



In2Out

**Annual Report 2015**

Changing Lives from the Inside to the Out



## On behalf of the Trustees of In2Out...

*We are pleased to present our Annual Report and Review to those with an interest in helping young people with chaotic backstories to get back on track.*

*We have made excellent progress during the last year. We have built many new relationships, consolidated our processes, strengthened our relationships with custodial establishments and statutory agencies, and established our first strategic relationship with the Youth Justice system.*

*These advances have improved our sustainability as a charity, allowed us to work with more young people and have had an increased impact for good in the families and communities to which they return.*

*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 work we do, whilst often acknowledged and recognised as much needed, is not a fashionable or a readily supported endeavour. Helping those who appear to have ignored the demands of an ordered community, or who have crossed boundaries that define our society, is not just a thankless task but one sometimes actively ignored by those lacking an understanding of the cause of offending behaviour.*

*In almost every case, we find that young people who hurt people have either been hurt themselves or there are other demands that cause them to offend. Our workers often provide the first reliable and consistent role model that these youngsters have ever known.*

*The focus for In2Out during 2016 will be to revisit our working model in order to continue building a sustainable service - this will include strengthening our management team. We have also scheduled our biennial review of working policies and practices.*

*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.*

April 2016



### *Charitable Social Care*

Each young person engaging with In2Out presents with a unique set of needs, hopes and expectations as they start their life after release from custody.

## Helping young people to change from the inside to the out

In2Out is a Community Chaplaincy situated at HMYOI Wetherby. It was initiated in response to the need to help young people, aged 15-21 years, leaving 'through the gate' back into society.

These are youngsters who may be 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 through 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' for them.

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

# In2Out 2015 - Participant snapshot

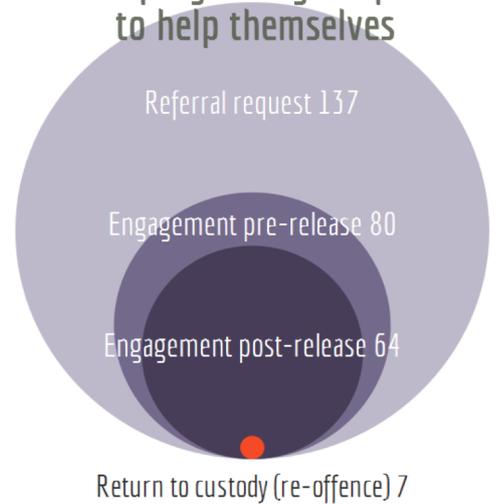


Each young person in custody from across the North of England, expressing a desire to live a less chaotic life, and recognising their need of help, is eligible for In2Out support from a local volunteer mentor or signposted partner

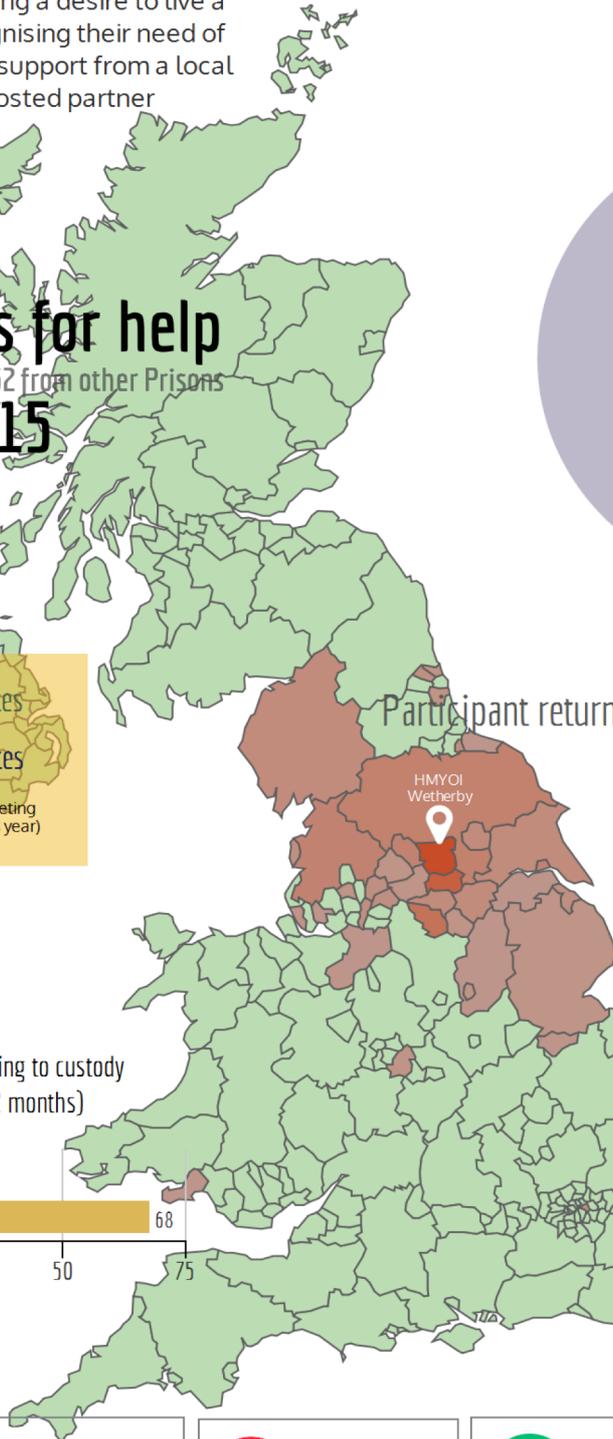
**137 requests for help**  
105 from HMYOI Wetherby, 32 from other Prisons  
**in 2015**



## Helping Young People to help themselves



## Participant return locations

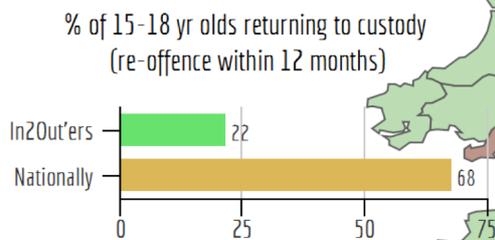


1100 children in the UK are in Care.  
33% In2Out referrals are Care leavers

Over half of In2Out referrals have acknowledged mental health issues



75% In2Out referrals state drugs/alcohol as instrumental in their conviction



**1500+ connections through the year**

### Interventions, meetings & contacts

In2Out staff members were involved in more than **1500** events in 2015 in support of our young people – facilitated by many more phone calls and contacts

## Activities

### Charity Activities

During 2015, In2Out has helped more than 60 young people leaving custody to resettle into society, a 20% 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 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.

Wherever possible, there is early interaction with young people prior to release from custody. This has been more challenging during 2015 after the introduction of the *Transforming Youth Custody* agenda that now requires under 18's in custody to engage in up to 30 hours of education. However, early contact does allow us to build a relationship and encourages a higher level of engagement post-release.



### Faith – looking after the heart

Young people expressing an interest in pursuing their faith were accompanied to **35** visits to church or a faith-based activity.

*Health issues – addressing physical and mental needs*  
We made or accompanied to **22** appointments with doctors, dentists, or opticians and registered **12** Participants with practitioners



**Volunteer Contributions**

Because of our volunteer-led operating model, much of the work in 2015 has been carried out by the In2Out volunteer workforce.

In addition to the work undertaken by the trustees, a further 30 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.

*Mentoring & Befriending – Being there for them*  
We delivered **599** Mentor sessions to encourage everything about life from better decision making to baking cakes and using computers effectively.





### *Accommodation - a roof over their head*

In2Out staff members were involved in **28** accompanied housing appointments and interviews to assist our Participants.

## 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.

A conservative calculation shows a significant reduction in recidivism by In2Out Participants against the published national statistic for young people in this age group during their first year after release. The nationally accepted figure for this age group is that 68% of young people leaving custody will reoffend and return to custody within 12 months of release. Of the 2014 In2Out Participants, just over 21% were returned to custody due to re-offence. We expect the final 2015 figure to be lower still.

We do acknowledge that all In2Out referrals are dependent on a desire to ‘go straight’. We don’t claim to work miracles, just 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. And the nature of their offences has been much less severe.

### Service Delivery

In addition to our current regional mentor coordinators (Hull, Leeds & Wakefield), whose role it has been to recruit and supervise Volunteer Mentors sufficient to support the young people returning to their area, we have been able to recruit further staff to cover Bradford and Calderdale, and South Yorkshire. This has been made possible because of commissioning by the South & West Yorkshire Resettlement Consortium (in turn, funded by the Youth Justice Board).

During 2015, In2Out staff members have worked closely with 80 new referrals and 19 have ‘graduated’ during the year without reoffending.

*Substances – bringing drug & alcohol misuse under control*  
We engage professional help when a young person asks for help in this area.  
15 substance misuse appointments/interventions have been facilitated.



### Delivery partnerships

Our work with young people prior to release has been made possible by working closely with Youth Offending teams and other statutory services.

HMYOI Wetherby initiated the work of In2Out in 2013 and, in 2015, has continued to be our primary feed 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 at HMP & YOI Moorland

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.

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

*Relationships – encouraging supportive families*  
If a young person resettles with their family after release, In2Out works to resolve relationship problems there. 128 such interventions have taken place.





### *Emotions – keeping a level head*

In2Out supported **20** professional interventions to address mental health issues and behavioural problems.

### Working Practices

We have continued to roll out and reinforce our integrated policies and procedures to affirm safe working practices within the project. This has further confirmed our status with the Mentoring and Befriending Foundation as an Approved Provider, a recognised industry quality mark.

During 2015 we made all our induction materials available as an online learning platform. This allows new volunteers and employees to adopt our culture and working practices remotely and at their own pace. It allows established staff to provide learners with appropriate support and to monitor progress and performance.

To extend and make the training process more streamlined, we plan during 2016 to provide more of our mentor training online. This, together with a supervision programme and continuous personal development being rolled out in 2016, offers In2Out Mentors the educational and emotional support required to better serve In2Out Participants.

### Making our Presence felt

Our first full year in the In2Out offices, has established In2Out as an ‘on-site’ presence and enabled fuller co-operation and interaction with HMYOI staff.

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 distributed locations, local mentors are able to access case information and corporate policies remotely using secure, cloud-based IT platforms.



### *Employment, Training & Education – a meaningful use of time*

In2Out accompanied to **73** job appointments, CV workshops & interview events – and dispelled a number of first day nerves at work or college!



## Financial Review

### Accounting Procedures

In2Out employs cash-based accounting.

We encourage full transparency and dual-control across each of our procedures. Books of account are available at all times electronically on cloud-based financial accounting systems implemented during 2015.

In2Out turnover is below the threshold that requires a full audit in 2015, but accounts are independently examined.

### Reserves Policy

In2out policy is to hold sufficient funds to ensure it can meet its obligations and remain an ongoing concern. It will hold 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 contributed immensely in 2015 as In2Out was commissioned by the South & West Yorkshire Resettlement Consortium (an initiative bringing together the nine regional Youth Offending teams and two custodial establishments). This has allowed us to boost the In2Out delivery capability and has provided a step towards future sustainability.

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 again 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

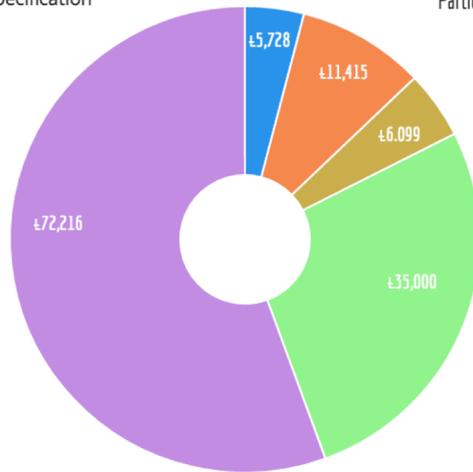
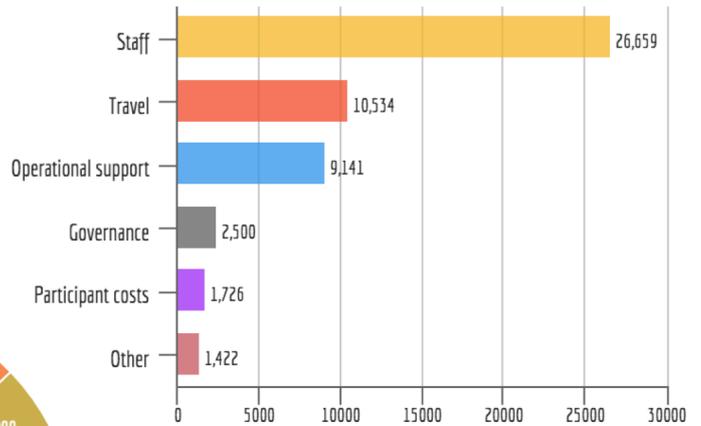
# In2Out 2015 - Financial snapshot



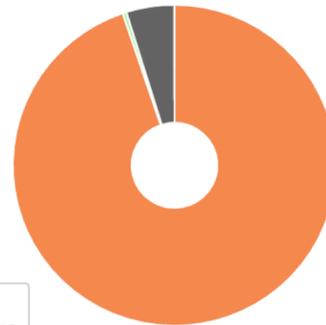
## Accounting financially, and by added value...

- Almost 10,000 of 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 for
- We are hosted, courtesy of the Governor at HMYOI Wetherby, on the Prison site - 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 role specification

## In2Out Cost of Operations



Income - £130,008



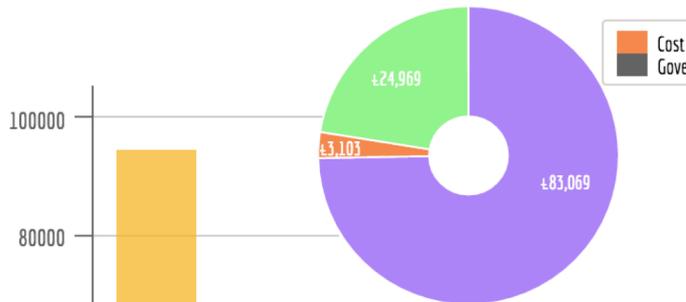
Expenditure £51,892



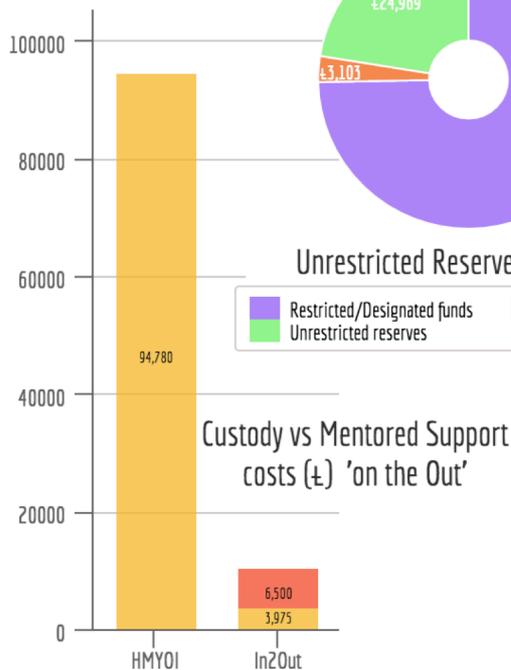
*95 % of In2Out expenditure directly supports our Participants*

## Participant Support costs - Year 1

Expense Item	Cost
Travel	565
Mentoring	2965
Education, Training, Employment	80
Social involvement	120
Emergency provisions	150
Celebrations of success	100
Average Participant Cost - Year 1	3,975



Unrestricted Reserves - £24,969



Custody vs Mentored Support costs (£) 'on the Out'



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

### Legal – supporting through the licence

In2Out Participants sometimes miss appointments or home detention curfews. We made 23 Court appearances in support of minor licence breaches.



## Structure, Governance & Management

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

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

There are 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 stated in 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 by:*

- *Relieving their poverty and charitable need;*
- *Developing their capacities to identify and meet their own needs;*
- *Helping to find accommodation for them and their dependents;*
- *Developing and delivering programmes intended to change their behaviour and attitudes;*
- *Developing and delivering programmes that will encourage a meaningful use of their time.*

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

### Trustees serving in 2015

Mr Graham Swift - Treasurer

Archdeacon Paul Hooper

Judge Jillian Bell

Mr John Queripel

Mr Alan Lindsay

Dr Michael Beer

### Independent Examiner

Mr Stuart McVeigh

### Council of Reference

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

## Participant Profiles

A regular attender at the Sunday worship services, and the mid-week Chapel discussion groups whilst in custody, Ian was referred to In2Out in November 2014. Whilst Ian is a gentle giant and lovable rogue who stands out in the crowd and often finds himself the centre of attention, this has often led to disturbances, criminal damage, and sometimes injuries to those that poke fun at him.

Ian and his partner became parents when their baby son was born in February 2015. Ian took great pride in showing off baby Thorpe and was keen to introduce him to a local church. However, Ian faced the consequence of failing to attend his statutory appointments and was recalled to custody. Leaving there a second time in April 2015, he was determined not to return again and, on this occasion, his license conditions were not quite so onerous and In2Out was able to play a much more active role supporting Ian within a family environment.

Now over a year later Ian is still struggling to support and find accommodation for his family. Another baby is imminent, and he hasn't found employment. Despite family complications, accommodation constraints and financial difficulties, the family is happy, they do their best to make ends meet and always make time to see their In2Out worker. They do lack other positive role models but manage their lives the best they can.

**Ian Thorpe**



**Davy McArdle**



*“Leaving custody is a bit scary and having someone to offer support ‘on the out’ is important”* says Davy, a quiet young man referred to In2Out from HMYOI Deerbolt. He had spent 18 months in custody and was nervous at the thought of returning to his hometown.

His license conditions included a thinking skills course in York, so his regular travel to that was supplemented by sessions with an In2Out mentor where he reflected on his decision-making and we provided a listening ear.

Initially, he lived with his father in an overcrowded flat and secured part-time employment cleaning lodges at a holiday site. Seeing old friends and haunts presented a challenge and discussing ways forward helped him to make positive decisions.

Davy completed his license without fault. He diligently continued in employment, which resulted in an increase in hours and more responsibility. He embarked on a positive relationship and is expecting to be a father in May. Persistence and a desire to move away from his old life have won the day and Davy has successfully re-integrated into his local community.

Referred by the Prison Chaplain, Conroy was due for release in late 2014 when he suddenly had to cope with the death of his mum. An absent father meant his only family accommodation option was his Gran who welcomed him into her very small maisonette. He admitted to feeling lost and needing to understand what life really held for him.

Conroy asked to go to Church and his In2Out mentor took him to a small family-focused Anglican Church in the city centre where he immediately felt at home – he was quickly absorbed into the community there and they offered support for several months.

After studying to become a Personal Trainer, several employment trials, much work with In2Out on his CV and several other job interviews, Conroy went to work in his dad's business – a great success, both from family and employment perspectives - he has returned to church life, and is looking to a bright future ahead.

**Conroy Sewell**



\* Names changed to maintain anonymity

# In2 Out

In2Out  
The Gate Lodge  
HMYOI Wetherby  
York Road  
Wetherby  
LS22 5ED  
01937 544480  
[www.in2out.org.uk](http://www.in2out.org.uk)

Charity No. 1154984

