

OutIn²

Changing
lives from the
inside to the out.

ANNUAL REPORT 2018



HMYOI Wetherby has worked with In2Out as a voluntary sector service provider for the past five years and we consider them a trusted partner and provider of support for our young people. They have consistently achieved excellent results in the work they undertake as a mentoring organisation both within custody and in the community.

**ANDREW DICKINSON,
GOVERNOR HMYOI WETHERBY**

ON BEHALF OF THE TRUSTEES

By our nature, we are all affirmed and encouraged as our ideas germinate, come to realisation and mature into substantial entities. None more than when those ideas seek to address social issues that affect young lives. So it has been with the first five years of In2Out.

When we articulated an idea to provide a mentoring and resettlement programme for children leaving custody to address alarming rates of reoffending, we heard many reasons why we should not go ahead. However, as we look back now on five years of growth and progress, we can celebrate lives changed for the better, reduced recidivism and the message of hope for those we support.

During the development of In2Out we have seen operational challenges posed by government initiatives, changes to sentencing policies, and an increase in longer sentences for those convicted of violent crime. This, along with the perception that providing mentoring & befriending for juveniles is just 'too difficult', means that In2Out remains unique in charitable post-custodial support of young people.

The challenges encountered by young people growing up are well documented. Yet, in the face of that, In2Out has responded to support more than 350 youngsters with historic offences ranging from the minor to the most serious. We have helped them to resettle into society after release and move toward independent living. We have brought reconciliation into families, order into chaotic lives and a sense of hope for the future. And we have made this happen by showing them individually that someone cares.

Our desire, as we move forward into the next five years, is that we continue to be an influence for good in the damaged lives of each young person we meet. We want our personal Christian faith to be expressed practically and to encourage us in the face of difficulties we encounter and, most of all, we long for the young people themselves to flourish in a better way of living that we endeavour to help them discover.

We are grateful to you for your support in our work. On behalf of the In2Out Trustees, Employees, Volunteers and, most of all, our Participants... Thank you!

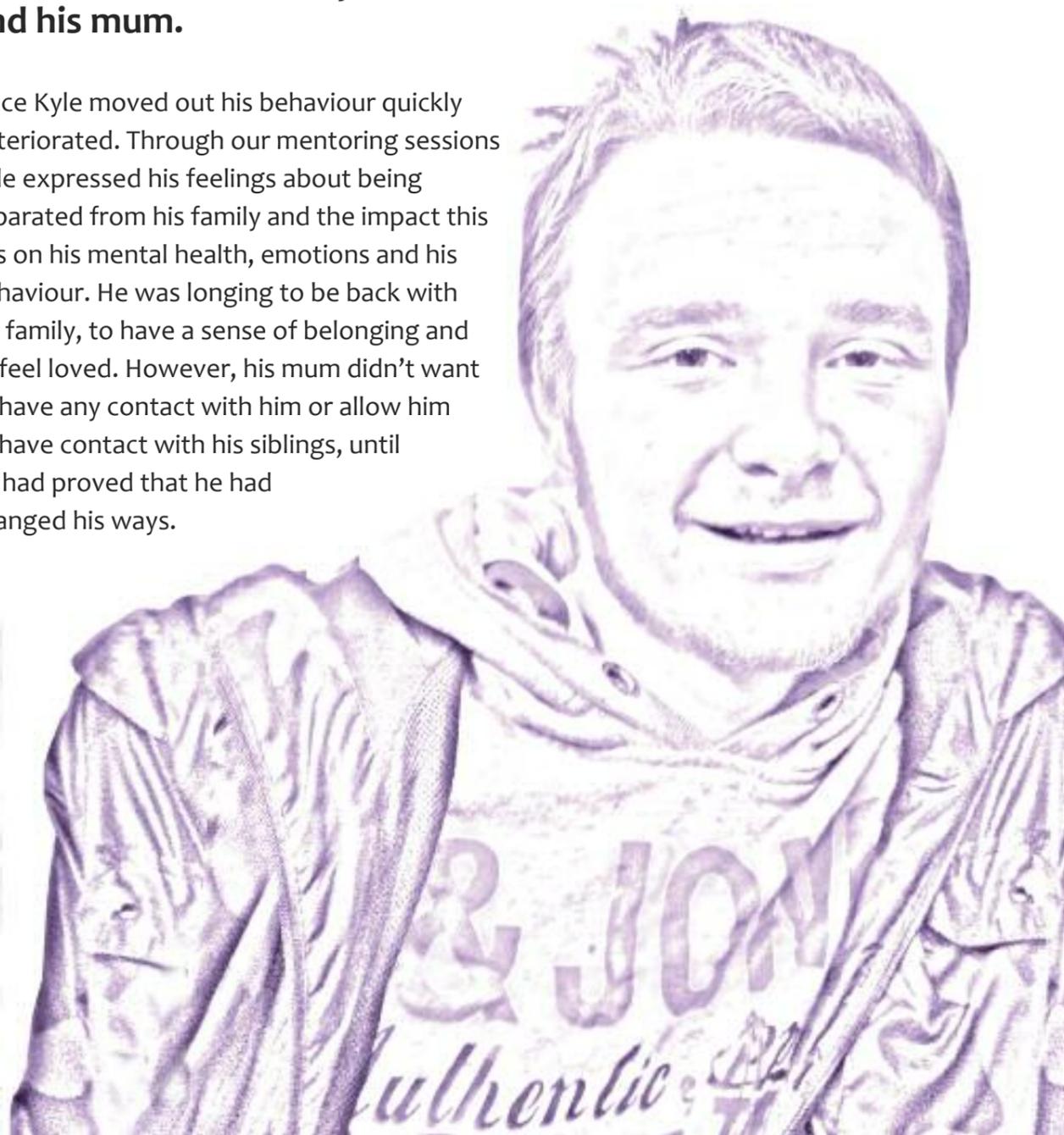
Terry Wilcox
In2Out founder, Chair of Trustees

KYLE'S STORY

During his time in HMYOI Wetherby Kyle had regular visits from his mum and siblings and when he was released from Wetherby he returned to his family home. The challenge of starting life on the out and fitting into the family unit became too much. Despite trying his best, he had to move out after a couple of weeks, because he wasn't able to live up to the expectations of his family.

There was complete relationship breakdown between Kyle and his mum.

Once Kyle moved out his behaviour quickly deteriorated. Through our mentoring sessions Kyle expressed his feelings about being separated from his family and the impact this has on his mental health, emotions and his behaviour. He was longing to be back with his family, to have a sense of belonging and to feel loved. However, his mum didn't want to have any contact with him or allow him to have contact with his siblings, until he had proved that he had changed his ways.



At a particularly low point Kyle told us,

"I WANT TO GO BACK TO PRISON BECAUSE WHEN I WAS IN PRISON I HAD A GOOD RELATIONSHIP WITH MY FAMILY, AND I WANT THAT AGAIN."



RELATIONSHIPS

In2Out have a wide remit of support so were able to step in to this situation through a relationship intervention. With permission from Kyle, we kept in contact with his mum sharing his positive progress and breaking down her negative expectations of him. After several months we arranged a meeting between Kyle, his mum and Kyle's mentor. Thankfully this went well and through regular visits with his mum Kyle's behaviour has started to improve. Both Kyle and his mum recognise that it's a long journey, but that he is making small steps in the right direction.

Kyle is still on the right track, even if this involves lots of highs and lows, but having regular contact with his mum is a huge motivation for him to keep focused and show her that he is changing.

MANY YOUNG PEOPLE WHO FIND THEMSELVES IN PRISON COME FROM TROUBLED BACKGROUNDS, LACK POSITIVE FAMILY INTERACTION, ARE EDUCATIONALLY CHALLENGED, HAVE BEEN NEGATIVELY INFLUENCED BY PEERS AND HAVE USED DRUGS AS A MEANS OF COPING WITH LIFE.

FROM OUR EXECUTIVE DIRECTOR

I'm pleased to say that 2018 saw In2Out support more young people than ever before! Our mentors continued to work both in custody and in the community to have a significant impact in supporting lads that in many, if not most, cases did not have adequate support networks around them to successfully make the difficult transition from prison back into their communities.

The number of children in custody has fallen by over 70% in the last decade and now stands at around 860 or about 1% of the total prison population of England and Wales. This reflects a sentencing policy shift which increasingly uses custodial sentences as a last resort and only for more serious crimes. As a result, the caseload of young people In2Out are supporting has increased in complexity, as has the length of custodial sentences that they are serving. While our primary focus remains on resettlement in the community, this change has again highlighted the importance of in-custody work both for building trust between the mentor and the mentee, as well to encourage the young person to use their time in prison most effectively.

While the majority of young people we supported in 2018 were aged 18 or under when we started working with them, just over 50% were 18 years or over by the time of their release. At any one time we were working with roughly 50 lads, half of whom were in custody awaiting release and half already in the community.

We continued to grow and develop the staff and volunteer team with part-time Mentor Coordinators being appointed for South Yorkshire and the North West of England. In addition, we took on our first Fundraising and Communications Officer to bolster our small head office team, dramatically increasing our capacity to both communicate more effectively and raise support and stronger funding streams for the work of In2Out going forward.

Training and development remained important as we sought to deepen the quality of the mentoring support we provide, and to that end we ran four Quarterly Training days for all the team, including using specialist trainers around topics such as therapeutic practice, debt and supporting young people with mental health issues.

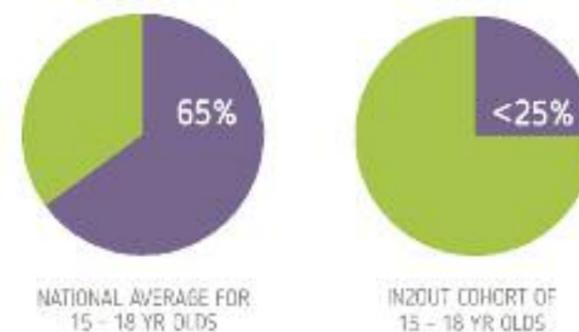
The close of the year saw In2Out reach the milestone of 5 years of changing lives. In that time, we have supported over 350 lads, but there are so many more that need our support. And so, we will use 2019 to raise the profile and support for our work so that we will be able to change even more lives from the 'inside to the out'.

Thank you to everyone who has been part of all we have achieved in 2018!

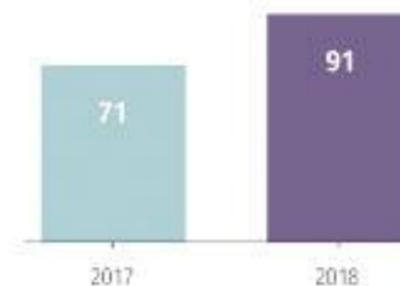
Mark Screeeton, Executive Director

IN2OUT PARTICIPANT SNAPSHOT 2018

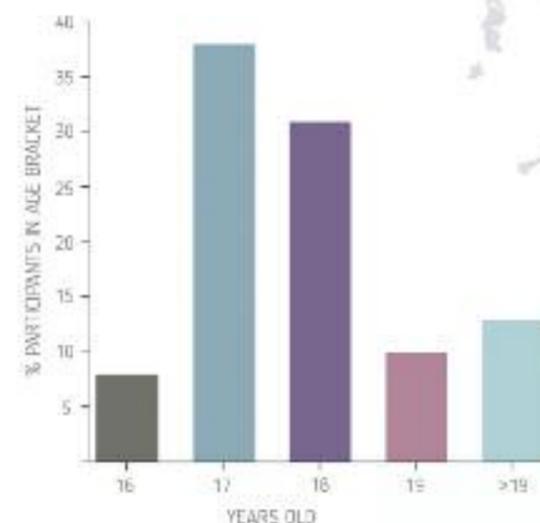
REOFFENDING RATE WITHIN 12 MONTHS OF LEAVING CUSTODY



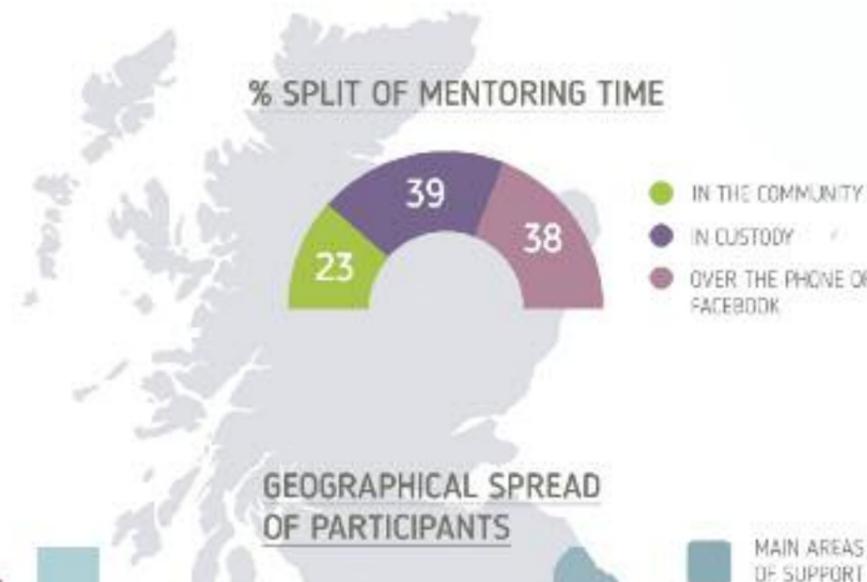
NUMBER OF IN2OUT PARTICIPANTS SUPPORTED



IN2OUT PARTICIPANTS AGE ON RELEASE



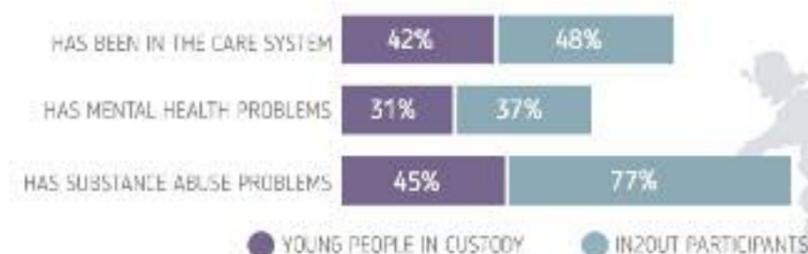
% SPLIT OF MENTORING TIME



GEOGRAPHICAL SPREAD OF PARTICIPANTS

MAIN AREAS OF SUPPORT

% OF YOUNG PEOPLE IN EACH CATEGORY



ACTIVITIES

During 2018, In2Out supported 91 young people leaving custody to resettle into society. While the majority of those supported continue to be 15-18-year olds leaving HMYOI Wetherby, we also worked with young people up to 21 years old as they left other custodial establishments. Amongst the cohort that we supported we continued to see significant reduction in reoffending rates against the national statistics for their age group.

The challenges facing many young people leaving juvenile Young Offenders Institutes (YOI) are huge, coming as they do from chaotic lifestyles and fractured family contexts. Approximately 50% of the young people we worked with in 2018 had been in local authority care. Through the work of our mentors we have been able to provide support and assistance into situations where previously there has been very little.

Cooperation with Youth Offending Teams, the Probation Services and local authorities continues to help us support young people to comply with their Court or Prison orders and to best utilise the care packages available to them. Partnerships with employers, education and training establishments and housing agencies have provided many new opportunities to support successful resettlement, as well as encouraging a meaningful use of time. One-to-one mentoring has introduced new thinking skills and improved responses to difficult situations, while providing an, often lacking, element of emotional and empathetic support. Some young people have begun to engage with new communities of friends at college or in a church.

Wherever possible, there is early interaction with the young person within the prison establishment prior to release from custody, helping to build trusting relationships that support continued positive engagement with the programme in the community.

Our mentoring programme covers the range of recognised resettlement pathways



VOLUNTEER CONTRIBUTIONS

We continued to maintain a volunteer pool of 20 volunteers, 15 of whom were active regularly throughout the year. Furthermore, we completed the development of our online training and induction programme so that volunteers from further afield had easier access to our training rather than repeat visits to Wetherby. In addition, we have hosted Quarterly Training for our staff and volunteers which has included internal training on our mentoring process, external speakers from the Prison, Police and other Third Sector Organisations.

		
<p>4 Training Events</p> <p>We have been able to deliver training every quarter for our Volunteer team.</p>	<p>20+ Volunteers</p> <p>We have refined the volunteer recruitment process making it more efficient and ensuring volunteers and In2Out get the most from the partnership.</p>	<p>20+ Hours supporting young people</p> <p>Our Volunteers spend on average an extra 20 hours with young people every week.</p>

In addition to the work undertaken by the Trustees, volunteers have provided management support, one-to-one mentoring, administrative and fundraising support, food bank liaisons, in-custody behaviour tracking, supervision, event support and overall encouragement. Our robust interview process, DBS checks, induction, on-going training and supervision ensures our volunteers are prepared for the challenges of working with our young people safely and effectively. Our Mentoring and Befriending Methodology Handbook provides all staff and volunteers with a go to reference resource outlining all key aspects of work with In2Out.

CHRIS' STORY

Chris was only 16 when he was sentenced to 18 months in HMYOI Wetherby. As is so often the case a difficult childhood had led him into drugs and increasingly chaotic and criminal behaviour. Despite this, whilst in custody Chris had great ideas of what he would do on release, but as his release date approached he couldn't settle on any one avenue to pursue. Furthermore, he was turning 18 just before release and as he would technically no longer be a child, we knew the level of statutory support would be minimal.

Although committed to meeting with his mentor on release, Chris didn't show much commitment to any opportunities offered to him.

This created friction with his family and eventually he was forced to move out of his Dad's home. With his mentor's support he was able to move into supported housing. It was becoming apparent substance misuse was creeping back into Chris's lifestyle and when he next called his mentor he announced he'd been kicked out of the supported housing with immediate effect and was sleeping in a tent!



FINDING SAFE ACCOMMODATION IS OFTEN ONE OF THE MOST PRESSING CONCERNS OF YOUNG PEOPLE LEAVING PRISON.

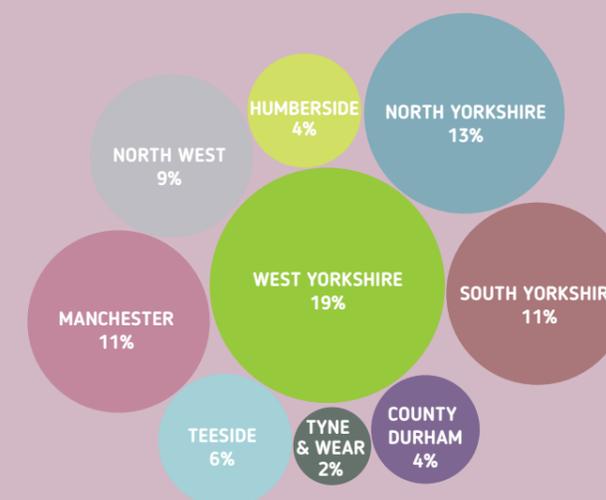


ACCOMMODATION

His mentor was able to meet him and read the eviction letter he'd been issued, which thankfully he'd misunderstood. In fact, he had been given 28 days notice to leave. He was able to return to the housing, but in the panic of thinking he'd been made homeless he'd forgotten to attend a probation meeting, something that can have negative consequences. Again, his mentor was able to help him contact probation and explain the situation to them. These were small things, but that made a big difference and were key learning experiences for Chris.

Over the next month Chris moved with his girlfriend into his mum's house, and on finding out his girlfriend was pregnant, he was motivated to get a job as a cleaner at a large supermarket to support her and the coming baby. He started communicating regularly with his mentor again and is making good decisions for himself.

OUR WORK CONTINUES TO BE BASED IN THE NORTH OF ENGLAND, WITH THE SPREAD OF PARTICIPANTS OUTLINED OPPOSITE.

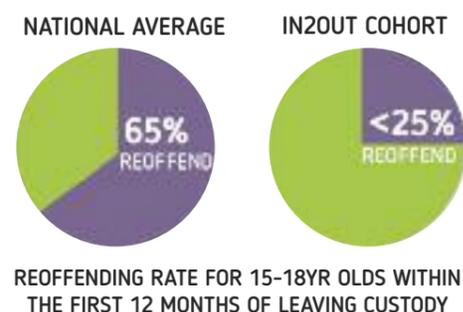


ACHIEVEMENTS AND PERFORMANCE

Measuring Outcomes

Our key charitable objective is to reduce reoffending by young people leaving custody. The reoffending rate of our Participants within 12 months of release into the community is therefore a key performance indicator. Analysis of our 2018 data shows a reduction of recidivism by those supported by In2Out of at least 50% when compared to the national statistics for this age group. Amongst the In2Out supported Participants aged 15-18 years the 12-month reoffending drops from the national rate of over 65% to under 25%.

Notwithstanding this, whilst some of our Participants have returned to custody, many who have had a long history of offending have remained accountable to In2Out and stayed out of trouble for much longer and the severity of the offences by those who do 'cross the line' again is much lower.



Service Delivery

Mentoring and Befriending by In2Out is facilitated by 4 regionally focused Mentor Coordinators covering the areas of West Yorkshire, South Yorkshire, North Yorkshire, Humberside and the North West. In addition, a further part-time Mentor Coordinator provides 'floating' support to other areas as needed. Mentor Coordinators recruit and supervise a dedicated network of Volunteer Mentors supporting young people locally as they return to areas across the North of England.

During 2018, In2Out received 97 new referrals for support, and we went on to support 91 young people as they prepared for release from custody and then reintegrated back into society in their communities. Including Participants from previous years and new referrals we had contact with over 140 young people throughout 2018.

Each young person is unique and as a result has unique needs, the response to which must be tailored accordingly to achieve the best outcome. Our mentors support across a range of recognised resettlement pathways as listed on page 8, amongst other things helping our young people with opening bank accounts, registering at a doctors/dentist, applying for benefits, writing CVs and preparing for interviews.

Delivery Partnerships

Our work with young people prior to release has been made possible through the positive working relationships we have established with Young Offenders Institutions. HMYOI Wetherby continues to be our primary feed for 15-18-year-old Participants, with significant referrals from both Chaplaincy and Casework teams. In addition, we continue to have excellent collaboration with HMYOI Deerbolt and the Chaplaincy at HMP/YOI Moorlands, HMP/YOI Doncaster and HMP Hull.



POST-RELEASE SUPPORT CONTINUES TO BE PROVIDED IN COLLABORATION WITH THE YOUTH OFFENDING TEAMS AND PROBATION SERVICES, WITH STRONG WORKING RELATIONSHIPS WITH BOTH STATUTORY SERVICES IN ALL THE KEY GEOGRAPHIC AREAS OF RETURN IN WHICH WE WORK.

Working Practices

In support of our Mentors, we provide online induction and safeguarding training, as well as the In2Out Mentoring and Befriending Methodology manual, supported by well-established policies and procedures. Quarterly Training events contribute to continuous personal development for all our staff, combining practical sessions looking at developing best practice within our core focus on mentoring, as well as bringing in outside professionals for more targeted input of key related areas such as mental health or substance misuse. In addition to these inputs, each staff member is expected to use our individual staff supervision programme which happens every 3 months.

Providing Local Presence

Our office, immediately outside the main gate at HMYOI Wetherby and provided courtesy of the Governor, allows In2Out staff with the required security clearance easy access to the prison to meet regularly with young people in custody. The location also greatly facilitates us meeting with all the relevant statutory agencies working with the young person prior to release.

BRIAN'S STORY

Brian found himself in prison as a result of a serious crime. During his time in Wetherby he became aware of In2Out, and although incredibly shy, he courageously reached out for help. With time and patient support, Brian built up the necessary trust for In2Out's befriending and mentoring to become effective.

For many of the young people In2Out support, release from prison is a massive transition – a time fraught with potential pitfalls.



- COUNTERACTING NEGATIVE MESSAGES.
- POSITIVE ENCOURAGEMENT.
- BUILDING CONFIDENCE.



EMOTIONS

Our mentoring aims to help a young person navigate successfully through this tense period. On release, Brian really struggled with the desire to return to prison, a place where he felt a safety previously unknown and the stability of a familiar routine and the support of prison staff. However, with encouragement from his mentor, he bravely moved out of his comfort zone, worked on building his confidence and overcoming his low self-esteem.

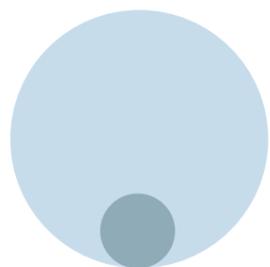
Over time, through regular meetings with his mentor and much support Brian began to engage in social activities, even conquering his shyness to such an extent that he has been able to volunteer in the warehouse of his local Foodbank.

Now off license Brian, inspired and encouraged by working with his mentor, is a young man with hope for a brighter future. He is determined to stick to a simple action plan with the intention of getting healthier, and ultimately securing employment and living independently.

IN2OUT FINANCIAL SNAPSHOT 2018

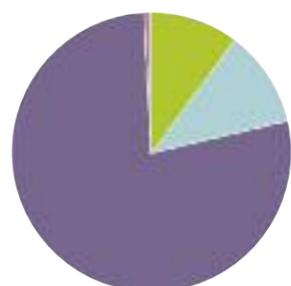
INCOME

£209,917



- RESTRICTED £164,826
- UNRESTRICTED £45,091

INCOME SOURCES



- GRANTS £164,826
- DONATIONS £21,522
- CHURCHES £21,889
- OTHER £1,680

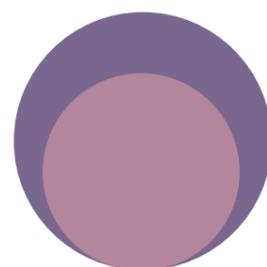
We received no funding from statutory bodies.

EXPENDITURE

£182,310

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

RESERVES



- RESTRICTED £94,574
- UNRESTRICTED £68,627

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 of 3-6 months of all budgeted expenditure.

VALUE FOR MONEY

£4K

ANNUAL COST FOR IN2OUT TO SUPPORT ONE YOUNG PERSON IN THE COMMUNITY



£100K

ANNUAL COST FOR HMPS TO KEEP ONE YOUNG PERSON IN CUSTODY



FINANCIAL REVIEW

Accounting Procedures

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 has had its accounts independently examined, as revenue in 2018 remained below the threshold that requires a full audit.

Funds for the operation of In2Out during 2018 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 2018.

Funding Partners – 2018

- A.B. Charitable Trust
- Andrews Charitable Trust
- Balcombe Charitable Trust
- BBC Children in Need
- Charles Heywood
- David Brooke Charity
- Fort Foundation
- Garfield Weston
- Generation Trust
- George A Moore Foundation
- Joseph Rank Foundation
- Kelly Charitable Trust
- Kirkby Foundation
- Liz and Terry Bramall Foundation
- Normanby Charitable Trust
- Pat Newman Memorial Trust
- Peter Vardy Foundation
- Santander Foundation
- Society Foundation
- Sylvia and Colin Shepherd Charitable Trust
- Tudor Trust
- 29th May 1961 Charity

Bankers:

CAF Banking Limited
Sort Code: 40-52-40
25 King's Hill Avenue
Account No. 00023889
King's Hill,
West Malling,
Kent, ME19 4JQ

THE APPLICATION OF FUNDS HAS BEEN ALMOST ENTIRELY FOCUSED ON THE DIRECT SUPPORT OF THE IN2OUT PARTICIPANTS, THROUGH THE PROVISION OF SALARIES AND EXPENSES OF 3 FULL-TIME AND 6 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 4 times per year, in between which the Chair and Treasurer have regular contact with the Executive Director.

Regionally-based Mentor Coordinators, overseen by the Resettlement Manager, manage volunteers in their geographic area and take responsibility for service provision for all Participants there.

All boys could choose to work with In2Out, a charity working closely with the prison to provide ongoing support before and after release. This impressive level of support was tailored to individual need...



**HM INSPECTORATE OF PRISONS.
HMYOI WETHERBY REPORT,
MARCH 2018**

**in²
out**
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Changing lives from the **inside** to the **out**

