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A theory of change is a chain of outcomes (changes) that show the stages someone/something needs to achieve to fulfil an aim. You can show this in an outcome chain like these.

**Theory of Change: Outcomes Chain**

**Needs/Assets**

**Activity**

**Terminology Theory of Change**

**Our Aim / Goal**

Longer term/wider change- **Impact**

Longer term/wider change- **Impact**

Immediate change- **outcome**

Immediate change- **outcome**

Immediate change- **outcome**

…this change happens...

(or this) which leads to this…

**Jargon-free theory of change**

Training

**Imaginary sample theory of change, a project to reduce re-offending amongst young people in the Bexley borough**

Reduced risky behaviour

Increased Knowledge

...ending up here.

which leads to this…

When we do this…

**High rate of Young Offenders**

**Young Offenders in Bexley no longer re-offend**

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1:1 mentoring

Improved inclusion in the community

Raised aspirations

Improved self confidence

Impact in Action is a 2-year project under BVSC, funded by City Bridge Trust. Contact Impact Officer, Karen Jefferys, [karen@bvsc.co.uk](mailto:karen@bvsc.co.uk) 0300 302 0056 ext 212

You can use this sheet to create your own Theory (though postit notes can help at first!) Type into the text boxes and click on them to move them around. A more detailed version with video support can be found [here](https://diytoolkit.org/tools/theory-of-change/) (Nesta). Nesta’s version also includes Needs and this can be helpful as your Impact should meet the Needs.

Other ways to get your Theory of Change onto paper can be found [here](https://www.thinknpc.org/wp-content/uploads/2018/07/Creating-your-theory-of-change1.pdf) (NCP document):

More information on building your theory of change can be found [here](https://knowhow.ncvo.org.uk/how-to/how-to-build-a-theory-of-change) (NCVO website).

Once you have done a first draft it is worth checking it (see the NCP document, link above). What assumptions are there? What additional inputs might you need, eg staff training, funds etc. Does this meet the needs?

This is a brief worksheet, and different groups include additional elements. For help contact Karen, details below.

See [www.bvsc.co.uk](http://www.bvsc.co.uk) for more information, or call Karen.

**Theory of Change:**

**Over to you Worksheet**

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