

In² Out



ANNUAL REPORT

2022

Changing
lives from the
inside to the out.

“I THINK
THIS IS WHAT
HOPE FEELS LIKE.”



ON BEHALF OF THE TRUSTEES

Consolidation and Progress

As we celebrate another year helping young people whose early lives have led them into life in custody, we renew our commitment to helping them turn away from chaos towards good citizenship.

Each year our annual review seeks to outline some of the work we have undertaken and offer transparency and accountability to our stakeholders. But it also encourages us, as an organisation, to step back from the tactical implementation of our service and review our motivation, our service provision and our processes.

In particular, this year we have implemented our new policies around the recruitment and service of our trustees and the governance they provide; we have strengthened and streamlined the working practices by which we deliver our service to our participants whilst beginning the expansion of our offer into another custodial establishment; and we have refreshed and re-affirmed the values which drive our desire to help change lives.

Whilst some changes are imposed upon us by legislation and others by circumstances beyond our control, we are always seeking to improve our offer and do the best job we can for the young people for whom we try to care. Our desire is to be an influence for good in the damaged lives of each of them. We believe they have the capacity for change, if motivated and supported to do so and our goal is for them to develop their strengths and realise their potential.

We feel privileged to be a part of the lives of so many young people who choose to engage with us - thank you for walking with us on this journey.

Terry Wilcox
Founder and Chair of Trustees



HERE COME THE GIRLS



Since late summer 2021, a small number of girls have been housed at HMYOI Wetherby alongside the boys. Their arrival came about through the closure of another establishment, bringing with it many challenges and need for adaptation.

There were only 12 girls in the secure estate in England and Wales in April 2022.¹ The vast majority of the youth prison population are boys and the system is set up for them. The girls, however, are very different from the boys in their stories, their needs and their responses. Any adaptation to take this into account usually comes down to individual members of staff.

“Though she be but little, she is fierce.”

Shakespeare,
A Midsummer Night's Dream

¹ Youth Custody Report - April 2022
<https://www.gov.uk/government/publications/youth-custody-data>

We have seen at HMYOI Wetherby, the introduction of the girls presented the whole establishment with new challenges. As in Shakespeare's quote, their size and stature belie a strength of will and depth of feeling, which itself masks extreme vulnerability. The level of attention and connection that the young women require has stretched everyone who works with them. And differences in how they are treated has caused resentment among some of the lads and initial confusion for the staff.

Vulnerability

Getting to know the girls, it became clear to us that each of them has found themselves in extremely vulnerable positions in society. Some recognise this, whilst others wholeheartedly believe they are in control. Without doubt, their needs, their vulnerabilities and their trauma are at a level that is unimaginable for most people. These girls are among some of the most complex and vulnerable young people in the country.

Coming from backgrounds where abuse and betrayal have been common experiences, building trust and relationship takes longer, needing patience and imagination to make a connection. Their relationships are fickle and easily frayed – they can find it difficult to get along with each other. This makes working with them together very challenging.

Many of them have not had the privilege of a positive, protective and nurturing 'mother' figure and so their experience of normal life is limited. The seemingly persistent expectation that personal hygiene, cooking, cleaning – generally keeping house – comes naturally to girls, is one that they can't fulfil. And yet, we have noticed a real desire for activities that a positive 'mother' figure would role model or provide in the formative years. This is despite their lack of confidence and sometimes reluctance to try new things.



HERE COME THE GIRLS

“I don't really trust people in here except for you two.”

“I wanna thank u for listening when I had nobody.”

“She [my Mentor] really understood where I was coming from.”

Since the young women came to HMYOI Wetherby, we have adapted the In2Out Life Skills Challenge to have a much more ‘maternal’ and gentle approach. We have focused less on teaching and more on working alongside and ‘mothering’. New activities have been included for them, such as painting nails, braiding hair, decorating birthday cakes, cleaning their rooms and making decorations. These are as well as practical skills like how to fill in forms, practising job interviews and writing letters.

During our time with the young women, we have seen them laugh, connect, open up and lean on us in times of need. They have all, in time, learned to trust us and have given us the opportunities to prove to them that we care.

One of them sent us an email:

“I just feel alone and like I'm not even a person. I don't feel anyone cares about me here. I just keep thinking, ‘there is light at the end of the tunnel! I've got this!’ Thank you for working with me! You don't understand how much you change my mood and mindset when I'm with you lot!”

Fierce? Any fierceness masks a real deep desire to be seen, heard and loved. In2Out has the opportunity to do all of these things for them every week.



EXECUTIVE DIRECTOR REPORT

In many ways 2022 was a return to some sort of normality after the Covid-related disruption of 2020 and 2021. But of course, as we discovered, this was in fact a new normal not a return to pre-Covid times. Although Covid had precipitated a steeper fall in the number of those in Youth Custody, the expected correction once restrictions reduced did not happen until much later in 2022. In fact, the number of young people in HMYOI Wetherby remained around the 160-170 level, not significantly higher than one year before.

Still, the slight up-tick in numbers, along with our increased freedom to meet our participants inside prison, did mean that our team received more requests for support. This was especially true when compared to the previous two years. As part of our drive to keep our services 'visible' within the prison when access was rarely easy, we made some of the videos we filmed in the last few years accessible on the in-cell laptops. These showed young people who have worked with their In2Out mentor for some time and are now making a success of their lives. Some young people referred directly to these videos as a key motivator for them requesting a meeting with one of our team to learn more. One young person simply said, "I want to be where they are, and then I'll do a video for you too."

We had a very encouraging mid-year visit to HMYOI Werrington, near Stoke-on-Trent, our next nearest Young Offender Institution. We were able to meet the Governor and the Chaplaincy and Resettlement teams to discuss the possibility of expanding our support to young people leaving from there. This opened the door that we needed to explore our proposed expansion further and later visits to the Midlands allowed us to build a network of contacts and connections to support the extension of our work. By the end of the year, we were actively recruiting for new mentoring staff with the hope of launching in the first half of 2023.

We often talk about the journey from custody back into the community being like climbing a huge mountain, one that will test and challenge our young people. To get to the top, you need courage to set off, perseverance to get up after a setback and determination to keep going, even when you're dead tired. But there's another thing that can make a huge difference, that of knowing that you're not climbing the mountain alone. Mason had only been out of prison for a few days when he sent his mentor a video of himself, arms held high, a huge smile on his face, on the top of a snow-covered mountain-top in the Lake District. That real mountain will be the first of many 'life-mountains' he sets out to conquer. We feel so privileged to be a part of Mason's team, along with that of so many other young people - cheering them on, encouraging them to look forward and upwards, not down and backwards - knowing that all the effort will be worth it in the end.

Mark Screeon, Executive Director



BREAKING FREE

With a falling number of young people in prison, those who are serving a prison sentence are there due to the seriousness of their crimes and/or frequency of their offending. It is by no means unusual for a young person to be serving a sentence for one or more crimes, whilst other offences continue to be investigated and brought to court. Sometimes it can be that as a young person is released at the end of their custodial time, they are arrested at the gate to begin the process again for a different offence.

The situation of multiple offences can mean that a young person, having left prison and working to get back on track, is pulled back into the criminal justice system as historical offences are processed. The effect on their resettlement is significant as Alice Williams, In2Out's Resettlement Manager explains:

"It's a constant worry in the back of their heads. A lot of them try not to think about it and put it to one side, but it's still there. For some, it motivates them to get work, as this will look good in court. However, some feel there is no point in trying as they're expecting to go back to prison."

Kevin's Story

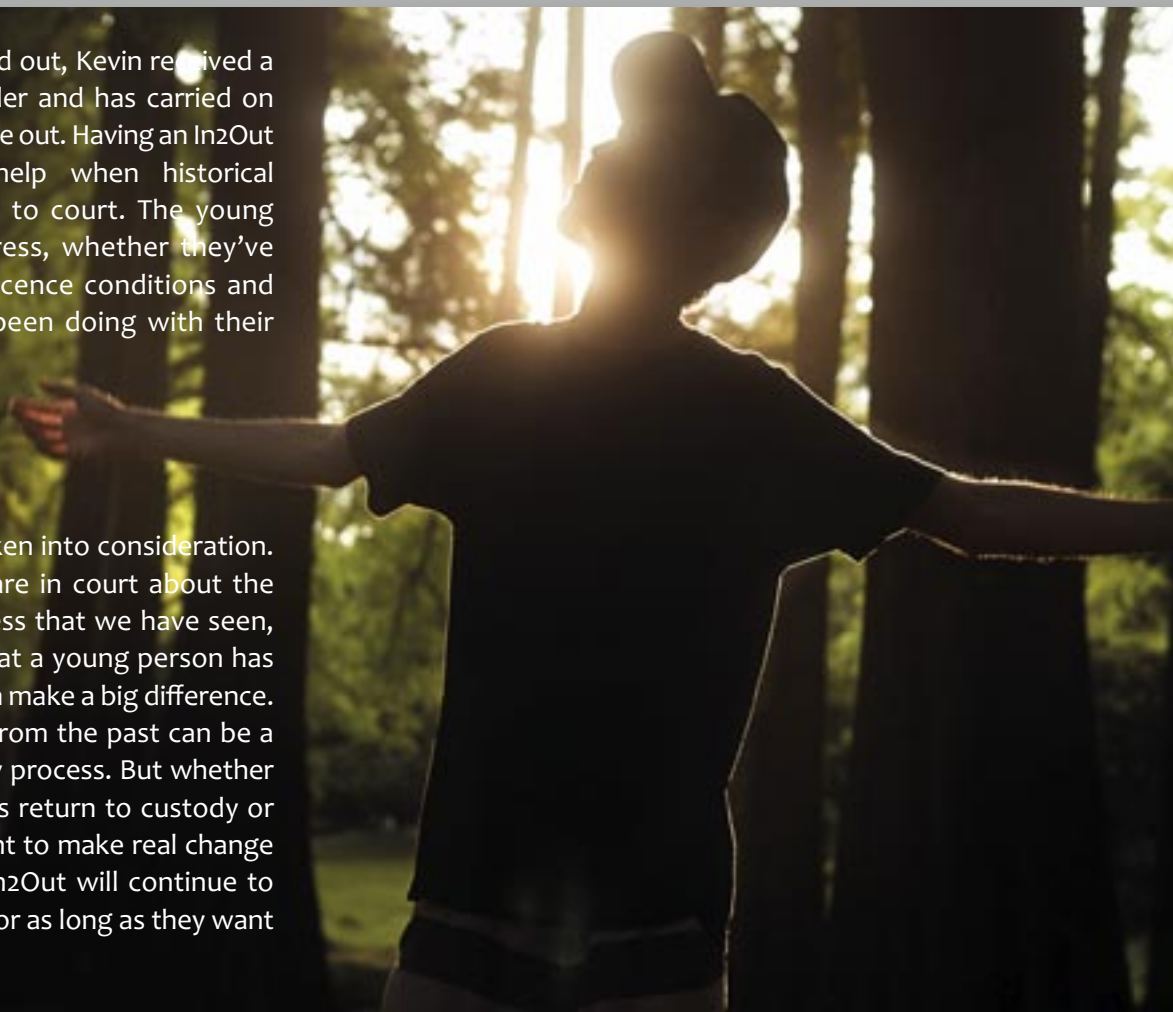
After serving time in HMYOI Wetherby and asking In2Out for mentoring support, Kevin was on the out. His Mentor helped him with preparing his CV, applying for courses and apprenticeships, accompanying him to employment and training appointments – even providing a bike so he could get to work.

He'd been on the out for at least three years, he was off licence and in employment, when he found out an historical offence was proceeding to court. At times, as he waited for his court date, he was motivated to work and keep busy as if would look good for his case. But as the wait dragged on, Kevin was very worried that he would return to prison for several years. When his Mentor asked if he was working, he texted:

“Nope, not at the moment... Not long till I'm back in [prison] somewhere... I think it's pointless to be honest.”

As things turned out, Kevin received a community order and has carried on doing well on the out. Having an In2Out Mentor can help when historical offences come to court. The young person's progress, whether they've kept to their licence conditions and what they've been doing with their

time can be taken into consideration. In2Out can share in court about the positive progress that we have seen, and the fact that a young person has our support can make a big difference. Breaking free from the past can be a long and messy process. But whether our participants return to custody or not, if they want to make real change in their lives, In2Out will continue to support them for as long as they want our help.



LIFE SKILLS

The In2Out Life Skills Challenge is a programme to help prepare young people who have particularly complex needs and are very vulnerable, for their release back into the community.

With a high percentage of care leavers among participants, many will be living independently in the community for the first time. The majority of those taking part in Life Skills go on to sign up for In2Out mentoring support, so we continue to work with them for an extended period 'on the out'.

One of those whom we have been supporting for nearly two years, said:

"I can't thank you enough for all you have done for me, the opportunities you have given me, and constant support and encouragement. I always knew I could get in touch if I needed you - I just had to email. You taught me so many skills, but most valuable was that I have just felt like someone was on my team."

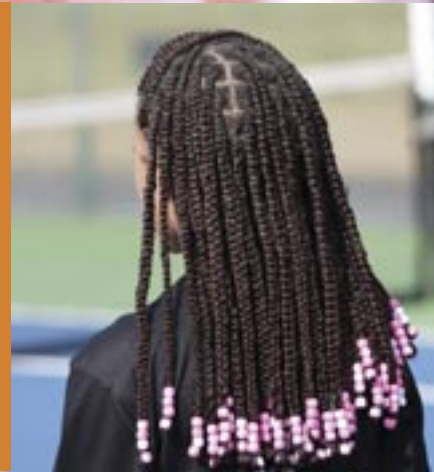
Life Skills Challenge takes a bespoke, holistic approach helping participants with skills such as cooking, cleaning, doing laundry and budgeting, as well as decision making, problem solving and understanding risk. For participants who are allowed a short release into the community, Life Skills helps them to practice things like shopping, using public transport and asking for directions.

During 2022, we supported young people from different cultural and ethnic backgrounds, offering activities more specific to them. For example, we helped one young person learn about his heritage, and two young people to cook their cultural food. We also helped young people from black ethnic backgrounds with their hair care, including teaching them how to braid their hair. As a result, HMYOI Wetherby have now asked In2Out to help them set up a pilot scheme for young people across the whole establishment to learn more about this specific hair care where it is relevant to them.

With the arrival of girls at HMYOI Wetherby in 2021, we adapted and added some of the activities offered in the Life Skills Challenge to engage their interest. In 2022, we were joined by a volunteer with a very specific skill set which meant that we could introduce dance and stretch workshops specifically for the girls, which has gone very well. One of the girls said:

"I found that really useful, it pushed me to do something which was a challenge and made me want to do it again. It gave me time to focus on myself and not worry about everything that was going on around me."

“The best thing about In2Out is that you’re learning without learning.”



“I’VE LEARNT MORE IN THIS HOUR THAN THE WHOLE YEAR.”

In addition to the activities provided, Life Skills also helps with acquiring identity documentation which is especially needed to access benefits and apply for employment. In 2022, we helped with:

- 8 driving licence applications
- 9 birth certificate retrievals
- 9 National Insurance number sourced



MASON'S PASTA SALAD

Mason wanted something quick, cheap and easy to make to eat and have leftovers for a packed lunch the next day. So, his In2Out Mentor Andrew, showed him how to make his speciality – pasta salad – as part of Mason's Life Skills Challenge. It was a big hit – Mason loved it!

When Beth met with Mason to ask what he wanted to do for his next challenge, Mason said he wanted to show her how to make the pasta salad. So, the student becomes the teacher in a clear display of confidence which Beth wanted to encourage. She writes: "Mason did a great job and produced a lovely dish with a clear understanding of the process."

The following week, Andrew emailed Beth saying, ***"I've just done some more cooking with Mason. He was saying how much he enjoyed making the sweet chilli pasta with you last week and how nervous he felt in case it went wrong. Sounds like a good session..."***

The pasta salad has proved to be such a hit with our Life Skills Challenge participants, the recipe has been included in the second edition of the In2Out recipe book – by popular demand.



HARRY'S ACCOMMODATION

Finding suitable accommodation has been a long-term challenge for Harry. Often ending up moving between family members, the disruption and insecurity is stressful and demoralising.

One evening over the August Bank Holiday weekend, his Mentor got a call. Harry's dad had kicked him and his young son out. They had nowhere to go. Obviously distressed, Harry was desperate to find somewhere safe for them both. After a bit of back and forth, his Mentor was able to organise a hotel room for them for the night. She also arranged travel tickets so they could get about over the weekend.

Harry's thankfulness overflowed:

"I'm speechless. I will pay every penny back."

"If there's anything I can do [for you] - there's nothing I can do - for sure, if there ever is, I will."

Following this, the In2Out team were able to secure him accommodation through another organisation. It was quite an adjustment for Harry after such an extended period of uncertainty and stress. The challenge now was to 'let go' of the drama that had come with this issue. Although his new accommodation was not an ideal arrangement, it provided him with a period of stability which allowed him to deal with other things going on in his life.

Harry's In2Out Mentor continues to support him as he works on how to secure and keep a safe roof over his head and how to financially provide for his household needs. All of this will help him as he moves on now and is looking for a place of his own.



LEAVING THE 'NONSENSE' BEHIND

“My family’s never been wealthy. We used to live in this two-bedroom house – there was five of us in this really small house. You didn’t have your personal space, you didn’t have space to breathe really. My solution for that was obviously go outside. So yeah, I started hanging around on the streets. I started feeling this sense of belonging. Obviously, I ended up fitting in – in the wrong place.

“Once I started getting in with them sort of people, you want to work yourself up the ranks. You want to earn the respect that you see other people earn. So, you start moving packages and you start dealing here and there. You’re making money – you haven’t got money at home. The cash is pure for you to enjoy yourself – like really and truly. You start living a life which is addictive. The people approach young people who are easy to brainwash, the dreams that they sell young people, before they even get there, they’ve got a life in prison.

“I just read a lot when I was in [HMYOI] Wetherby and I had conversations with my Mentor, with In2Out. Me and my Mentor ended up building a relationship. Mentors give you insight of what other life is like. They’ve helped me with university, they’ve helped me with my immigration case, they’ve helped me with housing. I don’t think I’d be where I am if it wasn’t for them.

“I’ve still got friends that are not fully out of it yet and some of them are quite deep in it. You’ve got to lead by example really. Like, I’ve got into university and a lot of my friends were surprised about that.

“I think, at the moment, I want to find what my purpose is, ways that I can give back and build myself as if I’ve always grown up as part of a legal community. I want to leave the profile that I had. I’m looking for people, like my friends, to look up and be like, ‘if he can do it, it means that I don’t have to be stuck in this nonsense all my life’. The chances are you can do it too, if you put your mind to it.”

A WAY TO GIVE BACK

Having broken free from his past, Angelo has chosen to speak openly about his experiences. He'll be sharing in a documentary about his lived experience of gang life and knife crime. Just in the planning stages in 2022, the producers want to make this film to educate young people about the dangers and consequences of carrying a knife.



NEWS FROM 2022

The Corbett Network

This year In2Out joined the Corbett Network – ‘a coalition of charities, social enterprises, CICs, non-profit organisations and businesses with a social mission... who are dedicated to reducing offending by helping people with convictions find and keep jobs’ – and those who mentor and support individuals following their release from prison.

[thecorbettnetwork.com]

In2Out at Church Conferences

During 2022 In2Out were present at a couple of church-related conferences. In May we were at the Assemblies of God National Conference in Harrogate. We had our stand in the main exhibition area and had some excellent conversations with delegates during the breaks in their programme.

In October, Mark Screeeton and Alice Williams joined with over 80 Free Church Prison Chaplains at their conference. We really value our relationships with various prison chaplains as they help support our participants and facilitate our visits to other prisons beyond HMYOI Wetherby.



National Prison Radio

We made good contact with National Prison Radio during the year. They broadcast 24 hours a day, seven days a week directly to prison cells, to prisoners in 100 different establishments in England and Wales. In December, they came and held a ‘Take Over Day’ at HMYOI Wetherby, with some of the young people having a go at presenting and being interviewed. They also recorded a feature on the work of In2Out. The programme was broadcast early in 2023.

[en.wikipedia.org/wiki/National_Prison_Radio]

YOT Open Day

In November between 70-80 visitors from YOTs (Youth Offending Teams) across Yorkshire attended an open day at HMYOI Wetherby. In2Out gave a presentation about our work and had a stand supplied with Chocolate Brownies made by, among others, a Life Skills participant.



In2Out at Assemblies of God National Conference

Various members of the YOTs have met In2Out staff at meetings, but this was a great opportunity to share more about our work and increase their understanding of what we offer.

The prison staff and YOT workers were encouraged to hear from one of our participants who came back to share his story. He is great example that, with the right support and motivation, young people leaving prison can go on to do extraordinary things.

In2Out Participants Video

Towards the end of 2022 In2Out videos were included on the laptops that each young person receives on arrival at HMYOI Wetherby. In them, some of our participants share their stories and talk about the help they've received from In2Out. As a result, we are beginning to see an increase in the number of young people getting in touch. It seems that hearing directly from another young person encourages them to ask for help. This presents us with a great opportunity to support even more young people wanting to turn their lives around and find hope for the future.



ALL BY MYSELF?

Brian was sent to prison aged 16. He's due for release in a couple of months, now in his early 20s. How's he feeling?

"I'M FRIGHTENED ABOUT HOW I WILL COPE ON MY OWN."

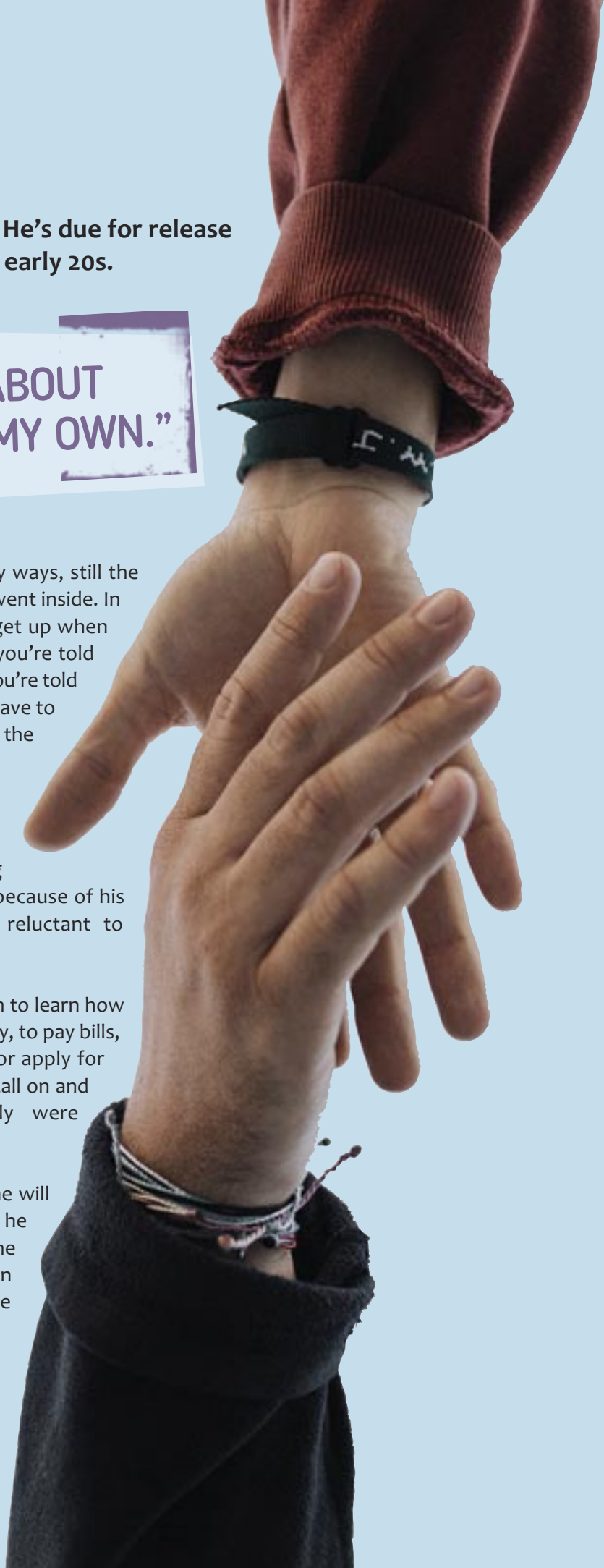
Despite the years in prison, he is, in many ways, still the struggling teenager he was when he first went inside. In custody everything is done for you. You get up when you're told to, come out of your cell when you're told to, shower when you're told to, eat when you're told to and what you're given. You don't even have to open a door – that's done for you because the door is always locked.

He wants to go back to college because, despite almost six years in prison, he has no real qualifications. Of course, getting qualifications will help him get a job but because of his criminal record many colleges will be reluctant to accept him.

As he re-enters society, who will help Brian to learn how to live? To cook, to clean, to manage money, to pay bills, to use a computer and to claim benefits or apply for college or jobs? He has no friends he can call on and some of the major bonds of family were broken long ago.

In2Out's mentoring support means that he will have someone to walk alongside him as he learns to live as an independent adult for the first time. Having worked with Brian in custody we wanted to confirm whether he wanted In2Out's support on release.

His emphatic answer was:
"Yes. Please. I need all the help I can get."



JASPER'S STORY

From a very young age, Jasper has been exploited by gangs, finally ending up in HMYOI Wetherby. After his release, he faced challenges in securing employment despite having exceptional communication skills and being very capable. He had returned to a socially deprived area with few opportunities open to him, making resorting to crime a very real and attractive option.

His In2Out Mentor, working alongside other professionals including an employment coach, was part of a great support network for Jasper. And having applied for various apprenticeship opportunities and employment openings, he was invited for an interview. It was the first time he'd ever interviewed for a job and Jasper was very nervous. He'd asked his In2Out Mentor to take him to the appointment and as they travelled along, they discussed the kind of questions he might be asked.



Jasper came out of the interview looking very pleased with himself – not least because they told him he had been the most polite and articulate candidate. During the journey home, Jasper told his Mentor that they had spoken about money. He'd been impressed by how much wealth the boss had made and had been inspired to be making that kind of money, legitimately, for himself one day.

A few days later, the company called to tell him that he'd been successful and invited him for a trial shift to see if he liked it.

In2Out does not try to replace or duplicate the services offered by other agencies but works in collaboration with others. For Jasper, providing the right comprehensive post-release support has shown that it is possible for young people leaving prison to establish a more secure and stable lifestyle.



ADAM'S STORY

“When I was young my mum was a single parent, so she raised us up herself. We always had everything tho’ – always had food on the plate, went to school, had our clothes. So, home life was alright. Then up until the age of like 14, 15, that’s when I started going down the wrong path.

“I’ve always been money motivated. Once I hit the age of like 15, I started doing the wrong things for money. It wasn’t really a crime like to get money to pay for drugs or anything; it was a crime so I can go buy the latest Nike jacket.

“I remember I was 16, and the police come and took me. I went to prison. There’s a lot of trauma in prison – do you know what I mean? Like going to prison, it sticks with you, it stays in your mind.

“I was in prison and I remember speaking to my mum on the phone. I was like, ‘Look just let me come back home. I’m not going to mess about. I’m not going to do anything bad again.’ And I genuinely had that mindset that I thought I’m not going to do anything wrong again.

“When you’re in there, you do want to change your life but as soon as you get out, that’s when the temptations start. You’re around people again, you’re on the same estate, you’re around drugs and people partying and people making money. You can easily fall back into it again, and that’s what happened with me. I fell back into it, but I still had the help from In2Out there.

“In2Out’s there. You can call them and be like, ‘I need help. I want to get on to an apprenticeship, I want to get a job, I want to learn how to do my driving.’ It makes you feel good. And these Mentors that are helping you, they’re doing it out of genuine love and care for you. They’re not doing it out of ‘we’re getting paid, so we’ve got to help so and so.’ They will go out of their way for you. It’s a good support network. Even if you just want someone to talk to or someone to take you on a walk, go see the countryside and clear your mind. Whatever it is, In2Out is there, just a phone call away.

“I’m still getting the support from them - and it’s been like maybe 5 or 6 years since I’ve been out. So, I’m still getting the support I need and the help I need. I haven’t took alcohol, I haven’t took drugs. I like the gym now. I’d rather go out for a healthy meal and go to the gym. I ain’t going to go down that wrong path again.”



VOLUNTEERING

In2Out has some amazing volunteers who help us and support participants in a variety of ways.

After retiring as a maths teacher, Rob started volunteering with In2Out in 2016. Starting with some maths tutoring for Dylan, one of our lads who was resitting his GCSEs, he went on to become his Mentor. Over the years, Rob has travelled all over the country to visit him and they are still in touch today. Through texts and phone calls, Rob has been there to talk to, especially through periods of change and uncertainty, and has made a big difference in Dylan's life.

Bernadette started volunteering with In2Out several years ago after retiring as a Magistrate judge. She works closely with the local food bank bringing supplies to In2Out for our Leaving Custody Kits. Each participant leaving custody to live independently gets one of these to get them off to a good start 'on the out'.



“If I do end up getting out, can you remember that little package with a few things in...? Anyway, could I get one of them when I leave the jail?”

Volunteering for In2Out isn't easy as it is often sporadic and infrequent. Having people we know we can rely on to ring up and ask if they can help with tasks, like stocking our food cupboard and packing gift bags at Easter and Christmas, is so valuable and really appreciated.

Leaving Custody support in 2022

- food parcels
- personal hygiene kits
- mobile phones
- phone top-ups
- emergency clothing
- food & clothing vouchers
- toastie makers



FUNDRAISING 2022

The Big Give

Following the success of the previous year, we decided to participate again in the Big Give Christmas Challenge. Our campaign – *After doing time, help our young people do life* – had a fundraising target of £15,000. Through the generosity of Four Acre Trust and a couple of In2Out supporters, we secured matching funds of £7,500. We needed to raise the same through our online campaign from 29th November – 6th December to achieve our goal.

Great News – the campaign raised an amazing £16,265 including Gift Aid!



theBigGive

Trusts & Foundations

We are incredibly grateful for the number of grant-making trusts and foundations who support the work of In2Out, with much of our income coming from them. A few of them go beyond financial support, entering a real partnership with us, maintaining contact throughout the year and offering additional advice and help. We were particularly touched when one funding organisation contacted us to make an additional one-off payment specifically to help our staff as they faced the cost-of-living crisis.

We are humbled by the incredible support we have received this year from individuals, churches and organisations, especially in the face of financially challenging times.

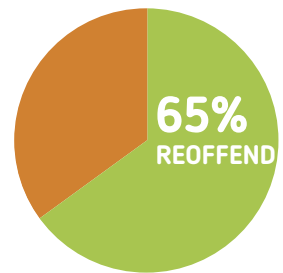


ACHIEVEMENTS AND PERFORMANCE

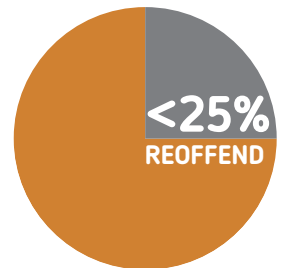
Reoffending rate within 12 months of leaving custody

Our key charitable objective is to reduce reoffending by young people leaving custody. Nationally, on average, 65% of 15-18 year olds reoffend within 12 months of leaving custody. The In2Out cohort of 15-18 years old is consistently at <25% reoffending rate.

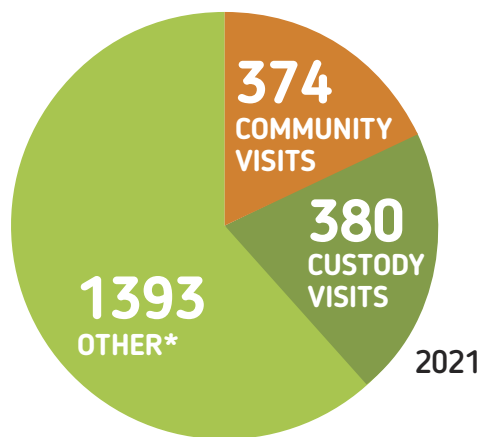
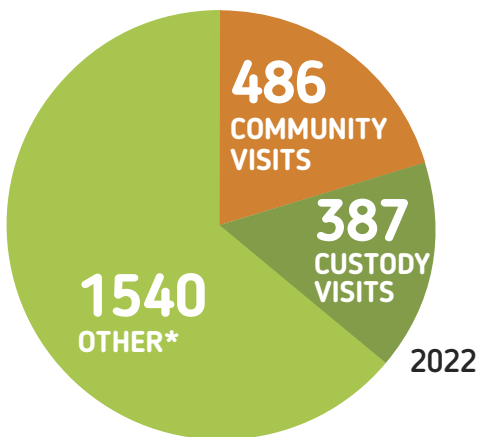
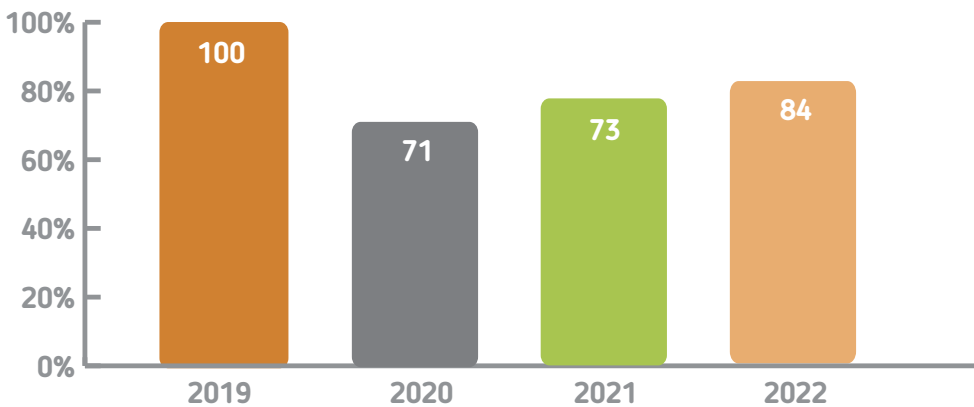
NATIONAL AVERAGE



IN2OUT COHORT



Number of participants supported



Our support:

Total Interactions for 2022 = 2413

Total Interactions for 2021 = 2147

Total interactions for 2020 = 2172

Total interactions for 2019 = 2146

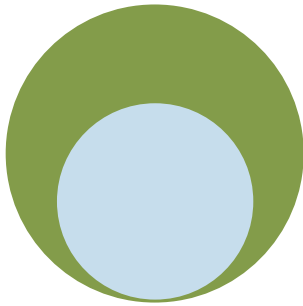
The number of young people supported both in custody and in the community has continued to increase, totalling 84 in 2022. Our mentoring support was provided by In2Out staff supported by volunteers, primarily covering Yorkshire and Humberside and the North-West.

* phone, email, letter, social media.

IN2OUT FINANCIAL SNAPSHOT 2022

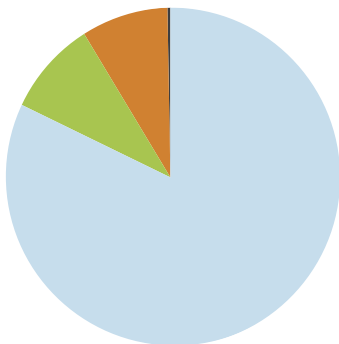
INCOME

£227,056



- RESTRICTED £120,569
- UNRESTRICTED £106,487

INCOME SOURCES



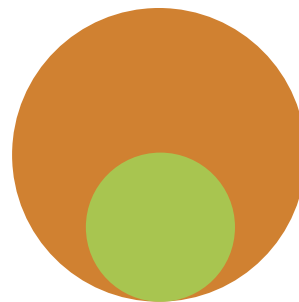
- GRANTS £187,138
- DONATIONS £20,461
- FUNDRAISING ACTIVITIES £18,882
- OTHER £575

EXPENDITURE

£294,702

More than 95% of expenditure goes directly into supporting our participants.

RESERVES £300,504



- RESTRICTED £80,500
- UNRESTRICTED £220,004

In addition to all restricted funds, In2Out will hold cash reserves to ensure that all its budgeted operations are appropriately funded, with the goal to secure an on-going balance for 3-6 months of all budgeted expenditure.

At the end of 2022, the charity held unrestricted reserves of £220,004 (in part as a continued consequence of reduced expenditure and robust fundraising during Covid), which amounted to 8 months of budgeted expenditure.

While levels of unrestricted reserves exceeded our target ranges at the end of 2022, the Trustees believe this remains prudent given the plans for expansion into the Midlands region in 2023, as well as the challenges of maintaining a strong funding pipeline in the face of budget pressures within the donor community.



FUNDERS AND BANK DETAILS

In2Out employs cash-based accounting.

We maintain dual control across all our financial procedures, with live accounting data available on independent cloud-based financial accounting systems.

In2Out had its accounts independently examined, as revenue in 2022 remained below the threshold that required a full audit.

Funds for the operation of In2Out during 2022 came mostly from Trust and Foundation funders, with additional funds coming from supporting churches and personal gifts.

We are extremely grateful for the generous support we have received in 2022.

Funding Partners – 2022

Balcombe Charitable Trust

BBC Children in Need

Garfield Weston Foundation

Generation Trust

George A Moore Foundation

Joseph Levy Foundation

Masonic Charitable Trust

Normanby Charitable Trust

Pat Newman Memorial Trust

Sylvia and Colin Shepherd Charitable Trust

The David Brooke Charity

The Fort Foundation

The Henry Smith Charity

The Liz and Terry Bramall Foundation

Tudor Trust

Bankers:

CAF Banking Limited

Sort Code: 40-52-40

Account No. 00023889

25 King's Hill Avenue, King's Hill, West Malling, Kent, ME19 4JQ

THE APPLICATION OF FUNDS HAS BEEN ALMOST ENTIRELY FOCUSED ON THE DIRECT SUPPORT OF IN2OUT PARTICIPANTS, THROUGH THE PROVISION OF SALARIES AND EXPENSES OF 4 FULL-TIME AND 7 PART-TIME WORKERS, AS WELL AS VOLUNTEER EXPENSES.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

The Executive Director is responsible for the day-to-day operations.

Trustees meet formally four times per year, in between which the Chair and Treasurer have regular contact with the Executive Director.

Regionally based mentors, overseen by the Resettlement Manager, manage volunteers in their geographic area and take responsibility for service provision of all the participants there.

In addition to these are the part-time roles of Learning & Enrichment Manager, Learning & Enrichment Officer, Funding & Communications Officer, Volunteer Coordinator and Training & Development Officer.

Many of our staff are motivated by their Christian faith and support those of any faith or none.





**The Gate Lodge | HMYOI Wetherby
York Road | Wetherby LS22 5ED**

**E. support@in2out.org.uk
T. 01937 544480**

At In2Out we believe that each young person leaving prison deserves the opportunity to get their life 'back on track' and turn away from offending behaviour.

 **@In2Out1**

 **@In2OutWetherby**

 **In2Out**

www.in2out.org.uk

Registered Charity No.1154984