where every woman thrives

WOMEN

COMMUNITY

STRATEGIC PILLARS

THEORY OF CHANGE

DOING THIS...

Support

Mentoring, coaching and mindset programmes that empower women to thrive

and support their wellbeing and resilience

Teach

In-person, online and self-learning programmes to deliver accredited learning and

qualifications for both soft skills (including self management, leadership, people

skills, communications problem solving and self-care) and hard skills (including

finance, marketing, sales, business, employability and entrepreneurship)

Facilitate

Intentionally designed physical, virtual and accessible facilities and learning resources to enable women to use and develop their skills, knowledge and abilities

for enterprise and employability

Build

Social, environmental and financial stability enabled through peer group

support in physical and virtual forums

Collaborate

Best practice enhanced through co-creating and co-producing resources and

tools with other specialist and research-based organisations

Educate

Toolkits and resources for businesses, external organisations (such as Schools,

Prisons, Community Support Organisations, Public Services, Charities, Trusts

etc) and individuals that inform best practice in the inclusion of all women by

listening and learning from women and girls

Research

Developing knowledge through driving and sharing research about women in enterprise and employment

Reform

Driving change through advising and contributing to policies and

systems at local, national and international level. Developing a charter for

women-inclusive organisations to deliver for all issues affecting women in

Influence

such as apps, podcasts, interviews and film

ENSURES...

Wellbeing

Mental and physical health and happiness that enables self confidence and personal growth

Skillbuilding & Upskilling

Learning and education that leads to enhanced employability and enterprise skills

Leadership

Self-leadership and leadership skills for all women in society

Entrepreneurship

Helping women start their own businesses and be entrepreneurial in employment no matter what their role

Access & Opportunities

Women have equal access to education and support for enterprise and employment regardless of location or circumstance

Decent Work

Every woman has the opportunity for financially sustaining and rewarding work, without the risk of exploitation

Feeling Valued & Recognised

All roles for all women are valued and celebrated in society. particularly by women for women

Visibility

The voice of women holds equal value in public opinion and perception of society

INTERMEDIATE

OUTCOMES

The Growing Club's mission is to support all women to become equally valued for their skills and abilities. We do this through peer-group support, providing enterprise and employment training and education including essential social skills, and we use our experience of working with women to amplify their voices to advocate for societal change so that every woman thrives.

ADVOCACY & CAMPAIGNING

FOCUS

employment and enterprise including fair and equal pay, equal opportunities, decent work, and family-friendly policies Participating in system and cultural change through the use of public media

INTERVENTIONS

WHICH ARE **PRE-CONDITIONS** FOR...

Empowered Women

Every woman is empowered to take their rightful place in the world and thrives when they are motivated to live to their full potential

Women Supporting Women

A cultural shift is enabled where women are viewed as positive role models, all women support women and the collective community recognises the inclusion and value of women in society

Gender Equality & Inclusion

Women are heard, included and treated equally across all sectors of society and all women have access to opportunities that enable everyone to see and feel the benefits of their work

Transformative Systems

National and international systems are changed to ensure they provide genuine equal opportunities for all women

HIGHER LEVEL OUTCOMES

WHICH **CULMINATES** IN...

Vision

We believe in a future where women of all backgrounds and circumstances are empowered to use their skills and abilities and are valued equally

CHANGE