

SUMMARY

Q1 has been focussed on adapting to Covid. The momentum is gradually building and a 'flow' of prisoners is now coming onto the programme from a variety of prisons. There will be a full review at the end of Q2 at which point Russell Webster will deliver a mid-term report. In the meantime this is an interim report on the 4 months to date.

Where are we now?

Marketing and communication:

- Prison Radio interviews including Lord Mayor and various Livery Members – HMP Brixton 800 prisoners: Cleaning, HGV, Construction and other employers have done interviews
- Livery magazines: Haberdashers, Leathersellers, Builders Merchants, Goldsmiths
- Social media both general and Prison Radio, Facebook, Twitter
- Russell Webster blogs
- BB Newsletter x 2 to 8k recipients each including funders, construction companies and corporates
- 2k 'Business card' sized marketing piece being put under all doors in the prisons we are engaging with giving prisoners the information to 'contact us when you're out'
- Leaflet and comms distribution to prisons 2k leaflets now distributed
- HMP Coldingley circulating NGB information to all 400 inmates in advance of our new training centre being completed (to open when prisons re-open)
- Discussed at monthly EFFRR round tables with New Futures Network (MOJ) et al
- Meetings with CITB
- Round tables with Construction Training Group
- 80 Packs completed, 100 more now being printed. These are handed out in response to prisoner requests to join programme, more awaiting response. Speed of being able to get the packs out of the prison impacts on the programme but once a 'pipeline' is developed it gets slightly faster. More prisons now requesting packs.
- Runway app launch already being tested
- Michael Harrison Past Master of Marketors has communicated to the Past Masters and is also exploring further comms to the Livery

Expanded Prison Reach

In order to overcome the fact that Lockdown means that we are not able to engage individuals in prison, we have broadened the number of prisons we have engaged with. This means we have gone beyond the 6 prisons that BB have their training centres in which are: HMP's Brixton, Wandsworth, Isis, Pentonville, Feltham and Coldingley.

The NGB team is now engaging with prisoners being released from prisons around the country and returning to Central London. We are in contact with over 15 prisons including

the following: HMP's Highdown, Thameside, Belmarsh, Springhill, Highpoint, Swaleside, Wayland, Ford, Hollesley Bay, Warren Hill, Deerbolt, Birmingham, HMP's Downview, East Sutton Park, Bronzefield, amongst others.

Partners and Referral organisations

One of the unique things about No Going Back is its focus on partnering with a number of organisations in the sector in order to be able to deliver a holistic approach for the participants. Each organisation does slightly different things as part of a pathway that contributes to the complete journey for individuals. These are at the heart of the work needed to reduce re-offending and ensure the needs of an individual are met by overcoming the multiple barriers that might impede their way into employment. One provider is unlikely to provide everything. Bounce Back has always focussed on training, support and employment, and being able to offer additional services through our partners is invaluable. This may be as simple as, in the case of Probation, to have participants referred to NGB for training and jobs, or The Literacy Trust working with BB, or Switchback offering participants to NGB who have been already been mentored. Partnerships can take many forms. We now have a highly valued group of organisations that we liaise with regularly and who refer candidates to us, these include the following:

Switchback, Beyond Food, Catch 22, Clean Sheet, Novus, Standout, CRC's/Probation, JCP/DWP leads for London, National Careers Service, National Literacy Trust, Prospects/Shaw Trust, Beating Time, Trailblazers, Key4Life and many others

Current Participant Numbers:

- Custody Awareness from marketing since launch: This is a reflection of the success of the communication strategy and includes enquiries from individuals that they have heard of, or asked about our programme, not people who have all been actively engaged: 208
- NGB Packs which include application form distributed into prisons a) printed 82 (further print run of 100 is in progress) or b) emailed into the prison to be printed off in prison - now sent to the 15 prisons to print off on request
- Prisoners due for release Nov/Dec: 39
- Currently in pipeline for employment: 49
- Trained to date: 32
- Currently employed 8
Job roles include: Barista, forklift driver, general labour and p+d. Progress continuing with the following construction partners. Under the current circumstances not all the employers have a Livery connection:
Admiral scaffolding, Lawsons, Roof, Mears, Keltbray, Plastics Association, Wates, Mace, Robert McAlpine, HS2, McGinley, Tideway

In-prison Activity:

HMP Brixton: we are now able to go in to meet individuals face to face in controlled conditions, one by one in a Covid-safe room.

HMP Isis : we attend once a week to speak to the prisoners on the phone.

HMP Wandsworth: we are able to meet prisoners face to face under stringent conditions. The 2nd lockdown has currently not impacted on this unless prisoners/officers have tested positive.

From 3.11 masks are now being worn in prisons.

Training:

Prison training has not been possible throughout lockdown. However, BB has spent considerable time developing ways to deliver training into the cells in an engaging way. As part of this they are currently developing a Virtual Reality programme with Keltbray, Tideway and other employers to take into the prisons. In addition we are talking to a number of prisons about delivering their training on DVD's, with tablets and various other devices, alternatively, if a lower technical spec is required we hope to at least provide an audio training solution as prisoners are disengaging with paper based initiatives.

In the community, skills training has been in small numbers face to face and this will continue, where feasible, during the next lockdown. It has focussed on construction skills tickets, employability, zoom interview sessions, e-learning and digital courses from customer service to painting and decorating. This includes CSCS (needed for access to site), rail, traffic marshal, fire safety general construction ticket. Training is developed in response to prisoners aspirations and skills, is planned prior to release and instigated on release in line with jobs available. Specialist training is still being developed in response to need and as part of individual prisoner action plans. Government guidelines permit us to continue training during the 2nd Covid lockdown.

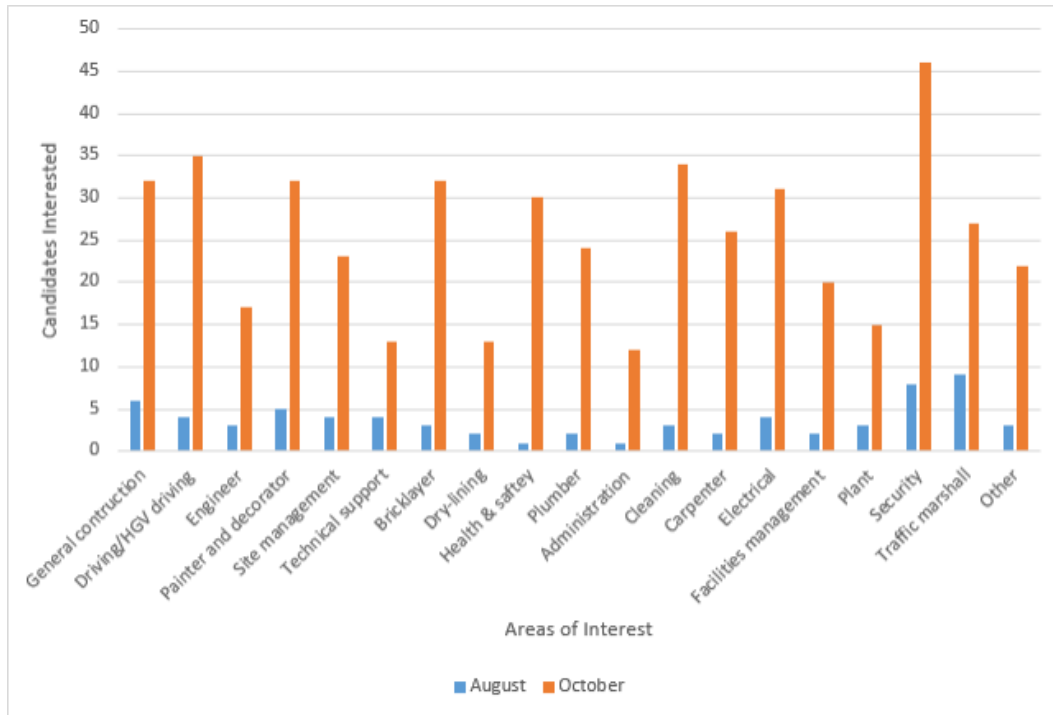
HGV: The HGV course is £1,800 and we are developing a process for a pilot within NGB with criteria for individuals to 'earn' the ability to join a course. They will present to the case management team and answer some specific questions that demonstrate they have a genuine appetite to work in this area.

Cleaning: Progress through Environmental Cleaners Livery Company and OCS amongst others is going well.

Construction: We are working with a number of partner training organisations including HSS to provide 'tickets' and qualifications. In addition we have developed a work experience site familiarisation programme with employers as part of training for construction –

Employment and Work Experience

Below are the jobs the prisoners are expressing an interest in when they complete the assessment that is provided in the NGB packs. Interestingly this is gradually changing and not only have numbers interested in cleaning increased, but security is now viewed as a very popular career choice.



Housing:

The advantage of having a number of housing partnerships is twofold: a) they are based in different locations around London which means we can make sure they are near the participants' employment and b) each participant may have different needs and therefore we can match the needs of the individual to the right service. This means our housing support worker can work alongside their team to provide the best possible service. Ideally, however, the expectation is that when people are closer to the job market their need for support in terms of housing has reduced. However our case study below demonstrates that this is not always the case.

Our candidate, John, a former care leaver, had been diagnosed as bipolar and requiring housing support. His mental health challenges meant that we were not able to support him through the available housing with our partners as they did not have supported space available at the time so we sought alternatives. While we looked for a solution we worked with John to expand his learning and also to find him a b+b, whilst we worked to resolve this. During this time he completed CSCS training with us and secured a full time, paid carpentry apprenticeship with Laing O'Rourke in Vauxhall. Continuing to work with a mental health team we found him suitable housing, in part supported by the employer, and he is now working and housed.

Our partners include: St Mungo's, Hyde Housing, Homes for Cathy, Riverside, Peter Bedford, Wandle, House of St Barnabus, Octavia and G320

Livery Volunteering

We currently have 2 more volunteers (total 4) and are seeking support with employability skills and help with CV writing for participants.

What is Rungway?

Rungway is a work advice platform used by, amongst others, UBS, The Girls Day School Trust, Shoosmiths and others. They also worked in the past with Working Chance in this sector. They are very keen to broaden their reach as they see the value to disadvantaged groups, and we are delighted to have been invited to form a partnership with them.

This means we can create an online community for our participants, volunteers and team where everyone can engage and support each other. The Rungway application is an innovative and unique space for our community to have their voices heard and concerns addressed, with the safety of anonymity - A place for everyone to utilise the power of collaboration and feel connected. We have a launch team currently working on this that includes ex-offenders and it is now being tested. Volunteers will be sought shortly and we will be sending round the app to the Livery.

Additional Educational Activity

We have been engaging with Birkbeck College throughout the duration of the programme and considering if it might be feasible to progress the partnership that had begun pre Covid for Stage 2 of NGB should it progress. We have added a question for the participants to answer within the NGB questionnaire for NGB to see if they are interested in short university courses and we have had 2 expressing interest so far. We are now in dialogue with Birkbeck to explore where this might lead.

The Literacy Trust is mentioned under our partners and we are working closely together in HMP Brixton to support each other with referrals and other opportunities.

Case Studies

While some of the participants are in training for more technical jobs, the below are an example of some that have started work:

TW - a previous learner at HMP Brixton is currently working as a General Labourer for Taylor Wimpey. During Covid prior to employment he received help with a tablet as well as funding to study various e-learning courses, specifically Traffic Marshall/Banksman and Fire Marshall. He has his CSCS card and received our help with basic PPE and a jacket. He is currently receiving support from MACE for a fixed role within the Borough of Islington.

LT was referred to NGB in August. In the first zoom employability session that he attended, his behavior and unrealistic expectations of what level job he was looking to attain was a cause for concern. He also suffers with both mental and physical health issues, factors which led to his custodial sentence. After considerable support and mentoring L.T. agreed to take some online courses in order to improve his chances of gaining a job. His engagement manager referred him to Wandsworth Workmatch to complete a CSCS course. He has since completed courses in electrical safety, PPE training, HSS and health and safety, showing huge steps in the right direction. Although L.T. is not quite ready for work, he has shown real improvements, and we hope that he will continue to do so whilst working hard and with the support of the NGB team. He has an upcoming court date on the 2nd November and we are hopeful that this will not amount to any new convictions so that he can continue his journey to employment.

H.M. was formerly a participant on OFG phase 5, completing his CSCS course in HMP Isis just before lockdown. Over lockdown H.M. failed to engage with BB, worrying his engagement manager that he may have slipped back into old ways or been recalled. However, H.M. reengaged with BB of his own accord to join the NGB program. Since his re-engagement, H.M. has secured work as a general labourer. The NGB team supported him to complete an application for tools of his own, allowing him to progress further and take on more work on site.

Since being on the program, **K.Y.** has completed online training in courses such as Fire Marshall and Traffic Marshall, and attended various employability sessions to improve his CV and disclosure letter. K.Y. had an online Zoom interview with Sir Robert McAlpine, which was a really useful way for him to gain experience of speaking to employers and have a mock interview. Sir Robert McAlpine were not actually offering any jobs at the time, but the experience and feedback were invaluable not only practically, but in terms of boosting his confidence for future interviews. He has kept in regular contact with his Engagement Manager and attended all Zoom sessions. He is now awaiting to hear back from Mace, his CV has been passed on to the site supervisor and we are hopeful that this will progress into a job outcome. In addition he is one of the participants chosen to help test the Runway site.