



Violence Reduction Partnership

Theory of Change Workshops - Evaluation



Delivered by

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Theory of Change Workshops

Introduction

As part of our commitment to build a culture of evaluation in West Yorkshire, the VRP Knowledge held three sessions on understanding and developing a Theory of Change. The purpose of these sessions was to give our partners the confidence and skills to develop Theories of Change for their own project and organisations. In doing so, our partners who are delivering services and projects to help prevent serious violence will be able to better evidence the outcomes and impacts of their work, furthering their ability to evidence the efficacy of their work, adjust delivery where needed and encouraging evidence-based decision making.

In the session, Sam and Georgia:

- Explained what a Theory of Change was, when to use them and why they are important.
- Provided a brief overview of elements of the Theory of Change
- Split up the core elements of the Theory of Change to explain each in further detail. Working in reverse (from Impacts to Inputs), we then chose one section of the ToC and allowed the attendees to complete these sections for their own project or organisation.
- Provided a short input on the importance of monitoring your Theory of Change, providing some methods for collecting primary data. A template was shared with attendees to complete.

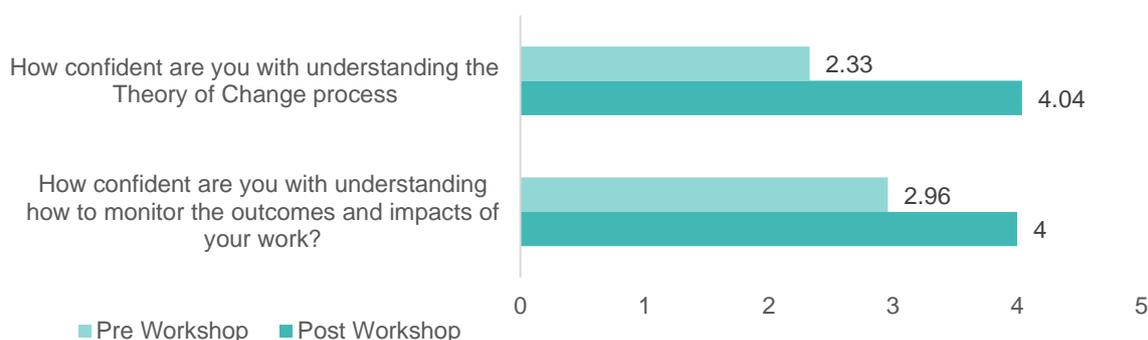
We utilised pre and post session surveys to help evaluate whether these sessions were helpful. Of the 27 attendees who joined the three sessions we held, 25 completed both pre and post questionnaires. 2 completed just the pre-survey.

Findings:

Confidence in understanding the Theory of Change and Monitoring process

We asked attendees before and after the session “How confident are you with understanding the Theory of Change process?”, providing a Likert scale from Not at all confident (1) to Extremely confident (5). The average score at the start of the session was **2.33** and increased to **4.04** after the session.

We also asked attendees before and after the session “How confident are you with understanding how to monitor the outcomes and impacts of your work?”, providing a Likert scale from Not at all confident (1) to Extremely confident (5). The average score at the start of the session was **2.96** and increased to **4.00** after the session.



What worked well from the session?

From the responses we received, we are able to draw out some common themes:

- **Collaborative and Practical** – Attendees appreciated being able to apply the ToC development process to their own project and by being able to put it into practice, found it easier to understand each section of the ToC.
- **Working Backwards** – Working back from impacts through to inputs helped it make sense for some participants.
- **Simple and Clear** – The way in which the session was delivered was mentioned, with participants noting the simplicity and clarity of the approach taken and clearly breaking down the process.
- **Resources** – The templates we provided were useful for participants to work through.

“Just how easily accessible you have made this. I have struggled with feeling enthused about ToC in the past as previous sessions / training have been too long / boring / drab! This was loads better!”

What would you change?

The following responses were provided by participants:

- **Don't change!** – The majority felt the session shouldn't be changed.
- **Longer session** – Some felt a longer session would have been useful, particularly to allow more time on monitoring, looking at measuring outcomes/impacts and exploring the value/benefits of different methods of measurement.

“I wasn't really expecting to finish such a short session with such a clear understanding - delightfully surprised to know so much!”

Review of trainers

We asked participants “how would you rate the delivery of the session by the trainers?” providing a Likert scale from Poor (1) to Excellent (5). The average score provided was **4.64**.

Respondents wrote that the trainers were engaging, relaxed, friendly, helpful and personable.

Meeting expectations

We asked participants “how would you rate the delivery of the session by the trainers?” providing a Likert scale from Didn't at all meet my expectations (1) to Fully met my expectations (5). The average score provided was also **4.64**.

What other support would be useful around theory of change?

We asked participants what other support would be useful regarding Theory of Change. Respondents mentioned:

- **Review Process** – having an opportunity to have any final drafts reviewed would be well received by participants
- **Methods to measure** – further detail on how to measure outcomes and impacts would be helpful
- **Examples** – Varied examples of ToCs would be helpful, including examples of good and bad practice.

“An offer to check over ToC when we start to put them together”

Conclusion

Overall, the Theory of Change workshop sessions and the manner in which they were delivered were well received by those in attendance, with the sessions also achieving the intended outcome of increasing confidence in understanding Theory of Change and Monitoring processes and empowering partners to develop and have ownership of their own Theory of Change.

Given the feedback received, there is no necessity to change the structure and approach to the deliver of these sessions by the VRP Knowledge Hub, however there is clear appetite to ‘go further’ and provide support in relation to monitoring and evaluation. As such, the VRP will develop a further workshop session on ‘Monitoring and Evaluation’ to support partners in effectively using their Theory of Change to demonstrate the outcomes and impacts of the work they are doing.

“I haven’t got so much out of such a short session of training in a long time. Thank you”

“Very useful and informative session. Would recommend to other colleagues”
