



Paul Rhodes | Director of Research & Policy

Location: York

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Professional profile

A highly experienced and personable social researcher, facilitator and evaluation professional. Supporting organisations in the public, community and voluntary sectors, Paul's independence of thought and engaging approach make him a highly skilled evaluator and collaborator.

Career summary

November 2011 – November 2018: Skyblue Research (York) Director of Research & Policy

November 2018:- Independent Skyblue Associate Researcher and Evaluator

- Responsible for supporting charities, trusts and foundations to develop their impact practice and independent evaluation. Lead researcher on a range of formative and summative impact evaluations in sectors including Adult Social Care, Communities, Construction, Energy & Utilities, Creative & Cultural, Sport and Physical Activity and Heritage.
- Since November 2018, Paul is an independent researcher, continuing to work with Skyblue on a part time basis.
- Paul volunteers his time to support local charity Accessible Arts & Media with impact support and evaluation.

Key early freelance commissions

- Macular Society (2019-) Supporting the Macular Society to develop and implement an impact framework for their staff and volunteers.
- British Blind Sport (2019) See A Voice programme evaluation. A formative evaluation of a programme to train and support young people with a vision impairment to volunteer in sport / physical activity.
- Dame Kelly Holmes Trust, Coastal Communities programme evaluation. Part of a team providing independent process and impact evaluation on a mentoring and social action programme
- British Blind Sport, UK Deaf Sport and Sense (2019). Research with disabled people on access to leisure centres
- North Yorkshire Stronger Communities Programme (2019-2024). Part of a consortium to evaluate the impact on the voluntary and community sector, local communities and commissioners of a programme designed to tackle inequalities in the county.
- Joseph Rowntree Foundation, Funder Plus impact support. Workshops, one to one support and action learning sets with 13 York charities working to alleviate poverty in the city.

Key Skyblue responsibilities

- Examined the impact of cultures and behaviours in construction, including learning from the NHS (2018-2019)
- The return on investment of business support in adult social care (2015-2018)
- Led on significant impact evaluations and Social Return On Investment studies for EDF Energy Inspire Education Programme (2013-2019) and the English Cricket Board's National Disability Cricket Programme (2013-2016)
- Lead researcher on an evidence review to explore effective engagement between schools and industry for CITB
- Worked with a set of smaller charities to develop their impact practice and impact reporting; including Dementia Adventure and Accessible Arts & Media
- Delivering impact practice consultancy to funders (including People's Postcode Lottery and Construction Industry Training Board) and charities (for example Battersea Dogs & Cats Home, National Trust for Scotland and Royal Society for Blind Children)

- Critical friend support on impact reporting for Battersea Dogs & Cats Home, British Red Cross Friends of the Earth, Dementia Adventure, PDSA, People's Postcode Lottery and Wildfowl & Wetland Trust
- Led on a set of evaluations for the UK Commission for Employment & Skills Growth Innovation Fund. Clients included Creative & Cultural Skills, Energy & Utility Skills, National Skills Academy for Nuclear, SkillsActive and Society of Biology
- Project managed research with disability sport clients; Activity Alliance, The Lord's Taverners, UK Deaf Sport, County Sports Partnership Network and Riding for the Disabled.
- Led rapid evidence assessments for DECC, CITB, Family Action and National Trust for Scotland
- Responsible for quality standards, staff training and client feedback
- Supported the delivery of c 25-30 projects per annum, towards a turnover of c4-500k.

Education and qualifications

- **BA (Hons) 2:1 – College of Ripon & York St John – 1994**
- **A level English (B), French (B) and German (C) – Cranbrook School – 1991**
- **11 GCSEs (Grade C and above) – Cranbrook School – 1989**
 - Completed professional training in Leadership and Management, Social Return on Investment, advanced qualitative research and participatory photography techniques.
 - Member of the Social Research Society and Association of Qualitative Research

Key achievements/projects

- Presented to over 100 charity chief executives on developing their impact practice at People's Postcode Lottery's annual gala (2017)
- Authored the 'Evaluating the impact of training' handbook for the Nuclear Industrial Partnership (2016)

September 1998 – November 2011, Qa Research (York) Research Team Director

Leading a research team delivering social and economic research, mainly to the public sector through a period of growth, followed by recession. As company director, I led on the development of key partnerships for the organisation, quality standards and knowledge transfer.

Key responsibilities

- Led on quality assurance and project delivery across small teams delivering research to support children and young people, enterprise and tourism.
- Responsible for overseeing quality standards and maintaining ISO 9001 accreditation.
- Led on projects in the following policy areas:
 - Research with young people (from early years)
 - Vocational education
 - Welfare and work
 - Health and employment
 - Disability
 - Community engagement
 - Learning networks
 - Enterprise

Key achievements/projects

- Brokered the development of a set of partnerships that generated significant income for the company during uncertain economic times.

References available on request. Thank you for reading.