the idea.

Did you unearth any new insights to Father Nugent's character and work when conducting your research?

I began to see his Irish roots and strong determined character emerge and how this brought him into conflict with his Bishop at times, who probably saw him as a maverick, not fitting the normal parameters of parish life; but with a lot

Catching up with author Monsignor John Furnival



of influential friends and support within the city that gave Nugent independence and 'clout'. Most of his ministry was spent as Prison Chaplain at Walton Prison, the first Roman Catholic priest so appointed I think. This stood him in good stead to diversify and strengthen his work in social care. I came to see he had a much wider remit than Liverpool and won the admiration of many in the country, including the Home Office. He was pioneering in his work and prophetic in regard to the future needs of society.

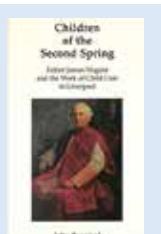
Do you feel that the vision and values of Father Nugent are still relevant for today's world?

His work in the 1800s is relevant for today in that so much of what is needed, today, training for work, religious education and care of the young, ecumenical work with other churches, gospel values and family life, the rights of women in society, these are important now and were there in embryo in Nugent's work.

What do you hope people take away from reading the book?

A better appreciation of Nugent's character, work, and some inspiration to go and do the same. There are sometimes too many limits on priestly ministry today to do with finance and administration. Nugent went out and did practical things. Many clergy do this, but their time and responsibilities are often restricted. A wider more collaborative approach to priestly ministry is the example Father Nugent has given us to follow.

Monsignor John Furnival's book, *Children of the Second Spring* is available from all major bookstores, including Amazon.





A future with hope

A historic new partnership will help usher-in a new generation of specialist social workers.

In our 140th anniversary year we are pleased to announce a unique collaboration which will see the recruitment of three Social Work students every year to become dedicated Nugent trainees.

The partnership brings us together with one of Liverpool's most respected and established organisations: Liverpool Hope University, with a mission to helping the most marginalised and oppressed people in society, and a commitment to social justice, to complement our dedicated work caring, educating, protecting and inspiring children, young people and adults, who are vulnerable or at risk, through our schools, care homes, and community and social work services.

The undergraduates will undertake a series of social work placements within Nugent's establishments with the aim to not only provide students with crucial hands-on experience, but to also help them forge a tangible career pathway. Normandie Wragg, CEO of Nugent, said: "We're

delighted to be joining forces with Liverpool Hope University for this exciting new initiative, which will offer social work students the sort of professional experiences and opportunities which will see them thriving in their careers. It's about having the same shared values - improving peoples' lives and improving therapeutic outcomes of the people we serve."

Professor Michael Lavalette, Head of Hope's School of Social Sciences, said: "Our Social Work degree is a value driven programme, where dedicated work placement time makes up a quarter of the degree in total. Which is why this new collaboration between Hope and Nugent is so important to us. There will be no limits on the vast array of skills a student might glean from their time with Nugent."

Liverpool Hope University and Nugent will now begin recruiting the first cohort of three students to begin their learning journey in September 2021.

If you are interested in applying to this degree, and would like more information, please visit hope.ac.uk.



A year to remember

Sarah Gregory, Headteacher, Nugent House School



Looking back on my first 12 months as Headteacher at Nugent House School, I feel very proud of all we have achieved in a school year full of challenges nobody could have predicted.

Our school community has shown incredible resilience, supporting each other in the spirit of our IACCORD values every day, and despite the unprecedented circumstances we have done so much that it is hard to pick highlights, but here is a brief snapshot:

Firstly, increasing school attendance from 69% to 82% despite the difficulties created by the pandemic and then the introduction of AQA Awards for all our students from 7-19, with 60 certificates achieved so far, followed by the best summer examination results ever seen!

Our various events have enlivened our school year; the first 'NugentFest' end of year festival took place in June, with live music, a bouncy castle, foam slip and slide, barbecue, teepees, facepaints - it was basically a mini Leeds Festival!

Funky Friday European immersion days on the last Friday before half term holidays have been a chance to immerse ourselves in a particular country's language and culture. It includes dressing in national costume, language, food and history, taking us to France, Spain, Italy, Mexico and the whole of the commonwealth so far!

Building Courage Corner where every member of the school (staff and children) transformed a forgotten corner of school into a garden with an eight-person pergola, planters, landscaped garden and picnic area with home made benches and patchwork astroturf, and hosting our act of remembrance there.

Our unique WOW (World of Words) - a literacy programme we devised and embedded into the curriculum and teaches a love of language by using the four strands of speaking, listening, reading and writing. Every week has a theme, often fitting with world events like the Holocaust Memorial and Black History Month.

And finally, winning the Billinge Scarecrow Festival and the competition to name the community allotment as part of our community work.

Overall it has been a year of coming together, (socially distanced of course!) to create a school atmosphere that inspires not just our wonderful children, but also the incredible staff. Each school day has been filled with learning, laughter and positive energy as we have grown together as a school family that love each other fiercely – whatever comes our way!

For more information about Nugent House School, please visit **nugenthouse.co.uk**.

Thank

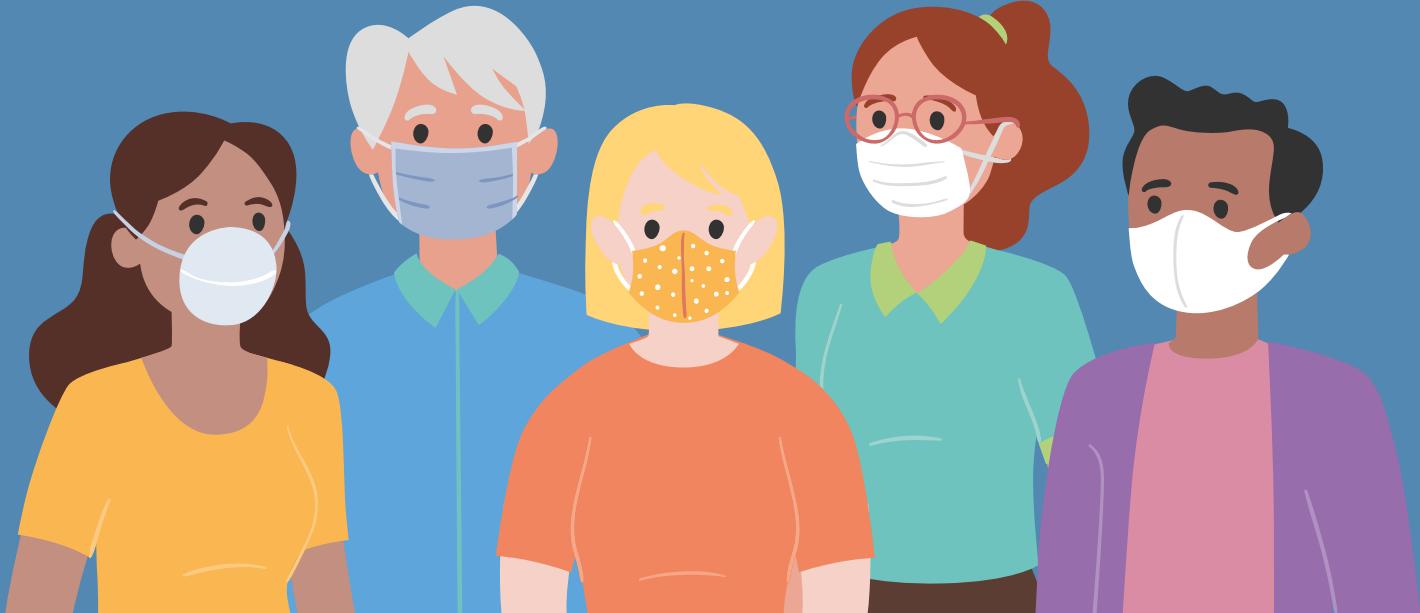
At Nugent, we are very lucky to have the workforce we do. Our staff live and breathe our values, work incredibly hard and have brought us to where we are today. They are all heroes.

Although this is something we have always known, the past 10 months have given us a new level of appreciation for their dedication, optimism and unwavering kindness.

Our staff, many of whom are frontline workers and essential to the fight against COVID-19, amaze us every day. They have faced numerous challenges since the beginning of the pandemic, yet they have handled it all with compassion and with love.

We could not be more proud of what our teams have achieved during this time of uncertainty.

Please join us in thanking our staff for heroically rising to new challenges in their lives and work.



Make a difference

Do you want a rewarding career creating positive outcomes for children and young people within a care environment? Can you manage extremely challenging situations whilst maintaining high levels of empathy and understanding?

Join Nugent's valued key worker teams as a care worker in our children's residential services where we provide safe, caring and supported living environments for children and young people.

We offer contracts at 39 hours or 19.5 hours per week on a 24/7 rota basis, competitive salary, group personal pension and life assurance scheme, and a comprehensive induction programme with ongoing training.

We are an Equal Opportunities Employer and encourage applications from underrepresented groups. This position is subject to an enhanced DBS check and update service which is fully paid for by Nugent.



For more information, and to apply, visit: wearenugent.org/careers

You!

Christmas Appeal success



Throughout December, we called upon the support and generosity of kind-hearted individuals and socially minded businesses alike to provide a safe, comfortable and happy Christmas for those that rely on our services.

The children, adults and families that we support and care for are amongst the most vulnerable and at-risk in Merseyside – for them, the impact of the coronavirus pandemic has been felt severely during winter and many left feeling in crisis.

To help provide some much needed festive cheer and ease suffering, we looked to the business community for Christmas hampers filled with food essentials and some festive treats, toys, winter clothing, toiletries and other vital supplies.

In the face of a second national lockdown and ongoing regional restrictions, the sheer level of donations received made this year's appeal a record breaker. The support exceeded all expectations – with the equivalent of over

£26,000 raised and well over 1000 deserving beneficiaries supported.

The amazing businesses that have helped us exceed our target include:

Lloyd's Bank's Liverpool and Chester Contact Centres , Refined Marketing, Yellow Top Taxis, Red Neighbours, LFC Foundation (in collaboration with Cadburys #IWILL), B&M Retail, Longworth Building Services, Merseycare, TATA consultancy, Old Swan Walk in Centre, Aldi, Associated Independent Stores, Rawlings Safety and Training Consultancy Services Ltd, Vitaflo International LTD and Randstad Recruitment.

"We are so very grateful for the support we received; so many businesses have recognised the importance of helping others and it has enabled us to make Christmas special for our beneficiaries. After such a difficult year it really did go a long way to putting a smile on people's faces."

[Normandie Wragg, Nugent CEO]



Nugent Charity Shop

Refurbishment Appeal

The COVID-19 pandemic has wreaked havoc on what we previously took for granted. Our ability to fundraise has been severely affected and we have seen a worrying decrease in donations made to our charity.

Demand for our vital services is at an all-time high and we are witnessing first-hand the detrimental impact of the pandemic on members of our community who are already marginalised, vulnerable and at-risk.

Our charity and our beneficiaries need your generous support now more than ever before!

We hope to refurbish our much beloved charity shop on Allerton Road so that when we can once again open our doors, we can really ramp up fundraising efforts, community engagement and our outreach activities.

The support we have received so far - from local businesses - has been tremendous and we are extremely grateful for all contributions made.

A special thank you to Simon Krol of Krol Corlett Construction who has generously agreed to coordinate the refurbishment and has already donated so much.

Our thanks also go to Jamie Kelly of Studio Up North as well as MPE Interiors, Horizon Floors Ltd, Hardwood Timber Sales, CP Hood Electrical, Blue Yonder and Russell Interiors Ltd.

We are now calling for urgent support from the good folk of Merseyside (and beyond) to raise £10,000 so that we can complete this vital project.

Any surplus funds secured will be used across Nugent where the need is greatest.

In addition, once allowed to reopen, we are keen to expand our retail offer - so if anyone can help us with clothing, handmade/upcycled items or with our vision to open more charity shops across the region then we would encourage them to get in touch.

"With all charities feeling the pinch, we are extremely grateful for the businesses that have helped us so far. This is a great response in these uncertain times. This refurbishment is not just a 'nice to have' for Nugent it is vital to our future sustainability. We are now appealing for our donors support once more. We need one final push to complete our charity shop's much-needed refurbishment."

[Ant Hopkinson, Head of Fundraising and Income Generation]

For more information on how you can support our shop, please contact **Ainsley Briscoe**.

ainsley.briscoe@wearenugent.org

07833 091 852



We are delighted to introduce you to our new Charity Shop Manager, Gill Woodrooffe.

Gill joins us at a very exciting time, as our shop enters its twelfth year ahead an amazing transformation that will hopefully take place in the coming weeks while the shop is closed due to the lockdown restrictions.

You can keep up to date with developments at the shop, and help grow our online following by liking and sharing our posts, and following our social media pages. Search for **Nugent Allerton Road** on Facebook or **@nugent_allertonrd** on Instagram!



Charity begins at home

Like many of us during lockdown, we have baked (burnt) banana bread, watched endless Netflix and held Zoom themed quizzes to last us a lifetime!

You should feel proud that your staying at home has helped save lives. We did not enter this pandemic equally, but we are all in this together.

Make a difference

Times are tough at the moment, really tough. We understand that you might be feeling a little helpless. So, while you've got some extra change in your pocket from working from home, why not donate this instead and encourage your colleagues to do the same? Your donation can make a real difference to someone in need.

Let us make working from home work for everyone

We have four simple, but incredibly impactful challenges that you can take part in:



Donate your Commute - Your Commute can still go somewhere



Donate your Lunch/Coffee - Help feed the hungry



Donate your Gym Memberships - Get your daily dose of 'indoor-phines'



Declutter and donate - Turn your trash into cash for charity

You can work out the amount you are saving each week by using our special calculators on our website.

By donating your savings to Nugent, your small act of kindness will be helping us to change the lives of so many for the better, and ensuring that the most vulnerable in our community have a safer and more secure start to 2021.

For more information, please contact Fay Purves. fay.purves@wearenugent.org



YOUNG HEROES

COULD YOU BE A NUGENT YOUNG HERO?

**WE'RE APPEALING FOR CHILDREN AND YOUNG PEOPLE TO
TAKE ON ONE OR MORE OF OUR FUNDRAISING APPEALS**

The early origins of Nugent's fundraising appeals have stemmed from **children supporting children**.

This support originated from Father Nugent's Million Pennies Appeal dating back to the 1850s, followed in the early 1900s by Nugent's Good Shepherd Appeal. Many schools, both primary and secondary, still take part today.

At Nugent, we are extremely grateful for the support we receive from the many schools who generously fundraise for us, and we know the incredible impact this has within schools and the wider school community by coming together to

help others locally. We know that many students have many gifts and talents that they often use for the good of others, and that is why we hope that with our Nugent Young Heroes fundraising programme we will be able to reach out and inspire as many children and young people to fundraise locally for Nugent.

Whilst our fundraising initiatives remain traditional to their roots, the way in which we drive those has evolved with time. Nugent, in the 21st century, aims to reach a wider audience of supporters in keeping with the diversity of those we hope to benefit from our fundraising activities.



**CAPE
OPTIONAL**

OUR FOUR FUNDRAISING THEMES FOR NUGENT'S YOUNG HEROES...

GOOD SHEPHERD APPEAL

1-26 March

Join together during Lent, by giving something up for the good of others.

Check out our Good Shepherd materials at wearenugent.org

SCHOOL'S OUT FOR SUMMER!

26 July-27 August

Raise some funds for Nugent during the summer break - maybe wash your neighbour's car? Or come up with your own fundraising idea!

MILLION PENNIES APPEAL

**1 September-
26 November**

Collect as many pennies as you can and help us reach our goal of collecting a million overall - that's a whopping £10,000!

ADVENT IN ACTION

**29 November –
23 December**

The season of Advent is when we think of and give to others, and you can support us and give those in our care the gift of Christmas.

By supporting one of our four appeals, your kindness may be recognised by one of our standout Nugent Young Heroes Awards. The awards will recognise those who go above and beyond to help others.

**WE WOULD LOVE TO HEAR FROM YOU TO DISCUSS YOUR IDEAS
ON HOW YOU OR YOUR SCHOOL CAN GET INVOLVED.**

CONTACT US TODAY: FUNDRAISING@WEARENUGENT.ORG



Helping keep communities fed

This Month our community food market run by Nugent's Caritas team and volunteers at Epsom Street Community Centre in Kirkdale has changed and will now be operating under a new model, Your Local Pantry.

The pantry is a franchise set up by Church Action on Poverty to address food insecurity. It's a membership scheme aimed at helping people make their money go further. Membership is open to all local residents, for just £3.50 per week, you can redeem up to £17.00 worth of shopping.

The Nugent Pantry will build on the success of our weekly community food market in supporting local people and will enable us to reach even more people, enabling our members to reduce their

food shopping bills. Members will have access to fresh fruit and veg, meat, dairy and many cupboard staples.

We are also developing recipes and meal plans and Nugent volunteers will deliver cooking lessons to support those who can't cook or have limited skills. The first pantry session was a huge success; this is what our new members told us:

"The choice of food is amazing for the cost."

"Thank you very much; I went home today delighted with what I got. See you all next week."

"I came along today and was so impressed. This is a life changer for me. I have worked all my life but last year I became ill and now live on benefits."

The Community Food Market Kirkdale during the Covid19 pandemic* in numbers:

7,424
contacts supported

4,038
food parcels and meals provided



Diversity in our adopters

We recently carried out an analysis of our adoption service, Nugent Adoption; we can demonstrate that we welcome inclusivity and diversity to prospective adopters.

The analysis took place between November 2018 and November 2020 looking at the successful adoptions made by Nugent Adoption.

45% of successful adoptions were from outside north-west England, our main operating area.

35% of our adopters are from non-Christian denominations.

13% of our adopters are non-White-British.

Nugent Adoption does not discriminate when accepting potential adopters; your background doesn't matter.

Being an adopter with us means you become part of a local, supportive adoption community. Adopters receive extensive local support, not only during the adoption process but also throughout the young person's childhood.

"Our experience of Nugent from the first contact through preparation groups, assessment, approval panel, matching panel and beyond was and continues to be, absolutely excellent. Nugent, and in particular our social worker, have been with us every step of the way and are always available with help and support whenever we need it." [Ashima, Adopter]



nugent
adoption

If adoption is something you've been thinking about, then get in touch with our friendly, experienced team today.

01744 613 041

adoption@wearenugent.org

nugentadoption.org.uk

#youcanadopt

YOU CAN ADOPT



It doesn't matter about your background,
you can build a family. If adoption is a route
you've been thinking about then we can
support you every step of the way.

Get in touch with our awesome team today!



01744 613 041



adoption@wearenugent.org



nugentadoption.org



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St Helens, WA11 9RA



**nugent
adoption**

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