

bounce back.

Annual Review





Bounce Back is a Charity and a Painting and Decorating Social Enterprise focussed on the training and employment of people leaving custody. It works inside and outside prison to ensure people have the skills and qualifications they need to get employment in the construction industry, either as professional decorators for Bounce Back's own business or with their construction partners. It has seven training centres spanning prisons and the community and the Bounce Back Social Enterprise employs up to 30 decorators at any one time. In every instance trainees are supported through the process from prison into employment, and the team work with individuals and employers for up to a year or more.

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Annual Review 2017

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“ Success is not final, failure is not fatal; it is the courage to continue that counts. ” Winston Churchill

Welcome to Bounce Back



When I had breakfast with the last Justice Secretary Liz Truss, the purpose of the meeting was to see how businesses could engage with prisons more and, to use the term of the time, “get prisoners off drugs and into jobs”. She proceeded to tell me of an excellent project that operated in Brixton Prison teaching inmates skills in painting and scaffolding which property and construction companies were coming in to recruit them from when they got released. I beamed a wide smile and told her I knew a bit about Bounce Back.

It hasn't been an easy year for those involved in projects trying to help find an alternative life away from crime that the huge majority of prisoners I have met over the years desperately and earnestly seek. Day release in London prisons has effectively ground to a halt, slowing down the opportunities for inmates to witness worktime experiences and engage with companies that have vacancies that they could offer them on completion of their sentences.

We hope this will change soon so as to bring these following figures into context. In the past the figure of £43,000 has been quoted as the average cost of keeping a prisoner locked up per year. But recently we interrogated this statistic as I felt it missing a number of other financial considerations, such as the cost of bringing a prosecution to court, the taxes received on an income someone would pay if they had a job which would drop their likelihood to re-offend from 60% to 12%, the multiplier effect of the purchases they would make on VAT-able goods and so on and the real saving to the state of getting an offender into work comes to £78,000.

We live in the days of measuring impacts so sharing these statistics is hugely important – not just for social enterprises and charities like Bounce Back to show our funders but increasingly companies will want to know the true value of turning inmates into workmates. We also live in an age where “well-being” is no longer a fluffy idea. From the huge propensity for prisoners to experience mental health issues from incarceration, to the massive relief their families experience on seeing their loved ones return home and placed into a safer future, we know we cannot live by statistics alone.

A new government has been formed as this report goes to print and I'm keen to see through a conversation I began with Mrs Truss where I proposed that Bounce Back be engaged to give some of the insides of the Ministry of Justice a coat of paint. It would send a powerful message that this new government is active on our agenda, our trainees could certainly deliver it and of course instil in themselves an immense sense of pride in having done so.

That's the true spirit of partnership that Bounce Back seeks with our stakeholders.

IQBAL WAHHAB, CHAIRMAN



One of the highlights of this year was the magnificent Eritrean wedding of our first participant, (now Senior Manager), Dabz. It reminded me why we work tirelessly to effect change. Amongst the 500+ guests were a number of our previous participants, all successful, all friends, all working and above all, still out of prison many years on. This is by far the best way to remind ourselves that we have changed lives, changed perception, and, what's more, delivered our core purpose of reducing re-offending. It is this that keeps us determined to do more.

Our reporting records outcomes and we have skilled staff working on this, but what it can't do is illustrate the sheer hard work behind achieving them. Our dedicated team remain passionate about what they do in an increasingly challenging climate, and, as we grow, new people are joining us to do more.

We believe firmly that achievement happens through incremental steps; we don't seek giant leaps but we are determined to remain agile and grow stronger as we increase in size. I am hugely proud of our achievements, among them, launching the first scaffolding training centre in a UK prison and increasing our presence in more prisons which means that we are able to get more people into work.

It is the unwavering support of the employers we work with that has meant we can continue to provide them with much needed talent. Time after time they have discovered that it is sound business sense to employ people who genuinely want to be assets to society. This means that not only are we able to place individuals with them but they also use our decorating teams to deliver contracts which is a perfect model of success.

Above all, the genuine enthusiasm that comes from our funders, volunteers, supporters and clients is what enables us to continue. Please do make a donation, come and visit us, or more importantly, use us to do your decorating at home or at work. It makes an enormous difference to someone's life to have the opportunity and your trust.

When the UK's Prime Minister declared on her first day in office that it was her mission to 'make Britain a country that works for everyone' we like to believe that she also includes the 80,000 people that leave prison every year passionate to seek a new start in life.

FRAN FINDLATER, FOUNDER AND CEO

What was Said this Year...

England and Wales have the highest rate of imprisonment in western Europe, according to the Council of Europe's annual penal statistics.

"There is a great deal to do but I am confident that with the additional resources the government are providing, we can transform the system and deliver the high quality of service the public deserve." Michael Spurr, HMPPS Chief Executive

"We need to make prisons places of safety and reform." Liz Truss

"As with education, training and skills outside prisons, it is vital that what is taught or learned is relevant to rehabilitation and employment." Unlocking potential: A review of education in prison – Sally Coates

"Businesses that take ex-offenders could be given financial rewards, including reduced national insurance contributions. The government accepted in principle the case made for incentives ..." Report by the Commons Work and Pensions Committee, The Times online

"...there does have to be a proper recognition that you cannot do these things on the cheap. By and large investment in our criminal justice system as a whole is a good investment for the United Kingdom. Re-offending costs some £18 billion a year to our economy, never mind the social and the personal costs, but actually in hard economic terms doing it differently makes sense because we are not making a very good job of it at the moment..." Politician speaking during 'purdah'

"Many contractors are struggling to attract appropriately skilled staff – 62 per cent of firms reported difficulty filling vacancies because of a lack of trained workers during the last quarter of the year. These statistics suggest the number of workers already trained to a high standard is running dangerously low, meaning that contractors need to train new workers. New blood is what is needed – not just young people but a more diverse workforce, including those of working age who have also never worked in construction before" Construction News

" I've grown so much in my self-confidence and improved my attitude to work... I mean it's my first proper job. The whole organisation has a good vibe... no-one looks down on you like they do in other places, they treat you like a human being, and that helps you to feel trust again. This job is really the main thing keeping me out of trouble. "

Bounce Back Participant

Training

We are led by the construction industry and train in skills needed on site, which means that we can give our participants the best opportunities for employment.

Having opened a new construction training centre every year for the last 3 years, in 2016, thanks to Landsec and Alandale, we added **scaffolding** to the skills we train in HMP Brixton – an industry first in a UK prison and a skill hugely in demand. In addition we are in HMP's Wandsworth, High Down, Isis and others operating in different ways to a greater or lesser extent to get people into work.

Prisoners can now train in dry lining, painting and decorating and scaffolding which gives them a broad skill base to join the construction industry before they leave prison. This relationship with the construction industry was highlighted in The Dame Sally Coates review where we were recommended for good practice in Unlocking Potential for responding to the industry. All our partners have made this possible with their continued support including Landsec, Alandale, Knauf, Encon, Nevill Long and Novus.

These prison training centre models demonstrate the commitment of employers in the sector to support people into work in response to the huge need in construction. **In addition, we now also train people to become trainers themselves which adds another employment string to their bows.**

CSCS cards are the 'passport' to work and without the card people cannot go on site. By obtaining the card prior to release it means that candidates can move straight into work on leaving prison, thus helping them to avoid the temptation to re-offend. This year we have been delivering CSCS training in a number of prisons.

We continue to work to progress our training to the next level, not only in the number of skills we explore in response to industry needs, but also in the levels of skills people can achieve. From Level 1 to Diplomas and Level 2 we drive progression.

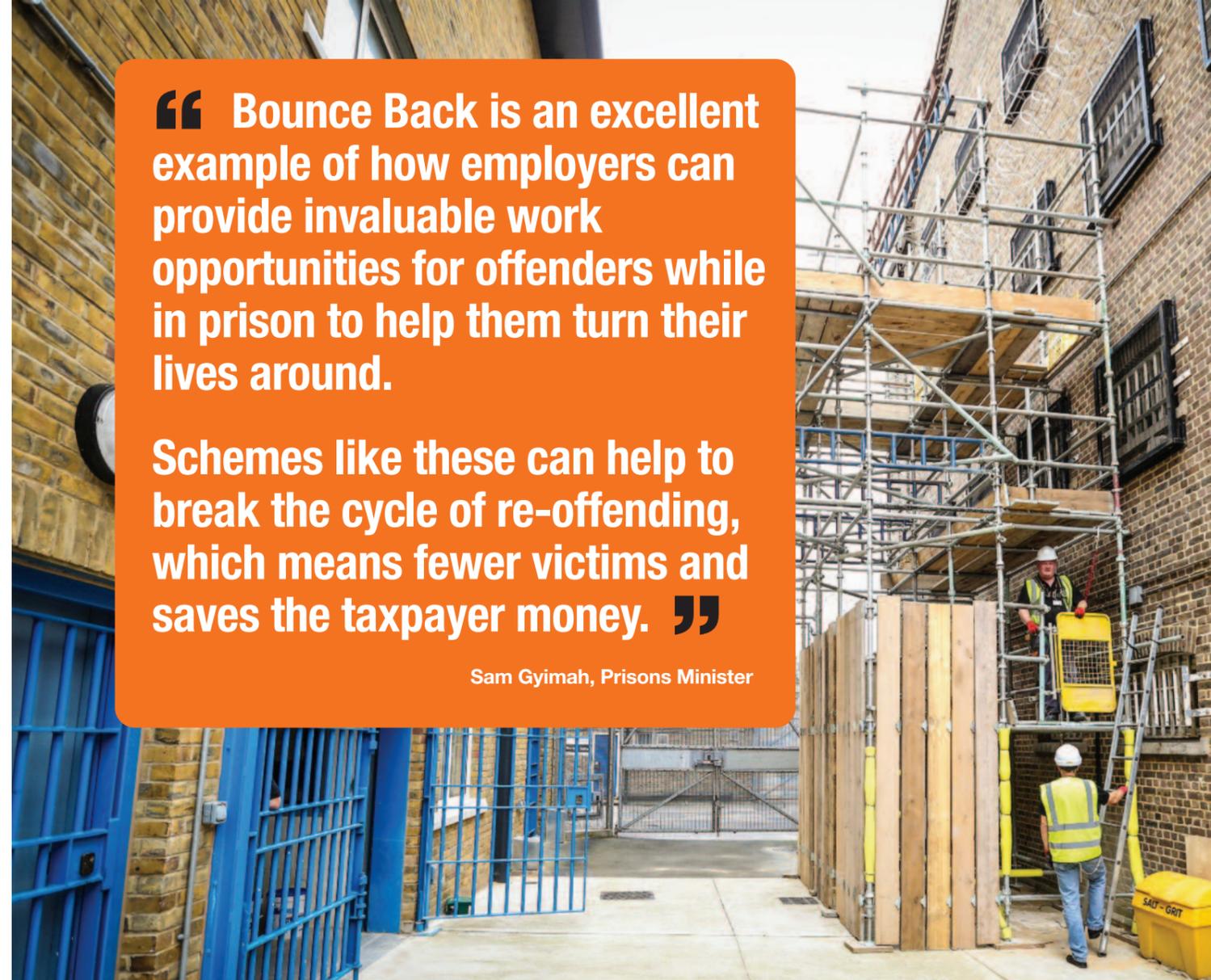


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“ Bounce Back is an excellent example of how employers can provide invaluable work opportunities for offenders while in prison to help them turn their lives around.

Schemes like these can help to break the cycle of re-offending, which means fewer victims and saves the taxpayer money. ”

Sam Gyimah, Prisons Minister



Employment and Support

Bounce Back focus on engaging with individuals throughout their journey both in and out of prison. The opportunity to work gives hope to those in prison, and we recognise that employers can also need support when they work with people leaving custody.

'THROUGH THE GATE'

On release, our Case Workers support the individuals and employers to ensure a seamless transition on both sides. This can include things as simple as providing the right clothing and ensuring people are at work on time. We manage expectations on both sides and continue to remain available for a year and beyond, also helping people to gain self-employment status to avoid any barriers to employment.

WORKING FOR THE CONSTRUCTION INDUSTRY

Bounce Back seeks to fill the skills gap and is a 'go-to' for the construction industry who know that they can come to us to get much-needed, enthusiastic employees. We invite organisations into the prison to meet potential employees or take people in individually to see trainees in our training centres and meet people keen to work in construction.

WORKING FOR THE BOUNCE BACK SOCIAL ENTERPRISE

Individuals can apply to join the Social Enterprise which helps them to see a seamless route into work. It also means people can earn as soon as possible on leaving prison – a fundamental requirement that will help to prevent re-offending.

The Bounce Back Social Enterprise is a 'business' with teams of professional painters and decorators. Most are people who have either been through the training programme in prison, courses at Crisis or who have contacted us through the community. People receive support and continual training on site from established and highly knowledgeable supervisors who ensure all jobs are done to industry standards on time and within budget. Bounce Back understand the need to comply with the stringent demands of the industry to include policies and accreditations required to work as a sub-contractor. This, in turn, is how we generate income to work towards creating a self-sustaining element of our model.

Bounce Back's clients include large Housing Associations, Local Authorities, Construction Companies and Corporates. Being part of what is often referred to as an exciting, vibrant social enterprise 'movement' means that by working with us, procurement departments are delivering the principles of the Social Value Act. In addition private individuals reach us through our website or simply by personal contact. Through work we can continue to grow our professional decorating team year on year.



Partnerships

The support of our construction and corporate partners are the key to what we do. The fact they employ people on release or offer work to the Social Enterprise is the biggest endorsement of our work and means we can get more people from prison into paid jobs.

Amongst those partners we would like to thank for their support, both in employing our participants, or helping us to scale up are:

**Alandale
BP**

Canary Wharf Contractors

CITB

Crown Paint

Encon

The FIS

Gypsumtools

Ian Williams

Interserve

JM Scully

Keltbray

Knauf

KPMG

Landsec

Lend Lease Be Onsite

Lloyds Foundation

Mace

Measoms

Mitie Painting and Decorating

NACRO

Nevill Long

Novus

SEUK

Sherman Construction

Tideway

TfL

Walgreens Boots Alliance

Wates

...and many others.

Working together we can all do so much more and enhance the skills we lack. Through good relationships with other organisations we can find ways to help with mentoring, housing and additional needs including drug rehabilitation. This provides us with good signposting for our participants as well as broadening what we can achieve.

We value academic and strategic relationships enormously as they advise us on measurement and the best ways to develop our offering. As well as advice we have received from the Learning Together team at Cambridge University, we have also hosted visits from Liverpool John Moore's University amongst others.

“ These people aren't just 'prisoners'. They're also fathers, sons, nephews, friends, builders and accountants. They're everybody we are outside of the gates. ”

Relation of a prisoner

Evaluation and IMPACT

Cost of the Bounce Back course
£1,125

Cost of one person a year in prison **£37,240**

Annual saving to the state of having someone in work and out of prison for one year **£77,990**

In order to engage, inform and inspire our stakeholders we are committed to communicating the impact of our work clearly.

The cycle of re-offending costs up to £15 billion per year. With poorest communities bearing the brunt disproportionately, the current approach is not only unsustainable it's also deeply unfair. Yet prison is doing very little to reduce re-offending.

46% of prisoners will re-offend within a year of release. 60% of short sentenced prisoners will re-offend within the same period. As they go through Bounce Back participants develop a range of qualifications, skills and personal assets. They grow confidence in their social skills and employability which, as our stakeholder led Theory of Change demonstrates, improves their welfare and effectively reduces re-offending. The Bounce Back journey empowers them to lead more structured lives, addressing issues relating to their personal, financial and family circumstances. We continually measure the impact we have on the journey to employment and the difference it makes to the communities people return back to.

MAKING A DIFFERENCE

100%

of participants felt more motivated to find work

83%

of respondents felt their 'life is closer to what I want it to be'

100%

of employability workshop respondents felt more confident about their job searching abilities

400

EMPLOYERS TAKEN INTO PRISON



Working across 6 prisons



Targeted awareness with exposure from:

Radio, Press, TV,      

7 training centres
Training capacity 108 per day
718 trained in prison
130 trained in the community
120 voluntary and paid placements

OUR RE-OFFENDING RATE IS 12% **v** NATIONAL AVERAGE 60%



PARTICIPANTS SUPPORTED ON RELEASE

SUPPORT INTO WORK

160 Health and Safety qualifications gained in the community (including CSCS cards)



£1,340 lunches



£4,100 travel



£1,850 in work equipment

SUPPORTING THE ENVIRONMENT



Using PAINT 360 saves 1.3 tonnes of CO2 - the equivalent of **4,000 miles** driven in a normal van for every 1,000 litres of paint used.



RECYCLING **100%** of 7 tons of dry lining waste

Not everything is quantifiably measurable, the relationships our participants have formed and the community they have created amongst themselves, the fact they have developed and rebuilt relationships with married partners and families, are the facts that change communities.

Bounce Back in the Community

Bounce Back continues to seek ways to reach and support some of the hundreds of people that contact us who have already been released. There is so much more we can achieve out of the prison environment.

HOMELESSNESS

79% of prisoners who reported being homeless before custody were re-convicted in the first year after release compared with 47% of those who did not report being homeless before custody.

There is a strong mutually enforcing link between homelessness and offending. Yet many prisoners are released without secure accommodation.

Stable employment provides one of the best opportunities for ex-offenders to buy or rent their own property sustainably and reduce their dependency on social housing, increasing both confidence and security which in turn reduces the likelihood of re-offending. However the challenge remains that without housing people cannot get employment.

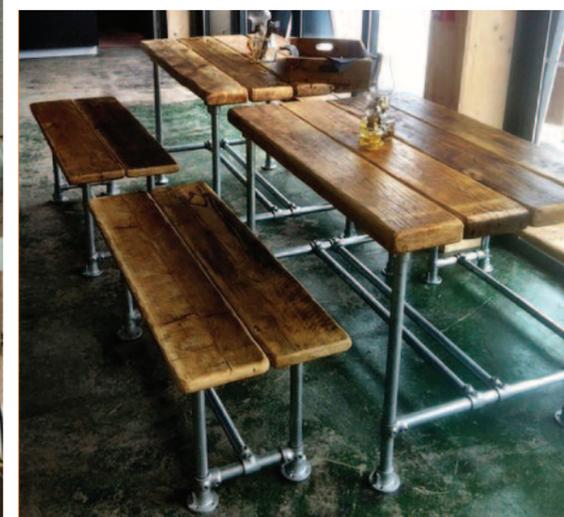
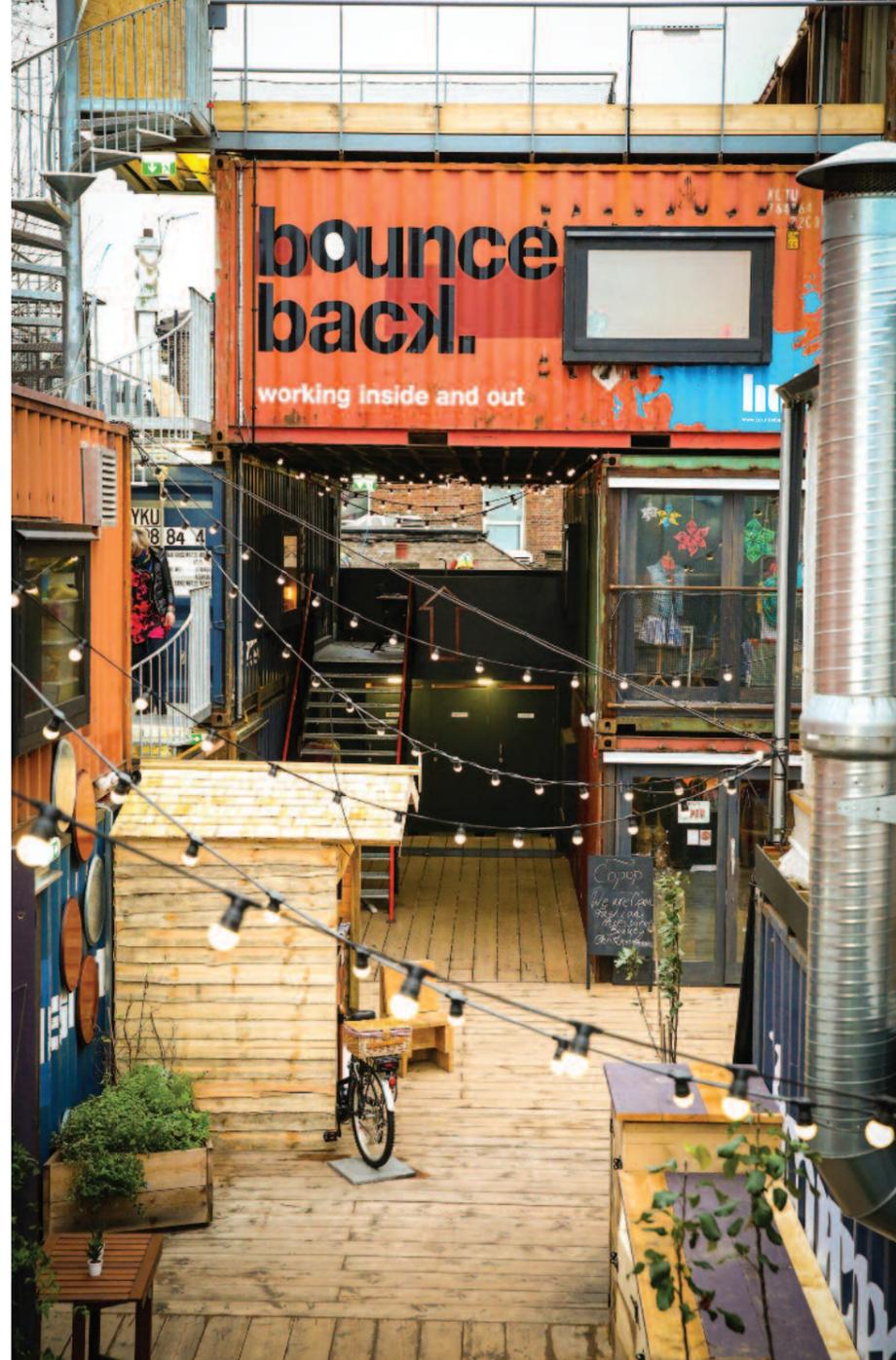
Recognising the correlation between our work inside and out of prisons, and determined to weaken links between crime and homelessness, we are delighted to be further developing our work in this area.



We are proud to work with Crisis, delivering training programmes in both Shoreditch and Croydon. Over the past year, we have also worked with Hopkinson House and St Martins' in the Field to initiate simple skills training programmes that help small learning groups to develop their prospects while in hostels.



Since we began, Tektura have generously supported us with their outstanding wallcoverings for the training centre as well as providing specialist training. We are currently discussing the manufacture of a wallpaper designed by the trainees in the prison training centre.



New Initiatives

We constantly explore opportunities to partner other organisations in our sector so that we can drive new initiatives to get more people into work. These are just a few:



We are in partnership with a number of organisations working on employer led training and pathways into construction for ex-offenders funded by the CITB. Led by Lendlease Be Onsite, this also includes PJ Careys and Lee Marley Brickwork and Scaffolding as well as The Mitie Foundation, NACRO, Princes Trust (Mosaic) and A Fairer Chance. Entitled 'Fill the Gap' this is a 3 year pilot gradually extending out of London by the 3rd year.



An innovative sentence planning and case management project. An end to end solution helping people in prison to gain employment, the project is funded by Sheriffs and Recorders and we are partnered with Prospects and NCS. Together we are delivering a 'bespoke' approach to getting people into a variety of employment routes with the support of Tideway, TfL, Youngs Breweries and Keltbray amongst other employers.



For its bicentenary in 2020, the Royal Astronomical Society is establishing a network of enhanced and extended outreach projects, spreading the enthusiasm for astronomy and geophysics that RAS Fellows share to people who have never experienced the subjects or never thought that they could participate. Our concept 'Beyond Prison Walls' joins 9 others chosen to celebrate this and is a 5 year project to introduce these subjects in the context of our training in the prisons we are in. It will also become part of our ongoing work on 'IMPROVING THE PRISON ENVIRONMENT'.

IMPROVING THE PRISON ENVIRONMENT

When prison spaces are designed to foster personal change and hope they are more likely to reduce re-offending and prison violence. This year we are exploring innovative work in prisons, using our painting and decorating expertise to bring some signature Bounce Back colour to reform prison, HMP High Down. Our team are working with participants to improve their space whilst on the rehabilitative journey. We are giving them an opportunity to learn to paint murals and include 'portraits' of themselves which incorporate their real life experience into large artworks instructed by a professional. This way, the participants have the chance to take real ownership of the project, creatively leading the plans for re-design themselves.

“ I want to try and do something new and different from my old life, I have had a chance to learn something now and plan to keep going – I hope Bounce Back can help me do that when I leave prison ”

Clint



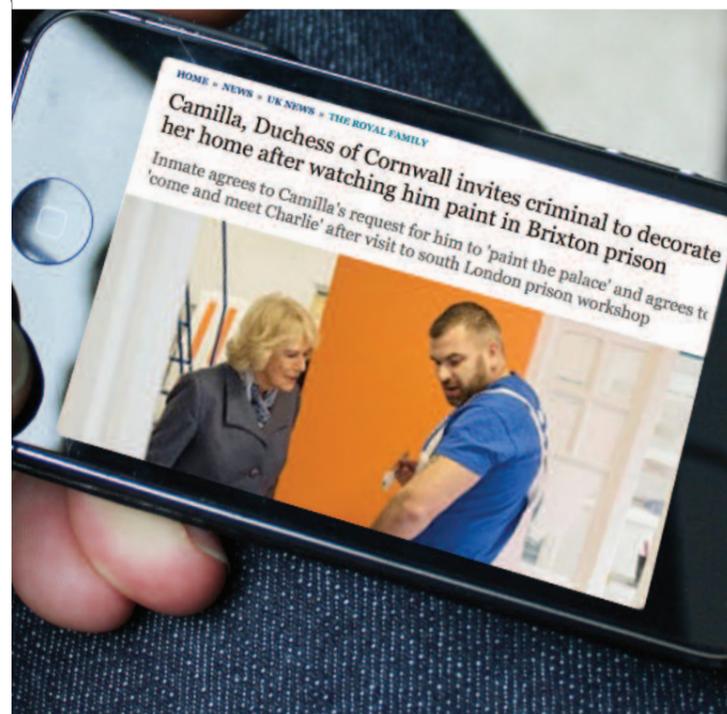
Our Supporters

These are just a few of the funders and supporters without whom we would not be able to achieve our work.

- | | |
|---|-------------------------------------|
| 29th May 1961 CT | KPMG |
| AB Charitable Trust | The Leathersellers Foundation |
| Aberdeen Asset Management Charitable Foundation | Leigh Trust |
| The Adrian Swire Charitable Trust | Lloyds Bank Foundation |
| Alchemy Foundation | Matrix Chambers |
| Austin and Hope Pilkington Trust | Mendoza Films |
| Axis Foundation | NEXT |
| Basketmakers Trust | Odin CT |
| Battersea Power Station Foundation | The Noel Buxton Trust |
| B&CE Charitable Trust | Novus |
| Bromley Trust | Persula Foundation |
| Business in the Community | Peter Minet Trust |
| Castle Land and Development | Peter Stebbings' Memorial Fund |
| Chapman Charitable Trust | The Royal Astronomical Society |
| Corke Wallis | Peter Cruddas |
| Crown | The Sherrifs and Records Fund |
| The Cutler Trust | STC |
| David and Claudia Harding Charitable Trust | The 1970 Trust |
| The Drapers Charitable Fund | The Tallow Chandlers |
| Dulux | Tom ap Rhys Price Memorial Trust |
| The Evan Cornish Foundation | Trust For London |
| Fidelity UK Foundation | Tudor Trust |
| Garfield Weston | Tylers and Bricklayers |
| Gwyneth Forrester Trust | VISA |
| The 1970 Trust | The Weavers Company Benevolent Fund |
| The Haberdashers Company | WME/IMG |
| Henry Smith Charity | Zurich Community Trust |
| Interserve | |



Michael Gove during a visit to HMP Brixton. The Bounce Back training centres were part of the tour demonstrating our training programmes in action.



by Genesieve Roberts
18:29
Tuesday July 26th 2016

SHARE THIS ARTICLE

The former prisoners building a better future



Source: Bounce Back Charity rehabilitates prisoners through construction work. Press image supplied via Gail Sneyd.

On the surface, the series of flat conversions near London's King's Cross could be just another redevelopment project – the smell of fresh paint wafting through dusty air as a team of people paint skirting boards, strip wallpaper and renovate rooms.

But the group working on this redevelopment are all former prisoners, and they believe their jobs have offered them a chance to stop reoffending.

'You have to reform yourself'



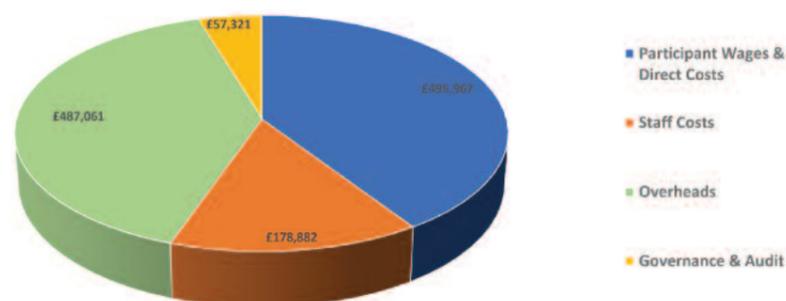
Financial Report

Bounce Back Foundation is the Charity which trains in construction skills, both in prison and the community and provides the casework team that works with individuals to support them into employment.

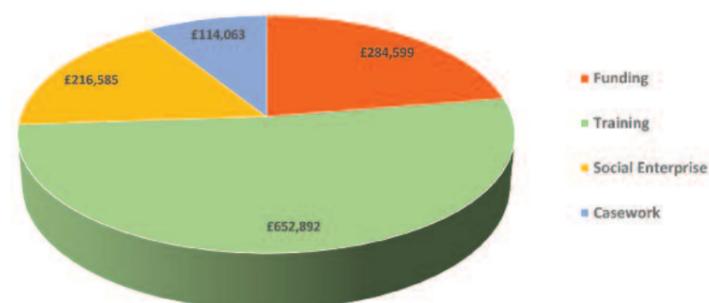
The Foundation received £1,268,156 in income, predominantly from three sources: delivery of prison training contract and case management, painting and decorating from our social enterprise and direct funding from a number of sources including Trusts and Foundations, private funders and company donations. Overall income increased by £344,568, compared to the previous financial year. This was primarily as a result of increased income from training to prisoners and ex-offenders and increased demand and delivery of our case management support and employability programmes.

The Foundation spent £1,224,057, in-year operating expenditure increased by 27% (£204,153) against an increase of 36% (£334,568) in income over the same period. The benefits of key changes related to the overall restructuring have begun to be realised and we expect to consolidate this position in 2017/18 by continuing to realise efficiencies as we responded to increased demand for our services.

Charity & Social Enterprise Expenditure



Charity & Social Enterprise Income



The Future

As part of our remit to grow our ‘breadth’ of offering, we are exploring the potential for Bounce Back to work through strategic partnerships with women and young people amongst other vulnerable groups.

Strategic presence in more prisons is part of our ambition so that we can continue to upskill and recruit more potential candidates for employment. This includes growth outside London and as a first step we are partnering like-minded organisations to work in other parts of the UK while we prepare ourselves for growth.

Above all we value our partnerships and collaboration with funders and supporters and the advice they give us. Our future is developed by taking their advice and keeping them engaged at all times so they know what we are trying to achieve.



We remain determined to stop people returning to prison and we believe skills and employment are the way to drive this. We also believe in finding the best ways to deliver support for individuals and employers so that we can remove barriers and change perception. To this end, the greater the breadth of skills we can offer and the more jobs we can get, the more people’s lives we can start to change.

This remains our mission for the future.

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The Guardian, Clinks, CITB

“ Vincent and James were very polite, and kept mess and disruption to a minimum. I felt very comfortable with them, they are lovely people. They gave some excellent advice about home safety and decoration. They kept me totally informed about what level of disruption to expect. Put simply, their customer service was excellent and the way they tidied up after themselves was great, they even cleaned up after other contractors who left a mess! They were very punctual and worked really well around my flexible work patterns. They just got on and got their work done. I would advise anyone to use Bounce Back. ”

Jane, Private client



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