



Evaluation of Behaviour Support and Internships

June 2022

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1. Overview

Spark change is a programme funded by the European Structural and Investment Funds (ESIF) and five Local Authorities (funding matched the ESIF). It aims to provide tailored support for young people not in education, employment or training (NEET) to progress into employment or education. This initiative is offered in London (Bexley, Brent, Harrow, Hackney, and Havering) for young people aged 16 to 24 that are NEET. Overall, this programme is dedicated to improving young people's wellbeing, education, and employment opportunities. In order to provide tailored support, each young person will go through a Triage and Assessment process using Prospect's Resilience Compass, Key Life areas, Risk Assessment, Specialist Assessments, and Identify Priorities assessment. This will identify suitable support with the three main types of support:

- Spark Change Me which focuses on mental health, self-esteem and volunteering opportunities through Cognitive Behaviour Therapy (CBT);
- Spark Change Lifestyle which focuses on physical health e.g. sleep, exercise, and healthy eating;
- Spark Change Future focuses on accredited courses and qualifications, self-employment support, and employer engagement through 12-week supported internships.

Support for young people on wellbeing and employment is pivotal, with the level of NEET young people aged 16–24 years reaching a historical high shortly after the financial crisis of 2007/2008 (Lőrinc, et al., 2020). It is now decreasing, with the NEET being the 10.4% among the young people (ONS, 2022¹), however it still remains high. The Youth Futures Foundation (2021) report found that a high proportion of young people do not have access to support, appropriate information, or connections need to find employment or apply to further or higher education. Research indicates that NEET young people experience several types of barriers including lack of work experience, low level of qualifications, and intensified employer uncertainty (Mawn, et al., 2017). Furthermore, it is proven that unemployment and lack of wellbeing are interconnected. Indeed, unemployed individuals have less subjective wellbeing with respect to their employed peers (Azizan and Mahmud, 2018). Moreover, youth unemployment can have an impact on later life, being linked to lower pay, limited life chances, and greater mental health problems (McQuaid, 2017). Alongside the

¹ONS official data on NEET people available at the website <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/may2022> (last visited 20/06/2022)

fundamental improvements in young people's wellbeing, the decrease in NEET percentages also generates a positive impact on society. Each NEET young person has an average lifetime cost of £56,500 to the public sector and a wider cost of £104,300 to the economy (Mawn, et al., 2017). Considering that, in March 2022, there were 704,000 identified NEETs (ONS, 2022), the potential cost to the UK is around 73 billion. The Spark Change programme aims to address both issues, at the individual and societal levels, providing young people with support to improve wellbeing, education, and employment chances.

When it comes to designing, delivering, evaluating, and revising work-integration schemes, a range of psychological predictors and outcomes may form the underpinning reasons for how interventions deliver outputs (i.e. individuals getting jobs) and impacts (i.e. the benefits to society of this employment). Having a robust social impact measurement framework in place will allow the Spark Change project to demonstrate the outputs, outcomes, and impacts achieved and will provide feedback, which can help with the refinement of interventions where the data suggests that impact is limited.

The research will be undertaken by researchers from the Institute for Social Innovation and Impact (ISII) at the University of Northampton. The ISII has provided expert evaluations of social impact to over 60 voluntary, community and social enterprise (VCSE) organisations since 2014. This research has included the Big Lottery Fund's £20 million 'Big Potential' programme (Hazenberg, 2018), which aims to improve the sustainability, capacity and scale of VCSE organisations in their delivery of greater social impact. The ISII is also evaluating the social impact of the 'Building Better Opportunities' work readiness programmes, funded by the Big Lottery Fund and the European Social Fund, that delivers training and education to unemployed and economically inactive people in Northamptonshire. The Institute has also supported a variety of other international and national organisations with the assessment of social impact and related research needs including the: European Commission; Ministry of Defence; HM Treasury; Big Issue Invest; and Northamptonshire County Council. Further, we previously evaluated the Prospect's Resilience programme back in 2019.

2. Research Outline

The research would utilise a longitudinal mixed-methods design across the evaluation that would include both qualitative and quantitative research methods. The research proposal covers an evaluation of two routes of support for young people: the 12-week supported internships and the Cognitive Behaviour Therapy. The overall aims of the evaluation are:

Research Aim 1: To explore and understand the impact of 12-week supported internships on the young people

Q1: What are the needs of participants joining the project and the reasons why they are NEET?

Q2: What were participants' thoughts and experiences of delivery partners on the project?

Q3: What is the impact of the 12-week supported internships the young people's wellbeing and self-efficacy? How this impact could be enhanced?

Research Aim 2: To explore and understand the impact of the Cognitive Behaviour Therapy on the young people

Q4: What are the needs of participants starting the Cognitive Behaviour Therapy, especially from a mental health perspective, and what difficulties have experienced?

Q5: What were participants' opinions and experiences of the Cognitive Behaviour Therapy? Was it effective in helping them to improve their mental health? Are there spaces for improvements and if so which ones?

Q6: What is the impact of the Cognitive Behaviour Therapy on young people's wellbeing and self-efficacy?

Research Aim 3: To develop a social impact measurement framework to evaluate the impact of the project on participants and society.

Q7: What has been the social impact of the project? How does it impact employability, education and training outcomes?

Q8: What benefit does the programme offer to participants and the wider society?

3. Methodology

3.1. Qualitative data

The research will capture qualitative data in the form of semi-structured interviews and case studies. The qualitative data collection will investigate the young people's journey to change and it will include:

- 14 x interviews with young people (7 for each route) and four with staff (Changemakers, and CBT mentors for the CBT strand or Job Brokers and Job Coaches in the 12-week supported internships). Crucially, the participant interviews will be longitudinal in nature (initial interview and follow-up interview) so that rich, in-depth data can be gathered on the impact that the programme has on individuals over time. Sample across the full project = 18²
- Two case-studies with young people and two with the staff (one for each route). Sample across the full project = 4

3.2. Quantitative data

Several types of quantitative data will be collected and analysed: existing data or any secondary data provided by Shaw Trust and Prospects, two short surveys to investigate the impact of the two routes on the young people, and Social Impact data.

The available existing data or any secondary data provided by Shaw Trust and Prospects will be analysed. Stata, Excel, and SPSS software programmes will be employed to capture the outcomes to understand:

- The number of young people entering employment and education
- The number of young people moving from economic inactivity/unemployment to positive employment, education or training outcomes.
- Changes in young people's resilience measured through the Resilience compass

In addition, the ISII will develop two short online surveys, based on user friendly, academically validated, and robust psychological scales. These will collect information on the participants demographics, the needs of participants joining the project and the difficulties have experienced,

² The breakdown of the total interviews is indicative and can vary according to the clients' needs and expectations.

the participants' thoughts and experiences with delivery partners on the project, and the outcomes of the two routes (12-week supported internships and Cognitive Behaviour Therapy) on the young people participating. In particular, the surveys will investigate the impact of the two routes on young people's basic skills, self-efficacy (using the General Self-efficacy scale), and wellbeing (using the Short Warwick-Edinburgh Mental Wellbeing scale). To explore changes over time, both surveys will be implemented twice. The survey implemented to evaluate the 12-week supported internships will be administered at the start of their engagement (Time 1) and after 12 weeks – at the end of their engagement (Time 2)³. Whilst the surveys implemented to evaluate the Cognitive Behaviour Therapy will be administered at the start of their engagement (Time 1) and at the end of their engagement (Time 2)⁴.

Quantitative data will be collected in relation to the Social Impact Measurement Framework developed for the project and/or the project's KPIs. In addition, quantitative data would also be presented/reported in relation to the social impact delivered to society for each route separately. This would involve the research team engaging with secondary data in order to develop frameworks that could be used to identify the fiscal and social impacts of the intervention. In particular:

- Increase in wellbeing (wellbeing value) for both staff and young people
- Reduction in NEET
- The economic value of Tax/NI
- The economic value Career support (CV/advice and guidance)
- The economic value of internships/apprenticeships

3.3. Data review and SIMF framework

In providing a generic framework for the development of social impact matrices, McLoughlin *et al.* (2009) developed the SIMPLE methodology, which focused on the measurement of *outputs*, *outcomes* and *impact*. An *output* can be defined as the direct and easily identifiable outputs of a programme (i.e. the number of people placed into work) (McLoughlin *et al.*, 2009). However, whilst considering *output* as a method of evaluation is useful for tracking the success of an intervention

³ It is possible to vary the length between Time 1 and Time 2 upon agreement with the delivery partners.

⁴ The time length between T1 and T2 could vary according to the length of the CBT duration or it could be decided upon agreement with the delivery partners.

from this particular perspective, if it is employed as a singular measure, the evaluation will not include important longer-term participant benefits, i.e. *outcomes*. An *outcome* represents positive changes to participants' states of mind that will enhance their lives, their future employability and their psychological well-being (McLoughlin *et al.*, 2009). An example of this could be the effect that an employment intervention has on the well-being of its beneficiaries. *Impact* is an even longer-term benefit and is the impact on society resulting from the work-integration programme (e.g. reductions in welfare payments) (McLoughlin *et al.*, 2009). *Impact* can be the most difficult area to measure, as it is focused on the wider and less tangible aspects of an intervention. However, it is important to measure this as otherwise the effectiveness of a programme cannot be fully understood.

The University of Northampton's 'Social Impact Matrix' utilised the prior work of McLoughlin *et al.* (2009) and combined it with the 'triple-bottom line' that is present in the business models of social enterprise and also the delivery of public services. The triple-bottom line consists of economic, social and environmental impacts that are delivered by organisations and (in the absence of a current theoretical definition of social value) used as a proxy for social value. Any organisation that seeks to use the model to develop their own social impact matrix has to first decide what specific areas of impact that it has in the economic, social and environmental spheres. Once these areas have been defined the organisation must then identify what its specific outputs, outcomes and impacts are for these areas of impact and then develop or identify tools or formula that can be used to measure these specific outputs, outcomes and impacts. Figure 1 outlines this process.

A simplified example of this would be if a social enterprise that works in the work-integration sector sought to evaluate its social impact. First, it would map the economic, social and environmental areas that it operated in. One example of this would be employment, which would be present in both the economic and social elements of the model. An employment related *output* would be the number of jobs created; an employment related *outcome* would be the psychological benefit to an individual of being employed; an employment related *impact* would be the savings to the state of reduced welfare payments. Specific tools would then need to be selected in order to capture this data. This would be simple for the number of jobs created; however, for the outcomes and impacts specific tools or formula would need to be utilised/created. Psychological scales that measured constructs such as well-being, self-efficacy or anxiety could be employed to measure outcome.

Impact could be measured by adopting a formula that multiplied the number of jobs created (J) by the annual income of an individual on job-seekers allowance (B). The result of this calculation could also be added to the increase in income tax and national insurance income created by the new employment (T). This would give a calculation that would provide the fiscal savings to the state of the intervention $[(J \times B) + T]$.

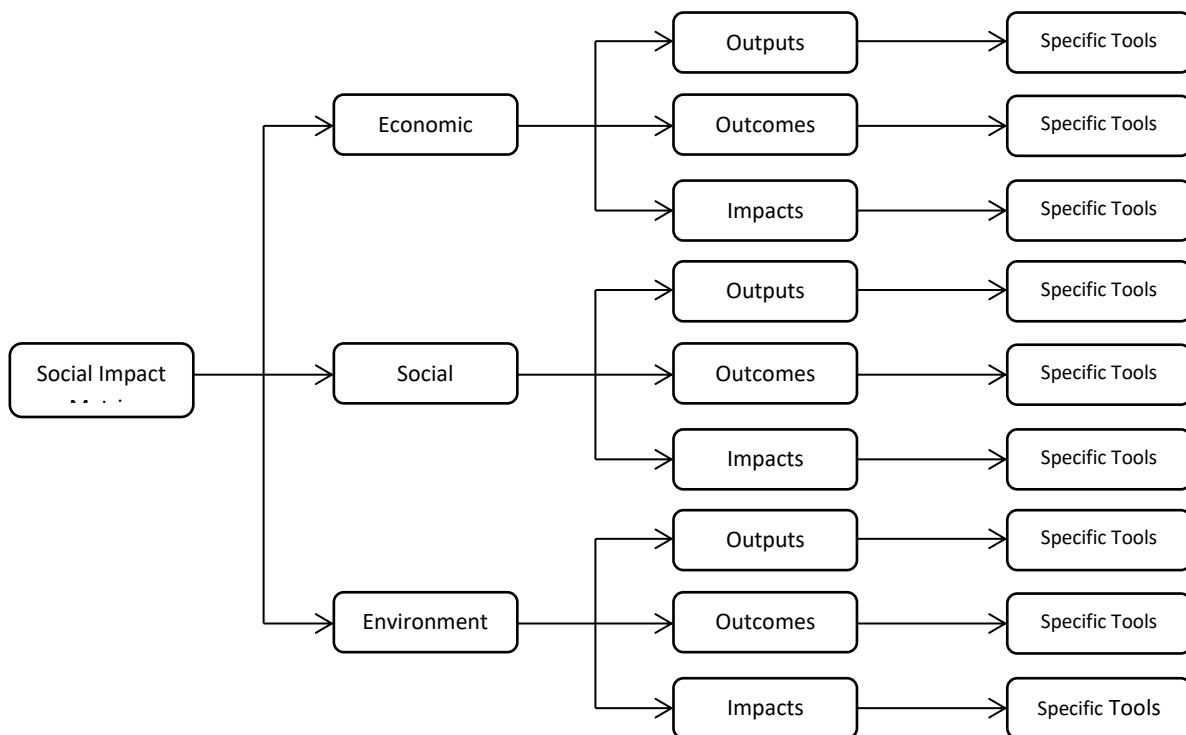


Figure 1. The Social Impact Matrix

3.4. Data Analysis

Quantitative data will be analysed through IBM’s Statistical Package for the Social Sciences (SPSS v22.0), utilising descriptive statistics, paired-sample t-tests and one-way ANOVAs, so as to thoroughly test longitudinal changes in young people’s GSE and wellbeing, and explore demographic characteristic relationships with the data. This will enable the research to robustly assess whether long-term changes in these constructs are due to the two routes or are instead just random fluctuations. Further, it will also allow the research to understand if demographic factors mediate these changes.

Qualitative data collected from Interviews (with the young people and staff) will be coded and analysed with NVivo software using both pre-determined categories derived from the literature and

secondary sources as well as through identification of emergent categories from the interviews (Wolcott 1990).

4. Timetable for delivering research

Regular updates and reports will be provided (both informal and formal) by the project partners, so that the research is informing the work of the project and vice versa to ensure maximum learning and impact. Table 1 below outlines these outputs and the timings for their production, starting from Month 1 (July 2022) and ending at Month 18 (January 2024).

Milestones	Timescale	Months
Initial meeting to agree research proposal, questions and timescales	Month 1	August 2022
Research tool design and University of Northampton Ethics Committee Submission	Month 2	September 2022
Kick off meeting with delivery partners	Month 2	September 2022
Ongoing quantitative and qualitative data collection and data analysis	Months 2 to 17	From September 2022 to December 2023
Interim report (maximum 10 pages) ⁵	Months 8	March 2023
Review meeting	Months 8	March 2023
Annual Research Report	Month 12	July 2023
Review meeting	Month 13	August 2023
Final Report	Month 18	January 2024
Review meeting	Month 18	January 2024

Table 1. Research Outputs

⁵ The interim report will include a brief introduction, a concise data analysis, conclusion, and recommendations.

5. Overview of Experience

The ISII was established on 1 August 2014 and has consistently produced high quality academic research into both Social Innovation and Social Impact Measurement. We are a multi-disciplinary team, who have in-depth knowledge of health; criminal justice; education policy; data management; young people; impact evaluation and research methods. The ISII has worked with several partners delivering similar projects and has provided research instrumental in understanding their successes and helping implement further strategy. Indicatively, the ISII's research portfolio includes research and social impact measurement work with:

- *Local and national government:* Ministry of Defence; Cabinet Office; Northamptonshire County Council; and Higher Education Funding Council England / Office for Students.
- *Charities and VCSEs:* Prospects; The Big Issue; SXT Health CIC; Oomph! Wellness CIC; Goodwill Solutions CIC; Northamptonshire Children's Trust; Northamptonshire Community Foundation; Leicestershire and Rutland Community Foundation; and Epic Risk-Management.
- *International/National NGO's:* The Big Lottery Fund; British Council; United Nations Development Programme; and Ashoka.

The project team have experience evaluating large and small-scale projects, with a wide variety of organisations. Our staff are skilled at working with a range of stakeholders, from heads of local government departments to senior civil servants in the MOD, DfE and Cabinet Office. This research would be led by Dr Toa Giroletti, Dr Claire Paterson-Young, and Professor Richard Hazenberg (short biographic details below) with support from other members of the ISII team where appropriate.

- **Dr Toa Giroletti** is a post-doctoral researcher at the Institute for Social Innovation and Impact at the University of Northampton. Toa obtained her Ph.D. in Quantitative Models for Policy Analysis from the Catholic University of Sacred Heart of Piacenza (Italy). Toa has been working in several research teams at local as well as international levels, focusing especially on the design of quantitative, qualitative, as well as mixed methods data collection and data analysis. Within the institute, her role consists of the submission of new research proposals, the implementation of all stages of the project, the consequent data analysis and dissemination. She is currently working on several projects that focus on social impact. Toa's current research interests are focused on the individuals' perceptions of deprivation and well-being applied to the study of social innovations. Furthermore, she is interested in the

data collection of primary data and the methodological issues that arise when individuals' conditions are investigated using subjective evaluation.

- **Dr Claire Paterson-Young BA MSc PhD:** is an Associate Professor at the ISII. Claire has extensive experience in social impact measurement, quantitative and qualitative research and social inequality. She has managed several national research projects for the University including projects funding by UnLtd, Design Council, Big Lottery Fund, Prospects, and YMCA. She has completed several evaluations on the Social Return on Investment (SROI) of organisations including an evaluation on the SROI and Social Impact of the Motivational Preparation College and Training (MPCT) and The Big Issue. Claire has extensive experience with research ethics, holding ethics committee positions for the Health Research Association (HRA), West Midlands Police and Crime Commissioner (WMPCC) and the University of Northampton.
- **Professor Richard Hazenberg BA MA PhD:** is the Research Leader and Director of the Institute for Social Innovation and Impact, he has a strong track record in managing budgets and bringing projects, including a range of evaluations, in on time and to a high standard. He will ensure successful completion of the data collection, analysis, report writing and dissemination. Richard has managed several international and national research projects for the University including projects funded by the European Social Fund (ESF), Horizon 2020 (H2020), Big Lottery Fund and Big Issue. He has also conducted social impact measurement consultancy work with over 60 third sector organisations in the UK and has been an expert advisor to the UK government including for the Cabinet Office and HM Treasury. Prior to entering academia Richard served as a Police Officer in South Yorkshire.

6. Breakdown of costs

A total of 34.5 days across the 18 months (August 2022 – January 2024) will be required to complete this research project at a cost of £17,900.00. The 34.5 days of research activity includes project administration, research design, fieldwork, data analysis, report writing, meetings and dissemination. The costs are spread over the 18 months duration of the project, with six quarterly payments of £2,983.33 to be made in October 2022, January 2023, April 2023, July 2023, October 2023 and January 2024. Table 2 below provides a breakdown of the time allocation and costings for this research project.

Research stage/ staff	Researcher	Senior Researcher	Professor	Total
Administration and Research Design	1	0.5	0.5	2
Literature Review	1	0.5		1.5
Meetings	1			1
Social Impact Matrix© / SIMF	2	1		3
3 x Case-study Write-up	3			3
Fieldwork and qualitative data analysis	9			9
Quantitative data analysis for interim, yearly, and final report	6			6
Report (Interim, Yearly and Final)	6	2		8
Dissemination	0.5		0.5	1
Total (days)	29.5	4	1	34.5
Total cost	£17,900.00			

Table 2. Breakdown of costs⁶

⁶ This includes transcription and travel costs across the project.

7. Intellectual property and contract

This contract relates to the delivery of the above research proposal and project outlined in Sections 1-6 and shall commence when it has been signed by all parties. The ISII, the University agrees to deliver the above research project to the agreed timetable and Prospects agrees to pay for this research to the agreed financial sum of £17,900 excluding VAT. This payment equates to £17,900 over the 18 months of the project, equal to £994.44/month.

The first payment of £11,933.33 will be made in full, upfront, in August 2022 to the University to cover the research period August 1st 2022 to July 31st 2023 and the project milestones 1-7 outlined in the below table. The second payment of £5,966.67 will be made in full, upfront, in August 2023 to the University to cover the research period August 1st 2023 to January 31st 2024 and the project milestones 7-10 outlined in the below table. These funds should be allocated to the delivering cost-centre for the duration of the contract, with the income spread pro-rata on a monthly basis. Failure to allocate the income evenly across the duration of the project will be considered a breach of contract between Prospects and the University. This may lead to the removal of the University from the project and the return of eligible funds to Prospects. The payment covers the broad project milestones outlined below and fully detailed in the proposal submitted to Prospects above:

Milestones	Timescale	Months
1. Initial meeting to agree research proposal, questions and timescales	Month 1	August 2022
2. Research tool design and University of Northampton Ethics Committee Submission	Month 2	September 2022
3. Kick off meeting with delivery partners	Month 2	September 2022
4. Ongoing quantitative and qualitative data collection and data analysis	Months 2 to 17	From September 2022 to December 2023
5. Interim report (maximum 10 pages)	Month 8	March 2023
6. Review meeting	Month 8	March 2023
7. Annual Research Report	Month 12	July 2023
8. Review meeting	Month 13	August 2023
9. Final Report	Month 18	January 2024
10. Review meeting	Month 18	January 2024

Prospects will retain (and the University and ISII hereby assigns) the copyright and any other intellectual property right to the products produced through the research collaboration with the ISII, at the University. However, ISII will have an unrestricted licence to use the data that will last for 5 years from the signature date of this contract, and reserves the right to utilise these, in an anonymised format, for journal papers or other academic outputs. Both Prospects and ISII also commit to explore the publication of shared academic outputs from the project data also.

The University and ISII confirm that the products produced pursuant to this Agreement and the Project will not interfere with the rights of a third party and it will indemnify Prospects against all costs and liabilities suffered by Prospects as a result of such interference with third party rights, save that this clause doesn't apply to the extent that the third party interference arises out of materials provided to the University and ISII by Prospects.

The signatories below acknowledge the Agreement outlined above and commit to abide by the terms of this Agreement for a maximum of 5 years. Two copies of the Agreement should be signed with one signed copy being retained by both the signatories. This Agreement will be legally binding and only subject to change through future negotiation and mutual written agreement.

8. Obligations

The University, and specifically the ISII shall:

- a. undertake the research project in accordance with this Agreement and perform the Agreement with a high level of care, skill and diligence in accordance with good industry practice;
- b. ensure that all personnel involved have suitable skills and experience to properly perform the tasks assigned to them;
- c. ensure that and that the product of the research project is fit for any purpose that Prospects has made known to ISII;
- d. not do or omit to do anything the result of which would be damaging to the reputation or charitable objectives of Prospects;
- e. comply with the timescales set out in this Agreement or as may be otherwise agreed by the parties as time is of the essence (but such obligation shall only apply to the extent that clause 13 (Events outside of a party's control) does not apply).

Each party shall co-operate with the other in relation to the research project and shall at all times comply with all applicable laws and regulatory requirements, hold such authorisations and consents as may be required in relation to this Agreement and take good care of any equipment, data, materials or information provided to it by the other party in relation to this Agreement.

9. Confidentiality

Prospects, the University and the ISII acknowledge that in the course of the research provided for herein, each may acquire knowledge and information which is proprietary to the other party. Each party agrees to respect the interest of the other party in maintaining the confidentiality of the proprietary information of the other party and agrees not to use, disclose or publish such information and to use it solely for purposes of the study, unless specifically agreed herein or otherwise authorised in writing. Notwithstanding the foregoing, neither party shall be obligated to maintain in confidence information which:

- a. becomes generally known to the public from another source;
- b. is hereafter lawfully obtained from another source;
- c. was in the public domain at the time of disclosure; or
- d. was known to the party prior to the date of acquisition hereunder as shown by his, her or its written records.

- e. disclosed pursuant to the requirement of any law or regulation (provided, in the case of a disclosure under the Freedom of Information Act 2000, none of the exceptions to that Act applies to the information disclosed) or the order of any Court of competent jurisdiction, and the party required to make that disclosure has informed the other of the requirement and the information required to be disclosed.

Any documents furnished by one party to the other which contain any proprietary information shall be clearly marked “Confidential Information” or “Proprietary Information,” and shall be returned, erased or destroyed to the owner (or at the owner’s request erased or destroyed) promptly after the purpose for which they are furnished has been accomplished (or termination of this Agreement if earlier). Prospects, the University and the ISII shall advise their staff of the obligations and commitments made to each other under the terms of this Agreement with respect to confidentiality and disclosure or publication of data and results derived pursuant to the research project.

A party must immediately notify the other party if confidential information is disclosed and use its reasonable endeavours to prevent such disclosure from happening.

This clause 9 shall continue to apply after termination of this Agreement.

10. Limitation of Liability

The liability of a party to the other under this contract shall not exceed an amount which is paid and payable hereunder save that the liability of a party shall not be limited under this clause:

- 10.1.1. to the extent that such liability cannot be legally limited;
- 10.1.2. to the extent that such liability arises out of the deliberate default or wilful misconduct of that party;
- 10.1.3. to the extent that it relates to an indemnity given by that party under this Agreement;
- 10.1.4. to the extent that such liability is recoverable under a policy of insurance that insures the party who is liable.

Neither party shall be liable for consequential or indirect losses. For the avoidance of doubt, this clause 10 does not apply to limit the liability of Prospects to pay charges for the services provided by the ISII (including those set out at clause 7).

12. Termination

Either party may terminate this Agreement upon twenty-eight (28) days prior written notice to the other party, should the scope or description of the required research be substantially altered.

Either party may terminate this Agreement immediately on written notice if:

- a. the other is subject to or commences formal insolvency proceedings, is unable to pay its debts as they fall due, or otherwise ceases to carry on its business; or
- b. the other party is found to be in material breach of this Agreement and (if such breach is remediable) fails to remedy that breach within 28 days of being notified in writing to do so.

Sections 7, 8, 9, 10, 11, and 14 shall survive termination or expiration of this Agreement.

On termination or expiry of this Agreement, the University and specifically the ISII, shall:

- a. deliver to Prospects all product of and deliverables in relation to the research project whether or not then complete, and return all of property, information and materials of Prospects not permitted to be used pursuant to clause 7 (Intellectual Property and Contract) and until such time shall keep them safe and not use them for any purpose not connected to this Agreement; and
- b. The University shall invoice Prospects for all work actually performed up to the date of termination to be payable within 30 days of Prospects receiving the invoice save that, if work has been paid for in advance but not performed, the University shall within 30 days of termination return any overpayment to Prospects and issue an according credit note.

13. Events outside of a party's control

Neither party shall be liable for any unforeseeable circumstance outside of its control. If a party is affected by such event, the time for performance of its obligations and the corresponding obligations of the other party (to the extent reasonably affected) shall be extended accordingly. If a party is affected by an event outside of its control it shall notify the other in writing within 3 working days explaining how it will impact on the performance of its obligations and will at all times use all reasonable endeavours to mitigate the event of such event.

If the event outside of a party's control affects the performance of its obligations for more than 28 days, then the other party may terminate the Agreement on 14 days' written notice.

14. General

Assignment. Neither party shall assign, transfer, mortgage, charge, subcontract, delegate, declare a trust over or deal in any other manner with any of its rights and obligations under this Agreement without prior written consent from the other party.

Variation. No variation of this Agreement shall be effective unless it is in writing and signed by the parties (or their authorised representatives).

Severance. If any provision or part-provision of this Agreement is or becomes invalid, illegal or unenforceable, it shall be deemed deleted without affecting the validity and enforceability of the rest of this Agreement and the parties shall negotiate in good faith to agree a replacement provision that, to the greatest extent possible, achieves the intended commercial result of the original provision.

Entire Agreement. This Agreement, together with the data sharing agreement between Prospects and the University in relation to this Agreement, constitutes the entire agreement between the parties and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between them, whether written or oral, relating to its subject matter.

No partnership. Nothing in this Agreement is intended to, or shall be deemed to, establish any partnership or joint venture between any of the parties, constitute any party the agent of another party, or authorise any party to make or enter into any commitments for or on behalf of any other party.

Third parties. This Agreement does not give rise to any rights under the Contracts (Rights of Third Parties) Act 1999 to enforce any term of this Agreement.

Notices. Any notice given to a party under or in connection with this Agreement shall be in writing and shall be delivered by hand or by pre-paid first-class post or other next working day delivery service at its registered office (if a company) or its principal place of business (in any other case) and shall be deemed received on delivery (if delivered by hand or by the time recorded by a delivery service) or at 9am on the second working day after posting (if by pre-paid first class post or similar delivery service). Notice may not be given by fax or email. This clause does not apply to the service of any proceedings or any documents in any legal action.

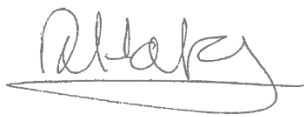
15. Governing law

This Agreement is governed by, and is to be construed in accordance with, English law. The English Courts will have exclusive jurisdiction to deal with any dispute which has arisen or may arise out of, or in connection with, this Agreement, except that either party may bring proceedings for an injunction in any jurisdiction.

16. Signatories

The University of Northampton acting by an authorised signatory:

Name: Professor Richard Hazenberg



Signature:

Date: 16/8/22

Prospects acting by an authorised signatory:

Name: Ms. Judith Denyer



Signature:

Date: 22/8/22