

Kaz Stuart

I am a passionate and committed professional dedicated to developing leadership and improving professional practice through training, consultancy, research & evaluation for the benefit of children, young people and families.

Academic Qualifications

- 2015 Level 7 Certificate in Executive Coaching (on-going)
- 2014 Certificate in Counselling (Institute of Counselling)
- 2013 PhD 'Collaborative Agency Across Professional and Organisational Boundaries in the Children's Workforce in the UK' (Lancaster University)
- 2009 Postgraduate Certificate in Teaching and Learning in Higher Education (University of Cumbria)
- 2001 MBA in Educational Management (Leicester University)
- 1991 BA Ed. HONS in English and Education (University of Kent) DfES No: 9052246

Recent Relevant Employment Experience

- 2014 to date **Company Director, Kaz Stuart Ltd.**
 - Leadership development and consultancy
 - Research services
 - Impact evaluation
 - Specialist in integrated and collaborative working
- 2014 to date **Associate Director, Indigo CSC**
 - Leadership development and consultancy services for Children's Services and Children's Centres
 - Research and impact evaluation services for Children's Services and Children's Centres
 - Statutory consultation processes
 - Contributing to the graduate school
 - Convening conferences
 - Contributing peer reviewed journal articles to the University's research excellence framework
- 2014 to date **Non-Executive Director, My Way Code Ltd.**
 - Advising on the development and evaluation of an online application to support the resilience of children, young people and adults in organisations.
- 2012 - 2014 **Head of Research and Evaluation, Brathay Trust**
 - Leading the strategic organisational development
 - Developing an internal evidence base
 - Leading pedagogy (youth team and corporate team)
 - Data base and data analysis management
 - Recruitment, retention and development of research team
 - Fundraising and enterprise through external commissions for consultancy, training and research and evaluation services
 - Budget management
 - Innovation through pilots (Catalyst Outcome Framework)
 - Convening and chairing the national Youth Work Evidence Group

Marketing and publications
Partnership management (University of Cumbria, Lancaster University,
University of Central Lancashire and Bedfordshire University)

- 2009 to 2012 **Head of Evaluation, Knowledge Transfer Partnership Role, Brathay Trust and University of Cumbria**
Established research practice organisationally
Published research and evaluation findings
Managed a £500,000 'Transition Fund'
Change management
Tenders and fundraising
Awarded 'outstanding' by the Technology Strategy Board, and Awarded the University of Cumbria Vice Chancellors Award for Excellence 2012
- 2010 to date **External Examiner for St John York University Faculty of Education & Theology**
Quality assurance and consultancy for the Certificate for School Governors and the Certificate in Attachment and Trauma for Foster Carers
- 2010 – 2012 **Occasional Reviewer for the Youth Work Journal**
Peer review of academic papers
- 2010 to 2011 **School Inspector for CfBT**
Inspected and graded schools and wrote inspection reports
- 2006 to 2009 **Senior Lecturer and Programme Manager for Leadership in the Children's Workforce, University of Cumbria**
Programme manage a portfolio of 25 International, National and local clients.
Developed, validated and programme manage a new multi-agency MA in Leading Integrated Children's Services.
Excellent skills in leadership consultancy, facilitation and training for corporate clients.
Led interprofessional education across faculties
Secured a £200K portfolio of new business for the University
Lead the 'Children's Workforce' strategic plan across the University
Recruited, trained and deployed an associate team.
Excellent Sector awareness through client engagement and scholarly activity
Developed national external partnerships i.e. the Virtual Staff College
Skilled in ICT use including online business communication tools and online learning technologies
- 2007 – 2010 **Reviewer for the Teacher Training Bank, Christ Church College Canterbury**
Occasional academic work reviewing policy and research documents for publication online
- 2003 – 2006 **Assistant Head of Children and Young People's Services, Brathay Hall Trust**
Business Development through effective sales, marketing and client relationships (£100K portfolio)
Lead for Business Development – responsible for strategy, activity and reporting against a £2.5 million income.
Strategic development e.g. creating a range of courses for professionals working with children and young people.
Leading and performance managing a full time team of consultants and

- associate consultants.
- 2000 – 2003 **Teacher of Work Related Learning, Netherhall School**
Curriculum development and outdoor education responsibilities
- 2001 – 2004 **Expedition Leader, World Challenge / Trekforce / Karokorum Experience**
Teamwork, expedition planning and leadership, risk management, youth training during school holidays
- 1997 – 2000 **Head Teacher, Radical Services. (Private EBD school for children in care)**
Developed all curriculum, policies and procedures, recruited staff and led the school to DfES registration
- 1996 – 1997 **Team Leader, Radical Services Social Care**
Coordinated a team and cared for young people with severe emotional and behavioural difficulties
- 1994 – 1996 **Chief Flying Instructor / Operational Manager, Green Dragons Paragliding, Turkey**
Management, marketing, budgeting and risk management of an overseas operation
- 1993 – 1994 **Key Stage One Teacher and Senior Leader, St Luke's Primary School**
Member of the senior leadership team and curriculum responsibilities
- 1991 – 1993 **Key Stage One Teacher and Language Coordinator, Pells Primary School**
Responsibility for English and French across the school.

Professional Memberships

- Member of Institute for Leadership and Sustainability Advisory Board
- Fellow of the Higher Education Academy
- Member of the Collaborative Action Research Network
- Member Chartered Institute of Managers
- Member of the Social Research Association
- Registered with the Data and Information Commissioner

Professional Qualifications

- 2014 Certificate in Counselling (Institute of Counselling)
- 2014 Responsible for Information (HM Government)
- 2014 Evidence Based Service Design (Social Research Unit, Dartington)
- 2014 Theory of Change and Standards of Evidence (Project Oracle, London)
- 2013 Social Return on Investment Trained (SROI Network, London)
- 2011 Longitudinal Qualitative Research Methods (ESRC)
- 2011 Statistical Analysis (Hereford University)
- 2011 Grounded Theory (Social Research Association)
- 2011 Longitudinal Qualitative Research (Economic Social Research Council)
- 2011 Metaphor Analysis (MMU Realities Centre)
- 2010 Ofsted Inspector Sign Off (CfBT)
- 2009 Cabinet Office Data Protection Course
- 2008 Ofsted Safeguarding Children Awareness Programme Certificate
- 2008 Nord Anglia Ofsted Inspector Training
- 2006 Open College Network Tutor Assessor Award

- 2007 Children's Workforce Development Council Approved Consultant
- 2005 Transactional Analysis Certificate
- 2005 Neuro Linguistic Programming Practitioner
- 2002 OCR Offsite Safety Management Certificate
- 2001 Diploma in Performance Coaching

Teaching Experience

<i>Role</i>	<i>Length of experience</i>
Primary school teacher	4 years
Secondary school teacher	3 years
Head teacher with teaching commitments	3 years
Youth Development Trainer	3 years
Senior lecturer teaching postgraduates	3 years
Masters level teaching for UoC in current role	3 modules x 3 years
Intern and studentship management	3 years
PhD supervision	2 years

Leadership and Management Experience

<i>Role</i>	<i>Length of experience</i>
Curriculum responsibilities at Pells Primary School	2 years
School senior leader at St Luke's Primary School	2 years
Leader of a paragliding school in Turkey	3 years
Team leader of a social care team at Radical Services	1 year
Head teacher at Radical Services	3 years
Assistant head of children's and young people's services department at Brathay Trust	3 years
Leader of interprofessional education and programmes in University	3 years
Head of research department at Brathay Trust	5 years
Director, Kaz Stuart Ltd.	1 year
Associate Director, Indigo CSC	1 year
Non-Executive Director, My Way Code	1 year

Entrepreneurial / Third Mission Activities

<i>Date</i>	<i>Activity</i>
2005	Integrated Workforce Development aligned University of Cumbria programmes with the changing employment requirements of Cumbria County Council
2010	Fulfilled a Knowledge Transfer role between University of Cumbria and Brathay Trust transferring research expertise into the third sector
2012	ESRC Pedagogy development conference brought academics from the Institute of Applied Social Science together with practitioners from Brathay to theorise their work

2013	Negotiated the strategic partnership between the University of Cumbria and Brathay Trust.
2014	Established and led the national Youth Work Evidence Group coalescing youth work organisations into a coherent body with evidence of their impact.

Research Profile and Enterprise

Date	Activity	Value
2009	Teacher Development Agency Grant to train 200 teachers in the Northwest to teach Social and Emotional Aspects of Learning (cannot access records of amount as with previous employer)	Approx £20,000
2010	Merseyside Fire and Rescue Evaluation Research into the Efficacy of an Extended 40 Week Induction Programme	£7,785
2010	HM Treasury Transition Project Grant to enable Brathay to prepare for cuts to public service expenditure. I was a part of the team of 3 that won and delivered the grant over 12 months	£500,000
2011	Joseph Rowntree Foundation Digital Me Research into the impact of addressing digital exclusion in rural schools	£10,000
2012	Helena Housing Association Five year grant to train, supervise, and support evaluation practice across the association and to write an independent yearly evaluation for Big Lottery	£21,000
2012	ESRC funding to develop the youth work pedagogy at Brathay Trust in partnership with Bedfordshire University	£7,500
2012	Affinity Sutton Housing Association Research into Community Perceptions of Anti-Social Behaviour	£5000
2013	Growing Well Trust Analysis of mixed method impact data from horticultural therapeutic programmes and mentoring	£3,500
2013	Balfour Beatty SROI framework needs analysis, development and implementation	£5,500
2013	Deafness Network Independent Evaluation	£2,500
2013	Affinity Sutton Housing Association development of a theory of change and evaluation framework	£4,000
2013-2014	Sheffield City Council Research into Youth Experiences of Gang Involvement and Youth Violence	£12,000
2014	National Apprenticeship Service research into specially commissioned projects	£10,000
2014	Cabinet Office Centre for Youth Impact early adopter and trainer	£10,000
2015	Designed and conducted the review of the Office of the Children's Commissioner's Advice. Assistance and Representation Service for children living away from home and receiving social care	£14,000
2015	Collation and reporting of evidence of the efficacy of youth interventions in housing associations for the Pan-London Housing Association Group	£5,550
2015	Research into the factors that affect children and young people's aspirations for housing and careers for Helena Housing	£5,220

Publications

Stuart, K. (2010) 'Narratives and Stories as Action Research Tools for Youth Work', Journal of Youth Work, No 6 <http://www.youthlinkscotland.org/webs/245/documents/JYWIssue6.doc>

Stuart, K. (2010) 'Walking the Talk: Authentic Teaching of Social and Emotional Aspects of Learning' in The Teacher Education Advancement Network Journal Vol.2 Dec 2010
<http://194.81.189.19/ojs/index.php/TEAN/issue/view/17/showToc>

Stuart, K., Alger, A. (2011) 'The Use of Transactional Analysis in Secondary Education: A Case Study', Teacher Education Advancement Journal. 3:1
<http://194.81.189.19/ojs/index.php/TEAN/issue/view/26/showToc>

Stuart, K. (2011) 'Leading multi-professional teams in the children's workforce: an action research project', International Journal of Integrated Care, 13.
<http://www.ijic.org/index.php/ijic/article/view/750/1507>

Stuart, K. (2011) 'Narratives and activity theory as reflective tools in action research' Educational Action Research Journal 20:3.

Stuart, K., Maynard, L. and Rouncefield, C. (2011) Literature Review 5: Research and Evaluation Methods for Work with Young People. Ambleside: Brathay Trust.

Stuart, K. (2012) 'Storytelling and Cycles of Development' in Paul McIntosh and Digby Warren (eds.) Creativity in the Classroom: Case studies in using the arts in teaching and learning in higher education. Bristol: Intellect Books.

Gray, T. and Stuart, K. (2012) 'The Power of Storytelling in Adventure Therapy' in Encounters, The Fifth International Adventure Therapy Conference Proceedings, (Eds) Pryor, A., Carpenter, C., Kirchner, J., Norton, C. Czech Republic: Art and Science European Publishing.

Stuart, K., Maynard, L. (2012) Brathay's Youth Development Model for Social Justice. Ambleside: Brathay Trust.

Stuart, K. (2013) 'Becomings' in Action Research in Diverse Contexts: The Contemporary Challenge, The Collaborative Action Research Network Bulletin 2013
<http://www.esri.mmu.ac.uk/carnnew/bulletins/bulletin16.pdf>

Stuart, K., Maynard, L. (2013) 'Developing a Theory of Change', Horizons (63) October 2013.

Stuart, K. (2014) 'Activity Theory as a Reflective and Analytic Tool for Action Research on Multi-Professional Collaborative Practice', The Journal of Reflective Practice.
<http://www.tandfonline.com/doi/full/10.1080/14623943.2014.900007#.UywBQsvW-1t>

Stuart, K. (2014) 'Collaborative Agency to Support Integrated Care for Children, Young People and Families: An Action Research Study' the International Journal of Integrated Care.
<http://www.ijic.org/index.php/ijic/article/view/1171>

Ashworth, L., Maynard, M., Stuart, K. (2014) 'Ethical Considerations in Outdoor Studies Research' chapter in the International Handbook of Outdoor Studies, eds. H. Prince, B. Humberstone, C. Henderson. In review.

Stuart, K., Maynard, L. (2015) 'Non-Formal Youth Work and its Impact on Young People's Lives', in review in Youth Work Non-formal Education and Youth Participation: Thematic Issue of the Italian Journal of Sociology of Education.

Stuart, K., Maynard, L., Rouncefield, C. (2015) Evaluating Projects with Young People: Creative Research Methods. London: SAGE Publications.

Stuart, K. (2015) '[50 Shades of Outcomes](#)', in The Centre for Youth Impact Resource Hub. London: CYI.

Stuart, K., Davies, P., Maynard, L. (2015) 'Trust Your Kit: Supporting Members of the Armed Forces Adjust to Civilian Life', in review in Cogent Education.

Stuart, K. and Wilcox, M. (2015) 'System Leadership Development in Children's Centres in the UK', in review with the Sustainability Accounting, Management and Policy Journal.

Stuart, K., Maynard, L. (2016) Promoting Young People's Wellbeing Through Empowerment and Agency: A Critical Framework for Practice. Routledge. In Writing.

Conference Presentations

Stuart, K. (2005) Experiential Learning to Improve Body Image in Young Women, ICEL Bi-annual Conference; University of Lancaster 1 – 5th July.

Stuart, K. (2005) International Consortium of Experiential Learning Conference Chair, University of Lancaster 1 – 5th July.

Stuart, K. (2007) Transactional Analysis for Children and Young People Case Study, IDTA Annual Conference; Glasgow Hilton, 15th – 17th October.

Stuart, K. (2007) Educational Uses of Transactional Analysis, ITAA Annual Conference, Keele University 10th – 11th November.

Stuart, K. (2008) Pandora's Box: Expanding Learning through Transactional Analysis. International Developmental Transactional Analysis Conference, London, 13th – 15th October.

Stuart, K. (2008) Conference Co-Chair, ICEL Bi-annual Conference; UTS Sydney, 10th – 15th December.

Stuart, K., Gray, T. (2009) The Power of Storytelling in Adventure Therapy. 5th International Adventure Therapy Conference. Edinburgh University, 7th – 11th September.

Stuart, K. (2009) Integrated Learning through Developmental Narratives, ICEL Bi-annual Conference; UTS Sydney, 10th – 15th December.

Stuart, K. (2010) Narrative: An Action Research Tool for Inter-professional Work, Youth Development and Evidence of Impact. Mind the Gap conference. University of Strathclyde, 7th – 11th September.

Stuart, K. (2010) Activity Theory as an Inter-professional Action Research Tool at the Collaborative Action Research Network Conference, Cambridge 7th October.

Stuart, K., Alger, A. (2011) An Evaluation of the use of Transactional Analysis in Secondary Education. Teacher Education Advancement Network Conference, 12th May.

Stuart, K. (2011) The Big Society and Behaviour. Inside Government Conference, London, 15th May.

Stuart, K. (2011) Trans-disciplinary research development in community youth work. The Values and Virtues Conference, York St John University, 1st – 2nd July.

Stuart, K. and Maynard, L. (2011) Creative approaches to research in youth work at 34th CARN, Vienna, November 2011 International Conference on Youth Work and Youth Studies, Strathclyde University, 28th – 30th August.

Stuart, K. (2011) Evidence of Impact: Research and Evaluation Methodologies for Work with Young People. British Educational Research Conference. Institute of Education, 6th – 8th September.

Stuart, K. (2011) Activity Theory as a Reflective and Analytic Tool for Action Research on Multi-Professional Collaborative Practice. British Educational Research Conference. Institute of Education, 6th – 8th September.

Stuart, K., Rouncefield, C. (2011) Transdisciplinary research development in community youth work. 8th European Congress of Community Psychology. York St John University, 15th – 16th October.

Stuart, K., Maynard, L. (2011) Creative Participatory Methods for Action Research in a National Youth Work Charity. Bringing a Different World into Existence, Collaborative Action Research Conference, Vienna, 4th – 6th November.

Stuart, K. (2011) 'Becomings: Workplace cultures, professional identities and personal agency' at 34th CARN, Vienna, November 2011

Stuart, K. (2011) Friend or Foe? Youth work and outdoor education. The National Institute of Outdoor Learning Conference. Melton Mowbray, 17th – 18th November.

Stuart, K. (2012) Collaborative Agency in the Children's Workforce: achieving more together for children, young people and families. "Family, children and education at the core of the new challenges of social development: global scenarios, migration and active citizenship" The World Forum on Child Welfare. Naples, 27th – 30th November.

Stuart, K., Maynard, L. (2012) Into the Wilds: Using creative research and evaluation methods with young people in outdoor and experiential learning settings? The National Institute of Outdoor Learning Conference, Stafford, 17th – 19th October.

Stuart, K. (2013) Youth Justice Programmes at Brathay Trust. Youth Justice Forum, London, 23rd November.

Stuart, K. (2013) Creative Research Methods for Outdoor Experiential Learning. The NorthWest Outdoor Learning Conference. Dallam School, 14th January.

Stuart, K. (2013) Convenor and Chair ‘The Wellbeing Conference’ Brathay Trust and University of Cumbria. Brathay Trust, 23rd July

Stuart, K. (2014) ‘Problematizing Participation’. UCLAN Social Research Seminars. Preston, 26th March.

Stuart, K., Maynard, L. (2014) ‘Empowerment, Agency and Wellbeing’. Children, Young People and Families Wellbeing Conference, University Cumbria and Brathay Trust. University of Cumbria, 17th June 2014.

Stuart, K. (2013) Convenor and Co-Chair Children, Young People and Families Wellbeing Conference, University Cumbria and Brathay Trust. University of Cumbria, 17th June 2014.

Stuart, K. (2014) ‘Multi-Agency Perspectives on Wellbeing’. Cumbria and Northumbria Wellbeing Symposium, Kirkland Hall, University of Northumbria, 11th September 2014.

Stuart, K. (2014) ‘Empowerment, Agency and Wellbeing in the Outdoors’, Masterclass at the National Conference for the Institute of Outdoor Learning. Loughborough University, 18th October, 2014.

Stuart, K. (2015) ‘Problematizing Empowerment’, Keynote at Aberdeen University Community Learning and Development Summer School. Aberdeen University, 25th June, 2015.

Stuart, K. and Wilcox, M. (2015) ‘System Leadership Development in Children’s Centres in the UK’, at the University of Cumbria Leading Well Conference. Brathay Trust, 16th – 18th July 2015.

Referees

Current Employer	Academic Referee	PhD Supervisor
Godfrey Owen	Dr Caroline Rouncefield	Dr Pete Boyd
Chief Executive	Head of Department	Faculty of Education Research Co-ordinator
Brathay Trust Clappersgate Ambleside Cumbria	University of Cumbria Bowerham Road Lancaster LA1 3JD	University of Cumbria Fusehill Street, Carlisle CA1 2HH

LA22 OHP 07739646144 Godfrey.owen@brathay.org.uk	01524 384611 Caroline.rouncefield@cumbria.ac.uk	01228 616241 Pete.boyd@cumbria.ac.uk
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