



Foundation
resettlement & rehabilitation for ex-offenders

ANNUAL REPORT FOR THE YEAR
ENDING 31ST JANUARY 2024

OUR MISSION IS TO BE A FORCE FOR POSITIVE CHANGE

Legal and administrative information

Trustees

Mervyn Lyn

Martin Myers

Donal MacIntyre

Alison Wenham OBE

Manisha Knights

Principal Office

277 Gray's Inn Road

London

WC1 8QF

Charity registration number

1188886

Company registration number

CE021390

Bankers

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Twitter

@APFoundationUK

Instagram

@apfoundation

YouTube

youtube/c/APFTV1

Introduction

There is a well-established link between childhood adversity and criminalisation. Many young adult offenders have grown up in disadvantaged communities, been exposed to chaotic home lives, or may have experienced poor schooling and made an early exit from the education system with few qualifications and little prospect of work.

12% of young adults are not engaged in employment, training or education.

They then find themselves surrounded by peers with similar frustrations as they are slowly pushed out to the margins of society. Yet they want to belong to a community, they want to have a sense of identity, to have friendships, to have status, to have money, so they are drawn into local groups and street gangs and the dangerous world of drug dealing and county lines, before finding themselves in the 'clearing house' of the criminal justice system.

Young adults typically commit a high volume of crimes and there are currently 15,642 young adults in prison, accounting for 19.8% of the total prison population. They also have very high rates of reoffending.

The criminal justice system defines adulthood as commencing at age 18. Yet evidence suggests young adults are a distinct group that are different both from children under 18 and adults older than 25 and that their progression to maturity continues well into their mid-20s.

Adult prisons are often overcrowded, drugs are prevalent and violent incidents are at a record high. Over the last seven years, safety in prisons has deteriorated rapidly with more assaults and serious assaults than ever before.

Currently, there is no strategy in place for dealing with young adults in the prison system, even though they tend to spend more time locked in their cells, have poorer outcomes concerning access to purposeful activity such as education and training, and have substantially higher rates of reoffending within one year of their release than older adult offenders. This shows the destructive cycle of crime that some young people fall into and struggle to get out of.

The majority of young adults trapped in crime want to change. They want to live crime-free and they are also the most likely age group to stop offending as they mature.

Prisoners and ex-prisoners alike have a disproportionately high risk of drug addiction, self-harm, homelessness and suicide.

The total estimated economic and social cost to the taxpayer of reoffending is £18.1 billion each year.

Objectives and Activities

Purpose and main activities

Para 1.17

AP Foundation is a charity dedicated to helping individuals turn their lives around through intervention, education and employment. We exist to help individuals make the right choices and avoid a life of crime through supported networks.

Our work is dedicated to supporting ex-offenders, to returning citizens back into the community and assisting young vulnerable individuals who are at risk whereby additional support may be welcomed.

Our Mission: is to make a positive impact on individuals helping them to explore their talents, gain confidence and a fresh perspective of their future. Through defined courses and content, the charity provides outcome-based deliverables to support individuals back into society.

Our aim: is to provide consistent programmes that support individuals and our clients to reduce the rate of re-offending and increase the UK workforce.

Release on temporary licence (ROTL) can play an important part in helping ex-offenders to prepare for release and can dramatically reduce the rates of reoffending. It is an essential bridge between custody and release, allowing them to gradually integrate back into society. In 99.8% of cases, ROTLs were completed successfully in 2023.

Our Trustees review the Foundation's aims, objectives and activities each year. This report looks at what we have achieved and the outcomes of our work in the reporting period. The Trustees report shows the success of each key activity and the benefits the Foundation has brought to those groups of people it is helping.

The review also helps the Trustees ensure the Foundation's aims, objectives and activities remain focused on their stated purposes. They have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning its future activities. In particular, the Trustees have considered how planned activities will contribute to the aims, and objectives which have been set.

Main activities in relation to the public benefit

Paras 1.17 and 1.19

Over the last 12 months, the AP Foundation has grown considerably through its involvement with outreach projects alongside launching the

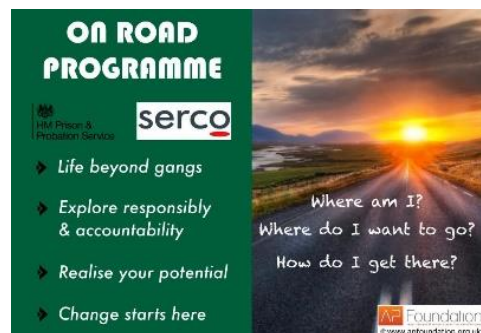


AP Foundation community hub. Our Executive Founder, at his own expense, tastefully renovated a commercial property in Hackney, London for the charity to lease rent-free. Throughout the past year, the AP Foundation has utilised the space to conduct all our upskilling, and team training sessions as well as deliver Peer Mentoring, Media and CSCS green card courses to students. In addition, the AP Foundation Hub operates a local community walk-in advice and crisis centre and occasionally hosts pop-up art exhibitions.

At the same time, the AP Foundation has had to overcome a few obstacles due to circumstances outside our control.

In mid-2023, following an enquiry into the Fishmonger’s Hall terror attacks, the MOJ and HMPPS introduced the National Framework for Interventions Policy. This is aimed at providers (from within HMPPS and externally) of rehabilitative interventions which address thinking, attitudes and behaviour, and are delivered to people convicted of crimes. This required all course providers to have their courses assessed via the cross-system NFI process and all the necessary bodies before it can be endorsed.

Unfortunately, the AP Foundation “On Road” programme which we had contracted with Serco to provide at HMP Fosse Way, Leicester had been specifically designed to identify and tackle the most common behavioural patterns of young adults who participate in gang activity. Therefore the “On Road” programme fell under the new policy framework and our contract with Serco was terminated on 1st August 2023, one week ahead of the delivery start date.



Despite this setback, as an interim measure pending the assessment of the On Road course, the AP Foundation is in talks with HMP Fosse Way to introduce a

series of less intensive courses, which can be delivered outside the NFI policy framework.

Diary of last 12 months

From February 2023, the AP Foundation began to prepare for the opening of HMP Fosse Way (which was scheduled to open in May 2023) and was instructed by Serco to write, structure, and deliver a bespoke rehabilitation programme aimed at residents aged 19-28 years old who had been convicted or were at risk of "postcode gang" activity.



Over the following five months, the AP Foundation engaged with Serco on an almost daily basis negotiating and agreeing the contract and implementing all of the various polices within it. The main focus of the AP Foundation was to write and produce a detailed working manual of the "On Road" programme, pre-assessment criteria, cell work journal and visual presentation decks.

A team of qualified mentors were recruited to deliver "On Road" within a prison environment as well as a small selection of serving inmates sourced from other HMP establishments including HMP Highpoint, HMP Coldingley and HMP Erlestoke to assist as Key Workers in the delivery.



Experienced mediator, trainer, facilitator and conflict coaches, Tony Weekes and Katharine Yates, were brought in to write a lesson plan which was to be delivered over 12 days. Weekly mentor training classes were held at the AP Foundation Hub in preparation for the programme launch.

In June 2023, the AP Foundation held a series of Q&A workshops where well-known reformed ex-offenders such as Ray Betson (Millennium Dome robber) came to the AP Foundation Hub to speak to groups of young people classified as "hard to reach" as well as help peer mentors gain a better understanding of the criminal justice system from a lived experience point of view.

In July 2023, the AP Foundation Hub held an art exhibition showcasing the work of Stephen Mee whose artwork is inspired by his time in prison.

Whilst serving his sentence, Stephen studied fine arts at OCA Bucks University, where he graduated with honours. In 2013, he was released from prison after

serving 16½ years. Since his release , he has been working as a professional artist. Stephen continues to share his story of turning his life around and is keen to inspire the next generation of artists to discover their passion and creativity before falling into a life of crime. Hence, partnering with the AP Foundation was the perfect pairing.



The following month the AP Foundation invited teachers and pupils from a local school, which teaches young people with severe learning difficulties and autism to the AP Foundation Hub for a private viewing of the artworks.



A follow-up art exhibition was held later in the year where the AP Foundation Hub exhibited the "Selected Works" by acclaimed artist Ceri House.

In September 2023, the AP Foundation was approved as a suitable employer by the HMP Standford Hill Working Out Scheme. The AP Foundation currently employs a serving prisoner in the position of Community Engagement Coordinator & Workplace Support Mentor.

In October 2023, the AP Foundation was invited by New City College Redbridge to present a workshop on Knife Crime Awareness to their students. The aim of the workshop was to develop an understanding of knife awareness, recognising the impact of carrying a knife and engaging as well as initiating conversation through group activity.

Also, during the same month, the AP Foundation formed a strategic alliance with Acquire Construction to support ex-offenders, those at risk of offending and the long-term unemployed people develop careers in construction.



We know that employment is a significant factor in reducing reoffending. Work and employment play a big part in rehabilitation, bringing all manner of benefits from an increase in self-esteem, more order and purpose, and an alternative to support a crime-free life. Employment provides an offender with independence, status, earning power, a structured routine, social contact and a sense of purpose and direction. It has a direct effect on reducing reoffending and cutting the number of crimes committed in our communities.

To further this opportunity, the AP Foundation stopped referring its clients to Training 360 Ltd and began working with Maximus UK Services (one of the UK's

largest providers of occupational health services, specialising in helping clients maintain a healthy and productive workforce) as part of their Community Partnership Network. We have been promoting our menu of services and Energy & Utility Skills Register CSCS green card course to job coaches and clients across the Maximus offices in Newham, Waltham Forest, Redbridge, Havering, Barking & Dagenham, Enfield and Greenwich. The AP Foundation has since delivered multiple cohorts of training at the AP Foundation Hub in Hackney.



The AP Foundation joined forces with Dr Mark Prince OBE (Kiyari Prince Foundation), Daniel Amponsem (DBA Projects), and Emma Cooper (One Chance) to form a dynamic partnership fuelled by a collective commitment to reduce the harm and exploitation of children and young adults. Through prevention, early intervention, and rehabilitation, the AP Foundation provided one of its key peer mentors to assist with the campaign dedicated to tackling county lines from the bottom up.

We challenge existing behaviour and resolve lifestyle patterns through rehabilitation. We prepare the attendees for entry into the workplace through education and training. We secure work experience placements for those at risk living in the community and for residents coming to the end of their sentence, we find them employment on their release.

Public benefit

SORP para 1.18

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. The Board of Trustees has also referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and in planning the Charity's future activities.

Additional information

Contribution made by volunteers

SORP para 1.38

During 2023, the AP Foundation had five principal volunteers who have a 100% record of responding to all requests to assist.

In July, September, and December 2023, the Foundation was pleased to welcome three new volunteers. We are very grateful to have them and our other volunteers' contributions to date.

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole

SORP para 1.20

The AP Foundation has made some very prestigious and worthwhile connections in its fourth year of operation and all the time and effort spent in building up the public's awareness of the charity has created greater opportunities for the future.

Since the last Annual Report our social media following has trebled in size.

We opened the AP Foundation Hub in Hackney which has given the charity greater access to clients and the local community.

The AP Foundation became an Operational Board Member of the "Construction Skills Consortium" (CSC). We sit alongside Breyer Group, Five Point, Movement to Work, Match My Project, Skanska and Viking Training to champion the ethos and culture of training within the construction industry by working with industry peers and stakeholders.

Joining forces with Clean Sheet is another strategic alliance we formed in 2023. They are a national charity which supports people with convictions into employment. The AP Foundation entered into the Clean Sheet Partnership Agreement, which for an agreed fee allows us to use their resources to provide tailored pre-employment support, advice and guidance to potential candidates,

as well as post-employment check-in and support for a further 12 months. The AP Foundation now appears in their National Employers Directory.

In September 2023, the AP Foundation Board of Trustees appointed Julie Pottier as Acting Chief Executive Officer (ACEO). Her experience across company transformation programmes, start-ups and mentoring means that Julie is greatly placed to take AP Foundation to the next level as we continue our mission into 2024.

The Foundation's focus continues to be to build a robust operating model for delivery. By setting a baseline and specific objectives we will be able to measure our success and identify areas for continuous improvement across an anticipated three-year plan.

Additional information

Achievements against objectives set

SORP para 1.41

Unfortunately, on 1st August 2023, our contract with Serco concerning HMP Fosse Way was terminated, which created unexpected cashflow difficulties. However, our Executive Founder, in addition to providing the AP Foundation Hub, stepped in to cover the day to day running costs. As a result, we were successful in achieving most of our set goals.

Performance of fundraising activities against the objectives set

SORP para 1.41

This was a difficult year for donations. Our fundraising plans were deferred again for the second year running so that we could focus on the Serco contract, in connection with HMP Fosse Way. The money received from providing the course would have sufficiently supported our existing cash-flow until 31st July 2026.

Our plans for 2024 are to apply for several government and charitable trust grants which are available. We will also look to tender for contracts with HMP establishments and local councils.

Financial Review

Review of the charity's financial position at the end of the period

SORP para 1.21

The charity's accounts have improved compared to last year.

Statement explaining the policy for holding reserves stating why they are held

SORP para 1.22

The charity had a small reserve at the year end. It was decided to use this to meet basic requirements in the early part of the new accounting period pending grant and other funding becoming available.

Amount of reserves held

SORP para 1.22

£762.00

Details of fund materially in deficit

SORP para 1.24

Whilst the charity still owes money to its Executive Founder, there is no pressure to repay the loan because Andrew Pritchard is content to wait until the Foundation is in a more stable financial position before being repaid. We expect this will be achieved throughout the next two financial periods. However, in the event of the Foundation winning a lucrative MOJ or similar service provider contract, repayment will be made sooner.

Going concern

SORP para 1.23

There are no concerns about the charity's ability to continue.

Additional information

The charity's principal sources of funds (including any fundraising)

SORP para 1.47

The charity's main source of funds (£36,672.00) came from Serco in the form of the first quarterly payment against a 3-year Supplier Framework Agreement. This was towards the development and delivery of the "On Road" rehabilitation programme at HMP Fosse Way before it was terminated.

Income - Government contracts
The Foundation held two contracts during the financial period of this Annual Report: from Serco and Maximus totalling £36,672.00

Income - Government grants
The Foundation received no government or local authority grants during the financial period of this Annual Report.

Income breakdown
The total value of income received during the financial period of this Annual Report was £37,457.00, which came from its charitable activities.

Donations
The Foundation received a donation of £785.00 from Pritchard Consultancy Ltd.

Spend - grant making
During the financial period of this Annual Report, the Foundation did not make any grants.

Spend - Trustee payments
No payments were made to the Trustees during the financial period of this Annual Report and no trustees resigned and took up employment with the Foundation.

Activities outside the United Kingdom
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Not applicable

Trading subsidiaries

The Foundation does not have any trading subsidiaries

A description of the principal risks facing the charity

SORP para 1.46

The Foundation suffered a setback with the Serco HMP Fosse Way contract in early August 2023. Despite this, the charity’s profile has grown thereby reducing the risk of not receiving public funding. The range of activities in which the charity is involved to further its objectives is now limiting the risk that one of the opportunities for success will not be achieved. Therefore, at this present time, we do not see that the charity is facing any great risks.

Locations

Charity addresses

Public address:

277 Gray’s Inn Road, London WC1X 8QF

Administrative address:

79 Kenworthy Road, Hackney, London E9 5RB

The Foundation does not own any property.

Structure, Governance and Management

Description of charity’s trusts:

Governing document

SORP para 1.25

Constitution document dated 26th March 2020

SORP para 1.25

Charitable Incorporated Organisation. The Foundation is not part of a wider group structure with a parent and subsidiary bodies.

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees

SORP para 1.25**Trustees**

The Trustees meet regularly during the year to agree on the broad strategy and areas of activity for the Foundation, including consideration of reserves and risk management policies and performance. On a regular basis, the Trustees review the major risks facing the charity. In particular, they consider the risks related to the activities of the charity to ensure sufficient systems are in place to mitigate the major risks identified.

Manisha Knights joined the Board of Trustees in November 2023. Founder and Director at MK Law, Manisha Knights is a lauded solicitor-advocate in both crime and civil law with a reputation for an uncompromising resolve in defence of those accused of serious crimes. She is a member of the Solicitors' Association of Higher Court Advocates and is often invited to join round table meetings.

Recruitment of trustees

A prospective Trustee can be recommended for appointment by another Trustee, management, advisory board members, ambassadors and/or peer mentors. Subject to meeting the statutory criteria; having the required skills, knowledge and experience; being approved as a "fit and proper person"; and passing DBS checks (as required), the prospective Trustee can be appointed for a term of three years by a resolution passed at a properly convened meeting of the existing charity Trustees.

Reference and Administrative details

Charity name	AP Foundation CIO
Other name the charity uses	APF
Registered charity number	1188886
Registered Company number	CE 021390

Charity's principal address	277 Gray's Inn Road, London WC1X 8QF
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Names of the charity trustees who manage the charity

Trustee name	Office	Dates acted if not for the whole year	Name of person entitled to appoint trustee (if any)
Mervyn Lyn	Chairman	Whole Year	
Martin Myers	Treasurer	Whole Year	
Donal MacIntyre	Secretary	Whole Year	
Alison Wenham		Whole Year	
Manisha Knights		17 th November 2023 -31 st January 2024.	

Corporate trustees
Not applicable

Name of Trustees holding title to property belonging to the charity
Not applicable

Funds held as custodians on behalf of others
Not applicable

Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects
Not applicable

As at 31st January 2024, the Foundation has the following policies and procedures in place:

Bullying and harassment policy and procedures

Data protection policy and procedures

Complaints policy and procedures

Financial reserves policy and procedures

Internal charity financial controls policy and procedures

Internal risk management policy and procedures

Safeguarding policy and procedures

Serious incident reporting policy and procedures

Social media policy and procedures

Trustee conflicts of interest policy and procedures

Trustee expenses policy and procedures

Employees and volunteers

Employees
As at 31st January 2024, the Foundation employed a total of 7 self-employed contractors who were paid a total of £21,645.00. No one was working for the Foundation outside the United Kingdom.

Volunteers
5

Safeguarding and risk

Safeguarding
<p>During the financial period of this Annual Report, the Foundation provided services to children and/or adults at risk.</p> <p>The Foundation obtained the required level of DBS checks for all roles which are eligible:</p> <p>Standard DBS checks were obtained for all Trustees and volunteers and all required Enhanced with Barred List(s) DBS checks were obtained for our peer mentors.</p>

Serious incidents
<p>There were no serious incidents to report during the financial period of this Annual Return.</p>

External risk and impact
<p>Not applicable.</p>

Declaration

The Trustees declare that they have approved the Trustees' Report above.

Signatures: Signed by:  E298896E8403455... DocuSigned by:  3896FE1DE6104CA... DocuSigned by:  85DDBB1D7577464...

Date: 23.4.2024 23.4.2024 23.4.2024

Full names: Mervyn Lyn Martin Myers Donal MacIntyre



Chairman



Treasurer



Secretary

Signature: DocuSigned by:  784CD093E2A14EE... Signed by:  51CDP00DBA874A2...

Date: 23.4.2024 23.4.2024

Alison Wenham OBE

Manisha Knights



Trustee



Trustee