

Out **In**²
Changing lives from
the inside to the out

Annual Report 2016



On behalf of the Trustees of In2Out...

We are pleased to present our Annual Report and Review for 2016 to give an insight into how we are helping young people with chaotic backstories to recalibrate their lives.

We have continued to make good progress during the last year and, despite some funding and recruitment turbulence, we have steered a steady course to deliver great results against our stated charitable objects.

There has been an increase in the number of young people supported this year – more than 80 young people have participated actively with our mentors. We have provided a huge number of interactions with and on behalf of our mentees and the resulting reoffending rate amongst our cohort has been dramatically lower than the national average.

Our board of Trustees was strengthened this year with two new appointments and, as planned, we undertook our biennial review of working policies and practices to ensure they comply with current legislation and working practices.

The work of In2Out continues to be neither fashionable nor readily supported. Helping those who have crossed boundaries that define our society is a task sometimes ignored by those who don't understand the causes of offending behaviour. We find that young people who hurt people have been hurt themselves or there are other demands that cause them to offend. Our mentors often provide the first reliable and consistent role model that these youngsters have ever known.

We are grateful to all who contribute to the work we undertake. From encouragement and time spent, through to the provision of funds and facilities. Much has been provided and we acknowledge the support given so readily.

The focus for In2Out during 2017 will be to further strengthen our corporate governance and clarify delegated roles throughout the organisation. This will allow us to continue building a sustainable service – which will again include adding to our management team.

We look forward to your continued support for this challenging task of changing lives from the inside to the out!

Thank you for your interest in our work.

April 2017



“ IN2OUT WERE HELPFUL AND SUPPORTIVE
WHILST I WAS IN CUSTODY AND ON THE OUT
THEY HELPED ME WITH MY **FAMILY**
AND WITH **EMPLOYMENT**
REGULAR CONTACT IS HELPFUL
WHEN YOU HAVE QUESTIONS TO ASK ”

AF - Participant, Apr 2016

75% OF OUR PARTICIPANTS ARE NOW LIVING IN SAFE HOUSING



CHARLIE

Complex mental health issues from his childhood, substance misuse, parental neglect and consequent attachment disorder. Charlie was more a victim than a perpetrator of offence. He left custody to live with his girlfriend's family until he found his own accommodation. She had been, herself, a heroin user from another broken home.

The statutory authorities predicted early return to custody and gave up on Charlie – evidenced by him having to turn increasingly in desperation to In2Out for support. Opening bank accounts, N.I. applications, job seeking, cleaning, plumbing, decorating - all skills we had to impart in the first weeks out of prison. The imminent arrival of a new baby will focus his mind further.

However, we recognise the pull of old ways and friendship groups, always close by and waiting for him to weaken in resolve. We visit Charlie each week and, understanding his backstory, are ready to pick him up and start again if he slips. Nonetheless, we are hopeful that the appeal of his own home with his girlfriend, freshly decorated and furnished, a new baby in his life to love and some space of his own will help keep his life back on track.

Helping young people to change from the inside to the out

In2Out is a 'through the gate' mentoring scheme and community chaplaincy working from HMYOI Wetherby. It was initiated in 2013 to help young people, aged 15-21 years, leaving custody to resettle back into society.

These are youngsters who are often vulnerable and damaged as a result of early life experiences and who have made bad decisions causing them to be called to account by the criminal justice system.

Fractured family backgrounds, early exit from education and a lack of positive role models means that many have known only a chaotic lifestyle and need intensive intervention to get their life back on track. Others simply need a little encouragement and support.

In2Out provides a one-to-one mentor to stand alongside its Participants and helps them to progress toward independent living by:

- Befriending and Mentoring – helping them make better choices, developing new thinking skills and providing a positive role model.
- Guidance in finding Education, Training and Employment opportunities, coaching for interviews, trial periods and gaining qualifications.
- Helping identify new communities and friendships – using sports facilities, churches, faith groups and other activities.

... and just 'being there' when no-one else seems to be.

Our primary objective is to help young people with convictions to avoid reoffending and live more fulfilled lives.

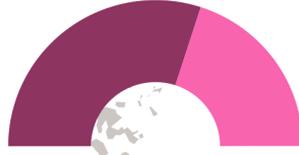


“ I JUST WANT TO SAY
THANK YOU
FOR STICKING BY ME AND HELPING
ME THROUGH EVERYTHING ”
JS - Participant, Feb 2016

In2Out 2016 - Participant snapshot



More than 75% of In2Out referrals state drugs/alcohol as instrumental in their conviction
Drugs/Alcohol



More than half of In2Out referrals have acknowledged mental health issues
Mental Health



1:100 children in the UK are in Care. 55% In2Out referrals are Care leavers
Care Leavers

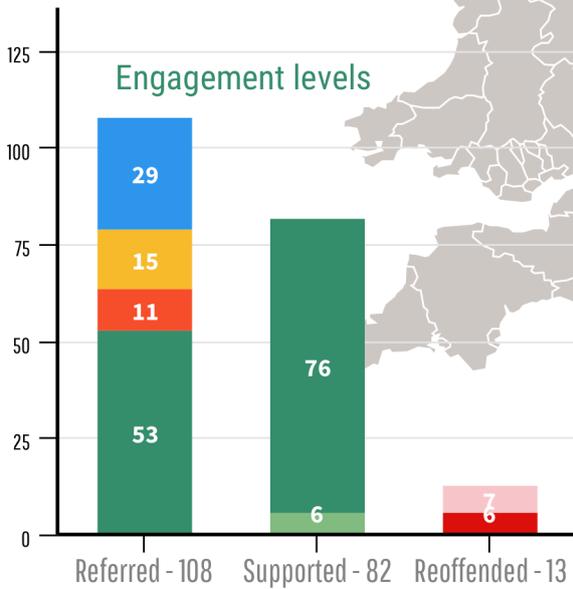
- 980 mentoring meetings
- 133 Housing interactions
- 51 Finance, Benefits & Debt sessions
- 44 Relationship interventions
- 153 Employment accompaniments

2,453 interactions
with or on behalf of Participants

451 visits in custody

9 out of 10 referrals released to the north of England

- 12 mental health referrals
- 84 visits to faith communities
- 44 legal or court visits
- 37 Medical appointments
- 15 substance misuse actions



● Not Proceeded ● Not Ready ● Signposted
● Onboarded ● Recalled ● Reoffended
● Returned for reoffence



75% of In2Out Participants are living in safe housing

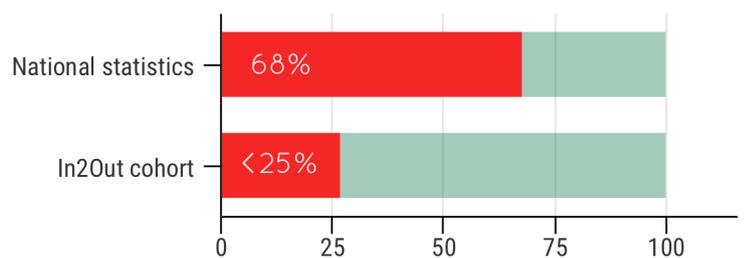


42% of Participants are employed or actively seeking



17% of Participants have attended Church in the last 3 months

% Reoffending
by 15-18 year olds within 12 months of release



"Almost all of the causes of childhood offending lie beyond the reach of the youth justice system" Youth Justice Review Dec 2016



1:100 CHILDREN IN THE UK ARE IN CARE BUT OVER 50% OF IN2OUT PARTICIPANTS ARE 'LOOKED AFTER CHILDREN'

Activities

Charity Activities

During 2016, In2Out has helped more than 80 young people leaving custody to resettle into society, a 33% increase on the previous year. The levels of engagement of the 15-21 year olds supported has been very high and we have continued to see a significant reduction in reoffending rates in this cohort against the corresponding national age group.

As with most young people from juvenile Young Offender Institutions (YOI), these young people come from chaotic lifestyles and fractured family contexts and we have been able to provide assistance and support into situations where previously there has been very little.

Cooperation with Youth Offending Teams and the Probation Service continues to help us support youngsters to comply with their Court or Prison orders. Partnerships with Food Banks and collaboration with housing agencies has facilitated a high level of successful resettlement.

- One-to-one mentoring has introduced new thinking skills and improved responses to difficult situations.
- Our active engagement with Job Centres and employers has opened up work placement opportunities to encourage young people to use time in a meaningful way.
- Some have begun to engage with new communities of friends at college or church.

In2Out were able to offer travel support this year to a young person being repatriated to Central Europe – a vulnerable youngster who had never travelled alone but who had to find new contacts in a birth country he left when he was two years old. We were able to link him with a local community of his Roma people and leave him there safe and cared for.

Wherever possible, there is early interaction with young people prior to release from custody. This early contact does allow us to build a relationship and encourages a higher level of engagement post-release. Our work in custody is made much easier because of the ready assistance given by HMP staff. We enjoy the support of the Senior Management Team and the Officers, Caseworkers and, of course, Chaplaincy at HMYOI Wetherby.

This year has seen increased engagement in custody from those with longer-term sentences. This has resulted in more regular visits to Young Adult YOIs to visit young people who recognise their need of help. They value the support we have given in HMYOI Wetherby, but will remain in custody for a while longer. We are privileged to serve them as they rebuild their lives.

The highlight of the year for all the young people in custody at HMYOI Wetherby is our work to organise, collect and distribute Christmas gift bags and Easter Eggs at appropriate times, and we have been delighted to work with the Chaplaincy team again in this venture, funded by local churches.

Volunteer Contributions

Because of our volunteer-led operating model, much of our work in 2016 has been carried out by the In2Out volunteer workforce.

In addition to the work undertaken by the trustees and the volunteer management team, a further 25 or more volunteers have provided management support, one-to-one mentoring, administrative support, DBS checking, Mentor support work, IT sourcing and support, supervision, event catering and overall encouragement.

The success of In2Out during the past year has been largely attributable to the invaluable contribution made by volunteers.

“ IN2OUT HAS HELPED A LOT WITH
CVs, JOBS
GETTING INTO
APPRENTICESHIPS
IT'S GOOD HELP
THEY HELP YOU A LOT ON THE OUT
SO EVERYONE SHOULD
SIGN A FORM TO SIGN UP ”

BI - Participant, Oct 2016





IN2OUT MENTORING HAS REDUCED REOFFENDING RATES TO A THIRD OF THE NATIONAL AVERAGE FOR JUVENILES

Achievements & Performance

Measuring Outcomes

Our key charitable object is “reducing reoffending by young people leaving custody”. It is therefore appropriate that the reoffending rate of our Participants should be a key performance indicator albeit a somewhat blunt instrument to measure overall impact.

A conservative calculation shows a significant reduction in recidivism by In2Out Participants. This is against the published national statistic for young people in this age group which indicates that 68% of young people leaving custody will reoffend within 12 months of release. Of the 2015/16 In2Out Participants, less than 25% were convicted of reoffence (just 13% of whom returned to custody).

We acknowledge that all In2Out referrals are dependent on a desire to ‘go straight’. We don’t claim to work miracles, simply to help those with a desire for a less chaotic lifestyle to be successful.

However, some of our Participants have returned to custody, but we are pleased to report that many who have had a long history of offending have remained accountable to In2Out and stayed out of trouble for much longer than for their earlier intervals between sentences. Additionally, the nature of their offences has been much less severe.

BILLY

Having served 54 months inside as a boy, Billy stepped out into a changed world as a young man. Unable to return to his mum, his Grandma stepped in and gave him a temporary home. The nature of his offence meant it was difficult to secure employment but Billy persevered and, after really useful work experience opportunities in retail and landscaping and a little help from us, he is now preparing for an engineering apprenticeship.

Mentoring Billy has been a real encouragement to us. He has never missed a meeting and is always keen to set the next appointment. We have faced problems and solved them together and his decision-making skills have developed beyond recognition. Not always enjoying being challenged or questioned, he is always reflective and often changes his decisions for the better after due consideration.

Billy has rebuilt his social circles with new friends and has recently proposed to his girlfriend, with whom he has a stable relationship. We await our wedding invitation!

Service Delivery

We have continued to deliver our service across the north of England, with Mentor Coordinators working across Yorkshire, supported by commissioning from the South & West Yorkshire Resettlement Consortium and, latterly, by the West Yorkshire Police & Crime Commissioner. We have worked in Lancashire, North Yorkshire and Humberside out of our headquarters using peripatetic Mentor Coordinators.

During 2016, In2Out staff members have worked closely with 80 new referrals.

Delivery partnerships

Our work with young people prior to release has been made possible by working closely with both statutory services and voluntary organisations in the Youth Justice sector.

HMYOI Wetherby initiated the work of In2Out in 2013 and, in 2016, has continued to be our primary source for 15-18 year old Participants from Chaplaincy and Casework teams. In addition, we have continued a strong working relationship with HMYOI Deerbolt and the Chaplaincy departments at HMP & YOI Hindley and at HMP & YOI Moorland to continue support for young people aged from 18-21.

Post release support is provided in collaboration with the Youth Offending teams and Probation services and we have built strong working relationships with both statutory services in all the key geographic areas of need in which we work.

In2Out has also developed links with other charitable service providers who provide services outside our remit or expertise, or in areas beyond our geographic coverage.

Working Practices

We have reviewed and refreshed our policies and procedures during 2016 to affirm safe working practices within the project. This has ensured that we continue to provide a high quality service and stay in line with best practice in our sector.

All new employees and volunteers are now using our induction materials on an online learning platform. This presents the In2Out culture and working practices remotely but allows students to learn at their own pace. It means that established staff can provide learners with appropriate support whilst monitoring progress and performance.

Our classroom-based mentor training plan was redesigned in 2016 and is being delivered during 2017 to provide a rolling mentor training programme. This, together with a supervision programme and continuous personal development, offers In2Out Mentors the educational and emotional support needed to serve In2Out Participants.

Making our Presence felt

The In2Out office at HMYOI Wetherby is a reminder to HMP staff of our presence and enables close cooperation and interaction with them.

Situated immediately outside the main gate, the office allows In2Out staff to meet with statutory agencies when they attend meetings prior to Participant release. It also allows In2Out staff with security clearance for the prison to visit Participants and attend their statutory agency meetings, as well as providing a drop-in for young people on their first day 'on the out'.

In order to deliver Participant support to disparate locations, local mentors are able to access case information and corporate policies remotely using secure, cloud-based IT platforms.

DUNCAN

Duncan left prison to return to his family home. However, within a few months, his family moved house leaving no room for him. He was left homeless. In2Out spent days with Duncan helping find accommodation to avoid him facing the cold on the streets at night. After several trips to the local housing authority we secured a bed at a homeless shelter in Leeds. He now lives with a friend and this has brought Duncan stability in a challenging period. We continue to seek permanent housing but, for the time being, he is in a safe place.

Despite the chaos around him, In2Out arranged interviews at a Rail Track Maintenance scheme and Duncan was successful! He's now attending a six-month programme working on live railway tracks. He is really enjoying the course and hopes to start the full apprenticeship programme shortly.

Through a very turbulent time in Duncan's life, an easy option for him would have been to turn to crime. It could have been a 'quick fix' for the issues he was facing. However, he chose to remain focused and to stay strong through the storm and is now looking at a bright future with a career and family.

“ I WOULD BE BACK INSIDE
IF I HADN'T HAD THE HELP OF IN2OUT...
WE GET LOADS DONE WHEN YOU
VISIT ME ON A FRIDAY ”

CN - Participant, Jan 2016



Financial Review

Accounting Procedures

In2Out employs cash-based accounting.

We maintain dual-control across all of our financial procedures. Accounting data is available for examination at all times on cloud-based financial accounting systems.

In2Out revenue in 2016 is below the threshold that requires a full audit but our accounts have been independently examined.

Reserves Policy

In2Out policy is to hold sufficient funds to ensure it can meet its obligations and remain an ongoing concern. It holds a minimum of 3 months estimated running costs in unrestricted cash funds to meet all obligations.

Source & Application of Funds

Funds for the operation of In2Out during the past year have again emanated from a number of grant funders, supporting churches and personal gifts.

Statutory funding has continued in 2016 by way of commissioning by the South & West Yorkshire Resettlement Consortium (an initiative bringing together the nine regional Youth Offending teams and two custodial establishments) and the West Yorkshire Police & Crime Commissioner. This has allowed us to maintain the In2Out delivery capability.

The application of funds has again been almost entirely focused on direct support of In2Out Participants. This has provided the salaries and expenses of support workers and all volunteer expenses, along with a small sum to cover Participant administration costs. The directors of the scheme took no salaries during the year.

Bankers: CAF Bank Limited
25 Kings Hill Avenue
Kings Hill, West Malling,
Kent, ME19 4JQ

Sort code: 40 52 40
Account: 00097481

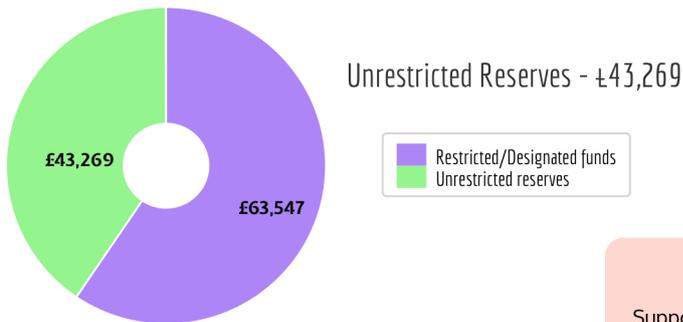
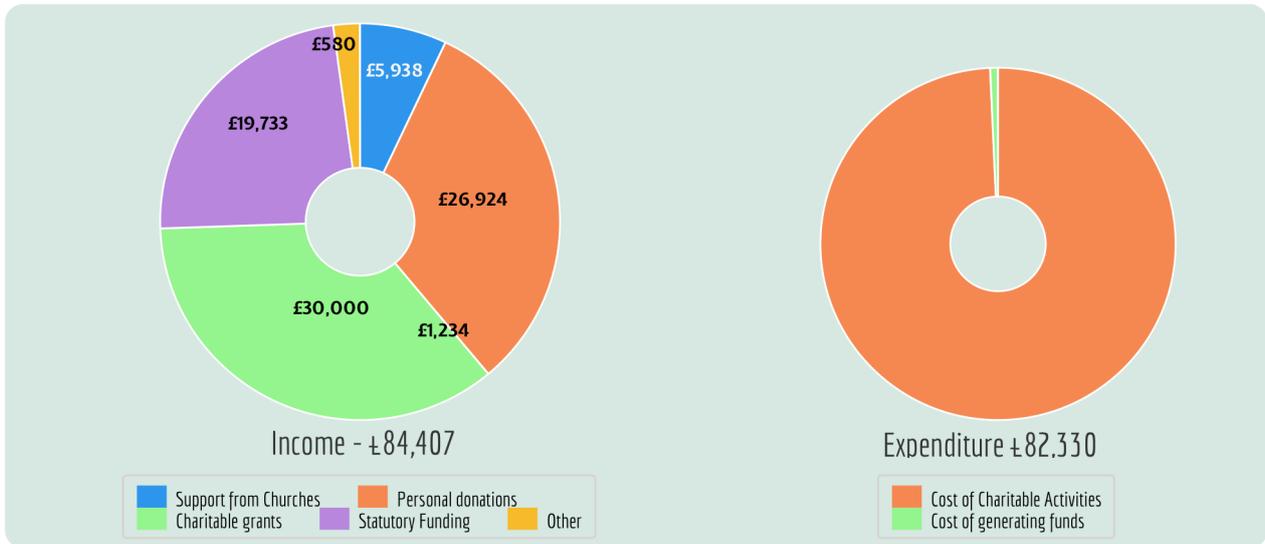
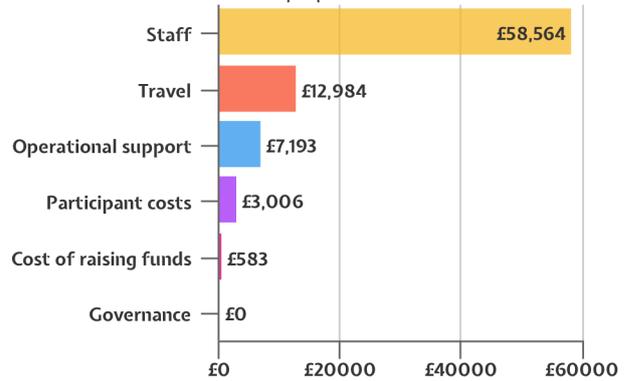
In2Out 2016 - Financial snapshot



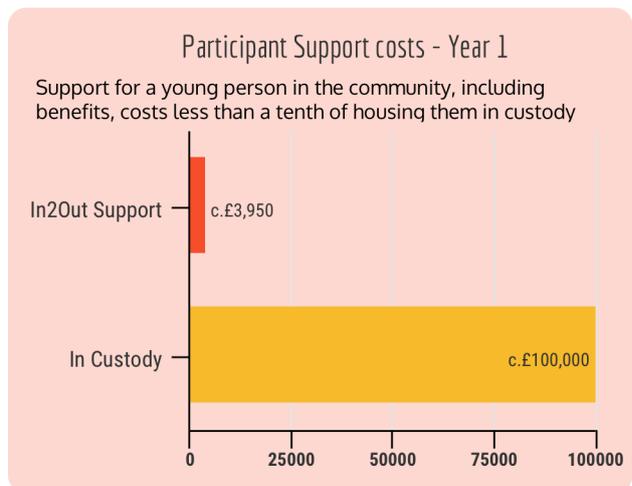
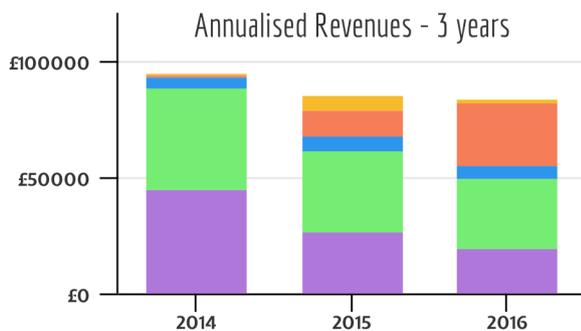
Accounting for added value...

- Almost 10,000 hours of voluntary work (in direct support of our Participants, indirect support functions needed by mentors, and the general office support required to keep In2Out operating safely) go unaccounted.
- We are hosted courtesy of the Governor at HMYOI Wetherby on the Prison estate. This provides an invaluable base & HQ for In2Out with ready access to visits, referrals and in-custody work.
- Staff at HMYOI Wetherby, and the other Prisons that help us, provide invaluable assistance in arranging visits, helping with Risk Assessments, providing information & support, often beyond their job requirements.

In2Out Cost of Operations 2016



More than 95 % of In2Out expenditure directly supports our Participants



- Other
- Personal donations
- Support from Churches
- Charitable Grants
- Statutory funding

N.B.
Statutory Financial accounts can be found on the HM Charity Commission website
More detailed Management Accounts are available on request from In2Out

“ THERE NEEDS TO BE A SOCIETAL SHIFT...
SO THAT WE SEE THE **CHILD FIRST**
AND THE **OFFENDER SECOND** ”
Youth Justice Review - Dec 2016



Structure, Governance & Management

In December 2013 In2Out was registered as a Charitable Incorporated Organisation (CIO) by the Charity Commission for England and Wales.

Governance and oversight of the Charity is provided by a board of Trustees.

There have been two executive directors responsible for day-to-day operations.

Regional coordinators manage the volunteers in their geographic area and take responsibility for service provision for all Participants there.

Objectives

These are summarized from the constitution of In2Out as follows:

“... To promote the relief and rehabilitation of persons who are presently, or have been, or are at risk of being detained in any penal or correctional establishment in the United Kingdom with a view to helping them better reintegrate into society and preventing re-offending.

The organisation applies Christian principles through the work so carried out...”

Trustees serving in 2016

Mr Graham Swift - Treasurer

Archdeacon Paul Hooper

Judge Jillian Bell

Mr Alan Lindsay

Dr Michael Beer

Mrs Jenny Byrne

Rev Jon Swales

Independent Examiner

Eileen J. Peacock

Council of Reference

Revd Andrew Georgiou
(Free Church Chaplain, HMP/YOI Wetherby)
Peter Gibson



In2Out
The Gate Lodge
HMYOI Wetherby
York Road
Wetherby
LS22 5ED
01937 544480
www.in2out.org.uk

Charity No. 1154984