

bounce back.

10TH ANNIVERSARY EDITION



working inside and out

“ YOU DO NOT FIND PEOPLE AND ORGANISATIONS LIKE YOU EVERY DAY....HAVING YOUR SUPPORT IN THE WAY THAT I DO GIVES ME GREAT JOY TO SAY THAT I AM A PRODUCTIVE COMPONENT AND FRIEND IN YOUR WORLD. I HOPE TO BE ABLE TO WORK WITH YOU FOR THE REST OF MY LIFE, MAKING LIFE BETTER FOR SOCIETY IN GENERAL. ”

Extract from a letter from Chance, 2018



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. We also support employers because we understand the process and we can help drive success for both parties.

We have 7 training centres in and out of prison and give people the skills and qualifications to get employment so they can join Bounce Back's own team of professional decorators or obtain jobs with some of our construction partners in a variety of roles.

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ANNIVERSARY EDITION

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Welcome

“ EDUCATION IS THE PASSPORT TO THE FUTURE, FOR TOMORROW BELONGS TO THOSE WHO PREPARE FOR IT TODAY ”
Malcolm X



Will things ever go back to normal? Or will the enormous changes we have seen in recent months become permanent? That's where my client conversations end up whether they start out on Brexit, the new US administration or Covid-19.

The changes which will stick are those which result from discoveries that can't be unmade.

What have we discovered? Some people who have never tried online shopping have found it a reliable alternative to driving to the shops. As businesses, we've discovered that that an awful lot (but not all) of what we used to do face-to-face works well via video.

I predict that we will spend less time in workplaces, but perhaps be prepared to travel further to get to the office if its only one or two days per week. That means an employer's "catchment area" for talent and skills expands. I think this could be fantastic for social mobility; there's less need to physically move

to a new place to find work. And with remote working we can get in each other's diaries in days not weeks and that means change happens faster. That's addictive. It's clear that not everything is going to return to normal.

But the changes will also lead to disruption and even dislocation in the economy. More online shopping means more delivery drivers and fewer shop assistants. More people working from home means fewer people buying coffee on the go and that means fewer baristas. If the green recovery and 1000 megabit broadband are to become a reality, we are going to need more people to install the fibre and retrofit our homes with better insulation, heat pumps, and chargers for electric vehicles.

Where will the high-skilled workers come from to do this new work? People leaving education? Of course we need to promote the new careers to our school-leavers. But 80% of the workforce of 2030 are already working today. We need to reskill our existing workforce to do tomorrow's jobs.

Will things go back to normal? I hope some things do. I miss the gym! But I also hope that we look at the opportunities to 'build back better' to use the phrase which is gaining traction on both sides of the Atlantic. How can we take the opportunities which present themselves from change and use them to address problems we've grappled with for decades? Improving social mobility, creating opportunities in some of our post-industrial towns, or doing a better job of helping people find fulfilling work.

That's why I hope this is the moment we embrace the opportunity to accelerate Bounce Back's work. I am delighted to be part of this tenth anniversary report that heralds new opportunity and vision. Let's think creatively about using new technology in and out of prison but ideally to help more people learn in-cell. That means more prisoners developing new skills in industries which need them. Skills which can earn someone leaving prison a decent living, reject the "informal economy" and allow them to support themselves and their families. That's the permanent change we want to see.

Mark Essex, Chair
Director of Skills, KPMG



As the whole world turns upside down it has created the most exciting opportunity that we will ever have to do things differently. Nearing our tenth birthday it is a perfect time to reassess and open ourselves up to new challenges and opportunities while we reflect on some of the highlights of the last ten years in this report.

As Tic Tok, 'mute', and Zoom inhabit our lives in the community, concern is mounting for the amount of time prisoners are spending in their cells. As I write prisoners are being challenged by regimes and almost constant lockdown. Designed for their own safety it inevitably will have longer term results that have yet to be assessed and in a letter penned by the Prison Reform Trust and the Howard League to Robert Buckland there is a request for further clarity for prisoners, families and those that work to support them.

As well as working to reduce re-offending and the attendant £18bn bill every year and managing our activity in criminal justice, we cannot lose sight of the challenges in the voluntary sector which faces a stark new reality. Reflecting on

governance and making hard choices is the new way forward. Self-care and work/life balance become more important than ever and communication across the organisation to reassure staff and participants alike.

Throughout the year but especially towards the end of the financial year, we experienced the value of some of the uniquely supportive relationships we have with our corporate partners and funders who have kept us going, not only financially but with their help and advice on how to strategically navigate through unusually choppy waters. Even more importantly, we have seen the extraordinary resilience and determination of our participants, pre and post Covid, who give us the determination to continue what we do. Many of them have come out of prison into a different future, unbowed by the changes and enthusiastically seeking work, embracing technology with us and accepting the changes, it is humbling.

In addition, as the financial year ended we were in the throes of completing our formal partnership with Change Grow Live which was finalised at the end of July. We are now delighted to be part of their family as a wholly owned subsidiary whilst remaining independent and continuing as a separate charity. This means we can work together towards giving more people opportunities to work towards a brighter future.

Despite Covid, 2020 was an exciting year for us and meeting our objectives meant the successes should not be shrouded in the current rhetoric. We have supported more people in and out of more prisons around the country as well as working with increasing numbers of employers to get people jobs. Our burgeoning team make everything possible, and we could not achieve anything without them, they are outstanding.

Every year I ask that you visit us in prison or consider having your home or offices painted and we're delighted that the Social Enterprise is flourishing and working in large commercial spaces as well as private homes. As the environment changes and fluctuates, perhaps you will consider working with us in different ways, supporting our employability training and allowing us to think creatively about how we can ensure you 'meet' on or offline, some of the great talent we have coming out of prison.

Above all it is the genuine enthusiasm that comes from our funders, volunteers, supporters and clients as well as those organisations in the sector with whom we are proud to partner – that gives us the determination to succeed. It makes an enormous difference to someone's life to have the opportunity and your trust.

Fran Findlater OBE, Executive Founder and CEO

Driving Change

“Smart business leaders are not just looking at what they can do to help in the coronavirus crisis, they’re also looking beyond the crisis to see what they can do to help close this opportunity gap.” **Justine Greening**

We have always believed that it is essential to ensure we are delivering on our mission and values so that we have a strong base from which to move forward. Now, more than ever, our drive to impact the social mobility of our participants is key to what we do.

Since we started, we have continued on our journey to reduce re-offending through being a social innovator, enhancing life changes and above all equipping people leaving prisons with skills that facilitate their passage into work. This gives them the hand up that means they can move on.

Changing perception is key and the best way to do this, and ensure employers meet the talented group of individuals we work with, is to introduce them to each other in prison when we can. On release, our participants are proud they have gained skills and are changing their lives, whether they are mentors, students, employees, apprentices, or simply re-engaged with their families. After nearly 10 years, we feel confident that we have delivered on our mission and are proud that we are now doing more every year.

Our values are embedded in the spirit of our organisation. We support with pride, we care and we focus on solutions not problems. We are pro-active, creative and aspirational because means we want the most for our participants who we respect, value and work with in partnership with others and above all with integrity.

As the growing awareness of increasing social inequality becomes more apparent we have a duty to make sure everyone has the ability and chance to prosper. People are mobilised by dignity. They want a status and a place

in life. For a lot of people, this sense of self-respect comes from doing a meaningful job. However, the dominant narrative remains that poverty is the fault of the individual. People are blamed and shamed for their poverty being called ‘skivers’ or ‘takers’, and through this rhetoric we avoid having to address the underlying systemic roots of inequality. This hasn’t changed since the Victorian era. According to the Joseph Rowntree Foundation some 14.3 million people are living in poverty in the UK. It would seem we are not ‘all in this together’.

Bounce Back’s commitment continues to effect change through training, skills employment and support, we believe no-one should be defined by where they live or where they were born - they deserve to reach their full potential.

“Thank you Bounce Back, the dry lining course I took in prison has kept me and my family for the last 5 years – I am doing well and couldn’t have done it without you.” Tremaine, 2016

“85% OF PEOPLE THROUGH OUR TRAINING PROGRAMME GO ONTO FURTHER TRAINING OR EMPLOYMENT”



Training

Our prison training model remains simple and we are now navigating the challenges to maintain the principles. Although recent restrictions mean that we are adapting to change with digital training and blended learning, our core approach is still based on the input we receive from our construction industry partners. They help us to identify the skills they need so we do the right training and they can offer employment to our trainees both from prison and the community.

Having opened a new construction training centre every year for the last 6 years, we are delighted to now be in HMP Coldingley and heading for other prisons around the country. The success of our Construction Academy in HMP Leeds has enabled us to develop our programme with a national approach.

CSCS Cards: 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, in the community and online.

Our partnership with Landsec has been invaluable to our growth and in prisons, our partnership with Novus enables us to offer courses that are relevant to construction employers. Prison training includes dry lining, scaffolding, painting and decorating and multi skills which gives participants a broad skill base so they are ready to join the construction industry on release. Our partners continue to make this possible including Knauf, Encon, Nevill Long, Alandale, Keltbray and many others.

Our training model demonstrates the historic commitment of construction employers to support people into work. Most importantly, like many organisations in the sector, we are now responding and working to meet the new environment.

Training in the Community

It is through the community training that we can achieve so much more. We offer progression and continue to develop skills for those leaving prison, new trainees and those in our Social Enterprise. Both on and off-line, we deliver programmes on the World of Work and focus on pre-employment courses, site familiarisation programmes and soft skills sessions with employers and partner organisations to give a well rounded learning package that includes an introduction to construction.

We also partner other organisations to deliver training courses we can't deliver ourselves, some of them employers, based on sites around London. In addition, we run a variety of courses for different Local Authorities and other organisations. Our aim is to enable men and women in the community to have the best possible chance to access skills training that matches what they want to achieve in life. Whether that is people we have worked with in prison, young people seeking a future, long term unemployed, those retraining with new skills or people in homeless organisations, we believe everyone should have an opportunity to create their future.



THE FUTURE OF CONSTRUCTION

The 'new world' enables us to accelerate the work we have been doing to expand our vocational skills and the construction industry has given us insight into the future. We are now embracing new skills to prepare our trainees for new jobs and encouraging talented engineers, surveyors and others who are currently in and out of prison.

Working with Construction

Bounce Back continues to work with employers to help fill skills gaps and remains a 'go-to' for the construction industry. Organisations know that they can come to us to get determined, enthusiastic employees. In the current evolving environment we are adapting to the needs of the industry and working together to achieve success and social value.

Bounce Back focus on supporting people throughout their journey in prison and 'through the gate' to release and the opportunity of work gives hope to those in prison. However we recognise that employers can also need support when they work with people leaving custody.

Our teams therefore engage with the employers to make the transition as seamless as possible for both sides and remain involved for as long as is needed. In each case from ensuring the basics like providing the right clothing and checking people are at work on time to helping establish self-employment status, assisting with tax returns and financial management we do everything to ensure people are ready for work.

Where we can't engage face to face, or in any way with constraints in place, we have now established processes that mean we continue to offer safety and engagement for all parties.



We know that where some individuals within a company need no convincing, others need to understand how to work with people leaving prison and removing barriers is our job. With our partners in the recent Mind the Gap initiative we were part of a specialist group that included advocacy and policy advice which is just one element of what can be needed.

New Futures Network, the MOJ's flagship offender employment project is a unique programme that works with employers as well as partnering a number of organisations in the sector, of which we are proud to be one.



We consider the Social Enterprise to be a jewel in our crown. It means we can employ people leaving prison ourselves and continue to train them, providing a part of the journey that acts as a bridge to the rest of their lives.

Bounce Back as an Employer

Supported in learning their trade by their peers, working in our Social Enterprise helps get people prepared and ready for work with other organisations. It also means they can earn as soon as possible on leaving prison – a fundamental requirement that will help to prevent them re-offending.

The Bounce Back Social Enterprise is, above all, a business. The team of professional painters and decorators have either been through the training programme in prison, courses at the training centre in Crisis or have contacted us through the community. Individuals are supported by mentors and highly skilled supervisors who ensure that all jobs are done to industry standards on time and within budget. Bounce Back understands 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 vary from private individuals who contact us through our website to 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. Through work we can continue to grow our professional decorating team year on year and support more people into the next stage of their lives.

"I was genuinely touched by the skill, care, effort and thoughtful attention to detail the team paid to my decorating job. I saw a wonderful work ethic, motivation and comradery throughout." Private client

Vincent had completed his Construction Management degree before being sentenced. He added our skills in HMP Brixton to his knowledge and emerged with a full and rounded range of qualifications. 4 years on he continues to be a valuable asset to the team and an excellent supervisor. He approached us to help turn his life round and believes:

"Joining Bounce Back has been invaluable and even more of a stepping stone than I ever imagined."

Through dedication and hard work Vincent has exceeded expectations and in December 2017 he won the Bounce Back Award for Outstanding Achievement, sponsored by Landsec.





Bounce Back in the Community

Now more than ever, we need to reach people when they leave prison or even work with them to prevent them reaching that point. A community space is essential to achieve this, and thanks to our corporate support from Landsec we have had a unique space awaiting redevelopment to achieve this.

Our community platform enables us to offer holistic support to individuals on release as well as training courses. This includes employability, digital inclusion, bespoke courses in response to employer need and general upskilling in everything from cleaning to customer service that will enable people to continue on a chosen career path.

Having a space out of prison also means we can work with different groups including those who are most marginalised in our communities. Working with local employment engagement teams means we can be a conduit for them in their work. This includes Jobcentres and Youth Services plus, through our partnership with the Metropolitan Police, we can help young people desist from crime. We want to be able to offer more to more people.

Volunteering and Corporate Awaydays

Our volunteering programme grows annually. Individual volunteers and interns have been a huge asset for us and working with a number of organisations we have had several talented young people working with us.

We continue to encourage corporate partners to experience our work, and more particularly meet our participants. This can be through CV writing and employability skills as well as digital inclusion. We can't mention everyone here but thank you to: **Columbia Threadneedle, Landsec, Big Yellow, Tideway and Lendlease.** By giving the volunteers a chance to meet,

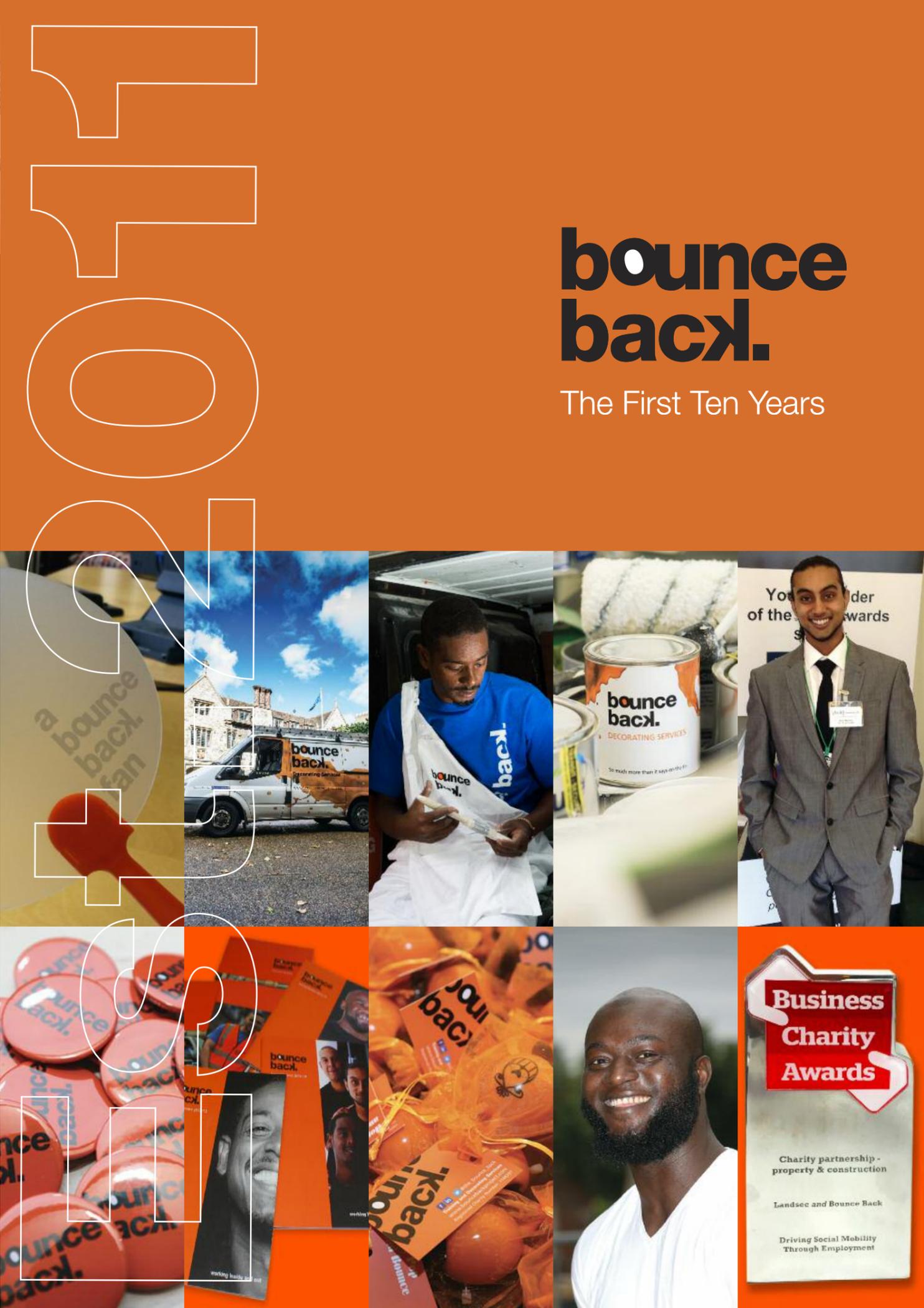
spend time and work with our participants both on and off line, they start to recognise the skills and energy in so many of them and feedback shows that it changes their perception.

Fundraising

As the Charity of Choice for Kingsley House, Kings College School, Wimbledon for a second Year we were hugely grateful for the fundraising efforts of 40 pupils taking on the "Kingsley v Kipchoge" challenge to run further and faster than the Kenyan Marathon runner in under 2 hours in a relay.



Also with the London Marathon cancelled all Bounce Back staff took part in the 2.6 alternative challenge with a variety of activities. The fundraisers enabled us to get 8 candidates started in work with all the necessary tools and equipment.

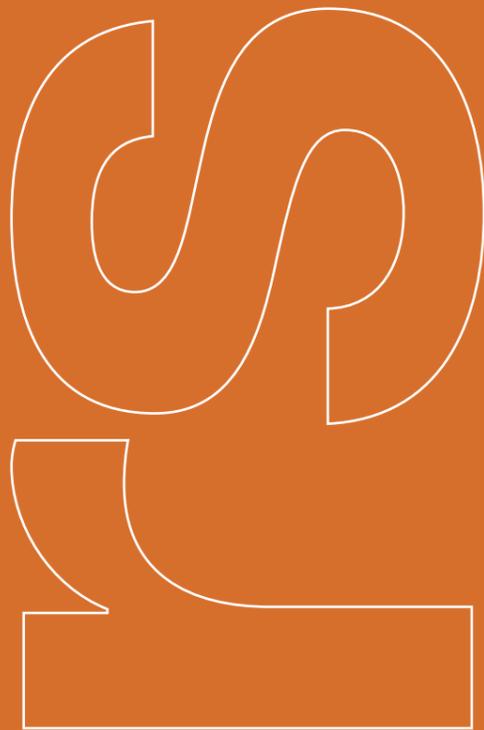


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The First Ten Years







Over the last 10 years we are so proud to have had over 3,000 people pass through our doors. It has been heartwarming to look through the archives and see how many familiar faces are still in touch and to be able to remind ourselves of some of the unique honours and excitement we have experienced. From the Japanese Ministers, to the Royal visits, it has been a terrific journey - but more importantly remembering some of the fantastic people who have turned their lives around and showed us what is possible, has been the biggest privilege. The laughs alongside the inspiration has made every minute worthwhile and our Ambassadors who still represent us are our own royalty. **“Thank you, Bounce Back – you have been my lifeline, without you I would have been lost.”** Gavin, 2013

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back.**

The First Ten Years



NO GOING BACK

a **Livery Companies** initiative to reduce re-offending

With funding and job opportunities via members of the **Livery Companies** this programme, launched by the Lord Mayor of the City of London, was created to get people into employment on release and includes accommodation for those leaving prison who might not otherwise be able to take up their jobs.

Following the success of Out for Good, which was funded by the Sheriffs and Recorders, Bounce Back is proud to have been asked to facilitate No Going Back. This is designed to be a bespoke end to end programme supporting people from prison into employment. Despite Covid challenges, Bounce Back has found ways to work and successfully navigate the systems to ensure continued support of applicants in and out of prison. This is largely due to collaboration, across the prisons as well as in the community everyone has pulled through to support and help drive the project. We are receiving applications from prisoners who are hearing about the project in prisons around the UK who released into London. Once we receive applications, skills are matched to potential job opportunities and bespoke training is offered on release. Through blended learning, e-learning and digital skills training we are beginning to overcome the reduced access to prisoners.

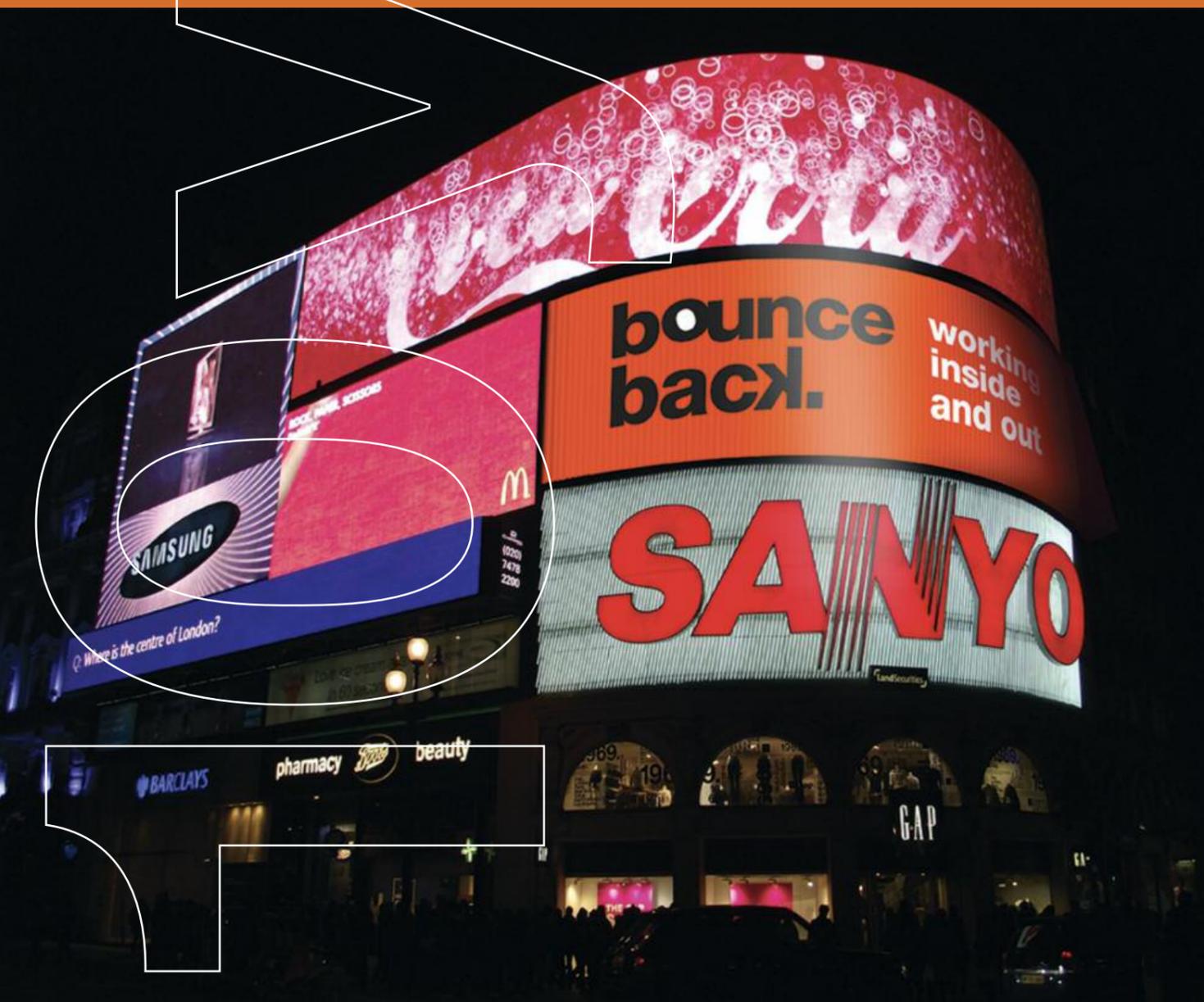
Where employers would ideally have been invited into prisons to meet potential applicants we are now finding other ways to develop support and our website is updated with new volunteering ideas and ways to be involved.

On release, the No Going Back team are dedicated in their support of candidates and working, as ever, to understand the needs of employers to ensure the potential passage

into work is as seamless as possible for both parties. Jobs are predominantly in the Built Environment encompassing a wide variety of opportunities from HGV driving, construction and facilities management to site supervision, administration, engineering and other roles.

The availability of accommodation through partnerships with housing organisations is a unique aspect of this programme removing a vital barrier for those released with a job but nowhere to live.

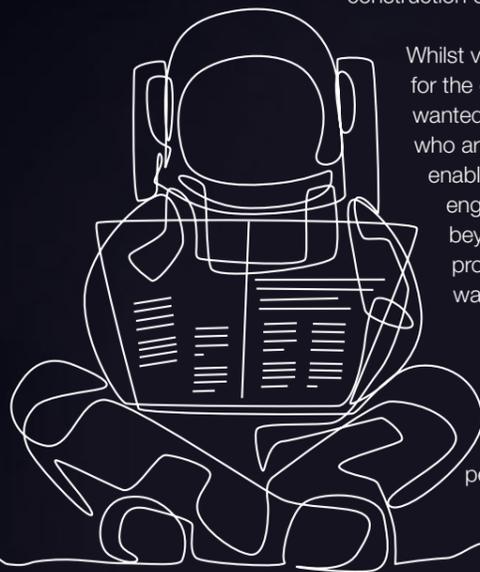
No Going Back is a flagship programme that embraces collaboration. Not only between a number of Livery Companies, but also employers and other organisations in the Justice sector, bringing them together to support individuals from prison into work. It is unique in that launched in the midst of a pandemic, but this has highlighted the outstanding enthusiasm of the prisons and others to make it work, as we all recognise the increased need to succeed despite the new challenges and changes within society, the job market and beyond. Above all the support and encouragement of the Livery in continuing to drive this has been a unique testament to their determination to see change in the sector. Russell Webster is evaluating the impact of this programme so that it will stand as a testament to what can be done through partnership.



Royal Astronomical Society

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.

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.

re explore



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.



We are proud to be working as the official partner of the Metropolitan Police Service with the Award Winning Custody Intervention Programme, Divert, and more recently the VCTF. This realises our ongoing 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's partnership value in the programme is its ability to leverage its position in 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, we work with the coaches to engage individuals and expand their support package offering opportunities in two 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 continual joint support to help them gain skills or employment.

Bounce Back Violent Crime Task Force Programme

Our newest intervention, also with the Metropolitan Police, is designed to reduce the prevalence of violence committed by young adults across London. The VCTF aims to build on the success of Divert by referring anyone 14+ concerned in violent crime into sustainable education, skills training and further development, ideally with employment and ongoing support as an endgame. Our dedicated VCTF team accept people who have decided to make a positive change in their lives and work with them to offer a way forward that directs them away from crime and exploitation.

Evaluation and Impact

We are committed to communicating the impact of our work clearly to all our stakeholders.

In addition to data evaluation, our reoffending rate is calculated by regularly selecting a representative sample of participants and conducting follow-up interviews. The interview is used to determine current circumstances, highlight any further support they may require and record/update any relevant information. Following this interview, information on each participant is processed through the prison database to determine if any further offences have been recorded. The reoffending rate has been calculated, with stratified sampling being utilised to allow for a representative sample to be selected. This system shows that we have maintained **our re-offending rate of under 10% compared to the national average of around 50%**.

Navigating people from the powerful current of crime is beneficial for:



Participants

Our training and support prepares people for, and helps them into, sustainable employment



Business

Recruiting from this untapped labour force, particularly where training has been tailored to fill the skill gaps makes commercial sense



The Economy and society

Not only are we converting people into taxpayers we are saving the taxpayer money. It costs on average £45k to keep one person in prison a year. It costs approx. £3,800 to support one person through our training programme into employment – that's less than 10%

300+



CSCS cards delivered in training
In prison, the community and on line.

100%

Increase on the number of people trained last year

400+

Employer connections keen to offer our trainees jobs

We have placed people into more than

200 job roles

1,000

People provided with vocational skills training

7x

Training centres across prison and the community

Crime Reduction

379

People diverted from crime over the last 6 months

RAS explore

Reached in excess of **800 people** in and out of prison supported by prison radio and prison media.

3-stage engagement programmes attracted growing attendance in a series of events

No Going Back

Engaged with **20 PRISONS** around the country

Working with **14 Livery Companies** and the **Mayor of the City of London**

In our first 6 months engagement managers have exceeded our target and are **working with 159 candidates**

Social Enterprise

Worked on **79 jobs** of varying sizes.

17 participants have been trained and upskilled whilst on site

79

Re-cycling full circle

Using Paint360's re-engineered paint for our training and on our sites helps support the environment.

Each litre of re-engineered paint saves 1.3kgs of embedded carbon which is the equivalent to the output of carbon from a medium van like a Transit over five miles!

Furthermore Paint360 has created jobs for 34 young people who are ex-offenders or long-term unemployed with their work.

In response to the impact of Covid we have dramatically increased our digital capacity and capability in 2 ways:

We have **digitised all of our vocational courses** to offer online and blended learning to our training delivery accessible both in prison and in the community.

With the penetration of digital understanding amongst the prison population being low we have started a digital inclusion programme to ensure the benefits of digital technology are more accessible for increased connectivity amongst our participants.

We have additionally adapted our model **to ensure that we can engage with our participants immediately upon release and help guide their return to the community** and future in a number of different ways.

HOMELESSNESS

We have worked hard to develop housing partnerships and our No Going Back programme addresses this head on with accommodation to support employment.

- 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 homelessness.
- 1 in 7 people leave prison without accommodation.
- We have worked hard to develop housing partnerships and our No Going Back programme addresses this head on with accommodation to support employment.
- Official estimates show more than 4,000 people sleep rough every night in England, Crisis estimate 8,000 is more likely.
- People leaving prison are known to re-commit crime to avoid homelessness. Stable accommodation can reduce the risk of re-offending by 20%.

A long term partnership with Crisis means that we are able to deliver training to people from their groups who we also support into employment.

Targeted awareness with exposure from: **Radio, Press, TV**

Partnerships

Since we started, 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	Keltbray	Multiplex	TFL
BDL Dry Lining	Knauf	Nevill Long	Wates
Costain	Landsec	New Futures Network (NFN)	KPMG
Crown Paint	Lend Lease Be Onsite	Novus	VGC
Encon	Mace	Tideway	amongst others.

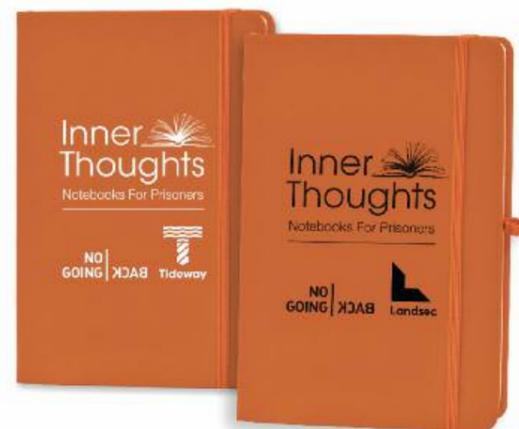
In addition, partnerships in the sector mean that we can supplement the skills we lack by working with some outstanding organisations that excel in their fields, amongst these are;

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

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

Both Landsec and Tideway funded notebooks for prisons which were hugely valued by the HMP Brixton inmates. Many of the contributions came with supportive messages from the corporate staff members including "Use this notebook to reflect, be creative or be practical. You are not forgotten in these difficult times"

They were much appreciated by HMP Brixton "These notebooks have been popular with the men here – Thank you to you for all you have done." Inside Times



Financial

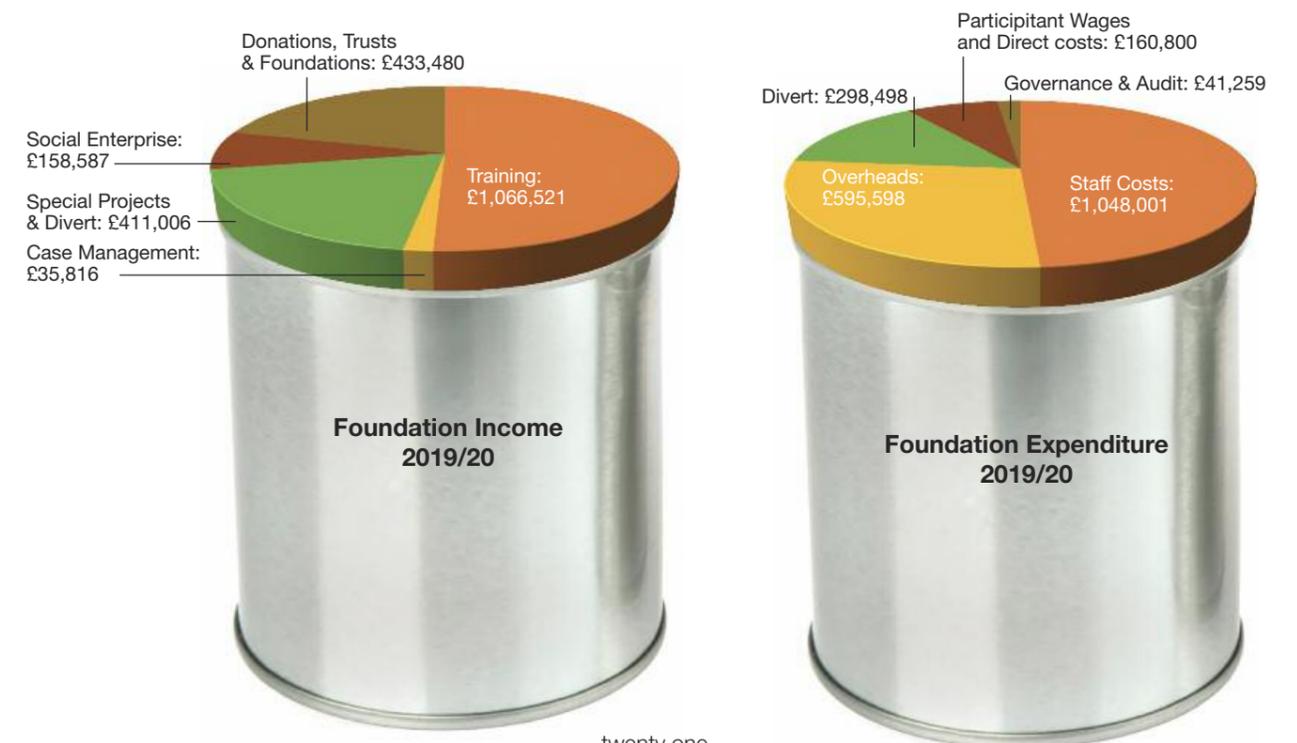
Bounce Back Foundation is the Charity which trains in construction skills with a casework team that supports individuals into employment both within our own Social Enterprise or with other employers.

The group's total funds are represented by an unrestricted fund deficit of £81,355 (2019 - deficit of £42,618). The unrestricted funds are made up of a surplus of £110,969 (2019 - surplus of £180,653) and cumulative deficits within Bounce Back Project of £225,484 (2019 - £223,271).

The group incurred an overall operating deficit of £38,737 during the year (2019 – generated a surplus of £75,123), with a deficit on unrestricted funds of £42,990 (2019 - a surplus of £126,360) and a surplus on restricted funds of £4,253 (2019 – deficit of £51,237).

Income of £2.105m for the current year was predominantly from three sources: delivery of prison training contracts and case management (£1.066m); charitable activities including painting and decorating (£0.158m); and direct funding from a number of sources, including Trusts and Foundations, private funders and company donations (£0.433m). Overall income decreased by 1% (0.025M) when compared with last year (2.13M)

The Foundation spent £2,144.156m, operating expenditure increased by 4% (£0.089) including expenditure from the social enterprise, when compared with last year (2.055m).



The Future

Increasingly business and sector leaders are looking to the future, especially at the impact of the current health crisis on opportunity for young people. 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.

Our work has always been driven by our belief that sustainable employment allows people to lift themselves out of the poverty they can often be trapped in, which is frequently a catalyst for reverting to crime. Recent events mean we have opportunities to find ways to retrain, expand and develop our education programmes and look at skills training with a renewed digital eye.

So what are our key opportunities over the next year? As we develop our Divert programme we are working to reach young people earlier and find ways to offer them different chances in life and we look forward to developing our relationship with the Metropolitan Police.

Through our new parent, Change Grow Live, we are planning the growth of the Social Enterprise so we can employ more people ourselves and genuinely navigate an effective pipeline that holistically addresses the journey of the individuals. We will develop new skills training and create a way to ensure that greater numbers of individuals can have access to progression into work. Bounce Back has always been the bridge to a future in employment, now we see a future for more people that we can drive ourselves.

Above all developing new education programmes is a focus for the future. The Future of Construction continues to offer new and exciting opportunities that have come upon us faster than expected. This means we can deliver new skills training programmes for a different kind of employment. It is a perfect time to think differently as we enter our 10th year. How we can work to make life 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 making it easier to look at connecting today's actions with tomorrow's consequences and valuing the future outcomes. Above all it is about recognising 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 explore how we can do more in response.

We are in the enviable position of being able to drive change and this brave new world encourages us to welcome ideas from some of the talented people in prison and work with them to co-create the future. We look forward to it.



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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“ NOT EVERYTHING THAT IS FACED CAN BE CHANGED, BUT NOTHING CAN BE CHANGED UNTIL IT IS FACED ” James Baldwin

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