

oIn² out

Changing
lives from the
inside to the out.

ANNUAL REPORT 2020



**“LIFE IS COMPLICATED.
JAIL ISN’T.”**

ON BEHALF OF THE TRUSTEES

It will be no surprise for you to read that 2020 was a difficult year for the charity sector – and In2Out was no exception.

We have faced new challenges, but we have found grace and strength to respond to them. Our working practices have had to change, but we have been able to turn them into new and, sometimes, better ways of working. Like everyone in the grip of the pandemic, our way of connecting with families, friends and our colleagues has been by more remote means, but this has brought our team closer and into more regular contact.

However, the work we do isn't about us, and the global virus has had a much bigger impact on the young people with whom we work.

Increased isolation, heightened vulnerability, more fragile mental health, amplified insecurity and fear for the future are all issues that have come to the fore in the last year. But while these latest trials may represent dramatic new pressures in the lives of our Participants, the old challenges have not gone away.

A high number of the youngsters we have supported are still care-leavers, many suffer from psychological disorders resulting from early-years traumas, few have benefited from stable family life or helpful parenting as they have grown and they have been damaged, as children, in so many ways. Our work continues to show us that there is always a deep-seated reason in the past for the behaviour that has resulted in a custodial sentence.

In2Out has continued to respond to the needs of our cohort throughout the last year, albeit mostly from a distance. We have had to be creative and do some things differently, but we still feel immensely privileged to work with these special youngsters.

We are so grateful for all our partners in service, our staff team, volunteers, donors and all those who stand with us in this most valuable work.

On behalf of the Trustees and Staff of In2Out, thank you!

Terry Wilcox
Chair of Trustees



THE FIVE FOCUS AREAS OF IN2OUT

In2Out works with young people leaving custody aged 15-21 years old, supporting them in:

- **Life Skills** – Teaching basic life skills mainly but not exclusively through our Life Skills Challenge on the Keppel Complex Needs Unit at HMYOI Wetherby. This person-centred education and enrichment programme aims to help young people approaching release make the transition to independent living in the community. Life Skills support is also offered to participants post-release.
- **First Steps** – Ensuring basic needs are met on release from custody; advocacy and helping with access to care packages and statutory provision.
- **Building for the Future** – In2Out mentors support participants in finding employment, education or training opportunities, preparing CVs, completing applications and practising interviews.
- **Relationships** – Helping develop social skills. In2Out mentors support participants in identifying and engaging in new social opportunities such as volunteering, joining a gym or sports club, or a faith community. They can also help, where appropriate, with family reconciliation and the reconnection of meaningful communication.
- **Thinking Smarter** – Participants are helped to identify and manage triggers to offending behaviour with the aim of finding a better response to challenging situations. In2Out mentors support them in developing thinking and problem-solving skills and help build confidence and resilience seen in a more positive attitude and growing trust.



“NO ONE UNDERSTANDS MY STORY APART FROM YOU.”

A YEAR LIKE NO OTHER

**“Bad situations ain't just going to stop.
It's learning how to deal with the situation.”**

With the national lockdown in March 2020, visits to custodial establishments and meeting our participants face-to-face in the community were not possible. Prison visits, education and gym were cancelled, leaving lads in custody with extended periods alone in their pads.

**“Education is the best thing about
[HMYOI] Wetherby and now that's stopped.”**

Recognising the challenge of ‘empty’ time, In2Out started a weekly newsletter, continuing for over four months, to encourage, distract and entertain the lads. At the request of the prison leadership, this was provided to the whole prison population at HMYOI Wetherby, as well as copies posted to around 30 of our participants in the community.

“My little brother and sister run upstairs when the green envelope arrives in the post and we read the newsletter together and do the challenges. My sister likes the word search and I like the TV guide.”



A YEAR LIKE NO OTHER

We also sent in DVDs, puzzle books, games and art materials to the Keppel Complex Needs Unit. In addition, through the generous support of individuals and local churches, we arranged for gift bags to be provided to every lad in HMYOI Wetherby, containing shower gel, deodorant, chocolate and sweets, a magazine of their choice of three, and further art materials.

“THANK YOU FOR YOUR PRESENT! I APPRECIATE WHAT YOU HAVE DONE AND I HOPE SOMETHING MASSIVE HAPPENS TO YOU IN YOUR LIFE WHICH WILL MAKE YOUR LIFE 100 TIMES BETTER. AGAIN, THANK YOU FOR YOUR PRESENT.”



“Thank you for the magazine, sweets and gifts. I really appreciate receiving them, as it is nice to receive something nice through this very hard time. The magazine has kept me occupied and the extra gifts are great. Thank you again for these gifts. I’m very grateful.”



“ON BEHALF OF E-WING, WE ALL FELT [GRATEFUL FOR] THE HEART-TOUCHING GIFTS AND SUPPORT WHICH WE HAVEN'T RECEIVED FOR MONTHS... WORDS CAN'T EXPRESS THE COMFORT AND RELIEF, BUT DEEP WITHIN OUR HEARTS ARE CHANTING A BIG THANK YOU!”

We stayed in touch with lads in custody through email and letter as well as by phone, with HMYOI Wetherby providing access to call directly to the lads' cells.

“[There’s] no one to talk to inside so it’s nice having someone to talk to.”

“THANKS FOR THE LETTER, IT MEANS A LOT....
WRITE BACK, IT WAS NICE TO HEAR FROM YOU.”

For those released from custody during lockdown, there was the frustration of having their lives put on further hold as employment and education opportunities were postponed. This was really challenging and the contact with their mentors was important to help them navigate this new reality and to deal with the frustrations that it can bring.

“I’VE GONE FROM LOCKDOWN TO COMING OUT
AND BEING ON LOCKDOWN AGAIN.”

Beyond being available at the end of the phone or on social media, mentors continued to be available, with appropriate social distancing, to meet ‘emergency’ needs and resumed more regular community visits as local restrictions allowed.

During this time, we have supported participants like Theo who was self-isolating and found himself without any food. His mentor arranged for a food parcel and a warm meal to be delivered to him. Pete turned up to his probation appointment, without a face mask, displaying symptoms of COVID-19. After being contacted by his probation worker, his In2Out mentor helped Pete find a testing centre, book an appointment and arranged transport to get there. Finally, after his release from custody, Cameron was living with a shielding family member, but became so anxious about the risk of infection he rarely left the house apart from to get groceries. This level of isolation had an impact on his mental health, so now his In2Out mentor takes walks with him and encourages him about taking the necessary precautions when he is out.



EXECUTIVE DIRECTOR REPORT

In our 2019 Annual Report I wrote, “No doubt 2020 will bring its own challenges.” Little did I know just what or how significant those challenges would be.

We started 2020 much as we had finished 2019, on the front foot and keen to build on the success of supporting more boys than ever before and expanding our support more fully into the North-East region with the recruitment of an additional part-time Mentor Coordinator. However, by the last week of February everything had changed with the start of the first national lockdown and the closure of the prisons in response to the COVID 19 pandemic which was rapidly developing.

Initially unsure of how long the restrictions would last, but with no access to the prisons for the foreseeable future and very limited access to the boys already in the community, we took the difficult decision to place a number of staff on furlough under the government’s Job Retention Scheme from the beginning of May. This was a challenge, both for those furloughed staff as well as those who continued to work, but with some additional responsibilities. But most of all this year has been a year of even greater challenge for the lads we support.

Sadly, the opportunities for getting back into education or work, that are in normal times often few and far between, effectively dried up overnight and those boys released from custody went from a regime in the prison that was severely restricted by COVID to the society-wide lockdown in the community. Phone and occasional video calls, emails and letters became the main means of staying in touch with our young people in custody, and as appropriate and in line with the current guidelines and best practice, we continued to meet those already in the community.

In addition, a weekly newsletter, ‘In2Out Connect’ that was initially designed to stay in touch with boys who were part of our Life Skills Challenge project on the Keppel Unit at HMYOI Wetherby, was quickly seized upon by the prison leadership with the request that we send it to all the boys in the prison. So, for over 4 months we produced a weekly newsletter and fortnightly puzzle sheet to distract, entertain and amuse nearly 200 boys. We also posted the newsletter weekly to between 30 and 40 supported lads in the community or in other prisons.

Beyond the gift bags that we normally do at Easter and Christmas, we also put together a summer gift bag for all the boys in HMYOI Wetherby with toiletries, a choice of magazines, chocolate and drawing/colouring materials, all of which were very gratefully received. And from July, as restrictions eased, we were able to start bringing a number of furloughed staff back part-time and we continued this trend through to the end of the year.

If there are any regrets from the past year, it is for those boys that we ‘missed’ during 2020 when we and other professionals, for good reason, were not able to access the prison. Some of those I anticipate we will find in 2021 as hopefully restrictions ease, but others will have already left custody or moved on to other establishments without the support we might have been able to provide.

2020 was certainly a year like no other. Life for the boys that we support, and for the communities and families that many of them come from, got significantly harder. And of course, there are almost certainly further long-term negative implications that we will only discover later. Despite that, I am incredibly proud of our amazing staff and grateful to our supporters who stuck with us throughout, never losing the focus of why we do what we do and recognising that the boys we work with need our support more than ever.

Mark Screeton, Executive Director

LIFE SKILLS

In2Out provides life skills support mainly through our Life Skills Challenge (LSC) on the Keppel Complex Needs Unit at HMYOI Wetherby. LSC is a person-centred education and enrichment programme which aims to help young people approaching release make the transition to independent living in the community.

Challenges cover such skills as cooking, cleaning, personal hygiene and budgeting, whilst other sessions help with social skills and provide a safe space to talk through the tough issues that face participants on release.

“THE IN2OUT COURSE HAS BEEN REALLY, REALLY HELPFUL. I HAVE LEARNT ABOUT MYSELF AND FEEL LIKE I HAVE GOT SOMETHING TO FOCUS ON. IT’S NICE TO KNOW PEOPLE BELIEVE IN ME.”

Under COVID-19 restrictions, face-to-face sessions have been happening when possible although at other times conversations happen ‘through the door’. Challenges have also been delivered using phone and email conversations with bespoke tailored worksheets created by In2Out and distributed by the prison staff. We created over 20 bespoke worksheets during the 2020 lockdown.

“I have had a number of email replies and worksheet replies from the boys and, although they are not all responding to everything, I think they have all been progressing in some way, through one form of communication or another. The trickiest boys have been those with very low reading ability, however, since we have had access to the phone [in the prison calling direct to their cells] we have been able to work through challenges over the phone.”

In2Out’s Learning and Enrichment Manager



KIT'S STORY

Kit has mental health issues. He hears voices, self-harms and his self-esteem is at rock bottom. He has no expectation of still being alive five years from now.

During his time in custody on the Keppel Complex Needs Unit at HMYOI Wetherby he took part in the In2Out Life Skills Challenge and self-referred to our mentoring programme for support. He told his mentor that he wanted to work in a supermarket 'on the out'. Like many young people in custody, his behaviour deteriorated as he approached release, intentionally getting into trouble in order to stay in prison. He found it difficult to manage his emotions and resorted to self-harm.

KIT SAID, "LOOK AT WHEN I WAS 16, WHEN I THOUGHT I WAS NOTHING AND NO ONE ... I DON'T FEEL LIKE THAT NOW."

On release, he moved into supported accommodation and although national lockdown meant his mentor couldn't meet with him face-to-face, they spoke regularly on the phone. As restrictions eased and socially distanced meetings could take place, Kit was very low. His self-harming was so bad he needed hospital treatment. The voices were bothering him. As his care team helped with his medication, his mentor talked with him about additional support that was available.

As Kit was not confident about travelling on public transport, he and his mentor travelled together to visit a local park for one of their weekly meetings. Managing money was also a struggle, but his In2Out mentor regularly advised him and also helped with budgeting. With encouragement, Kit started thinking more about the future, drawing up a 'bucket list' of things he would like to do, as well as identifying strengths and positive qualities about himself.

Then, one difficult day, he was arrested for damaging some property at the accommodation where he was staying. Whilst his mental health issues were taken into account, a second incidence when he had been under the influence of drugs meant that he had to leave. Kit now faced the possibility of being recalled to prison to serve the remainder of his sentence in custody. Kit became anxious and angry several times during a phone call with statutory services who were assessing the situation, but his mentor helped keep him calm and the decision was made not to recall him. Afterwards, Kit said to his mentor, "That would have gone very differently if you hadn't been here."

During the weeks that followed, Kit's In2Out mentor helped him move in with a family member, apply for financial support and prepare for job interviews. Then, a supermarket called and invited Kit for an interview which resulted in a job offer.



BUILDING FOR THE FUTURE

In2Out mentors support participants in finding employment, education or training opportunities, but the COVID restrictions in 2020 made this really challenging, as many opportunities were put on hold – some indefinitely.

In2Out mentors were able to support participants dealing with their frustrations and managing a very different start to their life ‘on the out’ than the one they had envisaged and hoped for. Mentors who maintained contact by phone and social media, were available to help with ‘emergency’ needs and made community visits as restrictions allowed.

Mitch was working with a construction team with a view to starting an apprenticeship with them, when the lockdown started in March impacting his plans. He couldn’t continue working and the apprenticeship was unable to go ahead. This was extremely disappointing, not only because Mitch wanted to contribute to his family’s finances, but also because of the qualification he was hoping to achieve through the apprenticeship. His In2Out mentor gave him lots of encouragement and supported him through this time, and thankfully Mitch persevered and managed to find employment in the construction industry independently. He also explored the possibility of signing up to a new construction apprenticeship in his local area.

Wayne got a short apprenticeship of six months with a local council and his mentor supported him to get his CSCS card which would open up more opportunities for him to work on a construction site. He started in February and then with lockdown coming into effect, he was furloughed. Whilst furlough help him financially, it didn’t help his mental health as Wayne wanted to keep busy.

His mentor gave support and encouragement over the phone as Wayne looked for alternative work opportunities, but without any experience it was difficult. He asked his mentor for help and together they filled out application forms and contacted various agencies. His mentor was with him when he received two phone calls inviting him to interview for two different opportunities.

Wayne accepted a job that is a five-minute walk from his house, has continued to work there, and is hoping to get a fork-lift operator qualification.

"IT'S S**TE THIS
LOCKDOWN S**T -
NO WORK ON
BECAUSE OF IT."



TREVOR'S STORY

Trevor is a bright lad who spent his time in HMYOI Wetherby studying in his pad and achieving additional qualifications. These achievements, alongside his experience of working in hospitality from a young age in his family's business, led to the idea of him studying hospitality after his release from custody.

It was through the prison chaplaincy that Trevor was referred to In2Out's resettlement programme, and he really appreciated having a mentor to talk things over with, saying: "I can talk honestly with you guys and not worry..." His mentor helped him with the paperwork around going to university including his application forms, covering letters and getting ID documentation which Trevor, like many lads in custody, didn't have.

It was a great day when Trevor was offered a place at university but there were, understandably, questions about his conviction and its impact on his living arrangements. After Trevor was released from custody, his mentor continued to support him in providing the university with information, liaising with various departments and in the search for somewhere suitable to live. Finally, he was able to start his course and move into his new accommodation, but a decision on his application for student finance was a slow process and without any income Trevor's debts were mounting.

Initially, Trevor was denied student finance and it looked like the whole arrangement was going to come crashing down. As well as appealing the decision, the possibility of bringing legal action was also explored. It was an incredibly stressful time - a real rollercoaster emotional ride - but with the support and encouragement of his In2Out mentor, Trevor was able to stay with it and pursue his goal. Finally, he was awarded the necessary financial support making it possible for him to study and stay at his accommodation. He is now enjoying student life.

CELEBRATING IN 2020

Despite being a challenging year, there were many things to celebrate in 2020. Here's just a few:

Mitch – Successfully achieved 12 months 'on the out' without re-offending. Statutory organisations have been impressed with his maturity and willingness to engage so well. He is focussed on making a better life for himself, learning to drive and maintaining a caring and respectful relationship with his girlfriend.

David – After his release from custody, David started college on a plumbing course. He also has a part time job and is learning to drive. Despite experiencing some level of disappointment at the reality of life 'on the out' during lockdown, David remains determined to live and work towards a better life.

Kit – Needing a lot of support and initially being unable to think about the future, Kit now talks about having 'a normal life'. He is being supported in his search for accommodation enabling him to live independently and has applied for his provisional license so he can start to learn to drive.

Kev – Although Kev had some setbacks during the year he has always bounced back smiling. He has managed to secure employment despite many obstacles and made a very good, positive impression on his employers. He enjoys life and genuinely wants the possibility of a brighter future. He is also learning to drive.

“I'll always keep in touch with you.”

DURING 2020, IN2OUT MENTORS COMMUNICATED WITH PARTICIPANTS THROUGH **769 PHONE CALLS, 372 EMAILS** (EMAIL A PRISONER), **293 TEXT MESSAGES, AND 209 FACEBOOK MESSENGER CONVERSATIONS.**



HARRY'S STORY

“I’ll still be talking to you when I’m 40!” Harry said, laughing. And we’d be happy to be there for him.

Although participants are mentored for, on average, a year back in the community after release, turning a life around takes time. Even when lads get on their feet, life events can lead them to pick up the phone some time later. As girlfriends, partners and children come into their lives, issues around relationships, housing, finances and parenting are raised and, unsure where to turn, they call their old In2Out mentor. Other participants have issues that need ongoing support beyond the initial year, and so we continue the journey with them, demonstrating committed, consistent support.

Harry has been supported by In2Out for about six years. His aims in life are to be a good dad, have a steady job and income with his own place to live, but his difficult childhood and troubled background has left him with so much self-doubt and negative thinking he has found himself close to breaking and suicidal. His In2Out mentor has been there with him, offering practical and emotional support, helping him through the challenges and stress points of his life.

Getting a CSCS card enabled Harry to get labouring work, but sticking at it is difficult. His self-doubt convinces him he will be fired so he gives up, sometimes becoming physically and verbally aggressive. He was so happy when early in 2020 he landed an apprenticeship including a college day-release opportunity. Unfortunately, lockdown meant this was put on-hold, but the hope is that he can pursue this with the company soon.

Harry always expects the worst and gravitates towards the negative, but having travelled with him for a number of years now, In2Out can offer a reality check and challenge his negative thinking. His mentor reminds him of how much he has overcome and the progress he has made, providing something of an antidote to the self-doubt that holds him back. Harry feels his In2Out mentor is the only one he can talk to openly, saying, “Who else have I got to turn to?” He appreciates offloading his worries, concerns, stresses and problems without having to ‘censor’ himself.

We are there for him for no other reason than we want to be. Our greatest desire is to see his growth and development, and to achieve his obvious potential. When filling out a form recently he was asked to give his next of kin, his response was: “In2Out – you’re more my family than anyone else I’ve got.”



BASIC NEEDS, PRACTICAL ISSUES

In2Out is there for the first steps out of custody, meeting participants at the gate as they are released, and this has continued throughout the pandemic. Each participant receives a Leaving Custody Kit containing basic food supplies (if required) food and clothing vouchers, a basic mobile phone with credit and contact numbers pre-loaded, and a personal hygiene kit containing toothbrush, toothpaste, deodorant and shower gel along with face masks and hand sanitiser. During 2020 we also included recipes and home workouts, giving participants some ideas of things to do at home during lockdown.

GEORGE'S STORY

The mobile phone in credit provided to George on his release, enabled him to make a crucial call, as his mentor explains:

“George was in a complete panic. One of his licence conditions for being released from prison back into the community was having to wear an electronic tag. And yet, at the end of his first full day ‘on the out’ it still hadn’t been fitted.

It had already been a stressful day. George had been increasingly anxious as his release approached. I met him at the gate with his Leaving Custody Kit – two big bags of food, toiletries, recipes, current job vacancies, clothing and food vouchers - and a mobile phone with £10 credit. The mobile phone not only had credit, but I’d put on contact numbers that George would find helpful.

The following evening George called in a panic about his electronic tag. “I’m worried I’m in breach [of my licence conditions] and I’m going to go back to prison.” I encouraged him to stay where he was which was the address given on his licence. George used the phone to call the tag monitoring company and was put on hold for 30 minutes – luckily, he had enough credit. When he explained that his tag hadn’t been fitted, the company realised they had the wrong address. Because George had taken the initiative and had called them, they were able to reassure him that he wasn’t in breach and that they would come and fit his tag the next day.”

**DURING 2020, IN2OUT PROVIDED
17 LEAVING CUSTODY KITS, 21 EMERGENCY FOOD SUPPLIES,
20 PHONE TOP-UPS AND 19 MOBILE PHONES.**



PARTNERING WITH OTHERS

In2Out benefits from great partnerships, not just within the criminal justice system, but also from churches and organisations who support us in making a difference in the lives of young people leaving custody. One such partner is Resurrection Bikes.

Established in 2014, the Harrogate-based charity restores old, donated bikes and sells them. People like to give away their bikes to them rather than them going to landfill or having the hassle of selling them themselves and the proceeds from the sales are donated to charities – including In2Out.

John Rowe, who set up and runs Resurrection Bikes, knew of our work and how we help young people leaving custody get their lives back on track, through In2Out Trustees attending the same church as him. As Resurrection Bikes grew and were looking for other charities to support, they chose ones where a relationship naturally existed and that were making a real difference. They not only started supporting In2Out financially, but also provided work experience opportunities for some of our participants. John said: “It was good to give them a bit of confidence, working with people who weren’t going to be negative towards them.” With no reservations in having the lads work with them, he found the experience actually gave him a greater insight. “I got a better understanding of their situation, how they ended up where they are and the difficulty in digging themselves out once they are in their situation.”



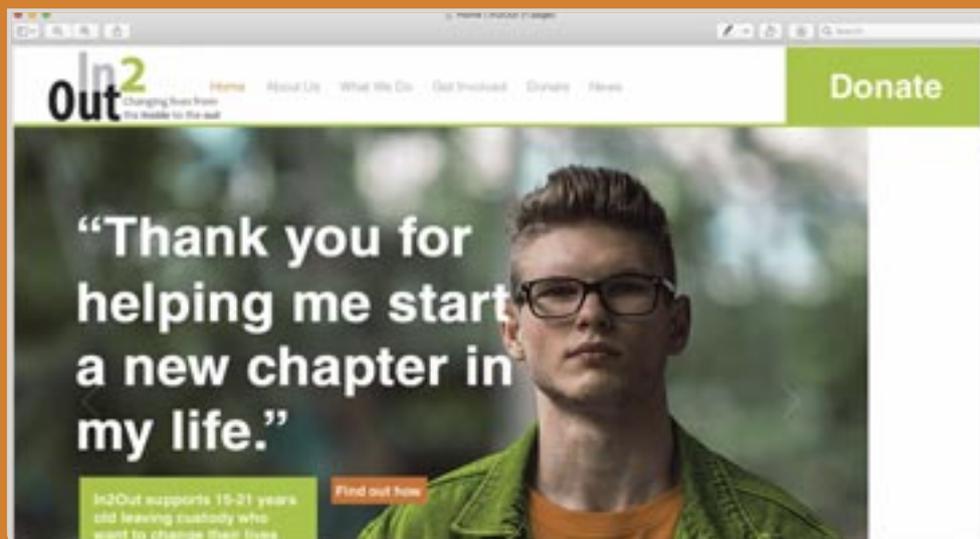


A long-held shared dream of In2Out and Resurrection Bikes is to have a cycle workshop in HMYOI Wetherby for the lads in custody to work on restoring bikes. “It would be doing something useful to help the lads gain some life skills in a work type environment, getting to grips with a work ethic in a supportive environment,” John explains “We just need a volunteer to take it on and lead it – others would join in if it was up and running.”

Despite fewer volunteers able to work with Resurrection Bikes in 2020, with a handful helping with sales by appointment, they received about the same number of bikes to work on, including a good number of high value bikes. With more people cycling as the roads have been quieter and people wanting to avoid public transport – cycling has been a popular choice. In the end, they raised more from bike sales in 2020 than any other year, with May being a record month during which they sold only to keyworkers. This meant they were still able to donate the proceeds to the charities they support – with their contribution of over £17,000 to the work of In2Out being an amazing help during 2020.



FUNDRAISING IN 2020



In 2020 we launched our re-designed website – www.in2out.org.uk – a one-stop place for information about the In2Out mentoring programme, Life Skills Challenge, volunteering, fundraising, blogs, latest news and resources for introducing our work to others.

Since its launch it has been an invaluable means of communication with our supporters and for receiving donations during the pandemic.



Supporter's Sponsored Walk

In2Out supporter Michael Leighton walked St Cuthbert's Way in September 2020 to raise funds for our work. Walking around 15 miles, 8 hours a day, he completed the 62.5 miles route from Melrose Abbey in the Scottish Borders to Holy Island in Northumberland, in 4 days.

It was a presentation in a church in Leeds by Mark Screeton, our Executive Director, which introduced Michael to In2Out. "I thought, this is a charity that I have to support by giving a monthly standing order. Since then, I have become more aware of the challenges the lads face in custody and when they are released. The difficult lives the lads have led and the experience of imprisonment, led me to wanting to help In2Out."



TURN A LIGHT ON



Turn a Light on was In2Out's first funding appeal which was promoted to our supporters and online at the end of 2020. Targeted emails, a dedicated webpage and social media posts were supported with a short video and material for reflection and prayer. A range of donation amounts were presented to cover emergency groceries and utility top-ups, the cost of a mentoring session, pre-release, in-custody support, and travel expenses for mentors. The appeal raised over £900.

“I JUST WANT A
FUTURE WHERE I CAN
RELAX. I DON'T WANT TO BE
WORRIED ALL THE TIME.
I THINK FROM DOING
THIS I REALISE THAT GETTING
A HOUSE AND A JOB MIGHT
BE POSSIBLE.”

Regular Giving

Regular Giving income is a fantastic help to In2Out as the commitment of our supporters in giving each month enables us to plan financially and respond with greater flexibility to the needs of our participants. This has been invaluable during 2020 when around 30 donors gave in excess of £15,000 through their monthly giving.

Regular Giving arrangements can be set up through our website using card or Paypal, with the option of Gift Aid on donations.

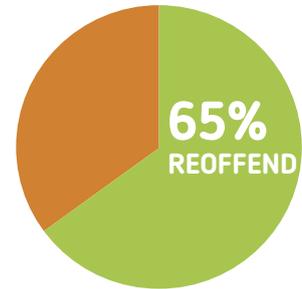


ACHIEVEMENTS AND PERFORMANCE

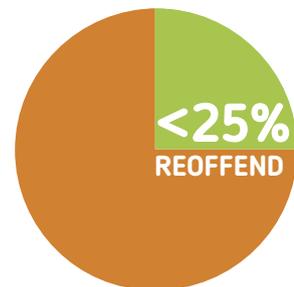
Reoffending rate within 12 months of leaving custody

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 year olds is consistently at <25% reoffending rate.

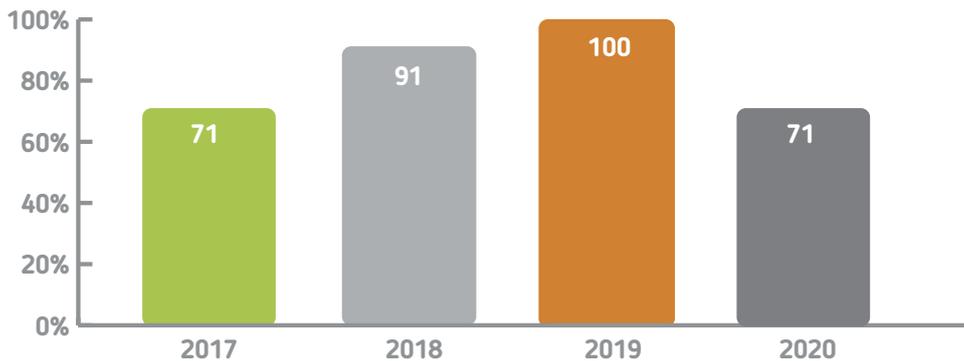
NATIONAL AVERAGE



IN2OUT COHORT

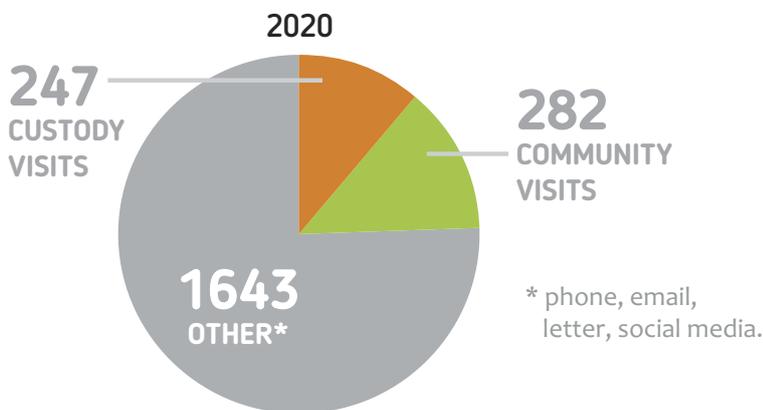


Number of participants supported



Our support:

Total interactions for 2020 = 2172
 Total interactions for 2019 = 2146



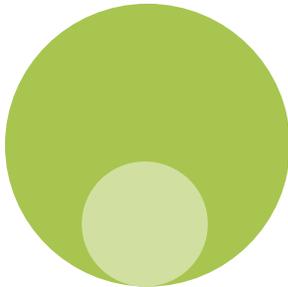
In2Out has two full-time and three part-time mentors, supported by a number of volunteers, who together cover the North of England, primarily Yorkshire and Humberside and the North West.

During 2020 we supported 71 lads, although the lack of face-to-face communication has had a significant impact on the number of enquirers not proceeding with mentoring support. With communication limited to letters and phone calls, relationship building has been extremely difficult. The number of enquiries for mentoring were 50% down on previous years reflecting a drop in the number of young people in HMYOI Wetherby and In2Out staff, and other prison staff who encourage referrals, having little or no access to the prison. The majority of our contacts came through HMYOI Wetherby.

IN2OUT FINANCIAL SNAPSHOT 2020

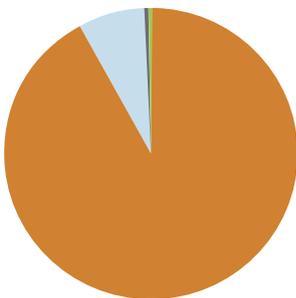
INCOME

£335,597



- RESTRICTED £284,556
- UNRESTRICTED £51,041

INCOME SOURCES



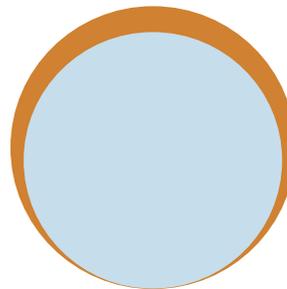
- GRANTS £308,852
- DONATIONS £25,733
- FUNDRAISING ACTIVITIES £930
- OTHER £82

EXPENDITURE

£250,265

More than 95% of expenditure goes directly towards supporting the needs of our In2Out participants.

RESERVES £278,272



- RESTRICTED £152,760
- UNRESTRICTED £125,512

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

At the end of 2020, the charity held unrestricted reserves of £125,512, which amounted to 6 months of budgeted expenditure.

We close 2020 in a strong financial position thanks to the generous and faithful giving of our supporter base, as well as that of a significant number of Trust and Foundation funders. This position has been further enhanced through reduced expenditure in 2020 and the use of the Government's Job Retention Scheme as staff were furloughed to varying extents during the year. At the end of December 2020, six staff remained on reduced hours and one staff member remained fully furloughed. In total, for the period May through December 2020 In2Out received £27,654 under the government scheme to support the salaries of these staff. The funding environment will be more challenging moving forward, not least with a number of multi-year grants coming to an end, so we are grateful to have come through 2020 well-placed to face the challenges of 2021.



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 2020 remained below the threshold that required a full audit.

Funds for the operation of In2Out during 2020 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 2020.

Main Funding Partners in 2020

A B Charitable Trust	Liz and Terry Bramall Foundation
Balcombe Charitable Trust	Lloyds Bank Foundation for England and Wales
BBC Children in Need	Masonic Charitable Trust
David Brooke Charity	Ministry of Justice
Drapers' Company	Pat Newman Memorial Trust
Fort Foundation	Provincial Walsh Trust
Garfield Weston Foundation	Resurrection Bikes
Generation Trust	Stansfield Charitable Trust
George A Moore Foundation	Sylvia and Colin Shepherd Charitable Trust
Henry Smith Charity	Tudor Trust
Hilden Charitable Trust	Violence Reduction Unit
Joseph Rank Foundation	

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 ALL 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 for all the participants there.

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

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





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

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HMYOI Wetherby
York Road
Wetherby LS22 5ED

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 @In2Out1

 @In2OutWetherby

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Registered Charity No.1154984