

bounce back.

Annual Review



working inside and out

bounce back.

working inside and out

“ BOUNCE BACK ARE A BRIGHT LIGHT IN PLACES OF MISERY. THEY WILL TEACH YOU THAT YOU CAN LEAVE PRISON AND FIND WORK AND BE ABLE TO EARN A LIVING – YOU CAN MAKE IT YOUR REALITY. THAT’S WHY BOUNCE BACK IS SO SPECIAL. ”

Nick Marcou

Bounce Back is a training Charity and an Employer with a team of caseworkers that support people throughout their journey from custody into employment and beyond, for as long as is needed.

It trains people in its 7 training centres in and out of prison giving them the skills and qualifications to get employment on release so they can either become professional decorators for Bounce Back’s own decorating business or skilled construction workers for large construction companies.

The Bounce Back Painting and Decorating Social Enterprise has up to 30 decorators painting on large and small contracts within the M25 and beyond.

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Annual Review 2019

CONTENTS

Forward	1
Welcome	2/3
Social Mobility	4/5
Training	6/7
Working in the Construction industry	8/9
As an Employer	10/11
Evaluation and Impact	12/13
In the Community	14/15
Out for Good	16
Divert	17
Explore - RAS	18
Press	19
Partnerships	20
Financial	21
The Future	22/23
Supporters	24
Information	25

“ CONTINUOUS EFFORT – NOT STRENGTH OR INTELLIGENCE – IS THE KEY TO UNLOCKING OUR POTENTIAL ”
Winston Churchill

Welcome to Bounce Back



Sometimes change is thwarted by the challenges of the system or embedded ignorance. My football career was marked by 'firsts' - when I arrived in Pisa in 1987 at the tender age of 22 I was the first black English Defender. I left Pisa 3 years later and was the first black Defender to play at Celtic and win the Scottish player of the year. I then moved on to Chelsea where I became the first black Captain in 1991, and there were many others along the way. During this time I have driven change of perception and tried to break down barriers. However, when I recently returned to Pisa to mark their centenary, I was asked questions about racial abuse of one of their current players, so I am used to the constant need to work at making the change I want to see. Because of this I feel privileged to work with a number of organisations who are doing just that.

As a result, when people now tell me how much things have changed I see things slightly differently. In the work I do in football, I have always been aware of the value of working with people and helping them to excel. I know only too well the importance of firing people up with hope, opportunity and 'goals' and to achieve this by helping them to gain skills so they can become the best they can be. We all need support to reach our goals, whether it is from a great coach or a mentor or family who can tell us how to make the most of our lives. When people suddenly 'get it' seeing them change and grow is hugely rewarding.

I always try to use my own success as an opportunity to support organisations to help and guide individuals and show them what is possible. I have enjoyed my involvement with Bounce Back since their very early days and have long respected the work they have done to drive change. Recently I have also been involved with Divert, a Metropolitan Police initiative that intervenes early with young people in order to prevent them taking a pathway to crime. Through my relationship with both organisations it has been an enormous pleasure to be able to bring them together in a partnership that makes perfect sense. I look forward to joining Bounce Back in their plans for the future and in the meantime if you are reading this at home, or in your office – and it needs a lick of paint – consider Bounce Back - it won't just be your environment you'll be changing.

Paul Elliott, CBE, MBE

Hello!



We are proud that our previous Chair, Iqbal Wahhab, left us to be Sheriff of Greater London, and so delighted that Paul Elliott, our Ambassador, has introduced this year's report. We have long been inspired by the work he does in football and over the years he has supported Bounce Back in so many ways, now culminating in the work we are doing together with the Metropolitan Police's Divert project.

We are also delighted to have now appointed Mark Essex as our new Chair. As a Strategy consultant specialising in disruptive change and public policy, we are confident that he will help us to navigate an exciting year ahead!

In celebrating our 8th year, our team are united in their enthusiasm to help a growing number of people both in and out of prison get into work, and their passion for what we do is hugely valued. Because of them, the people leaving prison know that they have Bounce Back support.

There are challenges to be overcome with each and every Government but we have learnt that the skill is to work through these and continue to strive to do what we do best. Over the last year, being in a fantastic community space, we have also been able to start to broaden our vision to include some of the wider issues of social mobility. By working with housing associations, young people, women and with people at risk of entering the Criminal Justice system, we feel we can meet ever greater needs including in some small way, housing, for those that cannot take up the jobs they are offered because of homelessness.

Thank you to the partners who are at the heart of our organisation and have enabled us to grow. Not only the prisons with whom we work who have been so supportive but also the uniquely determined organisations in our own sector who make so much more possible. However, it is our Funders, the Construction Industry and our Corporate partners, many of whom are listed in this report, who are essential to us being able to help people leaving prison to thrive.

But above all we have not moved away from our core ambition which remains to seek out talented individuals who will make enthusiastic and skilled employees. As well as helping them to see a future, we want to encourage employers to think differently about engaging someone who has left prison and by giving them the chance to meet prospective employees in prison we can start to influence their thinking and change perception.

The single thing that keeps us doing what we do, is the change we see in the people we work with. We meet individuals fighting against the tide of criminal activity, and we are determined to keep guiding them to safer channels through sustained and personal support both in and out of prison and to a different way of life that includes qualifications and employment.

Above all we want people to have a choice. It may be the first time that they have ever been able to decide what they want to do with their lives – a job, education, family – so many choices we take for granted and which only come once people have confidence and hope.

Every day is different and we meet challenges head on – which couldn't happen without your huge support and enthusiasm. We hope we can continue to inspire you to visit us, make a donation or, more importantly, employ us to take on your painting and decorating – at home or at work. It will change someone's life.

Fran Findlater, Founder and CEO

The Bigger Picture

Tapping into Human Potential

Britain should be a country where you can get on in life, regardless of your background. Improving social mobility is a defining challenge for us as a nation. We have talent spread evenly across this great country, but opportunity isn't. Businesses, with the prosperity and careers they create for people, are key to improving social mobility".

Justine Greening

Whilst increasing the work we do in Criminal Justice, our lives are constantly impacted by the challenges of the wider 'system'. This includes the things that make life so difficult for people in so many ways. Constrained by Universal Credit and benefits, lack of housing and lack of money for basic essentials including food and fares, there is so much to be overcome before we can improve the lives of the individuals we work with.

Social Value, Social Mobility and Social Justice are words bandied about – but they need to be distilled into the reality of the people we meet and work with. Circumstances can force a wrong decision to be made – taking a knife with you on a night out 'to defend yourself', selling drugs to win over a gang, mothers without sanitary protection too shy to go to a Food Bank or a young mother having to steal food to feed her children or face a prison sentence for non-payment of a TV Licence. These are the issues Bounce Back clients face every day with their families and their peer groups.

There is a growing awareness of the increasing social problems in this country – born out of a generation of disaffected young people who have no life chances, nowhere to go and little support. Against this backdrop we have a duty to make sure that everyone has the

ability and chance to prosper. We are the fifth richest economy in the world yet our communities and the people that live in them have entrenched problems that we can work on to address together with the government, Private and Third Sector. Recently one of Bounce Back's clients that was attending training at our centre in Victoria said;

"All I want is an opportunity, an opportunity to better myself, not just for me but for my family, I want my mum to be proud of me and I want to be proud of me"

That's why we do what we do at Bounce Back – that's why changing lives is at the core of everything we do, we don't just talk about Social Value – we do it through our charitable aims, as well as through our own Decorating business.

We believe that no one should be defined by where they live or by where they were born and we continue to be committed in supporting the most marginalised people in our communities to reach their full potential.

We work closely with many businesses from FTSE companies to other corporate businesses as well as SMEs, and we support employers not just to meet their employment requirements but to meet broader priorities,

it is not just Corporate Responsibility anymore it is about being socially responsible.

"We are defined by our actions and at Bounce Back our actions speak louder than words."



Debbie Akehurst

Head of Business Development and Strategy Bounce Back.

Working
and
inside
out.

Training

Expanding out of London has been a long held ambition and being in Leeds is an exciting development this year. Our prison training model remains simple. Supported by construction industry partners we can train in skills they need and then they can employ the trainees on release. This means that prisons can be responsive and ensure that people are released with the skills needed on site.

Having opened a new construction training centre every year for the last 5 years, as part of the rehabilitation journey we have now opened the first Construction Academy in HMP Leeds partnered with APM and funded via HM Prison & Probation Service Co-financing Organisation (CFO), as part of the CFO3 programme. CFO3 utilises European Social Fund closer to the labour market, and has given us a chance to create new opportunities for individuals.

Our partnerships with Landsec and Novus continue to grow and prisoners can now train in dry lining, painting and decorating, scaffolding and aerial window cleaning as well as multi skills, which gives them a broad skill base before they leave prison so they are ready to join the construction industry on release. All our partners have made this possible with their continued support including Knauf, Encon, Nevill Long, Alandale, NJC, as well as Rixonway Kitchens in Leeds.

Our prison training centre model demonstrates the commitment of employers in the sector to support people into work in response to the huge need in construction.

The Social Enterprise supports the charitable activity of the Foundation by providing work experience placements, volunteer and paid work for ex-offenders. In addition it acts as a bridge, offering continuous training for those who are not yet ready to join large construction companies and who need more introduction to the world of work.

We also train in our community hub so we can upskill those leaving prison, those in our social enterprise and other groups. The aim is to enable people in the community to access skills training as well as those who have trained with us in the past to continue to gain further qualifications for their future Success.



CONSTRUCTION SKILLS CERTIFICATION SCHEME

This is the 'passport' to work and without the card people cannot go on site. By obtaining it prior to release candidates can go straight into work on leaving prison, thus helping them to avoid the temptation to re-offend. We continue to deliver CSCS cards in prisons and in the community.

THE FUTURE OF CONSTRUCTION

Expanding on vocational skills is our objective for 2020 and industry data has given us some insight into the future. In response to this we are now working with construction companies to come in to prisons and communicate the Future of Construction. In addition we are exploring a wider range of skills we can offer to respond to talented engineers, surveyors and others who are currently in prison.



Working in the. Construction Industry

Working **WITH CONSTRUCTION**

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

While serving a prison sentence takes away an individual's freedom, for too many offenders, re-entering society throws up additional challenges, with one of the largest being adapting to a job on release.

BOUNCE BACK SUPPORTING INDIVIDUALS 'THROUGH THE GATE':

The Bounce Back team of Case Workers are here to support the individuals and employers to ensure a seamless transition on both sides - from engagement in the prison right through for as long as is needed. This can include things as simple as providing the right clothing and ensuring new staff are at work on time or can be more complicated like helping people to establish their self-employment status, and assisting with tax returns and financial management during the year.

In addition this process can involve far more complex and long lasting engagement where we are involved with the family, housing and more. We also signpost to, or partner, other organisations when we don't have the skills or expertise or want to supplement our offering e.g. intensive mentoring. Support is also provided for the employer and we manage expectations on both sides.



Working **FOR CONSTRUCTION**

Bounce Back works with employers to help 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.



Mind the Gap is a consortium led by Lend Lease Be Onsite and part funded by the CITB. With growth of 1.3% expected each year and with Employment in the UK construction industry predicted to reach 2.79m by 2023, (with 168,500 jobs created annually) the programme seeks to help employers to access the vast potential talent pool of over 11 million people in the UK with a criminal record.

We have always invited employers into prison to engage as early as possible with potential employees. We take people in individually or in groups to meet participants in our training centres who are keen to work in construction. Our aim is to support employers and help to manage expectations on both sides. In the Mind the Gap initiative we have partners who can provide advocacy and policy advice to ensure more seamless transition for individuals into work.

Already in year 2 of the 3 year programme, it is covering London and the South as well as other areas of the UK including Manchester, Leeds, North West, Birmingham and West Midlands over the three year duration of the project.

It is the most comprehensive routeway from prison to employment in construction with clear measurement and a strong partnership between a number of organisation working together in a pro-active and successful consortia. It provides a complete package that gives participants leaving prison skills training, support and sustainable employment in the construction industry. It also provides training and guidance for employers as well as policy and legal advice with the aim of reducing skills gaps and re-offending rates by working with all parties to deliver success. The key partners in the project are Be Onsite, Bounce Back, NACRO, DHA and A Fairer Chance.

New Futures Network

The MOJ's flagship offender work placement scheme has been transformative in its work with employers and helps drive them to work with a number of organisations in the sector.

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

Bounce Back as an Employer

As an employer itself, Bounce Back understands the commercial imperative and expectations of the industry when employing people leaving prison.

What's more it has an enthusiastic team that are supported into learning their trades by their peers, so in some cases if they are not yet ready to work within large construction companies, they can be supported to get to that level of work readiness.

The Bounce Back Social Enterprise is, above all, a business. It has a team of up to 30 professional painters and decorators most of whom 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' 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 and through work we can continue to grow our professional decorating team year on year.



Dean joined Bounce Back several years ago initially to help with a decorating job. He demonstrated an instant rapport with the team and a unique ability to teach, supervise and manage the guys on site and has remained with us ever since as a right hand man for Dabz, the Contracts Manager.

I HAD AN ENTREPRENEUR DREAM WHEN I WAS IN PRISON AND SHARED THE CONCEPT WITH BOUNCE BACK. THEY ARE HELPING THIS TO BECOME A REALITY BY INTRODUCING ME TO AN AMAZING NETWORK OF PEOPLE WHO CAN PICK UP THE IDEA. I THOUGHT THE SUPPORT WOULD COME TO AN END WHEN I LEFT PRISON BUT IT WAS QUITE THE OPPOSITE. I WAS FORTUNATE TO HAVE SUCH SUPPORT, I FELT A REAL SENSE OF BELONGING.

Norman

ON RELEASE DIVERT SENT ME TO BOUNCE BACK. I STARTED AS A VOLUNTEER, GOT MY CSCS CARD AND I NOW WORK WITH THEM. BOUNCE BACK HELPED A LOT AND IN EVERY WAY. I LEARN SOMETHING EVERYDAY. THEY KEEP MY HEAD OUT OF TROUBLES. YOU GET TRAINING AND YOU GET PAID, YOU CAN'T GO WRONG. BOUNCE BACK IS NOT JUST PAINTING IT'S A COMMUNITY. IT'S LIKE FAMILY.

Churcan

I GOT MY CSCS IN PRISON, THINKING ABOUT JOBS I WAS LOOKING FOR SOMETHING WITH TRADE, TRAINING AND INCOME AS WELL. I WAS STILL IN PRISON WHEN MY WIFE FOUND BOUNCE BACK ON INTERNET. I CONTACTED THEM AND THE SUPPORT BEHIND EVERYTHING HAS BEEN AMAZING. THEY NEVER MADE ME FEEL UNCOMFORTABLE ABOUT MY OFFENCE. BOUNCE BACK GAVE ME A FUTURE.

Clive

AFTER I CAME OUT OF PRISON I STARTED LOOKING FOR ORGANISATIONS HELPING EX-OFFENDERS. I HAVE A DEGREE IN ACCOUNTANCY AND HAVE ALSO TUTORED IN FINANCE. I NEEDED A STEPPING STONE TO GET BACK ON TRACK. I WANTED TO START A TRADE AND NEEDED HELP TO GET MY CSCS CARD. BOUNCE BACK IS REALLY HELPING ME IN THIS JOURNEY.

Mark

Evaluation and IMPACT

We are committed to communicating the impact of our work in order to engage, inform and inspire our diverse range of stakeholders.

We know that one of the main contributory factors in re-offending is a lack of paid employment. With a skill shortage in the construction industry our work strives to harness the untapped potential the prison population represents. Our training figures, employment and re-offending rates are all quantifiable but there are other factors that are not possible to report in numbers. Our participants not only gain skills and qualifications as they progress through our courses, they also acquire personal assets as they grow in confidence with social skills and employability which as our stake holder led Theory of Change demonstrates improves their welfare and effectively reduces re-offending.

This year our focus has been on human potential and seeing the positive impact our work has on people, businesses and the community.

 <p>For people ...</p> <p>Our training and support pulls people away from the powerful current of crime by re connecting them with their community through employment. Our re-offending rate is 10% against the National Average of 50%.</p>	 <p>For business ...</p> <p>The 65,000 people released from prison every year represent a massive untapped workforce. Our training is tailored to fill the skills gaps the construction industry faces.</p>	 <p>For the economy ...</p> <p>Work pays off for everyone. Our workforce are now taxpayers who contribute to the community, industry and society.</p>
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SINCE WE STARTED WE HAVE WORKED WITH OVER 2,000 PEOPLE LEAVING PRISON

2000+

CSCS Cards

160

160 CSCS cards have been gained in prison and community

30%

OF PEOPLE LEAVING PRISON WITH A JOB OFFER



THIS YEAR TRAINED:



638 people trained this year across 7 training centres.

638

400




We have taken over 400 people into prison who are keen to employ our trainees.

188

PEOPLE INTO PAID EMPLOYMENT ON RELEASE THIS YEAR

A team of **25 CASE MANAGERS** and **TRAINERS** support the rehabilitation journey for up to a year or more if needed

25



125

125 participants involved in RAS activities, sessions and workshops this year



27

27 Jobs through the Mind the Gap project



OUT FOR GOOD

50+

50+ jobs through Out for Good

12

12 Corporate and construction companies have volunteered with us



10%



OUR REOFFENDING RATE IS ONLY 10%

Targeted awareness with exposure from:

Radio, Press, TV, 

Supporting the Environment



AN ESTIMATED **55 MILLION** LITRES OF PAINT IS SENT TO LANDFILL OR INCINERATED PER YEAR.



Using **Paint360** both in the prison training centres and on site 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.

C Bounce Back in the Community



In order to achieve more, we know that we need to **reach and support** some of the many people that contact us who have already been released. To do this a community space is essential.

Thanks to Landsec we have a unique hub in Victoria that is awaiting redevelopment. This is where we offer holistic support to individuals on their release and also deliver a range of short courses such as an Introduction to Construction, with employability, CSCS, CV writing and general employment support as part of our offer. In addition we have a number of other skills training courses including painting and decorating, scaffolding training and multiskills. Everything we do is focused on the need to get people ready to work either in the construction industry or in jobs that suit their potential.

This space also gives us the scope to work with different groups including those who are most marginalised in our communities. Working with local authorities and their employment engagement teams means that our Community Training Centre operating at grass roots level can be used as conduit of engagement and service delivery. By working in partnership with local services e.g. Jobcentre and Youth Services, including other training providers, we can offer more as well as continuing our support to individuals who have been released from prison in back into the community.

HOMELESSNESS

- 1 in 7 people leave prison without accommodation.
- There has been a 164% increase in rough sleeping since 2010 and inevitably a strong mutually enforcing link between homelessness and offending.
- 79% of prisoners who reported being homeless before custody were reconvicted in the first year after release compared with 47% of those who did not report being homeless before custody.
- People leaving prison are known to re-commit crime to avoid homelessness. Having stable accommodation can reduce the risk of re-offending by 20% which in itself could save the economy £18bn annually.
- Being released without secure accommodation creates a vicious cycle. Without housing, people cannot get a job and yet stable employment provides the best opportunity for people leaving prison to reduce their dependency on social housing, increasing both confidence and security which, in turn, reduces the likelihood of re-offending.
- Recognising the correlation we are proud to have strong partnerships in this area.



Through a partnership with Riverside Housing, amongst others Bounce Back is starting to open up channels to accommodation for individuals who are in employment or have a firm job offer that they might not be able to accept if they are homeless. In addition the Bounce Back Decorating team are working with Riverside on some of their properties.

WORKING WITH WOMEN

At last we are able to work effectively with small groups of women and as well as going into women's prisons. We also offer employability days in Victoria. These have been supported by organisations including Dress for Success, The Weight Debate and Developing the Inner You who, with employer input, have helped to enable 80% of our candidates to get into employment. We are also proud to



be partnered with Pret a Manger 'Rising Stars Programme' which offers homeless and/or ex-offenders a 14 weeks paid work placement with Pret A Manger.



We deliver training programmes for Crisis in Shoreditch. In addition we have worked with a number of other organisations to initiate skills training programmes that help learning groups to develop their prospects while in hostels and we are currently exploring a progression route from prison into employment with Crisis.

VOLUNTEERING

Our volunteering programme is growing and this year more and more people joined us in 2 ways:

Individual: Individual volunteers and interns have been a huge asset and working with organisations like Anglo American Educational Services amongst others we have had talented young people joining us for periods of time.

Corporate: In addition we now encourage corporate partners to experience our work, and, help us in a number of ways including CV writing and employability skills both in and out of prison. We can't mention all the organisations but those we can include are Columbia Threadneedle, Landsec, Big Yellow, Tideway, Lendlease and William Morris Endeavour. By giving the volunteers a chance to meet, spend time and work with our participants they start to recognise the skills and energy so many of them have. Feedback is always positive and these opportunities are effective at changing perception.

FUNDRAISING

We have also been fortunate this year to receive donations from two fantastic fundraising activities. We were the 2019 charity of choice for Kingsley House, Kings College School, Wimbledon whose pupils did a 14k sponsored "bounce" on space hoppers whilst Steve Hayes from City of Westminster College underwent a gruelling Jungle Ultra Extreme marathon through the Amazon rainforest to raise money. We are so grateful to everyone involved.

OUT FOR GOOD

We constantly explore new ways to deliver more opportunity for people leaving prison. Out for Good is one example of this and, funded by Sheriffs and Recorders, it has been running successfully for 3 years now.

Out for Good is a series of bespoke employer-led six month programmes that have been running since 2016 in HMP's Brixton and Isis to prepare individuals for roles with a number of employers including Thames Tideway, Young's Pubs, Keltbray, Connection Crew, Hilton and more.

It is a unique project instigated in response to a report from the Prison Reform Trust of the same name. The project was set up in memory of Andrew Fleming Williams of the PRT.

The prisons are now fundamental partners in this project working alongside Bounce Back to tailor Out for Good for individuals who are identified between four and six months prior to release.

Each employer delivers a presentation at the start of the project that engages prisoners. They then work with the candidates in custody, who are also supported by an Out for Good case worker, to help them prepare for specific job opportunities on release. This means any barriers to employment are identified early and worked on through training, education and practical support.

On release, the Out for Good team will continue to offer support to participants and employers so that both parties are working well together and the transition to work is as smooth as possible. This involvement can continue for up to a year. The results to date have been excellent with over 75% obtaining employment on release, many of them prior to release.



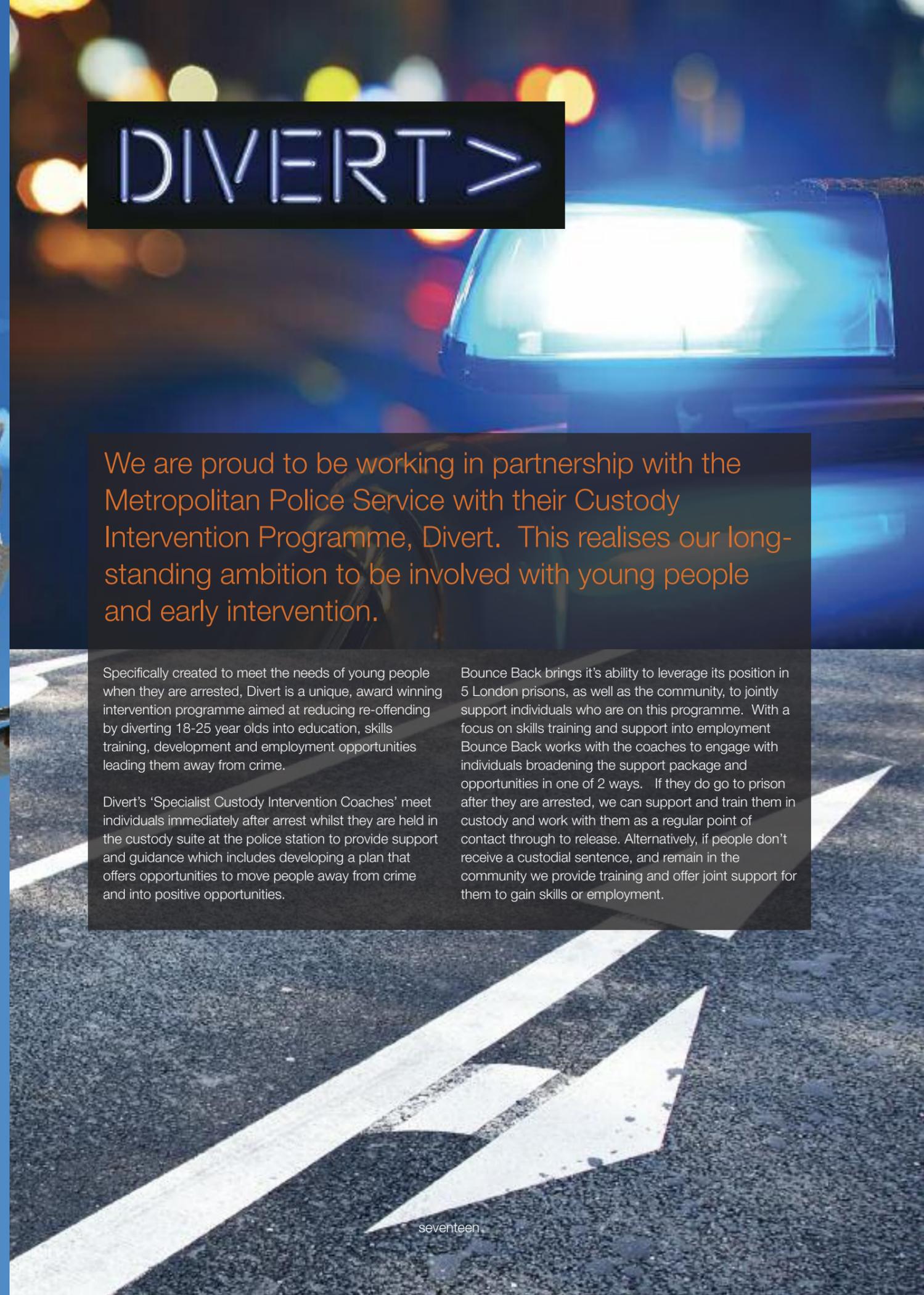
DIVERT >

We are proud to be working in partnership with the Metropolitan Police Service with their Custody Intervention Programme, Divert. This realises our long-standing ambition to be involved with young people and early intervention.

Specifically created to meet the needs of young people when they are arrested, Divert is a unique, award winning intervention programme aimed at reducing re-offending by diverting 18-25 year olds into education, skills training, development and employment opportunities leading them away from crime.

Divert's 'Specialist Custody Intervention Coaches' meet individuals immediately after arrest whilst they are held in the custody suite at the police station to provide support and guidance which includes developing a plan that offers opportunities to move people away from crime and into positive opportunities.

Bounce Back brings it's ability to leverage its position in 5 London prisons, as well as the community, to jointly support individuals who are on this programme. With a focus on skills training and support into employment Bounce Back works with the coaches to engage with individuals broadening the support package and opportunities in one of 2 ways. If they do go to prison after they are arrested, we can support and train them in custody and work with them as a regular point of contact through to release. Alternatively, if people don't receive a custodial sentence, and remain in the community we provide training and offer joint support for them to gain skills or employment.



Royal Astronomical Society



explore

To celebrate the bicentenary of the **Royal Astronomical Society** in 2020, it's Outreach and Engagement Fund was set up to support Astronomy and Geophysics projects for diverse sections of the community. Bounce Back is proud to be one of only ten organisations nationwide to have been awarded one of the grants to create 'Beyond Prison Walls', an ongoing programme to increase prisoner engagement in Astronomy, Geophysics and STEM.

As the bicentenary approaches, the programme, now just beginning its 3rd year, has gained substantial momentum with the delivery of a series of activities, events and educational programmes in HMP's Feltham, Bronzefield, East Sutton Park, and Brixton. It has also enabled us to advance innovative new training initiatives, with Astronomy and STEM alongside our core construction curriculum.

Whilst vocational skills remain at the heart of our delivery for the construction industry, Bounce Back have long wanted to encourage people, both in and out of prison, who are keen to develop enhanced skills that will enable them to attain a broader range of jobs from engineering to surveying to architecture and beyond. In addition, now titled 'EXPLORE' it provides us with the opportunity to seek unique ways to bring education to life whilst helping people think outside their comfort zone. The overwhelmingly enthusiastic response from people in prisons, from the inmates to the officers and staff, has been both an achievement and proof of the power of offering people a chance to think differently.

Improving the Prison Environment

As part of the RAS project as well as the wider work Bounce Back do in prisons, the opportunity to transform spaces within establishments using our decorating teams is invaluable. It is known that when prison spaces are designed to foster personal change and hope they are more likely to reduce re-offending and prison violence. Over the last 2 years we have explored innovative work in prisons, both in HMP High Down and HMP Brixton. In the spaces we have been commissioned to transform, we have painted and designed murals with a number of themes, one of which is Astronomy combined with magic forests to reduce the impact of children on visiting their parents in prisons as they go through the scanners. This combined with general information and portraits has been enthusiastically received by prisoners, visitors and staff. The most powerful element of the work is the fact that participants take ownership of the individual projects and creatively lead the plans for re-design themselves.



Partnerships

Throughout our existence, partnerships have been fundamental to our ability to achieve our aims. Our construction and corporate partners are key to our mission to ensure people get employment on release and they also provide work for the Bounce Back Social Enterprise.

Thank you for another year of fantastic support to:

- | | |
|---------------------------------|----------------------------------|
| Alandale | Mendoza Films |
| BDL Dry Lining | Multiplex |
| Canary Wharf Contractors | NACRO |
| Costain | Nevill Long |
| Crown Paint | New Futures Network (NFN) |
| Encon | Novus |
| The FIS | Rixonway |
| JM Scully | Tideway |
| Keltbray | TFL |
| Knauf | Wates |
| Landsec | KPMG |
| Lend Lease Be Onsite | VGC |
| Mace | amongst others. |

And partners in the sector that mean that we can supplement the skills we lack by working with some outstanding organisations that excel in their fields, amongst these are:

- | | |
|------------------------|--------------------------------|
| A Fairer Chance | Prison Education Trust |
| Clinks | Trailblazers |
| DHA | The Clink |
| Switchback | The Val Corbett Network |
| Key4Life | The Money Charity |
| Prospects | RIFT |
| PACT | Prison Radio |
| NCS | and many more. |

Above all thank you to HMP's Brixton, Feltham, ISIS, Leeds, Pentonville and Wandsworth for their support over this last year.



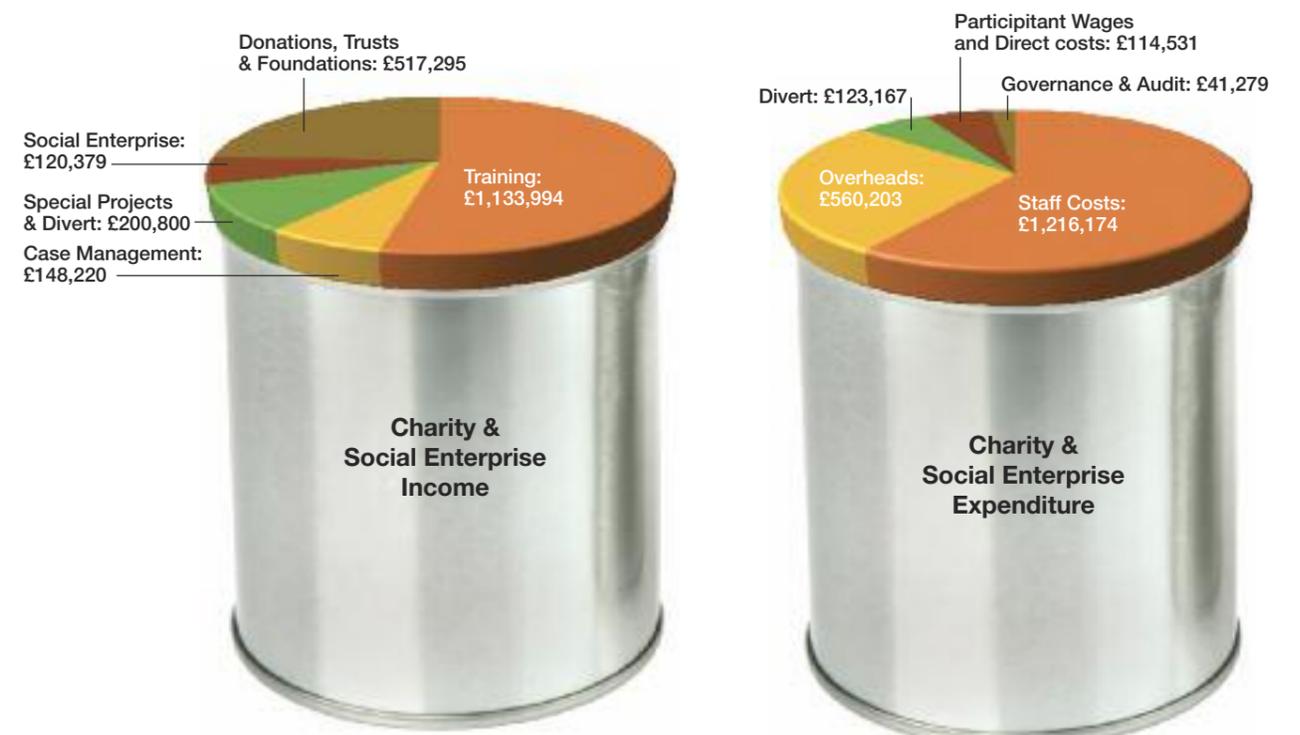
Financial

Bounce Back Foundation is the Charity which trains in construction skills, both in prison and the community and provides a routeway to reducing re-offending. With a casework team that supports individuals into employment both within our own Social Enterprise or with other employers.

The group achieved an overall operating surplus of £75,123 during the year (2018 - £43,745), with a surplus on unrestricted funds of £126,360 (2018 – a surplus of £28,745) and a deficit on restricted funds of £51,237 (2018 -£15,000) as restricted funds brought forward from 2018 were fully spent.

Income of £2.13m for the current year was predominantly from three sources: delivery of prison training contracts and case management (£1.483m); charitable activities including painting and decorating (£0.120m); and direct funding from a number of sources, including Trusts and Foundations, private funders and company donations (£0.527m). Overall income increased by 36% £0.563m, 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 £2,055m, operating expenditure increased by 26% (£0.532) including expenditure from the social enterprise, when compared with last year(1.523m). This is primarily due to an increase in staffing costs and overheads as a result of our expansion into Leeds.



Our work has always been driven by our belief that sustainable employment allows participants to lift themselves out of the poverty they can often be trapped in, which is frequently a catalyst for reverting to crime. We believe that no-one should be defined by where they live or where they were born. If we can continue to grow and help those who are marginalised to reach their full potential then we will have succeeded.

We believe skills and support from prison into employment are the way to drive a reduction in re-offending and, along with support for individuals and employers, 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.

We are reviewing the potential for the Social Enterprise to grow and develop the variety of trades it can deliver.

In addition the Digital future of Construction and particularly in construction training has seen us explore and develop new routes to skills training and qualifications to meet the technical advancement of the industry.

Above all it has driven us to recognise the other issues that impact social mobility in and out of prisons including mental health, homelessness and wider issues that we want to influence and exploring how we can do more in response. And it has encouraged us to further embrace the talent in prisons and work with those individuals to find some of the answers.

Thanks to the input we have had from Transform Justice this year, we have had opportunity to think differently about how we frame our thinking. It has also helped us to consider how we can work to make lives better, and effect the change we want to see by taking a longer term view and having a preventative mindset to galvanise social change. That means looking at connecting today's actions with tomorrow's consequences and considering the future outcomes.



the future

Supporters

Thank you to our supporters and funders without whom we would not be able to achieve our work these are just a few.

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“ IF I DROVE MY CAR IN FIFTH GEAR MOST OF THE TIME, WHEN THE CONDITIONS DIDN'T SUIT, ITS PERFORMANCE WOULD BE AFFECTED. IMPRISONMENT SHOULD BE THE FIFTH GEAR OF THE CRIMINAL JUSTICE SYSTEM, WITH A PURPOSE, FOR USE IN CERTAIN CIRCUMSTANCES. BUT THE CAR'S BEEN DRIVEN IN FIFTH TOO OFTEN. ” Anne Fox, CEO Clinks