

# TEMPUS NOVO (MEANING NEW TIME)

England & Wales · Charity number 1157079

## Details

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Other names	TEMPUS NOVO, TEMPUS NOVO (MEANING NEW TIME), TEMPUS NOVO MEANING NEW TIME, MEANING 'NEW TIME'
Status	Registered
Legal form	CIO
Registered	2014-05-16
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Haxey  
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DN9 2NF

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Website <http://tempusnovo.org/>

## Activities

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**Objects:** TO RELIEVE THE NEEDS OF FORMER PRISONERS BY WORKING WITH THEM AND EMPLOYERS TO FIND SUITABLE EMPLOYMENT OPPORTUNITIES AS A MEANS OF REHABILITATION AND THEREBY REDUCING INCIDENCES OF RE-OFFENDING.

**Activities:** The charity is involved in relieving the needs of former prisoners by working with them and employers to find suitable employment opportunities as a means of rehabilitation and thereby reducing incidences of re-offending.

## Classification

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- **How:** Provides Services
- **What:** Other Charitable Purposes
- **Who:** Other Defined Groups

## Geography

- Leeds City

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-02-28	£492,935	£604,265	-	-
2024-02-29	£529,619	£552,925	£293,553	11
2023-02-28	£460,029	£399,418	-	-
2022-02-28	£333,254	£330,782	-	-
2021-02-28	£281,261	£289,530	-	-

## Trustees

Name	Role	Appointed
Charles David Forbes Adam		2018-10-15
David Thomas King		2023-11-08
George Peter Beaumont Grant		2015-11-21
Henry John Pearson		2020-02-28
PAULINE GARNETT		2025-08-12

**TEMPUS NOVO (MEANING NEW TIME)**

England & Wales - Charity number 1157079

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# Accounts

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Charity Registration No. 1157079

**TEMPUS NOVO**

**TRUSTEES REPORT AND UNAUDITED ACCOUNTS**

**FOR THE YEAR ENDING 28 FEBRUARY 2025**

**Trustees:** Mr G Grant  
Sir C Forbes-Adam  
Mr H Pearson  
Mr P Cotton (Resigned 28 February 2025)  
Mr T King  
Mrs Pauline Garnett (Appointed 12 August 2025)

**Charity Number:** 1157079

**Principal Address:** PO Box 1660  
Doncaster South Yorkshire DN1 9YH.

**Independent Examiner:** S & W Partners (Leeds) Limited  
Chartered Accountants  
3rd Floor  
56 Wellington Street  
Leeds  
West Yorkshire  
LS1 2EE

**Bankers:** Virgin Money Bank  
7 Gold Street, Northampton, NN1 1EN

TEMPUS NOVO  
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The Trustees present their report and accounts for the year ended 28 February 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Constitution, the Charities Act 2011, and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

### **Structure, Governance and Management**

The Charity was established by a charitable trust deed 16<sup>th</sup> May 2014.

The Charity is managed by a board of Trustees who have regular oversight of the activities of the Charity. The Trustees receive monthly reports from the Treasurer as to the financial affairs of the Charity.

The day-to-day business of the charity is carried out by the Executive Team, who report to the Trustees on their activities at the Charity's regular Board Meetings. Whilst the Executive Team sets the direction of the Charity and have key responsibility for the running of its activities, no major decision can be taken – as regards financial matters – without the approval of the Trustees.

The Charity's President is not a Trustee and does not sit on the Trustee Board but represents the Charity in an honorary capacity.

None of the Trustees received any remuneration save for reimbursement for legitimate expenses.

The Trustees who served during the year were:

Mr George Grant	Chairman
Mr Charlie Forbes-Adam	Treasurer
Mr Henry Pearson	Trustee
Mr Paul Cotton	Trustee (Resigned 28 February 2025)
Mr Thomas King	Trustee

The Executive Team who served during the year were:

Mr Steve Freer	CEO
Mr Valdemar Wawrosz	Managing Director
Mr Richard Cowlshaw	Executive Director (Resigned 28 February 2025)

### **Introduction from the Chairman and the Founders**

This year has been a milestone for Tempus Novo, marked by growth, recognition, and measurable impact. Our mission remains clear: to support people with convictions into sustainable employment, enabling them to rebuild their lives while contributing positively to society.

In 2024/25 we achieved our strongest results to date, with 252 individuals securing sustainable employment. Crucially, only two < 2% returned to custody (data verified by Ministry of Justice) and an average of one in five secured promotions, highlighting the resilience, capability, and progression of those we support.

#### **Challenges**

These outstanding results have been achieved against a backdrop of significant challenges within the criminal justice system. Prisons remain at capacity, and in response the government has introduced disruptive measures such as early release schemes and extended electronic tagging periods. At the same time, probation services continue to struggle understaffed and therefore under immense pressure.

Despite this environment, Tempus Novo has demonstrated that with the right attitude, support and strong partnerships, people leaving prison can transition successfully into work. Our results highlight what is possible when ethical employers, high performing charities, and fully engaged statutory partners collaborate with a clear focus on outcomes.

#### **Partnerships**

We have continued to build relationships with ethical employers and were delighted to welcome Ibstock, Amazon, Country Style Foods, and Pennine Healthcare into our partner network. Their engagement demonstrates that leading businesses recognise the dual value of inclusive recruitment — both social and commercial.

#### **Recognition and Support**

Tempus Novo was privileged to be chosen as Charity of Choice at the Yorkshire HR in Excellence Awards and to be selected, following a Dragons' Den-style process, as one of seven charities to benefit from the Yorkshire Charity Clay Days fundraiser, which collectively raised over £500,000. In addition, our collaboration with Sheffield Hallam University was recognised through shortlisting for the Small Business Excellence Charter Awards.

#### **Innovation and Pilots**

Of particular significance, we were approached by Dan Price, Police and Crime Commissioner for Cheshire, to deliver a pioneering pilot in partnership with probation and the Department for Work and Pensions. This initiative represents a major step in demonstrating the scalability of our model and its potential national impact.

Through this work we have developed a blueprint for growth that can be replicated across the other 36 Police and Crime Commissioner and Mayoral areas in the UK. The potential of this model is considerable: if adopted nationally, it could see more than 3,500 ex-offenders moving into employment each year, delivering an estimated saving to the Treasury of over £100 million annually. These savings are achieved through reduced reoffending, fewer people claiming benefits, and more individuals in work paying taxes. The wider benefits — safer streets, stronger families, and more resilient communities — extend far beyond the financial case.

### **Pioneering Funding Model**

This year also marked the second year of our £200,000 Knowledge Transfer Partnership (KTP) with Innovate UK and Sheffield Hallam University. Through this programme, we employed a postgraduate researcher to explore and implement a more sustainable funding strategy for Tempus Novo. As a result, we have developed what we believe to be a UK first: a model where businesses pay a fee for the recruitment of people with convictions.

This is both pioneering and groundbreaking, proving that inclusive recruitment can be financially sustainable while continuing to deliver social impact. It stands as a testament to the brilliant team at Tempus Novo, whose commitment and innovation have turned this vision into reality.

### **Sustainability & ESG**

Sustainability is part of our DNA, and our business model is deliberately designed for long-term impact. We remain deeply committed to our Environmental, Social and Governance (ESG) policy and to advancing the UN Sustainable Development Goals. This year we introduced E-bikes at HMP Hatfield, helping to reduce emissions and improve local transport options, and invested in a new hybrid seven-seater vehicle, enabling more people to attend job interviews while reducing our carbon footprint.

To embed this work further, we appointed a dedicated ESG lead within our team to support the CEO in achieving our sustainability aims. We live and breathe our core values of being personal, bespoke, and sustainable, and this is reflected in our culture where kindness is at the heart of everything we do. Tempus Novo is a people-centric organisation: everyone is equal, everyone is a leader, and together we are an effective team.

### **International Collaboration**

Tempus Novo is also extending its reach beyond the UK. We are currently engaged in joint research with Sheffield Hallam University and George Mason University in Virginia, USA, with the aim of launching a pilot in the United States. This partnership underscores both the international relevance of our model and the global potential of employment-led approaches to reducing reoffending.

### **Sector Leadership**

We were honoured to act as after-dinner speakers at high-profile events, most notably the UK Warehouse Association's annual conference, presenting directly to senior decision-makers from some of the UK's largest logistics companies. Also featuring on national TV, local radio and podcasts has achieved a higher profile for the mission. These engagements are helping to influence business practice at scale and underline the role Tempus Novo plays as a thought leader in inclusive employment.

### **Looking Forward**

The achievements of the past year underline that the TN model works employment transforms lives, strengthens communities, and reduces reoffending. With a stronger governance structure, an expanding network of committed partners, a pioneering funding model, a bold ESG strategy, and a scalable blueprint for both national and international impact, Tempus Novo is well positioned for the next stage of growth and influence.

I extend my sincere thanks to our trustees, partners, funders, and a small team of dedicated staff who day after day must navigate a broken criminal justice system to achieve what are quite simply "life changing" results. Your continued support ensures that Tempus Novo can deliver lasting impact — creating opportunities, reducing crime, and contributing to a safer, more inclusive society.

**George Grant**

Chairman of the Board of Trustees

**Steve Freer**

Co-Founder and CEO

**Val Wawrosz**

Co-Founder and MD

**The Founders**

Tempus Novo was founded by Steve Freer and Val Wawrosz. Between them, Steve and Val have over 60 years' experience working with offenders in prisons the length and breadth of the country, most recently at HMP Leeds. They have a comprehensive understanding of Offender Management having overseen both Integrated Offender Management units (IOM and Resettlement teams in Custodial settings).

Steve and Val are now recognised as influential leaders on prison reform and as such are now members of a select alliance working with the CSJ Centre For Social Justice on future Policy, they are also Leadership Fellows of St Georges House Windsor Castle where leaders from all sectors come together from across the Globe to effect change for the better in our Society. This is achieved by nurturing wisdom through dialogue.

Together with the Charity's President, former Cabinet Minister, and ex-offender Jonathan Aitken, along with its Trustees, Tempus Novo also enjoys a strong relationship with both ministers and officials at the Ministry of Justice and elsewhere inside Government.

**President and Trustees**

**Jonathan Aitken – President**

Jonathan Aitken is the President of Tempus Novo. Mr Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP, and ex-prisoner. Through his writing, speeches and broadcasting he has been a leading voice for the cause of rehabilitating offenders.

His ground-breaking report 'Locked-up potential: A strategy for reforming prisons and rehabilitating prisoners' was published to widespread acclaim by the Centre for Social Justice (CSJ) in 2010. It has since had a major impact on government policy and continues to influence the Tempus Novo journey.

**John Samuels – Vice President**

His Honour John Samuels QC has been the Chairman of the Criminal Justice Alliance since 2012. He was a Trustee of the Prisoners' Education Trust for 13 years, its chairman for 6, and is now its first President. He was previously a Circuit Judge (he sat in the Crown Court for a total of 27 years); and 2025 had been Chairman of the Criminal Committee of the Council of Circuit Judges, where he pioneered liaison between the Council, Ministers, and their officials. A long-term proponent of judicial monitoring, he has written and lectured on the topic both in this jurisdiction and overseas for over 10 years. In January 2016 he was appointed by the Lord Chancellor and Lord Chief Justice to advise a current Working Group on problem-solving courts. He was a founder member of the National Sentencing Probation Forum until March 2012, when he also retired from the London Probation Forum, of which he had been a member for 10 years. He is a Trustee of the Howard League for Penal Reform.

## **BOARD OF TRUSTEES**

He is the Board member for England & Wales of the International Association of Drug Treatment Courts; and is Vice President of both UNLOCK, the National Association of Reformed Offenders and of the Association of Members of Independent Monitoring Boards. He is a Patron of prisoners' Advice Service. Between 2005 and September 2015 he was a judicial member of the Parole Board and visited prisons up to 3 times per week in that capacity. In 2012 he was appointed a Visiting Professor at Nottingham Law School, focusing on sentencing and criminal justice issues. He remains actively involved in the educational agenda of Lincoln's Inn, of which he has been a Bencher since 1990.

### **George Grant (Chairman)**

George Grant joined Tempus Novo as a Trustee in December 2015 and serves as Chair of the Tempus Novo Trustees. Mr Grant is a former foreign correspondent, policy analyst and Parliamentary candidate who now manages the estate at Stockeld Park, his family home. In addition to his legal responsibilities as Chairman, Mr Grant actively represents Tempus Novo in the public policy arena, including in the media, politics, and civil society. Mr Grant also serves on the Advisory Board of the mental health charity, Mind Hong Kong.

### **Charlie Forbes-Adam (Trustee)**

Charlie Forbes-Adam joined the Trustee Board in 2019 and brings with him a wealth of experience on offender rehabilitation and the broader justice sector.

### **Henry Pearson (Treasurer)**

Henry is a Chartered Accountant who spent the first part of his career in professional services before moving into practice. After being introduced to Tempus Novo, Henry was struck by the large impact that Tempus Novo has on the lives of ex-offenders and their families.

### **Thomas King (Trustee)**

Tom is a retired Solicitor with 34 years of experience in private practice, where he supported various charities. Tom now works part-time focusing on governance for an educational charity. Since November 2022, he has chaired the Harrogate Arts and Mercer Gallery Development Trust, leveraging his firsthand knowledge of the impact well-run charities can have.

### **Pauline Garnett (Trustee)**

Over 30 years in Human Resources, with about 20 of those years at C-Suite level DS Smith Plc as Group HR Manager, key focus on integration of plants in Poland and Ukraine, along with multiple UK sites, delivering leadership training. Trustee experience includes Birmingham and Black Country Community Foundation ended 2000, Archbishop of York Youth Leadership Trust (Archbishop John Sentamu) ended 2021, and Samantha Sykes Foundation Trust - Supporting care leavers into further education and therapy interventions for victims of child sexual exploitation (current since 2022).

## **EXECUTIVE TEAM**

### **Steve Freer (CEO)**

Steve Freer is the CEO and co-founder of Tempus Novo. Mr Freer has worked in the criminal justice system since 1986. Starting at HMP Wormwood Scrubs, he worked with some of the most notorious criminals in the UK. Since then, he has managed a wide range of projects in prisons in the North of England. More recently he worked as Business Development Manager at HMP Leeds, and it was during this time he developed a successful model for rehabilitating ex-offenders based on employment. Keen to do more, Mr Freer decided to set up Tempus Novo.

### **Valdemar Wawrosz (Managing Director) MD**

Valdemar Wawrosz is the Managing Director and co-founder of Tempus Novo. Mr Wawrosz has been working in the criminal justice system since 1988, starting his career working at HMYOI Huntercombe with young offenders and then moved to HMP Leeds in 1990 retiring from the service in 2015. He has worked with every type of prisoner from remands to those serving a life sentence including some of the most difficult prisoners in the country. Mr Wawrosz passion for the rehabilitation of offenders was instrumental in the creation of Tempus Novo

## **Criteria**

Tempus Novo works mainly with male adult offenders who are looking for a way out of crime. We do not work with offenders who have convictions for Arson, Murder, or Terrorist or Sexual Offences

If they demonstrate a good level of desire to change, a good work ethic (including in custody) and even better with a great personality, then we will look to work with them.

## **Referrals**

All ex-offenders at Tempus Novo are known as graduates to assist with their transition back into mainstream society. The referral process is kept simple and can consist of a phone call by the offender or the person nominating, usually a probation officer, prison officer, police officer or another caseworker.

## **Interview**

At interview, the offender must have the following:

1. Curriculum Vitae
2. ID in the form of passport, Driving license or birth certificate
3. Bank account
4. Covenant (personal letter outlining their past and why they now want to change)

This allows for a speedier service should we suddenly have a position become available. The interview setting and the way we interact is key to putting the candidate at ease and forming a trusting relationship necessary for any level of success, should we decide to take them on to the program. It is done in such a way as to make our service personal and bespoke.

A comprehensive risk assessment is carried out using prison and police intelligence to ensure as far as is possible nothing can happen which could damage the reputation of the companies we work with.

Once on our programme we support both employee and employer for a minimum of 12 months from the date of employment. The support consists of visits, phone calls and texts and is designed around the needs of both employee and employer as each case is different.

It is the TN model people are attracted to, not simply working with ex-offenders, and that with 11 years proof of concept, businesses want to be a part of the ecosystem we have created. Whilst it is a good thing we do on a human level, the type of people we place make a difference to their bottom line and competitive edge offering advantages to both employer and employee.

#### **Employers working with Tempus Novo.**

We continue to work with a growing number of small to medium size Employers, as word gets out about how employing ex-offenders is good for business. One of our larger Employers, GXO PLC, operate in the Logistics Sector which we have found to be appropriate and for most of our candidates this is suitable entry level work. (70% of those in prison having literacy and Numeracy levels of a 12- to 13-year-old) We still work with a wide range of Employers to facilitate as many of our candidates as possible including warehousing, window cleaning, wood scouring, engineering, catering, construction, call centres, a broad spectrum of work.

We are growing organically due to referral business, and these include global businesses such as A.P.Moller Maersk. Also, the companies we choose to work with offer routes for progression which important for sustainable employment.

#### **Tempus Novo Funders**

In the period March 2024 to February 2025 Tempus Novo received income totalling £492,935 of which £370,000 was from charitable donations, some of which are listed below as follows:

The Forrester Trust	£30,000
Henry Smith Trust	£60,000
The Harrison Trust	£60,000
The Bernard Sunley Trust	£40,000
The Charles Plater Trust	£20,000
DCR Allen Trust	£ 30,000
The HBJ Trust	£10,000
The Dulverton Trust	£35,000
Arnold Burton Trust	£ 5,000
Charles Hayward Trust	£20,000
<b>TOTAL</b>	<b>£310,000</b>

**How Tempus Novo has used the monies donated.**

Total expenses over the period totalled £604,265, of which £418,405 was accounted for as salaries paid to members of the Executive Team and employees. No salaries were paid to any Trustees, over this reporting period. All other monies spent went to cover operating expenses, principally:

Business plan consultancy costs  
Fund writing applications.  
Design, print work and website.  
Internet access.  
Telephones, x2 mobiles.  
Laptop computers, x4.  
Accountants' fees.

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**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TEMPUS NOVO**

I report to the trustees on my examination of the accounts of Tempus Novo for the year ended 28 February 2025, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and the notes to the accounts, including significant accounting policies.

**Respective responsibilities of trustees and examiner and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

*M Barton*

Matthew Barton BA (Hons) FCA CTA

The Institute of Chartered Accountants in England & Wales

S&W Partners (Leeds) Limited

Chartered Accountants

3<sup>rd</sup> Floor

56 Wellington Street

Leeds

West Yorkshire

LS1 2EE

Date *19/12/25*

TEMPUS NOVO  
STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 28 FEBRUARY 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<b><u>Incoming resources from generated funds</u></b>					
Donations and legacies	2	86,117	310,000	396,117	412,677
Investment income	3	1,118	-	1,118	1,392
		<u>87,235</u>	<u>310,000</u>	<u>397,235</u>	<u>414,069</u>
Other incoming resources	4	95,700	-	95,700	115,500
Total incoming resources		<u>182,935</u>	<u>310,000</u>	<u>492,935</u>	<u>529,619</u>
<b><u>Resources expended</u></b>					
	5				
Fundraising costs		81,856	-	81,856	78,004
Charitable activities		173,910	294,706	468,616	448,911
Governance & Support Costs		53,793	-	53,793	26,010
		<u>309,559</u>	<u>294,706</u>	<u>604,265</u>	<u>552,925</u>
<b>Total resources expended</b>		<u>309,559</u>	<u>294,706</u>	<u>604,265</u>	<u>552,925</u>
<b>Net income for the year / Net movement in funds</b>		<b>(126,624)</b>	<b>15,294</b>	<b>(111,330)</b>	<b>(23,306)</b>
Fund balances at 1 March 2024		203,701	89,852	293,553	316,859
<b>Fund balances at 28 February 2025</b>		<u>77,077</u> =====	<u>105,146</u> =====	<u>182,223</u> =====	<u>293,553</u> =====

TEMPUS NOVO  
BALANCE SHEET  
AS AT 28 FEBRUARY 2025

	Notes	2025 £	2025 £	2024 £	2024 £
<b>Fixed assets</b>					
Tangible assets	8		23,518		16,773
<b>Current assets</b>					
Debtors	9	7,558		91,063	
Cash at bank and in hand		169,313		200,846	
		<u>176,871</u>		<u>291,909</u>	
Creditors: amounts falling due within one year	10	(18,166)		(15,129)	
<b>Net current assets</b>			<u>158,705</u>	<u>276,780</u>	
<b>Total assets less current liabilities</b>			<u>182,223</u>	<u>293,553</u>	
Creditors: amounts falling due after more than one year			-	-	
<b>Net assets</b>			<u>182,223</u>	<u>293,553</u>	
<b>Income funds</b>			<u>=====</u>	<u>=====</u>	
Restricted funds			105,146	89,852	
Unrestricted fund			77,077	203,701	
			<u>182,223</u>	<u>293,553</u>	
			<u>=====</u>	<u>=====</u>	

The accounts were approved by the Trustees on 19<sup>th</sup> December 2025



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Mr H Pearson  
Treasurer

TEMPUS NOVO  
STATEMENT OF CASH FLOWS  
AS AT 28 FEBRUARY 2025

Reconciliation of net surplus/(deficit) to net cash flow from operating activities	2025	2024
	£	£
<b>Net surplus for the reporting period (as per statement of financial activities)</b>	<b>(111,330)</b>	<b>(23,306)</b>
Depreciation charges	12,083	11,212
Interest from investments	1,118	1,392
(Increase)/Decrease in debtors	83,505	(86,784)
Increase/(Decrease) in creditors	3,036	10,025
<b>Net cash provided by/ (used in) operating activities</b>	<b>(11,588)</b>	<b>(87,461)</b>
<b>Cash flow from operating activities</b>		
<b>Net cash provided by/ (used in) operating activities</b>	<b>(11,588)</b>	<b>(87,461)</b>
<b>Cash flows from investing activities:</b>		
Interest from investments	(1,118)	(1,392)
Purchase of fixed assets	(18,827)	(16,785)
<b>Cash flows from financing activities:</b>		
Staff loan	-	(500)
Receipt from staff	-	172
<b>Change in cash and cash equivalents in the year</b>	<b>(31,533)</b>	<b>(105,966)</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>200,846</b>	<b>306,812</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>169,313</b>	<b>200,846</b>

**1. Accounting policy**

**1.1 Basis of preparation**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

**1.2 Going concern**

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information in making their assessment. Given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

**1.3 Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

**1.4 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

**1.5 Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to headings, they have been allocated to activities on a basis consistent with the use of resources.

**1.6 Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	4 years
Motor vehicle	4 years

**1.7 Taxation**

The charity is exempt from corporation tax on its charitable activities.

**1.8 Fund accounting.**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**1.9 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**1.10 Debtors**

Short term debtors are measured at transaction price, less any impairment.

**1.11 Cash and cash equivalent.**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**1.12 Creditors**

Short term creditors are measured at the transaction price.

**2 Donations and legacies**

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and gifts	86,117 =====	310,000 =====	396,117 =====	412,677 =====

**3 Investment income**

	Total 2025 £	Total 2024 £
Interest receivable	1,118 =====	1,392 =====

**4 Other incoming resources**

	Total 2025 £	Total 2024 £
Service fees received.	95,700 =====	115,500 =====

**5 Total resources expended**

	Staff Costs £	Depreciation £	Other Costs £	Total 2025 £	Total 2024 £
Fundraising Costs	53,685	-	28,171	81,856	78,004
Charitable Activities	324,510	12,083	132,023	468,616	448,911
Governance & Support	40,210	-	13,583	53,793	26,010
	<u>418,405</u>	<u>12,083</u>	<u>173,777</u>	<u>604,265</u>	<u>552,925</u>
	=====	=====	=====	=====	=====

**6 Trustees**

There were no trustees' remuneration or other benefits for the year ended 28 February 2025 nor for the year ended 29 February 2024.

There were trustees' expenses of £278 (2024 £249) paid for the year ended 28 February 2025.

**7 Employees Benefits**

The number of employees whose total employee benefits including employer pension contributions were within the following bands was:

Employee benefits band	2025	2024
£60,001 – £70,000	2	2
	<u>2</u>	<u>2</u>

Regular reviews are carried out by Tempus Novo to ensure staff have the right professional focus, strategic direction, and sector knowledge.

The total employee benefits, including pension contribution of the key management personnel were £167,649 (2024- £152,461).

Staff costs were as follows:

Employment Costs	2025 £	2024 £
Wages and salaries	377,617	344,964
Termination costs	-	24,263
Social security costs	33,262	30,891
Other pension costs	7,527	6,034
	<u>418,406</u>	<u>406,152</u>
	=====	=====

**Staff Numbers**

	2025	2024
	No	No
Support	4	4
Governance	2	4
Projects	6	3
	<u>12</u>	<u>11</u>

8 Tangible fixed assets	Computer equipment	Motor vehicles	Total
	£	£	£
Cost			
At 1 March 2024	58,512	9,100	67,612
Additions	18,827	-	18,827
Disposal of assets	-	-	-
<b>At 28 February 2025</b>	<u><b>77,339</b></u>	<u><b>9,100</b></u>	<u><b>86,439</b></u>
Depreciation			
At 1 March 2024	41,814	9,000	50,814
Charge for the year	11,983	100	12,083
Disposal	-	-	-
<b>At 28 February 2025</b>	<u><b>53,797</b></u>	<u><b>9,100</b></u>	<u><b>62,897</b></u>
Net book value			
<b>At 28 February 2025</b>	<u><b>23,542</b></u>	<u><b>-</b></u>	<u><b>23,542</b></u>
At 29 February 2024	<u>16,773</u>	<u>-</u>	<u>16,773</u>

9 Debtors	2025	2024
	£	£
Accrued Income	-	88,750
Other debtors	7,558	2,313
	<u>7,558</u>	<u>91,063</u>
	=====	=====

**10 Creditors: amounts falling due within one year**

	2025	2024
	£	£
Accruals	18,166	15,129
	<u>18,166</u>	<u>15,129</u>
	=====	=====

**11 Pension and other post-retirement benefit commitments**

<b>Defined contribution</b>	<b>2025</b>	2024
	<b>£</b>	£
Contributions payable by the company for the year	<b>7,527</b>	6,034
	=====	=====

**12 Analysis of net assets between funds**

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Fund balances at 28 February 2025 are represented by:			
Tangible fixed assets	23,518	-	<b>23,518</b>
Current assets	99,794	77,077	<b>176,871</b>
Creditors: amounts falling due within one year	(18,166)	-	<b>(18,166)</b>
Creditors: amounts falling due after more than one year	-	-	-
	<u>105,146</u>	<u>77,077</u>	<u><b>182,223</b></u>
	=====	=====	=====

**13 Movement in funds**

	At 1/3/24	Net movement in funds	As 28/2/25
	£	£	£
Unrestricted funds			
General funds	203,701	(126,624)	<b>77,077</b>
Restricted funds	89,852	15,294	<b>105,146</b>
<b>Total funds</b>	<u>293,553</u>	<u>(111,330)</u>	<u><b>182,223</b></u>
	=====	=====	=====

Net movement in funds, included in the above are the following:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General funds	182,935	309,559	<b>(126,624)</b>
Restricted funds	310,000	294,706	<b>15,294</b>
<b>Total funds</b>	<u>492,935</u>	<u>604,265</u>	<u><b>(111,330)</b></u>
	=====	=====	=====

**14 Related party disclosures**

There were no related party transactions for the year ended 28 February 2025.



**TEMPUS NOVO (MEANING NEW TIME)**

England & Wales - Charity number 1157079

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# Accounts

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# ANNUAL REPORT 2024

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# Chairman's Report

I am pleased to report that 2023 was another extremely successful year for Tempus Novo, above all in terms of fulfilling our core mission of supporting ex-offenders into sustainable employment. 200 ex-offenders found jobs through Tempus Novo last year, a significant increase on the 172 supported into employment in 2022, whilst fully 18 per cent of those secured promotion in their roles. Equally as encouragingly, work continues to prove itself as the best route out of crime, with just 3.6% reoffending, a rate once again under 5 per cent. This is all the more remarkable when considered against the fact that fully 15 per cent of all the ex-offenders on the Tempus Novo programme were Prolific and Priority Offenders (PPOs) during this period.

2023 was also a successful year financially, not just in terms of the amount of funding received, but significantly, where that funding is coming from. It has long been the stated ambition of the Trustees and the executive team to achieve a greater proportion of income from stakeholders and a concomitantly reduced reliance on the generosity of foundation trusts and individual philanthropists.

Tempus Novo's entire philosophy has always been underpinned by the conviction that hiring ex-offenders isn't simply a case of doing the 'right thing' from a CSR/ESG perspective, rather that it makes sound

business sense on its own terms. TN graduates have consistently been shown to be more reliable, more likely to be promoted, and more productive than the regular workforce in the industries into which they are being placed. Accordingly, Tempus Novo is providing a real service, and we continue to seek to make the charity more robust and sustainable by increasing contributions from stakeholders who benefit from that service.

The most directly impacted stakeholders are of course employers themselves, and it has been a source of tremendous encouragement to see increased buy-in from employers over the past 12 months. Contributions from employers totalled £94,000 in 2023, representing 21% of annual funds raised, an increase from £58,000 in 2022 accordingly. Tempus Novo was also very pleased to welcome several major new employers this year, amongst them Amazon, AP Moller Maersk, Culina and Ibstock.

Of course, the biggest stakeholder of all remains the taxpayer, given the staggering economic, but also social cost, of reoffending. The latest figures show that it is still cheaper to send a boy to Eton (£45,000) than to house an offender in jail over the same period (£51,600), a ludicrous state of affairs. Tempus Novo continues to look to engage with the justice sector to incorporate the model developed by the

charity into a broader framework. Time will tell whether this endeavour will succeed.

One other area of great importance for the charity is increasing the rigour with which we assess our operation, both internally and externally. To this end we remain very grateful for the Knowledge Transfer Partnership (KTP) we have established with Sheffield Hallam University, as well as the work now being done alongside George Mason University in the United States with a view to setting up a pilot based on the Tempus Novo model across the Atlantic. Part of the KTP is to develop a social impact tool to enable better independent verification of the impact of the work being done by Tempus Novo, which we hope will be of great benefit to both employers and other prospective stakeholders.

Tempus Novo has also seen a number of welcome new additions to the team in the past 12 months, along with one very sad loss. In October 2023, our longest serving trustee, Val Heywood, passed away. A former magistrate, Val joined the Trustee Board at the charity's inception and served as both Chair and latterly as Secretary for a number of years. Befitting the wonderful service she gave, the charity established the Val Heywood Outstanding Achiever Award, to be presented annually to an ex-offender who has gone above-and-beyond since leaving prison, whilst a separate award was also

established by HMP Hatfield in her memory. 2023 also saw the departure of Gareth Bullen from the Trustee Board owing to work commitments. Gareth joined the Trustees in 2015 and served for many years as Treasurer, deftly stewarding the charity through a period of exponential growth, and he is to be warmly thanked for his service.

Replacing Val and Gareth as Trustees are Paul Cotton and Tom King. Paul is a partner at Eversheds-Sutherland Solicitors and heads up the employment law teams in Leeds and Manchester. Tom is a retired solicitor after 34 years in private practice, during which he acted for a number of charities, both pro bono and on a fee-paying basis. Both bring invaluable experience to the Trustee board, specifically with respect to legal and safeguarding considerations.

Tempus Novo was also pleased to welcome Richard Cowlshaw as Executive Director, and Tony Mannix as Vice President. Both Richard and Tony worked at the most senior level at Clipper Logistics, now part of GXO, one of the charity's longest-standing and biggest employers, Richard as Group HR Director and Tony as CEO.

2023 has been an equally strong year for Tempus Novo inside the prison gate, in particular with the Category D prisons,

representing as they do the best opportunity to enable serving offenders to pursue employment opportunities whilst released on licence, as well as to continue into full-time work upon release. The partnership with HMP Hatfield continues to represent an extraordinary success, with fully 60 per cent of all serving offenders in employment in the prison securing that work through Tempus Novo. Beyond Hatfield, positive relationships continue to be developed with HMP Thorn Cross, HMP Kirk Levington, HMP Sudbury, HMP Askham Grange and, most recently, HMP Kirkham.

Looking forwards to the coming year, I am more optimistic than ever that Tempus Novo is developing the right approach, with the right stakeholders, and the right team, to continue the charity's upwards trajectory by supporting more ex-offenders into employment, and in so doing improving not only their own lives and those of their families, but also society as a whole.



A handwritten signature in blue ink, appearing to read 'George Grant', written over a light blue horizontal line.

**George Grant**  
Chairman of the Board of Trustees



## A message from our Leadership Team

2024 has so far proved to be our best year and the future looks even more exciting for TN, thanks to the immense work of an incredible team. With a model built on trust, which is purpose-driven and results-focused, we have now established working relationships with John Lewis and Partners, A.P Moller Maersk, GXO logistics, Finsbury Food Group and many more. We have seen the positive impact of these partnerships, and there is little wonder that global brands like these are interested. GXO have employed over 350 ex-offenders over recent years, with many of them going on to be promoted, and an impressive retention rate of over 75%.

We continually expand the boundaries of what's possible and act on the next game changing opportunity to explore the unknown. TN's reputation as

a trusted brand comes from decades of experience in the criminal justice system and the outstanding results our team achieves. Changing the lives of marginalised people such as ex-offenders, using a model designed by experts gives our employers a level of support and confidence not seen before in this space. With a bespoke safeguarding and risk management system in place, we can be confident our employers are protected and supported, just a few reasons TN is proving popular amongst those businesses that have a purpose beyond profit. The world has changed since the pandemic with more and more people shopping online, meaning more warehouses are being built to cope with the demand and more people are needed to work in them. Our relationship with employers in blue-collar industries, in particular the logistics sector, gives us opportunities to grow with

them and create more jobs along the way; entry level jobs that employers find hard to fill, yet are ideal for many of our cohort (65%) who have the average reading and writing age of a 12-year-old.

However, because many of those we recruit work so hard and demonstrate a positive attitude, we find they move on quite quickly to positions with more responsibility and better prospects.

A highlight of the year, of which there are many, must be the success of the partnership we have with HMP Hatfield and GXO, where 65 of the 100 going out on ROTL do so through our corporate partners prior to their release back into society. This partnership has seen Hatfield become the UK's No.1 prison on the Justice Minister's league table for numbers of offenders released to jobs.

Part of the attraction for businesses is the fact we work hard as a team to achieve sustainability.

In fact, our organisation's values can be seen in everything we do, it's part of our DNA. Our aim is to have the biggest positive impact possible for our people, our partners, and our planet. Sustainability is becoming increasingly important amongst businesses as they

look for ways to have a purpose beyond profit, and recruiting through TN helps them to demonstrate this, as well as giving them a more diverse range of employees, also falling in line with their Environmental, Social and Governance Policy (ESG).

Tempus Novo is an award-winning charity focused on working with serving prisoners and ex-offenders looking for a way out of crime. The Charity works with repeat offenders to get them into employment and break the cycle of crime that damages our country's social fabric and costs the taxpayer several billion pounds every year (£18.1 Billion MOJ 2018 figures).

Tempus Novo's unique strength is its direct links into, and an understanding of, the British prison system and those within it. Founded in 2014 by two serving Senior Prison Officers at HMP Leeds, Tempus Novo operates both inside and

outside prisons to identify offenders committed to transforming their lives by helping prepare them, both practically and emotionally, for the world of work.

The Charity works with a growing number of employers nationally, who share its vision and values and are willing to give offenders a second chance. Tempus Novo does not ask employers to hire its ex-offenders as a gesture of goodwill, but because they are the right people for the job.

# Our Trustees



## **George Grant – Chairman**

George Grant is a former foreign correspondent, policy analyst and Parliamentary candidate who now manages the estate at Stockeld Park, his family home. As Chairman of the Board, George is ultimately responsible for the sound governance of Tempus Novo as well as representing the charity on behalf of the Trustees.



## **Sir Charles Forbes Adam Bt, OBE. DL. – Trustee**

Passionate about reducing reoffending, over eight years ago Charles started and chairs for a fundraising committee for a residential rehabilitation centre in Hull run by the Forward Trust, supporting the recovery for addicted ex-offenders.



## **Henry Pearson – Treasurer**

Henry leads the capital markets team at Octopus EV, a rapidly growing EV leasing business. Prior to joining Octopus, he was a Director in Deloitte's Debt and Capital Advisory team and advised on over 80 transactions across a broad range of products, geographies and industries. He is also a Chartered Accountant.



### **Tom King – Trustee**

Tom is a retired Solicitor with 34 years of experience in private practice, where he supported various charities. Tom now works part-time focusing on governance for an educational charity. Since November 2022, he has chaired the Harrogate Arts and Mercer Gallery Development Trust, leveraging his firsthand knowledge of the impact well-run charities can have.



### **Paul Cotton – Trustee**

Paul is a solicitor and Partner at Eversheds Sutherland, leads the Employment Law teams in Leeds and Manchester, specialising in employment aspects of mergers, redundancies, reorganisations, and executive terminations. Paul is recognised as an Eminent Practitioner by Chambers and ranked in the Hall of Fame by Legal 500, he also features in the 2024 edition of The Best Lawyers in the UK. Paul previously served as Chair of Governors at Harrogate Grammar School for eight years and is Honorary Secretary at The Alwoodley Golf Club in Leeds.

# Presidents and Vice Presidents





### **Rev. Jonathan Aitken – President**

Jonathan Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP and ex-prisoner. Through his writings, speeches and broadcasting he has been a leading voice for the cause of rehabilitating offenders.



### **Dolly Van Tulleken – Vice President**

Dolly is a policy consultant and also a Visiting Researcher at the MRC Epidemiology Unit. Dolly first met Val and Steve whilst working as a researcher at the Centre for Social Justice Think Tank in Westminster, and has been a valued supporter ever since.



### **Sir James Aykroyd – Vice President**

Sir James is already a great supporter of many good causes in Yorkshire and is a long-time supporter of Tempus Novo. to help Tempus Novo. He is passionate about Yorkshire and wants to see those in need given a hand up, through programmes like TN.



### **Tony Mannix – Vice President**

Tony has been a valued and long-standing partner of Tempus Novo thanks to his former role as the CEO of former Clipper Logistics PLC. His unrivalled experience in the logistics sector brings new perspectives and insights to our organisation, enabling us to strengthen our position as a leading force in offender rehabilitation and reintegration programs.

# Advisory Board





### **Philip Weights**

Philip is the Founder and MD of Swiss based "Ambassadors of Private Banking LLC". Philip is also the Founder and MD of Enhanced Banking Governance GmbH in Zurich. He is a Director and Vice President of the Swiss Finance+Technology Association in Zurich, and Chairman of the World Innovation Economics organization. Philip has over 50 years global banking experience and was previously Chief Audit Executive for EFG International), a stock exchange listed private banking group.



### **Claire Bottle**

Clare Bottle FCILT is Chief Executive of the UK Warehousing Association and Vice-Chair of Women in Logistics UK. Having joined the logistics industry in the 90s she has worked across a number of sectors including chemicals, construction and more recently in food and drink as Associate Director of Warehousing at Coca-Cola Europacific Partners. In July 2021, she joined the UKWA, a leading trade association with 900 members, where



### **Ian Acheson**

Ian Acheson has worked at operational, command and board level positions within the UK Criminal Justice system and wider public sector for 25 years. Ian led the 'landmark' independent review of extremism in prisons and probation for the UK Government in 2016. Ian now works nationally and internationally with governments and organisations to help them understand and combat violent extremism. Ian runs his own executive coaching company, Reboot, which combines a unique combination of walking and talking business 'therapy' for C-suite senior managers. He also works part time for Sampson Hall, a unique leadership and management consultancy which specialises in building mental toughness and resilience.



### **Mark Goldstone**

Mark heads up the Chamber's business representation activities advising local authorities, politicians, government departments and ministers on regional business issues and sentiment. He is responsible for the Chamber's economic research function providing evidence and intelligence on issues as far afield as planning and infrastructure investment to overseas trade, education and skills. Mark sits on the British Chambers of Commerce Education and Skills Group which works closely with Whitehall and Westminster to help shape Government policy. Mark is a founding member of UTC Leeds, West Yorkshire's first University Technical College. Mark is also a director of Bradford based engineering apprentice training provider, Appris.

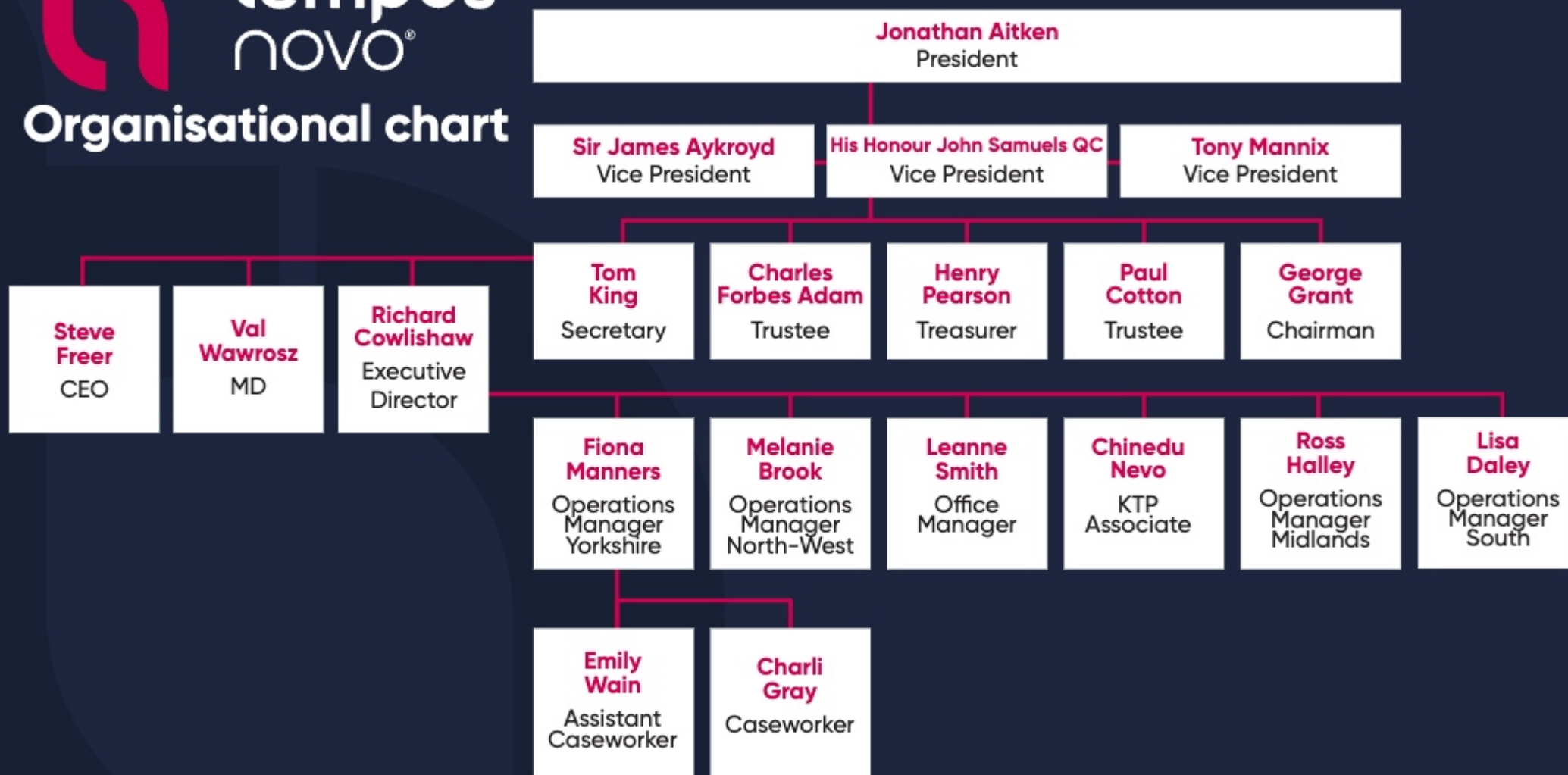
# Our Team





**tempus**  
NOVO®

## Organisational chart





# Our Story

## How it started

Tempus Novo was established as a charity in 2014 to improve employment prospects and outcomes for offenders. It was founded by 2 then serving senior prison officers Val Wawrosz and Steve Freer who had seen generations of offender's pass through their hands. Many seemed to be making some progress whilst in prison but re-offended and were returned to prison soon after release.

Steve and Val were determined to challenge this age old problem and TN was the fruit of their endeavours.

TN has come a long way over the last 9 years from being a volunteer run project working only in Leeds Prison, to an organisation operating across Yorkshire and further afield with a growing staff team and increases in the number of offenders we have supported.

## Employment

66% of those entering prison haven't got a job and only 18% of offenders are in paye employment 6 weeks after leaving prison. Research has demonstrated that securing sustainable employment for an offender reduces the probability of re-offending by half. i.e., it is, by a long way, the best method of reducing offending.

Getting and keeping a job gives an offender income, the means to keep a roof over their head and money for living costs and in many cases, for their families. It also gives them self-respect and the basis for rebuilding their lives.

60% of those committing crime are repeat offenders, who have had a poor start in life. People born into families where crime and poverty are well entrenched and prison is almost inevitable.

By giving them a "hand up" we are breaking the cycle of crime and lifting them out of poverty.

## How we work

TN works across several prisons in the Yorkshire region including Leeds itself, Wealstun, New Hall, Hatfield, and Askham Grange Women's Prison. We are also developing a service across the UK linking in with the Category D prisons including HMP Springhill, South, HMP Sudbury, Midlands, HMP Thorn Cross North West, HMP Kirk Levington, North East, all providing free office space.

**Working** with offenders whilst still in prison or after release under the supervision of the Probation Service. Each prisoner is allocated a case-worker, providing one to one support and coaching for a minimum of 12 months.

**Supporting** prison leavers as they approach their release and 'through the gate', liaising with other support agencies where needed e.g. housing, drug treatment, health etc.

**Preparing** service users to apply for jobs and providing support before they get a job, including support from ex-offenders as mentors.

Our most critical role is to match each person to a job-vacancy as quickly as possible so that participants rapidly have access to income and structure to their lives and prevent them from falling back into previous lifestyles and re-offending. We then provide support both for the offenders and their employers for a minimum of 12 months. We place a great deal of emphasis on recruiting employers willing to offer sustainable jobs (no zero-hour contracts). TN now has a bank of over 50 employers across the UK.

We have placed offenders into a wide range of jobs including logistics, driving,



window cleaning, textiles, engineering, catering, construction, and food manufacturing. We have particularly close links with the logistics industry.

Since 2014 Tempus Novo have placed nearly 1000 people into work. Over that period TN received 5188 referrals of which 2305 were interviewed and risk assessed, 780 went on to secure jobs with only 33 returning to prison, giving a re-conviction rate of 4.23% compared to the National average of 50% re-offending within 12 months of release and 64% re-offending within 2 years. 32% of these were some of the most complex offenders, known as PPOs (Prolific and Priority Offenders)". We have consistently achieved a retention rate of over 70% remaining in work over 6 months and we saw an improvement to over 90% during 2023. This is better than the mainstream recruitment. Just one reason our business partners love working with us.

This has been no mean feat. According to the Department for Work & Pensions, 75% of employers discriminate against applicants because of a criminal record, with 50% of employers saying they would not knowingly recruit ex-offenders.



## Aim and Purpose

Tempus Novo's core aim is to assist offenders in gaining and retaining employment, and by so doing, improving their chances of leading a positive life and reducing offending.

Offending is damaging to perpetrators, their families and, most of all, their victims. It's also a massive financial cost to society. In 21/22, the UK averaged 84,200 people in prison at a cost of £5.63 billion with the prison population forecast to increase to 100,000 by 2026.

Yet 50% of those leaving prison re-offend within 3 years. In short, the UK has one of the highest uses of prison in the developed world, some of the longest sentences and worst re-offending. The annual cost of re-offending is £18.1 billion per year (MOJ 2018). Our costs are higher and our outcomes poorer.

Of great concern to TN is the number of people who commit crime due to poverty; 80% of those that we help have had a poor start in life. Re-offending figures vary, as the information collected has changed over the years, but on average 50% of those leaving prison reoffend within 3 years. A longer-term study reported that 75% of offenders re-offend within 9 years of release.

**Offenders live in a very hostile justice environment which includes:**



Punitive sentencing regimes.



Limited attempts at rehabilitation within prison regimes because of overcrowding and low staffing levels.



Similarly, limited attempts to address issues such as drug use, mental health problems and learning disabilities.



Limited support for those leaving prison.



Prisons can be unsafe. The latest figures show that :-  
Assaults on prisoners 13,788 increase of 17%  
Assaults on Staff 7356 an increase of 7%  
Incidents of Self harm 700 an increase of 5%

**There are, however, ways in which far better outcomes can be achieved.**



## Our two models explained

### The ROTL Model (Release on Temporary License)

Tempus Novo work with serving prisoners in Category D prisons (low risk) who attend work and then return to prison after their shift has finished.

Extensive multi-agency risk assessments are completed before a serving prisoner can be granted ROTL and given permission to attend work. Tempus Novo then use our assessment process to determine whether a candidate is 'work ready'.

A caseworker will be assigned to the Service User and will then support them into finding a suitable job position and the employment process begins. This caseworker will then continue to support the Service User and the employer for 12 months after the Service Users release date.

### The Community Model

At Tempus Novo we also offer employment opportunities to people in the community who have criminal records. These Service Users may not necessarily have been to prison but find barriers into employment because of their criminal records.

Referrals for these Service Users come from a variety of places including Probation, DWP , Prisons, Police, local Hostels and self Referrals. We invite those referred in for an assessment and determine whether they are 'work ready' through our thorough assessment process. We ensure all candidates for employment will have all the required documents including CV, proof of ID, National Insurance number and bank accounts.

A caseworker will then support both the employer and the Service User for a minimum of 12 months.

# How we performed

Post Covid, we still faced huge challenges trying to generate referrals from probation, with many still working from home and shortage of Probation Officers across the country. We have managed to combat this by utilizing the existing staff who have been really flexible and spent time driving the referrals constantly.

	2014 to 2016	2017	2018	2019	2020	2021	2022	2023
<b>Total Referrals</b>	<b>500</b>	<b>717</b>	<b>761</b>	<b>814</b>	<b>613</b>	<b>730</b>	<b>894</b>	<b>698</b>
<b>Total Interviewed</b>	<b>214</b>	<b>278</b>	<b>366</b>	<b>387</b>	<b>250</b>	<b>339</b>	<b>398</b>	<b>473</b>
<b>Into Work</b>	<b>76</b>	<b>70</b>	<b>103</b>	<b>148</b>	<b>70</b>	<b>114</b>	<b>172</b>	<b>200</b>
<b>Currently in Work (over 6 months)</b>	<b>52</b>	<b>60</b>	<b>79</b>	<b>104</b>	<b>44</b>	<b>97</b>	<b>132</b>	<b>113</b>
<b>Returned to custody</b>	<b>12</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>4</b>
<b>%PPO (Priority Prolific Offenders)</b>	<b>51%</b>	<b>35%</b>	<b>25%</b>	<b>27%</b>	<b>23%</b>	<b>26%</b>	<b>17%</b>	<b>11%</b>
<b>Retention Rate</b>	<b>69%</b>	<b>74%</b>	<b>73%</b>	<b>73%</b>	<b>75%</b>	<b>85%</b>	<b>77%</b>	<b>79%</b>

Additional savings and benefits:

**£5.850M**

Benefits @ 15k pa

**£1.170M**

Going back into  
the economy via  
tax and N.I  
contributions  
Average @ £3k pa

## Impact in numbers

Prison costs per prisoner currently at

**£51,724pa**

Our cost to place and support someone  
into work for 12 months is only

**£3,000pa**

Government statistics show that 50% of  
people leaving prison will reoffend within  
12m of release.

By placing people into sustainable jobs,  
this is reduced to under 5%. To date we  
have placed 953 people into work. Using  
the Ministry of Justice (MOJ) statistics  
that 50% remain crime free without  
intervention, this still means 476 have  
stayed out of prison thanks to  
the TN model.

$476 \times £51,724 =$

**£24.65M**

Prison costs @ 51.724k pa



## Case Studies

### Delvin

**Meet Delvin, an inspiring individual whose journey as one of our service users, and now employee at Woodlands Group, is an admirable success story.**

Now a Senior Operative at Woodlands, one of our valued corporate partners, Delvin's story is a testament to the positive impact of providing opportunities and fostering a supportive environment. Delvin experienced the struggle of competing for vacancies due to his criminal record, but our close relationship

with Woodlands helped him to get his foot in the door.

Following that, it was Delvin's strong work ethic and timekeeping skills that caught the attention of his supervisors and colleagues, and contributed to his recent promotion. Not only that, but Del actively supports his team members and identifies opportunities for improvement within the organisation. Delvin's contributions were instrumental in streamlining processes and enhancing efficiency at Woodlands.

## Nathan

**Nathan's troubled childhood led to a life of crime and chaos. As an adult, his life spiraled into drugs and crime, resulting in prison time. After release, his chaotic life persisted with drugs, crime, and hostility. He harbored resentment toward authority and showed little remorse for his victims.**

Nathan approached Tempus Novo in April 2021 looking to turn his life around and find a way into employment. After his assessment, he was put forward for an interview at GXO Sheffield - which is now Boohoo.

He started as a picker in the warehouse and within 3 months of working had been promoted to a Shift Supervisor. Nathan worked hard and successfully applied to become a trainer for all new starters coming into the warehouse. Nathan also became a Peer mentor for TN in 2022 to help ensure that the men in Hatfield were given all the relevant information they required to progress further with their own rehabilitation.

Whilst still serving his sentence, Nathan started a BA Hons degree in Psychology and Health and Social care, showing his commitment to change. "There is no doubt that having a good job with the support from my caseworker Fiona at Tempus Novo has made all the difference in me being able to make that transformation, from repeat offender with no hope, to where I am now."

[Watch Nathan's story here](#)



**Nathan and his caseworker, Fiona**

# What some of our partners say

**A major partner in this has been Hatfield prison in South Yorkshire. With support from TN, Hatfield has consistently achieved the highest results in the UK for placing ROTL prisoners into permanent jobs. Mick Mills, the governor of Hatfield prison, recently had this to say about its partnership with Tempus Novo.**



## **How do you measure success?**

As we know success is often difficult to measure and can often be subjective. Tempus Novo's success breaks the mould. They have shown success can be tangible, can be meaningful and above all can be measurable. Their success is shown in our outcomes, their success is shown in our reoffending rates, their success is above all shown in the faces of the prisoners whose lives they have changed both whilst in custody and on release.

Since January 2021 despite the Covid 19 pandemic our prison has been able to expand our paid outworker provision by 115%, on any given day half our external workforce are working under the guidance and support of our Tempus Novo colleagues. In January 2022 our prison became the most successful at getting prisoners into employment on release, primarily due to the partnership working between us, Tempus Novo and GXO logistics.

Recently the Deputy Prime Minister Dominic Raab visited Tempus Novo at HMP Hatfield to see for himself the amazing work that is taking place between us. He was able to see Tempus Novo interviewing a further 26 prisoners giving real life opportunities and more importantly hope to each individual.



John Munnely,  
Partner and  
Head of  
Distribution  
Operations at  
John Lewis

Recruiting people through Tempus Novo is a great way of John Lewis and Partners supporting the local community. However, this is not purely altruistic as the business has benefited from some hard working and loyal employees, who are now valued members of the company.

Tempus Novo have a brand we are proud to be associated with and they operate with a similar set of values to ourselves, where "people" come first. They are very much about quality over quantity, and they have a business model that was put together by experts from the criminal justice system that's fit for purpose. This includes a strong focus on safeguarding and reputational risk.

Sustainability is one of businesses biggest challenges, and we must think different. The TN partnership shows we are enterprising and that we are committed to our ESG policy of running a business with purpose, kindness and striving to make the world a happier place."



Kathy Cooke,  
Area Head of  
Delivery UK  
and IE at  
Maersk

We are beyond delighted to form a lasting partnership with Tempus Novo, Maersk's scale of growth means we will be able to support Steve, Val and their team to provide security in employment for anyone either leaving prison, or adopting the ROTL model to help offenders and ex offenders to integrate back into society, to give them the opportunity to change their lives, once and for all, for them and their families. We all need someone to believe in us, and we all deserve a second chance. Between Maersk and Tempus Novo, we will do exactly that.

**We are really proud of Tempus Novo, and excited to join them on this incredible journey.**



Agata Choma, Head of Operations at Woodlands

We have been working with Tempus Novo for several years now. The quality and care of their service makes it easy to do the right thing. Their work doesn't just offer a positive change for their placements, but also a positive change for how we look at ourselves as a business. Tempus Novo can make a real impact on people's lives, making things better for them, their families, and the whole community. We are proud of our partnership and look forward to being proud for many years to come.

**"World leading in their approach to rehabilitation."  
Guy Opperman MP,  
Minister for Employment**

# Our Partners



Tempus Novo is undertaking a pioneering role in making the Logistics Industry a major source of employment for offenders. We have placed offenders in a number of companies including; GXO Logistics a global organisation with over 100,000 employees and Leeds based Tuffnells, John Lewis and Partners, Finsbury Foods Group.



# ESG

Environment,  
Social and  
Governance



Smart and responsible businesses are looking for different ways of working that will positively impact the planet, from planting trees / reducing their carbon footprint (environment) to having a more diverse and inclusive workforce (social).

Recruiting from marginalised groups such as ex-offenders gives meaning to the S in their ESG, lifting people out of poverty who otherwise would be struggling on benefits, many of them returning to crime.

Our data proves that when given an opportunity with a purpose-driven company this often results in a win for the employer who gets a loyal, hardworking and grateful employee, a win for the person hired and their families, and a win for society as we see less crime and less victims.

Without any doubt our amazing staff are our biggest asset, and we work hard to ensure they feel valued and supported and have a sense of belonging.

We share a commitment and a common understanding that it's not what or how we do, but "WHY" we do that is most important at TN. When you find partners with similar sets of values and a passion to do good, that is when the magic happens!

Other benefits include:

**£51,724 pa per person saving on prison costs**

**£15,000 pa per person saving to DWP in benefits**

**More tax and NI contributions**

**Safer Streets**

**Positive impact on their children.**

**Companies that practice conscious capitalism perform 10x better in the long run than those that don't because it facilitates personal growth and is a source of fulfillment.**

(Harvard Business Review, 2013)

**Conscious businesses have higher purposes that serve, align and integrate the interests of all their major stakeholders. They cultivate authentic, caring cultures that create enduring values**



# ESG

## Environment, Social and Governance plan for TN

### Introduction

**At Tempus Novo, we are committed to upholding the highest standards of Environmental, Social, and Governance (ESG) principles in all aspects of our operations.**

**Our ESG strategy reflects our dedication to creating positive impacts on society, the environment, and governance practices.**

**Through this strategy, we aim to align our mission of transforming the lives of ex-offenders and their families with sustainable and responsible business practices, also demonstrating our Social Value Impact on the communities in which we operate.**

# Environment

## Sustainability:



Implementation of sustainable practices in our operations, including recycling and reducing energy consumption, including, where practicable, the leasing of electric vehicles as part of our essential care use fleet, and minimising waste.

Collaboration with suppliers and partners to prioritise sustainable services.

## Green Initiatives:



Promoting green transportation options for staff and participants.

Acquisition of e-bikes to enable prisoners on Release on Temporary License (ROTL) to attend work.

Supporting initiatives that contribute to biodiversity and environmental conservation.

Encouraging the use of digital communication and reducing paper consumption.

Promoting staff and all partners to engage more in virtual meetings such as Zoom and/or Microsoft Teams.

## Climate Action:



Educating staff, participants, and the community on the importance of environmental conservation and climate action.

Monitoring and reporting our carbon footprint regularly, taking steps to reduce it year-on-year by utilising standardised conversion factors.

# Social

## Community Engagement:

Actively engaging with local communities to understand their needs and contribute positively.

Supporting community initiatives and events through volunteering and partnerships.

Providing educational workshops and support services for community members on topics such as financial literacy and employability skills.

## Diversity and Inclusion:

Fostering a diverse and inclusive workplace that values different perspectives and backgrounds.

Ensuring equal opportunities for all individuals, regardless of race, gender, or background.

Implementing diversity training programs for staff and volunteers to promote understanding and inclusivity.

## Employee Well-being:

Fostering a learning culture within TN and actively invest in the learning and staff development

Ensuring we have a well-defined reward and recognition strategy that rewards staff for their valuable work.

Benchmarking operations against similar organisations in the charity sector.

Prioritising the health and well-being of our employees with comprehensive wellness programs.

Offering flexible work arrangements and promoting a healthy work-life balance.

Providing access to mental health resources and support services for staff and their families.

## Client Support:

Tailoring our programmes and services to meet the specific needs of ex-offenders, providing holistic support for their reintegration into society.

Offering mentorship programs and skills development workshops to enhance employability and social integration.

Collaborating with employers to create inclusive workplaces for individuals with criminal records, promoting fair hiring practices, and showcasing them as ethical capitalists, promoting their focus on people, planet and profit (the Triple Bottom Line).

# Governance

## Risk Management:

Implementing a comprehensive risk management framework to identify, assess, and mitigate risks across all areas of our operations.

Ensuring continuity and resilience in our programs and services through proactive risk management strategies.

Ensuring that all of our electronic systems, databases and networks are fully secure and protect the integrity and confidentiality of users' personally identifiable information.

## Ethical Business Practices:

Upholding the highest standards of integrity, transparency, and accountability in all our operations.

Implementing robust internal controls and governance frameworks to ensure compliance with regulations and ethical standards.

Conducting regular audits and assessments to monitor our governance practices and identify areas for improvement.

Full compliance with all labour laws, Charity Commission laws and Regulations and other laws (such as GDPR).

## Management System

Investment into a new management system that further enhances compliance with GDP and data security.

## Board Diversity and Independence:

Ensuring regulatory compliance with a diverse and independent Board of Trustees representing various backgrounds and expertise.

Promoting a culture of constructive challenge and oversight to drive effective governance.

## Stakeholder Engagement:

Implementing a comprehensive risk management framework to identify, assess, and mitigate risks across all areas of our operations.

Ensuring continuity and resilience in our programs and services through proactive risk management strategies.

## Conclusion

At Tempus Novo, our ESG strategy is not just a commitment; it's a fundamental part of who we are and what we stand for.

We know that by integrating environmental, social, and governance considerations into our day-to-day operations, we can create lasting positive impacts for ex-offenders, communities, and society as a whole.

This strategy will guide our actions as we continue to strive for excellence in our mission to transform lives and build a more sustainable and inclusive future.

**GXO, also formerly as  
Clipper Logistics PLC,  
has impacted as follows:**

**£7.76M+**

**Prison savings:  
150 x 51.724k**

**£2.25M+**

**Benefits saved:  
150 x 15k**

**£0.45M+**

**Tax and N.I  
contributions:  
150 x 3k**



# New Developments

## Funding Strategy

Tempus Novo has achieved a groundbreaking milestone by securing financial contributions from business partners in exchange for the valuable services we provide. This is a first in the UK, and possibly the world. This unprecedented step underscores the significant value we bring to these partnerships, as businesses recognise the transformative impact our model has on their operations. By directly investing in our services, our partners are not just supporting our mission; they are acknowledging the essential role we play in driving their success. This development marks a significant step forward, setting a new standard for how our model will evolve and thrive in the future.

## Collaborations

Collaboration has always been at the heart of Tempus Novo's mission, and our partnerships with Sheffield Hallam University (SHU) and the Knowledge Transfer Partnership (KTP) are prime examples of this. We are proud to be working on a groundbreaking project funded by Innovate UK to the tune of £200k, with Chinedu leading the research on building resilience around our funding strategy and ensuring long-term sustainability for Tempus Novo. This collaboration is more than just an academic exercise, it is a vital step in securing the future of our model. Moreover, Val and Steve's roles as Executives in Residence at SHU, where they also sit on the employment advisory team, further strengthen our ties with the university. Their involvement not only enhances the academic environment but also ensures that Tempus Novo remains at the forefront of innovative employment strategies. Additionally, we've engaged SHU students in a series of research projects, challenging them to uncover the reasons behind Tempus Novo's success. Their findings, presented to both our team and local business leaders, have provided invaluable insights, reinforcing the effectiveness of our model and offering fresh perspectives on how we can continue to evolve.



**Sheffield  
Hallam  
University**



## Milestones

Tempus Novo has reached some significant milestones, reflecting our continued growth and impact.

- We are proud to have placed our **1,000th individual into sustainable employment**, a testament to the effectiveness and reach of our model.
- Among a sample of 200 of our graduates, an impressive **18% had gone on to receive promotions**, highlighting the enduring success and potential of those we support.
- Our operations have also expanded, with us now actively **working in six Category D prisons** across five regions.
- This geographic growth has been paralleled by an **increase in the number of individuals placed into employment, rising from 178 in 2022/23 to 201 in 2023/24.**
- We have also welcomed **two new trustees, Paul Cotton and Tom King**, whose expertise will enhance the governance of our charity.
- A hugely significant achievement this year has been our success in increasing revenue from business partners, reducing our reliance on grants.
- We have **grown our business revenue from 10% in 2022/23 to 22% in 2023/24**, demonstrating our ability to deliver substantial value to our partners and paving the way for a more sustainable future.

These milestones are a powerful affirmation of our mission and the collective efforts of our team, partners, and supporters.



## Funding

To date, most TN funding has come from grant-giving trusts and private donations. This has been great, giving us the freedom to develop our model free of contractual requirements and stay true to our values.

It will also be critical going forward as we attempt to develop and innovate the service. However, this funding is short-term. We are therefore working on a strategy that includes annual donations from our corporate partners. Several of our ethical corporate partners have made a financial contribution to our running costs, as they see the added value we bring.

This added value comes in many different forms: higher staff retention / less staff sick days / appreciative hard workers. It also helps them to demonstrate their adherence to company Diversity and Inclusion, and ESG policies.

## Tempus Novo Funders

In the period March 2023 to February 2024 Tempus Novo received income totalling £529,619, of which £339,081 was from charitable donations, listed below as follows:

<b>Forresters Trust .....</b>	<b>£25,000</b>
<b>Triangle Trust .....</b>	<b>£15,436</b>
<b>Henry Smith Trust .....</b>	<b>£90,000</b>
<b>Garfield Weston Trust.</b>	<b>£25,000</b>
<b>Tudor Trust .....</b>	<b>£40,522</b>
<b>HCD Memorial Trust ...</b>	<b>£28,000</b>
<b>Harrison Trust .....</b>	<b>£40,000</b>
<b>Bernard Sunley Trust..</b>	<b>£35,123</b>
<b>Charles Plater Trust ...</b>	<b>£25,000</b>
<b>Belpech Trust .....</b>	<b>£5,000</b>
<b>29 May 1961 Trust .....</b>	<b>£10,000</b>
<b>TOTAL</b>	<b>£339,081</b>

## How Tempus Novo have used the monies

Total expenses over the period totalled £552,925, of which £406,125 was accounted for as salaries paid to members of the Executive Team and employees. No salaries were paid to any Trustees, over this reporting period. All other monies spent went to cover operating expenses, principally:

**Business plan consultancy costs,  
Fund writing applications,  
Design, print work and website,  
Internet access,  
Telephones, x2 mobiles,  
Laptop computers, x4.  
Accountants' fees.  
Subscriptions,  
Travel expenses,**

# Financials



## Independent examiner's report to the trustees of Tempus Novo ('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 29 February 2024.

### Responsibilities and basis of report

As the charity's trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

### Independent examiner's statement

Having satisfied myself that the accounts of the Charity are not required to be audited and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act. I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in

accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report to enable a proper understanding of the accounts to be reached.

Matthew Barton BA (Hons) FCA CTA  
The Institute of Chartered Accountants in England and Wales  
Evelyn Partners (Leeds)  
3rd Floor  
56 Wellington Street  
Leeds  
West Yorkshire  
LS1 2EE

Date: 09/12/24

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
<b><u>Incoming resources from generated funds</u></b>					
Donations and legacies	2	73,596	339,081	412,677	449,391
Investment income	3	1,392	-	1,392	138
		74,988	339,081	414,069	449,529
Other incoming resources	4	115,550	-	115,550	10,500
Total incoming resources		190,538	339,081	529,619	460,029
<b><u>Resources expended</u></b>					
Governance costs	5	191,106	361,819	552,925	399,418
Total resources expended		191,106	361,819	552,925	399,418
<b>Net income for the year/ Net movement in funds</b>					
		(568)	(22,738)	(23,306)	60,611
Fund balance at 1 March 2023		204,269	112,590	316,859	256,248
Fund balance at 28 February 2024		203,701	89,852	293,553	316,859

	Note	2024 £	2024 £	2023 £	2023 £
<b>Fixed assets</b>					
Tangible assets	8		16,773		
<b>Current assets</b>					
Debtors	9	91,063		3,951	
Cash at bank and in hand		200,846		306,812	
		<u>291,909</u>		<u>310,763</u>	
Creditors: amounts falling due within one year	10	(15,129)		(5,106)	
		<u></u>	276,780	<u></u>	305,659
<b>Total assets less current liabilities</b>			<u>293,553</u>		<u>316,859</u>
Creditors: amounts due after more than one year			-		-
			<u>293,553</u>		<u>316,859</u>
<b>Net assets</b>			-----		-----
<b>Income funds</b>					
Restricted funds			89,852		112,590
Unrestricted funds			203,701		204,269
			<u>293,553</u>		<u>316,859</u>
			-----		-----
<b>Movement in funds</b>			(23,306)		60,611

## Reconciliation of net surplus/(deficit) to net cash flow from operating activities

	2024 £	2023 £
<b>Net surplus for the reporting period (as per statement of financial activities)</b>	(23,306)	60,611
Depreciation charges	11,212	11,034
Interest from investments	1,392	139
(Increase)/Decrease in debtors	(86,784)	(2,786)
Increase/Decrease) in creditors	10,025	936
<b>Net cash provided by / (used in) operation activities</b>	<b>(87,461)</b>	<b>69,934</b>
<b>Cash flow from operating activities</b>		
<b>Net cash provided by / (used in) operating activities</b>	<b>(87,461)</b>	<b>69,934</b>
<b>Cash flows from investing activities:</b>		
Interest from investments	(1,392)	(139)
Purchase of fixed assets	(16,785)	(4,246)

	2024 £	2023 £
<b>Cash flow from financing activities:</b>		
Staff loan	(500)	-
Receipt from staff	172	-
<b>Change in cash and cash equivalents in the year</b>	<b>(105,966)</b>	<b>65,549</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>306,812</b>	<b>241,263</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>200,846</b>	<b>306,812</b>

The accounts were approved by the Trustees on

07/10/24



Mr H Pearson  
Treasurer

## 1.0 Accounting policy

### 1.1 Basis of preparation

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

### 1.2 Going Concern

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information in making their assessment. Given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

### 1.3 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

### 1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

### 1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to headings, they have been allocated to activities on a basis consistent with the use of resources.

### 1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	3 years
Motor vehicle	4 years

### 1.7 Taxation

The charity is exempt from corporation tax on its charitable activities.

### 1.8 Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

### 1.9 Pension costs and post retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

### 1.10 Debtors

Short term debtors are measured at transaction price, less any impairment.

### 1.11 Cash and cash equivalent

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

### 1.12 Creditors

Short term creditors are measured at the transaction price.

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<b>2. Donations and Legacies</b>				
Donations and gifts	73,596	339,081	412,677	449,391
<b>3. Investment income</b>				
Interest receivable			1,392	138
<b>4. Other income resources</b>				
Service fees received			115,550	10,500
			115,550	10,500

	Staff Costs £	Depreciation £	Other Costs £	Total 2024 £	Total 2023 £
<b>5. Total resources expended</b>					
Governance costs	406,152	11,212	135,561	552,925	399,418

## 6.0 Trustees

There were no trustees' remuneration or other benefits for the year ended 28 February 2023 nor for the year ended 28 February 2022.

There were trustees' expenses of £249 (2023-£26) paid for the year ended 29 February 2024.

## 7.0 Employees

There were no employees with benefits exceeding £60,000 (2023-Nil). Regular reviews are carried out by Tempus Novo to ensure staff have the right professional focus, strategic direction, and sector knowledge.

The total employee benefits, including pension contribution of the key management personnel were £152,461 (2023- £112,098). The Leadership team comprises the CEO, Managing Director, Head of Operations and Head of Fundraising. In September 2023 the charity introduced two new staff to the executive team, to diversify the risk of loss of key personnel and support its inclusive culture by offering part-time senior roles.

### Staff costs were as follows:

	2024 £	2023 £
<b>Employment Costs</b>		
Wages and salaries	344,964	276,240
Termination costs	24,263	-
Social security costs	30,891	23,531
Other pension costs	6,034	5,437
	<u>406,152</u>	<u>305,208</u>
	-----	-----

### The average number of employees during the year was:

	2024 £	2023 £
<b>Staff Numbers</b>		
Support	4	5
Governance	4	3
Projects	3	1
	<u>11</u>	<u>9</u>
	-----	-----

	Computer Equipment £	Motor Vehicles £	Total £
<b>8. Tangible fixed assets</b>			
Cost	41,829	9,000	50,829
At 1 March 2023	16,683	100	16,783
Additions	-	-	-
Disposal of assets	58,512	9,100	67,612
<b>At 29 February 2024</b>			
Depreciation	30,627	9,000	39,627
At 1 March 2023	11,187	25	11,212
Charge for the year	-	-	-
Disposal	41,814	9,025	50,839
<b>At 29 February 2024</b>			
<b>Net book value</b>			
At February 2024	16,698	75	16,773
At 28 February 2023	11,202	-	11,202

	2024 £	2023 £
<b>9. Debtors</b>		
Accrued income	88,750	-
Other debtors	2,313	3,951
	<u>91,063</u>	<u>3,951</u>
	-----	-----
<b>10. Creditors: amounts falling due within 1 year</b>		
Accruals	15,129	5,106
	<u>15,129</u>	<u>5,106</u>
	-----	-----
<b>11. Pensions and other post-retirement benefit commitments</b>		
<b>Defined contributions</b>		
Contributions payable by the company for the year	6,034	5,437
	<u>6,034</u>	<u>5,437</u>
	-----	-----

	Unrestricted Funds £	Restricted Funds £	Total £
<b>12. Analysis of net assets between funds</b>			
<b>Fund balance at 29 February 2024 are represented</b>			
<b>Target fixed assets</b>	16,773	-	16,773
<b>Current assets</b>	202,057	89,852	361,909
<b>Creditors: amount falling due within one year</b>	(15,129)	-	(15,129)
<b>Creditors: amount falling due after more than one year</b>	-	-	-
	203,701	89,852	293,553
	: : : : : : : :	: : : : : : : :	: : : : : : : :

	At 01/03/23	Net movement in funds £	As 29/02/24
<b>13. Movement in funds</b>			
<b>Unrestricted funds</b>			
General funds	204,269	(568)	203,701
<b>Restricted funds</b>	112,590	(22,738)	89,852
<b>Total funds</b>	316,859	(23,306)	293,553
	-----	-----	-----

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General funds	190,538	191,106	(568)
<b>Restricted funds</b>	339,081	361,819	(22,738)
<b>Total funds</b>	529,619	552,925	(23,306)
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#### 14. Related party disclosures

There were no related party transactions for the year ended 29 February 2024.

### Administrative Information

**Charity number:** 1157079

**Trustee list:**

George Grant - Chairperson  
Henry Pearson - Treasurer  
Charles Forbes-Adam - Trustee  
Tom King - Trustee  
Paul Cotton - Trustee

**Registered office address:**

84A Akeferry Road  
Graizelound  
Haxey  
Doncaster  
South Yorkshire  
DN9 2NF

**Principal place of work address:**

Radley House  
Richardshaw Road  
Pudsey  
Leeds  
LS28 6LE  
Doncaster  
South Yorkshire  
DN9 2NF



# Looking to the Future

As we look towards 2024 and beyond, we have a clear vision and strategy on how to scale TN, so that more people can be lifted out of poverty and lead a productive life away from crime. We will expand our presence in those category D prisons we feel have the capacity to deliver and, in a way, we know works best for our business partners, ensuring we achieve the best possible sustainable outcomes, whilst at the same time increasing our business portfolio with national companies that have a genuine desire to use business as a force for good.

We want Tempus Novo to continue to be the world leader in the sector and to be the organisation of choice for businesses. To achieve that means a lot of hard work, staying true to our values our purpose even in the tough times and we are up for the challenge because we are in this to change lives.

Tempus Novo is an organisation where positive “impact” can be seen on many different levels both socially and economically: on the individual we place onto sustainable employment, on the family members, the criminal justice system, on society, on business.

But to achieve all of these incredible results we need to continue to partner with like minded stakeholders for which we are eternally grateful.



## Plan for 2024/25

- To increase business revenue by 20%.
- To increase numbers into sustainable employment by 25% to 250.
- To introduce a new purpose-built management system.
- To create a social value impact tool in collaboration with SHU.
- To work with more Category D prisons, increasing to 7 which will be 50% of all Cat D prisons in the UK.
- To recruit a fundraiser to strengthen our overall fundraising strategy and improve resilience.
- To provide our bigger corporates with an annual report that demonstrates the social and economical impact they are making in society. This report will help with their ESG credentials and be attractive for social investors and new employees.

**TEMPUS NOVO (MEANING NEW TIME)**

England & Wales - Charity number 1157079

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# Accounts

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# 2023 Annual Report

Year end - 28/02/23



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I am pleased to present the Chairman's Report on Tempus Novo's performance for the fiscal year 2022/2023. Despite the challenges posed by a difficult economy, I am proud to announce that Tempus Novo has achieved remarkable success and significant growth in various aspects of our operations.

### **Employment Placements:**

Tempus Novo has continued to make a profound impact on the lives of individuals with criminal convictions by facilitating their successful transition into sustainable employment. Throughout the year, we have placed a total of 172 people into sustainable employment, marking a considerable achievement. What is particularly encouraging is that only 5 individuals out of those placed have returned to custody, demonstrating the effectiveness of our approach and the positive outcomes we are able to generate.

### **Expansion and Partnerships:**

The quality of our services has not gone unnoticed, as we have attracted attention from renowned brands such as Maersk, John Lewis, and Asda. We are incredibly proud to add these esteemed organizations to our business portfolio, as it signifies the

recognition of our commitment to excellence. This collaboration with major brands not only enhances our reputation but also opens up new opportunities for our program participants and strengthens our network.

### **Regional Performance:**

Both our Yorkshire and Milton Keynes hubs have continued to perform admirably, reinforcing their significance as integral pillars of our operations. Additionally, I am thrilled to announce that we have successfully expanded our presence to the Midlands, where we have established a new hub. This strategic move allows us to broaden our reach and positively impact more individuals in the region. Looking ahead, we also have plans to commence operations in Manchester later in 2023, enabling us to serve a broader population across the United Kingdom.

### **Financial Growth:**

Despite the challenging economic climate, Tempus Novo has demonstrated resilience and achieved substantial financial growth during the fiscal year. Our funding has increased by an impressive 35%, a testament to the trust and confidence our stakeholders place in our organization. Furthermore, we

have accomplished a significant milestone by generating revenue from our business partnerships, which is a first for a program of our kind in the UK. This achievement highlights the viability and sustainability of our approach, and we anticipate further revenue growth in the future.

**Future Outlook:**

Looking ahead, Tempus Novo remains committed to our mission of supporting individuals with criminal convictions in securing sustainable employment. Our realistic yet challenging plan involves establishing five hubs across the UK, each aimed at supporting 150 individuals annually in their journey toward long-term employment. By expanding our geographical presence, we can ensure greater accessibility and cater to the needs of more program participants.

In conclusion, I am extremely proud of the achievements we have made in the fiscal year 2022/2023. Our dedication to providing high-quality services has attracted partnerships with reputable brands, while our existing hubs have continued to excel. Despite economic challenges, we have seen remarkable financial growth, and our vision for the future remains ambitious yet attainable. With the continued support of our stakeholders, Tempus Novo will continue to make a lasting difference in the lives of individuals with criminal convictions across the United Kingdom.



A blue ink signature of George Grant, written in a cursive style.

**George Grant**  
Chairman of the Board of Trustees



### **George Grant – Chairman**

George Grant is a former foreign correspondent, policy analyst and Parliamentary candidate who now manages the estate at Stockeld Park, his family home. As Chairman of the Board, George is ultimately responsible for the sound governance of Tempus Novo as well as representing the charity on behalf of the Trustees.

### **Sir Charles Forbes Adam Bt, OBE. DL. – Trustee**

Passionate about reducing reoffending, over eight years ago Charles started and chairs for a fundraising committee for a residential rehabilitation centre in Hull run by the Forward Trust, supporting the recovery for addicted ex-offenders.



### **Valerie Heywood – Secretary**

Val has an extensive criminal justice background having served as a magistrate for 23 years and 20 years as a member of an Independent Monitoring Board which has a watchdog role within prisons. Her experience includes work in the Youth and Adult crime courts and as Chairman of the Family Proceedings Panel.

### **Gareth Bullen – Trustee**

Gareth has worked as a director at board level and managed multi million pound budgets prior to starting up his new venture The Centre For Enterprise. His ability to instil a positive attitude and innovative thinking in to the culture of a business will support Tempus Novo through the inevitable challenges we will face on our journey.



### **Henry Pearson – Treasurer**

Henry currently works at Deloitte, as a Director in their Debt and Capital Advisory team, where he specialises in helping companies navigate through the process of raising debt finance. Henry started his career in Deloitte's audit practice, gaining experience across a range of businesses.



### **Rev. Jonathan Aitken – President**

Jonathan Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP and ex-prisoner. Through his writings, speeches and broadcasting he has been a leading voice for the cause of rehabilitating offenders.

His ground breaking report 'Locked up Potential: A strategy for reforming prisons and rehabilitating prisoners' was published to widespread acclaim by the Centre for Social Justice (CSJ) in 2010. It has since had a major impact on government policy.

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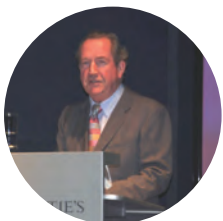


### **John Samuels – Vice President**

His Honour John Samuels QC has been the Chairman of the Criminal Justice Alliance since 2012. He was a Trustee of the Prisoners' Education Trust for 13 years, its Chairman for 6, and is now its first President. He was previously a Circuit Judge, and had been Chairman of the Criminal Committee of the Council of Circuit Judges.

He is the Board member for England & Wales of the International Association of Drug Treatment Courts; and is Vice President both of UNLOCK, the National Association of Reformed Offenders; and of the Association of Members of Independent Monitoring Boards. He is a Patron of Prisoners' Advice Service. Between 2005 and September 2015 he was a judicial member of the Parole Board, and visited prisons up to 3 times per week in that capacity.

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### **Sir James Aykroyd – Vice President**

Sir James is already a great supporter of many good causes in Yorkshire and having attended an event at Eversheds where he met and heard from some of our graduates, he offered to help Tempus Novo.

He recently visited Armley jail where he was visibly moved by the conditions offenders live in. He is passionate about Yorkshire and wants to see those in need given a hand up, through programmes like TN.

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### **Richard Cowlshaw – Vice President**

With a career history spanning over 25 years in HR, Richard is a commercial, pragmatic HR leader, having held a number of strategic Board roles in Manufacturing, Construction, Retail and, more recently, Logistics.

A pro-active driver of cultural diversity, Richard has been influential in engaging ex-offenders back in to work. His visionary work in ensuring inclusivity in organisations, including creating the Fresh Start programme as Group HR Director for Clipper Logistics.

2023, has so far proved to be our best year and the future looks even more exciting for TN, thanks to the immense work of an incredible team. With a model built on trust, that is purpose driven & results focused we have now established working relationships with John Lewis & Partners, A.P Moller Maersk, GXO logistics, Finsbury Food Group and many more. Having seen the positive impact of these partnerships, there is little wonder that global brands like these are interested. GXO have employed over 300 ex-offenders over recent years, with many of them going onto be promoted, and an impressive retention rate of over 90%.

**We continually expand the boundaries of what's possible and act on the next game changing opportunity to explore the unknown.**

TN's reputation as a trusted brand comes from decades of experience in the criminal justice system and the outstanding results our team achieves. Changing the lives of marginalised people such as ex-offenders, using a model designed by experts gives our employers a level of support and confidence not seen before in this space. With a bespoke safeguarding and risk management system in place, we can be confident our employers are protected and supported, just a few reasons TN is proving popular amongst those businesses that have a purpose beyond profit.



The world has changed since the pandemic with more and more people shopping online, meaning more warehouses are being built to cope with the demand and more people are needed to work in them.

Our relationship with the logistics sector gives us opportunities to grow with them and create more jobs along the way. Entry level jobs that employers find it hard to fill yet are ideal for many of our cohort (**65%**) of who have the reading and writing age of a 12-year-old.

However, because many of those we recruit, work so hard and demonstrate a positive attitude, we find they move on quite quickly to positions with more responsibility and better prospects.

A highlight of the year (and there are many) must be the success of the partnership we have with HMP Hatfield and GXO, where 65 of the 100 going out on ROTL do so through our Corporate partners prior to their release back into society.

This partnership has seen Hatfield become the UK's No1 prison on the Justice Ministers league table for numbers of offenders released to jobs.

Part of the attraction for businesses is the fact we work hard as a team to achieve sustainability. People from chaotic backgrounds need stability!

In fact, our organisation's values of:



can be seen in everything we do, it's part of our DNA. Our aim is to have the biggest positive impact possible for our people, our partners and our planet.

Sustainability is becoming increasingly important amongst businesses as they look for ways to have a purpose beyond profit, and recruiting through TN helps them to demonstrate this, as well as giving them a more diverse range of employees and falls in line with their Environmental, Social and Governance Policy (ESG).

Tempus Novo's Executive Team is led by two ex-senior prison officers who have a commitment and passion for improving the lives of offenders. It has been their determination which has taken TN from being a volunteer only project to a professional and successful service.



The Caseworker Team is led by Paul Morton who has worked in different areas of offender rehabilitation, including several years in housing support. Other Tempus Novo staff have a broad range of experience including knowledge of the criminal justice system, forensic psychology, mental health, and drug rehabilitation.



TN is supported by a strong team of Trustees and Advisors including a former QC, a senior manager in the Logistics Industry, a former Justice of the Peace, and a certified accountant. Our president Jonathan Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP, and ex-prisoner. He has been a leading voice for the cause of rehabilitating offenders





### Tony Mannix

Tony joined Clipper in 2006 and can boast a career in retail logistics spanning over 30 years. A Chartered Fellow of the Institute of Logistics & Transport, Tony has a wealth of experience in all facets of multi-channel retail logistics. Tony is passionate about the business, the Clipper Team, and innovation. He strives for operational and commercial success whilst not losing sight of the need for outstanding customer care.

### Philip Weights

Philip is the Founder & MD of Swiss based "Ambassadors of Private Banking LLC". Philip is also the Founder & MD of Enhanced Banking Governance GmbH in Zurich. He is a Director & Vice President of the Swiss Finance+Technology Association in Zurich, and Chairman of the World Innovation Economics organization. Philip has over 50 years global banking experience and was previously Chief Audit Executive for EFG International), a stock exchange listed private banking group.



### Claire Bottle

Clare Bottle FCILT is Chief Executive of the UK Warehousing Association and Vice-Chair of Women in Logistics UK. Having joined the logistics industry in the 90s she has worked across a number of sectors including chemicals, construction and more recently in food & drink as Associate Director of Warehousing at Coca-Cola Europacific Partners.

In July 2021, she joined the UKWA, a leading trade association with 900 members, where she is committed to pursuing economic, social and environmental sustainability.



### Ian Acheson

Ian Acheson has worked at operational, command and board level positions within the UK Criminal Justice system and wider public sector for 25 years. Ian led the 'landmark' independent review of extremism in prisons and probation for the UK Government in 2016. Ian now works nationally and internationally with governments and organisations to help them understand and combat violent extremism.

Ian runs his own executive coaching company, Reboot, which combines a unique combination of walking and talking business 'therapy' for C-suite senior managers. He also works part time for Sampson Hall, a unique leadership and management consultancy which specialises in building mental toughness and resilience.



### Marc Goldstone

Mark heads up the Chamber's business representation activities advising local authorities, politicians, government departments and ministers on regional business issues and sentiment. He is responsible for the Chamber's economic research function providing evidence and intelligence on issues as far afield as planning and infrastructure investment to overseas trade, education and skills. Mark sits on the British Chambers of Commerce Education & Skills Group which works closely with Whitehall and Westminster to help shape Government policy. Mark is a founding member of UTC Leeds, West Yorkshire's first University Technical College. Mark is also a director of Bradford based engineering apprentice training provider, Appris.



### How it started

Tempus Novo was established as a charity in 2014 to improve employment prospects and outcomes for offenders. It was founded by 2 then serving senior prison officers Val Wawrosz and Steve Freer who had seen generations of offender's pass through their hands. Many seemed to be making some progress whilst in prison but re-offended and were returned to prison soon after release.

Steve and Val were determined to challenge this age old problem and TN was the fruit of their endeavours.

TN has come a long way over the last 8 years from being a volunteer run project working only in Leeds Prison, to an organisation operating across Yorkshire and further afield with a growing staff team and increases in the number of offenders we have supported.



### Employment

**66%** of those entering prison haven't got a job and only **18%** of offenders are in paye employment 6 weeks after leaving prison. Research has demonstrated that securing sustainable employment for an offender reduces the probability of re-offending by half. i.e., it is, by a long way, the best method of reducing offending.

Getting and keeping a job gives an offender income, the means to keep a roof over their head and money for living costs and in many cases, for their families. It also gives them self-respect and the basis for rebuilding their lives.

60% of those committing crime are repeat offenders, who have had a poor start in life. People born into families where crime and poverty are well entrenched and prison is almost inevitable.

By giving them a "hand up" we are breaking the cycle of crime and lifting them out of poverty.



### How we work

TN is based in HMPPS training facilities adjacent to Leeds Prison provided free by the prison governor. TN works across several prisons in the Yorkshire region including Leeds itself, Wealstun, New Hall, Hatfield, and Askham Grange Women's Prison. We are also developing a service across the UK linking in with the Category D prisons including HMP Springhill, South, HMP Sudbury, Midlands, HMP Thorn Cross North West, HMP Kirk Levington, North East, all providing free office space.

**Working with offenders whilst still in prison or after release under the supervision of the Probation Service. Each prisoner is allocated a case-worker, providing one to one support and coaching for a minimum of 12 months.**

**Supporting prison leavers as they approach their release and 'through the gate', liaising with other support agencies where needed e.g. housing, drug treatment, health etc.**

**Preparing service users to apply for jobs and providing support before they get a job, including support from ex-offenders as mentors.**

Our most critical role is to match each person to a job-vacancy as quickly as possible so that participants rapidly have access to income and structure to their lives and prevent them from falling back into previous lifestyles and re-offending.

We then provide support both for the offenders and their employers for a minimum of 12 months. We place a great deal of emphasis on recruiting employers willing to offer sustainable jobs (no zero-hour contracts). TN now has a bank of over 50 employers across the UK.

We have placed offenders into a wide range of jobs including logistics, driving, window cleaning, textiles, engineering, catering, construction, and food manufacturing. We have particularly close links with the logistics industry.

Since 2014 Tempus Novo have placed **780** people into work. Over that period TN received **5188** referrals of which **2305** were interviewed and risk assessed, **780** went on to secure jobs with only **33** returning to prison, giving a re-conviction rate of **4.23%** compared to the National average of **50%** re-offending within 12 months of release and **64%** re-offending within 2 years. **32%** of these were some of the most complex offenders, known as PPOs (Prolific and Priority Offenders)".

We have consistently achieved a retention rate of over **70%** remaining in work over 6 months, and this is better than the mainstream recruitment. Just one reason our business partners love working with us.

This has been no mean feat. Research indicates that **75%** of employers discriminate against applicants because of a criminal record, with **50%** of employers saying they would not knowingly recruit ex-offenders.

**Tempus Novo's core aim is to assist offenders in gaining and retaining employment, and by so doing, improving their chances of leading a positive life and reducing offending.**

Offending is damaging to perpetrators, their families and, most of all, their victims. It's also a massive financial cost to society. In 21/22 UK averaged **84,200** people in prison at a cost of **£5.63 billion** with the prison population forecast to increase to 100,000 by 2026.

Yet **50%** of those leaving prison re-offend within 3 years. In short, the UK has one of the highest uses of prison in the developed world, some of the longest sentences and worst reoffending. Annual cost of re-offending is £18.1 billion per year. Our costs are higher and our outcomes poorer.

Of great concern to TN is the number of people who commit crime due to poverty, 80% of those that we help have had a poor start in life. Re-offending figures vary, as the information collected has changed over the years, but on average **50%** of those leaving prison reoffend with 3 years. A longer-term study reported that **75%** of offenders re-offend within 9 years of release.

Offenders live in a very hostile justice environment which includes:



**Punitive sentencing regimes.**



**Limited attempts at rehabilitation within prison regimes because of overcrowding and low staffing levels.**



**Similarly, limited attempts to address issues such as drug use, mental health problems and learning disabilities.**



**Limited support for those leaving prison.**



**Prisons can be unsafe. The latest figures show that :-**

**Assaults on prisoners 13,788 increase of 17%**

**Assaults on Staff 7356 an increase of 7%**

**Incidents of Self harm 700 an increase of 5%**

There are, however, ways in which far better outcomes can be achieved.

## The ROTL model (Release on temporary license)

Tempus Novo work with serving prisoners in Category D prisons (low risk) who attend work and then return to prison after their shift has finished.

Extensive multi-agency risk assessments are completed before a serving prisoner can be granted ROTL and given permission to attend work. Tempus Novo then use our assessment process to determine whether a candidate is 'work ready'.

A caseworker will be assigned to the Service User and will then support them into finding a suitable job position and the employment process begins.

This caseworker will then continue to support the Service User and the employer for 12 months after the Service Users release date.



## The Community Model

At Tempus Novo we also offer employment opportunities to people in the community who have criminal records. These Service Users may not necessarily have been to prison but find barriers into employment because of their criminal records.

Referrals for these Service Users come from a variety of places including Probation, DWP, Prisons, Police, local Hostels and self Referrals. We invite those referred in for an assessment and determine whether they are 'work ready' through our thorough assessment process. We ensure all candidates for employment will have all the required documents including CV, proof of ID, National Insurance number and bank accounts.

A caseworker will then support both the employer and the Service User for a minimum of 12 months.

Post Covid, we still faced huge challenges trying to generate referrals from probation, with many still working from home and shortage of Probation Officers across the country. We have managed to combat this by utilizing the existing staff who have been really flexible and spent time driving the referrals constantly.

	2014 to 2016	2017	2018	2019	2020	2021	2022	2023 Jan - Feb
<b>Total Referrals</b>	<b>500</b>	<b>717</b>	<b>761</b>	<b>814</b>	<b>613</b>	<b>596</b>	<b>894</b>	<b>159</b>
<b>Total Interviewed</b>	<b>214</b>	<b>278</b>	<b>366</b>	<b>387</b>	<b>250</b>	<b>294</b>	<b>398</b>	<b>73</b>
<b>Into Work</b>	<b>76</b>	<b>70</b>	<b>103</b>	<b>148</b>	<b>70</b>	<b>114</b>	<b>172</b>	<b>27</b>
<b>In work over 6 months</b>	<b>52</b>	<b>60</b>	<b>79</b>	<b>108</b>	<b>50</b>	<b>97</b>	<b>132</b>	<b>Pending</b>
<b>Returned to custody</b>	<b>12</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>1</b>
<b>%PPO (Priority Prolific Offenders)</b>	<b>51%</b>	<b>35%</b>	<b>25%</b>	<b>27%</b>	<b>23%</b>	<b>26%</b>	<b>32%</b>	<b>Pending</b>
<b>Retention Rate</b>	<b>69%</b>	<b>74%</b>	<b>73%</b>	<b>73%</b>	<b>71%</b>	<b>65%</b>	<b>77%</b>	<b>93%</b>

With prison costs currently at

**£46,600pa**

per prisoner but our cost to place and support someone into work for 12 months is only :-

**£3,500pa**

Government statistics show that 50% of people leaving prison will reoffend within 12m of release. By placing people into sustainable jobs, this is reduced to under 5%.

To date we have placed 780 people into work. Using the Ministry of Justice (MOJ) statistics that 50% remain crime free without intervention, this still means 390 have stayed out of prison thanks to the TN model.

390 x £46,600 =

**£18.174M**

Prison Costs @ 46.6k pa

Additional savings and benefits:

**£5.850M**

Benefits @ 15k pa

**£1.170M**

Going back into the economy via tax & N.I contributions

Average @ £3k pa

We work extremely hard to maintain a standard of excellence unique to the recruitment sector and are very much about quality over quantity. Our systems and processes are designed to ensure those that we work with have a bespoke support plan in place. A plan that is drawn up by one of our highly skilled TN caseworkers and that will give both employer and employee the best chance of a long-term relationship.

Below are just a few examples of how some of our candidates have succeeded.

Name	Employer	Started
Richard Welsh	Glidefield	July 2018
Chris Maynard	Clipper Logistics plc	January 2019
Simon McKinley	NWC	April 2017
Andrew Thompson	Clipper Logistics plc	February 2018
Faizel Khan	Own Business	July 2016
Luke Fusco	Nurture Landscapes	March 2016
Paul Clough	Nurture Landscapes	November 2015
Quincy Philips	Clipper Logistics plc	June 2019
Jordan Thomas	Dakin – Flather	January 2019
Simon Wallage	KTS Wirez	February 2016

**Meet Delvin, an inspiring individual whose journey as one of our service users, and now employee at Woodlands Group, is an admirable success story.**

Now a Senior Operative at Woodlands, one of our valued corporate partners, Delvin's story is a testament to the positive impact of providing opportunities and fostering a supportive environment. Delvin experienced the struggle of competing for vacancies due to his criminal record, but our close relationship with Woodlands helped him to get his foot in the door. Following that, it was Delvin's strong work ethic and timekeeping skills that caught the attention of his supervisors and colleagues, and contributed to his recent promotion. Not only that, but Del actively supports his team members and identifies opportunities for improvement within the organisation. Delvin's contributions were instrumental in streamlining processes and enhancing efficiency at Woodlands.



**Nathan's troubled childhood led to a life of crime and chaos. As an adult, his life spiraled into drugs and crime, resulting in prison time. There, he learned new ways to gain control from fellow inmates. After release, his chaotic life persisted with drugs, crime, and hostility. He harbored resentment toward authority and showed little remorse for his victims.**

Nathan approached Tempus Novo in April 2021 looking to turn his life around and find a way into employment. After his assessment, he was put forward for an interview at Clipper Sheffield - which is now Boohoo.

He started as a picker in the warehouse and within 3 months of working had been promoted to a Shift Supervisor. Nathan worked hard and successfully applied to become a trainer for all new starters coming into the warehouse. Nathan also became a Peer mentor for TN in 2022 to help ensure that the men in Hatfield were given all the relevant information they required to progress further with their own rehabilitation. Whilst still serving his sentence, Nathan started a BA Hons degree in Psychology and Health and Social care, showing his commitment to change.

"There is no doubt that having a good job with the support from my caseworker Fiona at Tempus Novo has made all the difference in me being able to make that transformation, from repeat offender with no hope, to where I am now."



A major partner in this has been Hatfield prison in South Yorkshire.

With support from TN, Hatfield has consistently achieved the highest results in the UK for placing ROTL prisoners into permanent jobs.

Mick Mills, the governor of Hatfield prison, recently had this to say about its partnership with Tempus Novo.

“

#### How do you measure success?

As we know success is often difficult to measure and can often be subjective.

Tempus Novo's success breaks the mould. They have shown success can be tangible, can be meaningful and above all can be measurable. Their success is shown in our outcomes, their success is shown in our reoffending rates, their success is above all shown in the faces of the prisoners whose lives they have changed both whilst in custody and on release.

Since January 2021 despite the Covid 19 pandemic our prison has been able to expand our paid outworker provision by 115%, on any given day half our external workforce are working under the guidance and support of our Tempus Novo colleagues. In January 2022 our prison became the most successful at getting prisoners into employment on release, primarily due to the partnership working between us, Tempus Novo and Clipper logistics.

Recently the Deputy Prime Minister Dominic Raab visited Tempus Novo at HMP Hatfield to see for himself the amazing work that is taking place between us. He was able to see Tempus Novo interviewing a further 26 prisoners giving real life opportunities and more importantly hope to each individual.

”



“

**Richard Cowlshaw, Chief People Officer at Clipper Logistics**

**commented:** We owe a huge debt of gratitude to Team Tempus Novo who were the inspiration for our Fresh Start programme. It is incredible to think that, in 4 short years, we have successfully recruited 260 people through the Tempus Novo programme – that means we (Clipper and Tempus Novo) have changed the lives of 260 people plus their families. The social value of this enterprise is phenomenal. We look forward to recruiting the next 260 people through this programme.

”

“

**MP Holly Lynch - Labour Calderdale**

It was a pleasure to visit Tempus Novo and hear about your latest work so a big thanks to Val for the tour. Tempus Novo's results speak for themselves.

Having met some of those who have been helped with job placements and support, it's clear to see that their work is transforming lives. Having visited HMP Leeds with Val, you really get a sense of what could be achieved if Tempus Novo's work could be delivered on a bigger scale and replicated across the country.

”

“

**Tony Mannix, Chief Executive Officer at Clipper Logistics plc added:** I am immensely proud of the work that Steve, Val and the team at Tempus Novo do. Tempus Novo have helped to transform our Corporate Social Responsibility programme: Fresh Start which has now seen c.1400 people from a variety of backgrounds come through this programme.

From an ESG perspective, our relationship with Tempus Novo has significantly enhanced Clipper's profile with investors and shareholders who have paid tribute to the amazing work that is being achieved by our Fresh Start programme and especially with the recruitment of ex-offenders and ROTL prisoners.”

”

“

**Craig Whittaker MP:** Once again, I am incredibly proud to support Tempus Novo and their amazing achievement over the years. This organisation led by Steve and Val is truly inspiring to so many individuals, and without the help of TN, these people would probably end up back in the criminal system.

The work of TN has a positive impact, not only on the individual needing additional support, but also on businesses, the economy and society. I am delighted that the work of TN is now being supported and recognized by one of the largest retailers in the Country – this is fantastic news.

The work carried out by TN is highly regarded by Ministers, who are very supportive of their model and experience, together with their positive outcomes. Having met Steve and Val several times, I am not surprised that individuals who receive help from TN become extremely motivated to succeed in life.

”

Tempus Novo is undertaking a pioneering role in making the Logistics Industry a major source of employment for offenders.

We have placed offenders in a number of companies including; GXO Logistics a global organisation with over 100,000 employees and Leeds based Tuffnells, John Lewis & Partners, Finsbury Foods Group.



Logistics at full potential



Smart & responsible businesses are looking for different ways of working that will positively impact the planet, from planting trees / reducing their carbon footprint (environment) to having a more diverse and inclusive workforce (social).

Recruiting from marginalised groups such as ex-offenders gives meaning to the S in their ESG, lifting people out of poverty who otherwise would be struggling on benefits, many of them returning to crime.

Our data proves that when given an opportunity with a purpose-driven company this often results in a win for the employer who gets a loyal, hardworking and grateful employee, a win for the person hired and their families, and a win for society as we see less crime and less victims.

Without any doubt our amazing staff are our biggest asset, and we work hard to ensure they feel valued and supported and have a sense of belonging.

We share a commitment and a common understanding that its not what or how we do, but "WHY" we do that is most important at TN.

When you find partners with similar sets **of values and a passion to do good, that is when the magic happens!**

### Other benefits include:

**£46,600**  
pa per person  
saving on  
prison costs

**£15,000**  
pa per person  
saving to DWP  
in benefits



**More tax & NI  
contributions**



**Safer  
streets**



**Positive  
impact on the  
children in their  
families**

**Companies that practice conscious capitalism perform 10x better in the long run than those that don't because it facilitates personal growth and is a source of fulfillment. Conscious businesses have higher purposes that serve, align and integrate the interests of all their major stakeholders. They cultivate authentic, caring cultures that create enduring values because happy workers are productive workers.**

Clipper logistics plc who were recently acquired by GXO logistics for \$1B are arguably the UK's biggest success story of recent times, where recruiting ex-offenders is concerned. In 2017 we approached their founder Steve Parkin and asked him if he would consider employing ex-offenders. Steve laughed and said I've tried this before with probation and it doesn't work, to which we replied "No you haven't tried this before, because this is a brand new model put together like never before, bespoke to employers and the employee needs". He sat back in his chair and said "go on then tell me more." Clipper (GXO) have now taken over 300 ex-offenders into their business, of which 1 in 5 have been promoted.

It was from working with TN, that Clippers Chief People Officer Richard Cowlshaw came up with the idea of opening up recruitment to other marginalised groups, such as single mums, ex-forces and people with earning difficulties' from Mencap. He gave this a name "Fresh Start" and he got his HR teams involved, who willingly and in many cases passionately set about recruiting and accommodating these people into the company.

Clipper went on to win several national awards for having a forward thinking diverse and inclusive recruitment policy, and even had a £5M investment from a social investor, who was so impressed by what he saw.

This remarkable chain of events doesn't happen unless you have leaders that care about their people,

and who understand the need, and in fact how to drive the ESG agenda in a meaningful way.

It's easy to see from our statistics just how impactful working with Tempus Novo can be, and how as a business working with us, you are able to evidence in a tangible way your commitment to ESG.

**GXO, also formerly as Clipper Logistics PLC, has impacted as follows:**

**£6.99M**

Prison savings:  
150 x 46.6k

**£2.25M**

Benefits saved:  
150 x 15k

**£0.45M**

Tax and N.I contributions:  
150 x 3k

The GXO logo is rendered in a bold, orange, sans-serif font. The letters are thick and closely spaced, with the 'X' being particularly prominent.

**Logistics at full potential**

Our plans for the next 3 years is to open 4 more TN Hubs across the country to be able to provide our service to more people. We have already established the Hubs located in 4 regions besides Yorkshire:

1

**The South  
partnering with  
HMP Springhill**

2

**Midlands  
partnering with  
HMP Sudbury**

3

**North West  
partnering with  
HMP Thorn Cross**

4

**North East  
partnering with  
HMP Kirk Levington**

We have established the relationships with the Prisons mentioned for our ROTL model and have also established relationships with the Probation service and DWP in each of the areas.

We are now working on a funding strategy to support our growth plans.

Our growing portfolio of National Companies are well aware of the plans for expansion into these further regions and have expressed their commitment to helping us to place more people into their companies across the country.

We are extending the reach of the Tempus Novo model across the country in order to test out the extent to which the TN approach can be scaled up and eventually act as a national model.

- Formed partnership with Sheffield Hallam University (SHU) to support their business section. Steve and Val sit on the Executives in Residence board and also set students projects to research data and come up with ideas on how to grow TN in a sustainable way.
- Overall charity Income increased by 35%.
- Increased number of paying businesses from 3 to 6.
- Increased staffing from 7 to 11. One of those a female ex-offender as our admin.
- Appointed 2 active ambassadors, Associate Professor Jia Liu and Dr Michael Benson.
- In line with the United Nations Sustainable Development Goals (SDGs), we now have a clear focus and commitment to doing our bit towards protecting the planet. Our CEO, Steve, made Chief Sustainability Officer and Ross Halley, our Operations Manager of the Midlands, was made Sustainability Officer.
- Approached by some phenomenal national and International businesses: A.P.Moller Maersk, Polypipe, Jacobs engineering, DFS, Mercado, Woodlands, ILG Logistics and Parkside Flex.
- Added a training package for our corporate business partners.
- Introduced a new website.
- Commissioned HG1 Social.
- Increased our work with female prison, Askham Grange.
- Steve and Val appeared on numerous TV shows, podcasts and interviews including GBNews and ITV News, and were guest speakers at several prestigious events including the Agriculture and Engineering Annual Conference in London, and also to the trustees of two London based TN funders.



Our Senior Operations Manager, Paul Morton, received an award from the High Sheriff of West Yorkshire.

To date, most TN funding has come from grant-giving trusts and private donations. This has been great, giving us the freedom to develop our model free of contractual requirements and stay true to our values.

It will also be critical going forward as we attempt to develop and innovate the service. However, this funding is short-term. We are therefore working on a strategy that includes annual donations from our corporate partners.

Several of our ethical corporate partners have made a financial contribution to our running costs, as they see the added value we bring. This added value comes in many different forms: higher staff retention / less staff sick days / appreciative hard workers. It also helps them to demonstrate their adherence to company D & I & ESG policies.

### Tempus Novo Funders

In the period March 2022 to February 2023 Tempus Novo received income totaling £460,029 of which £10,500 was from business revenue. The remainder of the 460k was from foundation trusts, philanthropists, and a Christmas calendar we were selected to be in called Advent of Change :

<b>Forrester .....</b>	<b>£25,000</b>
<b>John Murray .....</b>	<b>£20,000</b>
<b>Henry Smith .....</b>	<b>£60,000</b>
<b>Triangle trust .....</b>	<b>£30,000</b>
<b>Bernard Sunley .....</b>	<b>£35,000</b>
<b>HBJ .....</b>	<b>£15,000</b>
<b>Madison trust .....</b>	<b>£12,500</b>
<b>DCR Allen .....</b>	<b>£30,000</b>
<b>Harrison trust .....</b>	<b>£20,000</b>
<b>Calderdale .....</b>	<b>£10,853</b>
<b>The Fore .....</b>	<b>£15,000</b>
<b>Tudor trust .....</b>	<b>£38,000</b>
<b>HCD memorial trust ...</b>	<b>£28,000</b>
<b>Garfield Weston .....</b>	<b>£25,000</b>
<b>Share Gift .....</b>	<b>£5,000</b>
<b>Advent of Change .....</b>	<b>£4,000</b>

### How Tempus Novo has used the monies donated

Total expenses over the period totaled £399,417 of which £305,208 was accounted for as salaries paid to members of the Executive Team and employees.

No salaries were paid to any Trustees, over this reporting period.

All other monies spent went to cover operating expenses, principally:

<b>Marketing .....</b>	<b>£13,180</b>
<b>Legal &amp; Professional ...</b>	<b>£38,132</b>
<b>Administration.....</b>	<b>£42,898</b>
<b>Surplus .....</b>	<b>£60,611</b>

## Financial review

The Trustees regularly review the financial position of the Charity and can confirm that at the date of signing the annual report, the Charity has adequate funds to meet its commitments. In the short-to-medium term, we believe it will be important to secure additional funding to ensure the long-term viability of the charity. To that end, several funding applications have been submitted, and we are encouraged by their prospects for success. As mentioned in the previous section, the charity is also working hard to encourage stakeholders who benefit from the Tempus novo service to contribute to it financially.

Over the period, income received totalled £460,029, set against total expenditure of £399,418.

Moving forward and including new members of staff, the monthly outgoings are predicted to be around £30,000 per month, we intend to raise the reserves to £275,000 or 9m worth of funds at the next Trustees meeting.

Overall the trustees are delighted with the financial health of Tempus Novo for this period. We are especially pleased to see the business revenue starting to increase.

In respect of business revenue standing at 2.2% of our income, this is a phenomenal achievement and testament to many years of really hard work by everyone involved.

**Mr G Grant**  
Chairman  
On behalf of the board of Trustees

Signed  Date: 6.12.2023

**Mr H Pearson**  
Treasurer

Signed  Date: 6.12.2023

## Independent examiner's report to the trustees of Tempus Novo ('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 28 February 2023.

### Responsibilities and basis of report

As the charity's trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act'). Having satisfied myself that the accounts of the Charity are not required to be audited and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

### Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

### Matthew Barton BA (Hons) FCA CTA

ICAEW

Haines Watts

Chartered Accountants

Sterling House

1 Sheepscar Court

Meanwood Road

Leeds

West Yorkshire

LS7 2BB

Signed ..... *Matthew Barton*

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b><u>Incoming resources from generated funds</u></b>					
Donations and legacies	2	61,594	387,797	449,391	275,801
Investment income	3	138	-	138	14
		61,732	387,797	449,529	275,815
Other incoming resources	4	10,500	-	10,500	57,439
Total incoming resources		72,232	387,797	460,029	333,254
<b><u>Resources expended</u></b>					
Governance costs	5	94,210	305,208	399,418	330,782
Total resources expended		94,210	305,208	399,418	330,782
Net income for the year/ Net movement in funds		(21,978)	82,589	60,611	2,472
Fund balance at 1 March 2022		226,247	30,001	256,248	253,776
Fund balance at 28 February 2023		204,269	112,590	316,859	256,248

	Note	2023 £	2023 £	2022 £	2022 £
<b>Fixed assets</b>					
Tangible assets	8		11,200		17,990
<b>Current assets</b>					
Debtors	9	3,952		1,165	
Cash at bank and in hand		306,813		241,263	
		<u>310,765</u>		<u>242,428</u>	
Creditors: amounts falling due within one year	10	(5,106)		(4,170)	
Net current assets			<u>305,659</u>		<u>238,258</u>
Total assets less current liabilities			316,859		256,248
Creditors: amounts due after more than one year			-		-
Net assets			<u>316,859</u>		<u>256,248</u>
			-----		-----
<b>Income funds</b>					
Restricted funds			112,590		30,001
Unrestricted funds			204,269		226,247
			<u>316,859</u>		<u>256,248</u>
			-----		-----
Movement in fund			60,611		2,472

The accounts were approved by the Trustees on  
**Mr H Pearson**  
Treasurer

Signed .....  ..... Date: 6.12.2023

## 1. Accounting policies

### 1.1 Basis of preparation

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities

✓Act 2011. The financial statements have been prepared under the historical cost convention.

### 1.2 Going Concern

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information in making their assessment. Given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

### 1.3 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

### 1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

### 1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

### 1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment - 3 years  
Motor vehicle - 4 years

### 1.7 Taxation

The charity is exempt from corporation tax on its charitable activities.

**1.8 Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**1.9 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**1.10 Debtors**

Short term debtors are measured at transaction price, less any impairment.

**1.11 Cash and cash equivalent**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**1.12 Creditors**

Short term creditors are measured at the transaction price.

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b>2. Donations and legacies</b>				
Donations and gifts	61,594	387,797	449,391	275,801
<b>3. Investment income</b>				
Interests receivable			138	14
<b>4. Other incoming resources</b>				
Service fees recieved			10,500	35,000
Furlough income			-	22,439
			10,500	57,439

## 5. Total resources expended

	Staff Costs £	Depreciation £	Other Costs £	Total 2023 £	Total 2022 £
Governance costs	305,208	11,034	83,176	399,418	330,782

## 6. Trustees

There were no trustees' remuneration or other benefits for the year ended 28 February 2023 nor for the year ended 28 February 2022.

There were trustees' expenses of £26 paid for the year ended 28 February 2023. There were no expenses for the year ended 28 February 2022.

## 7. Employees

No employees had employee benefit more than £60,000.

	Total 2023 £	Total 2022 £
<b>Employee Costs</b>		
Wages and salaries	276,240	221,069
Social security costs	23,531	17,588
Other pension costs	5,437	5,483
	<u>305,208</u>	<u>244,140</u>

		Computer equipment £	Motor vehicles £	Total £
8.	Tangible fixed assets			
	Cost			
	At 1 March 2022	37,583	9,000	46,583
	Additions	4,246	-	4,246
	Disposal of assets	-	-	-
	<b>At 28 February 2023</b>	<b>41,829</b>	<b>9,000</b>	<b>50,829</b>
	Depreciation			
	At 1 March 2022	21,843	6,750	28,593
	Charge for the year	8,784	2,250	11,034
	Disposal	-	-	-
	<b>At 28 February 2023</b>	<b>30,627</b>	<b>9,000</b>	<b>39,627</b>
	Net book value			
	At 28 February 2023	11,202	-	11,202
	At 28 February 2022	15,740	2,250	17,900

		2023 £	2022 £
9.	Debtors		
	Other Debtors	3,951	1,165
10.	Creditors: amounts falling due within one year		
	Accruals	5,106	4,170
		5,106	4,170

		2023 £	2022 £
11.	<b>Pension and other post-retirement benefit commitments</b>		
	<b>Defined contributions</b>		
	Contributions payable by the company for the year	5,437	5,483

		Unrestricted Funds £	Restricted Funds £	Total £
12.	<b>Analysis of net assets between funds</b>			
	Fund balance at 28 February 2023 are represented by:			
	Tangible fixed assets	11,200	-	11,200
	Current assets	198,175	112,590	310,765
	Creditors: amounts falling due within one year	(5,106)	-	(5,106)
	Creditors: amounts falling due after more than one year	-	-	-
		<u>204,269</u>	<u>112,590</u>	<u>316,859</u>

		At 1/3/22	Net movement in funds	At 28/2/23
		£	£	£
<b>13.</b>	<b>Movement in funds</b>			
	<b>Unrestricted funds</b>			
	General funds	226,247	(21,978)	204,269
	<b>Restricted funds</b>	30,001	82,589	112,590
	<b>Total funds</b>	<u>256,248</u>	<u>60,611</u>	<u>316,859</u>

		Incoming resources	Resources expended	Movement in funds
		£	£	£
	<b>Net movement in funds, included in the above are the following:</b>			
	<b>Unrestricted funds</b>			
	General funds	72,232	94,210	(21,978)
	<b>Restricted funds</b>	387,797	(305,208)	82,589
	<b>Total funds</b>	<u>460,029</u>	<u>(399,418)</u>	<u>60,611</u>

#### 14. Related party disclosures

There were no related party transactions for the year ended 28 February 2023.

## Administrative Information

### Trustee list:

George Grant - Chairperson  
Henry Pearson - Treasurer  
Valerie Haywood - Secretary  
Gareth Bullen - Trustee  
Charles Forbes-Adam - Trustee

Charity number: 1157079

### Registered office address:

84A Akeferry Road  
Graizelound  
Haxey  
Doncaster  
South Yorkshire  
DN9 2NF

### Principal place of work address:

84A Akeferry Road  
Graizelound  
Haxey  
Doncaster  
South Yorkshire  
DN9 2NF

Over the years Tempus Novo has won several awards, including in 2019 the prestigious Centre For Social Justice Award for best in category – criminal justice.

We were recently one of the first two organisations to receive a Corbett Award for our work. The Corbett Network for Prisoner Re-Integration is a coalition of 104 charities, social enterprises, CICs, non-profit organisations and businesses with a social mission who work with those in prison and after release.

We are proud and humbled at this recognition by our peers of the value of TN's work.



THE CSJ AWARDS



We are really excited at the potential for growth of the Tempus Novo model. It is clear that there is a huge demand for labour and we have the means to help with an Employers labour needs. With 9 years proof of concept, our brand is recognised as one of the UKs best ex-offender recruitment models which takes into account the Employers needs and protects their reputation. Building on some very special relationships with prison Governors and our corporate partners, we intend to scale up here in the UK to 5 regions. This will give us the potential to provide sustainable employment for between 500 and 750 people every year, helping to fill the gap in the labour market and importantly lifting families out of poverty and away from crime.

We would like to thank all of our partners , supporters and Donors for your continued support. Its thanks to you that Tempus Novo continues to grow and help more marginalised people into sustainable Employment.

Thank you,  
Steve & Val



**TEMPUS NOVO (MEANING NEW TIME)**

England & Wales - Charity number 1157079

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# Accounts

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# 2022

# Annual Report

Year end - 28/02/22

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The past 12 months has been another transformative period for Tempus Novo. As we emerge, blinking, from the constraints of the Covid-19 pandemic, the opportunities for re-engagement of businesses, prisons, policymakers, and of course ex-offenders, have emerged with incredible speed.

Relationships with employers, both old and new, continue to go from strength-to-strength. Tempus Novo has now placed in excess of 250 ex-offenders into employment with Clipper Logistics, and the charity has been engaged as a strategic partner on the company's ESG (Environmental, Social & Governance) policy. Looking to prospective employers, Tempus Novo is now actively engaged with John Lewis & Partners as part of their ESG programme, as well as the shipping giant A.P. Moller Maersk with the ambition to place ex-offenders into their warehouses across the country, starting in Doncaster.

This last year has also seen Tempus Novo take our first proactive step out of Yorkshire, with the establishment of a new office in Milton Keynes to target the 'Golden Triangle of Logistics' in the Midlands. The charity now has a presence in two new prisons in the area, HMP Spring Hill in Buckinghamshire, and HMP Five Wells in

Northamptonshire, and serving offenders in Spring Hill, a Category D open prison, have already been placed into work with both Clipper Logistics and Culina Logistics.

In Yorkshire, Tempus Novo continues to deepen ties with HMP Hatfield, and the Governor Mick Mills deserves special mention for the intelligent, constructive, and forward-thinking approach he has taken to offender rehabilitation within the prison. It is testament to the depth of the relationship between Tempus Novo and Hatfield that, at the time of writing, approximately 60 men leave HMP Hatfield every day to work in jobs facilitated by Tempus Novo, representing over 60% of the total from the prison.

Tempus Novo has also been fortunate to re-engage with policymakers both inside and outside government. It was a tremendous privilege to welcome the Deputy Prime Minister and Secretary of State for Justice Dominic Raab to Yorkshire in February 2022, a visit that contributed directly to informing government policy on engagement of businesses in the rehabilitation of ex-offenders. The law is shortly to be changed to allow prisoners in Category D prisons to do apprenticeships, a first, and metrics have also been introduced benchmarking prisons on their success in

placing offenders leaving their prisons into education and paid employment.

Tempus Novo is also actively engaged with the social justice think-tank, the Centre for Social Justice, in Westminster advising their Criminal Division on prison reform, whilst we also contributed to the Government's Prisons Strategy White Paper on prison and probation reform.

Perhaps most importantly, all of this work continues to be reflected in our results with both serving and ex-offenders. To date, Tempus Novo has placed some 610 ex-offenders into work, and the reoffending rate continues to sit below 5%. So far in 2022, zero graduates have been returned to custody.

Equally as encouraging is that our graduates are not just finding employment, but sustaining it. The job retention rate (those still in continuous paid employment after six months) is almost 95% amongst serving offenders released on temporary licence, and

approximately 70% for ex-offenders supported into jobs from the community. This year saw our longest serving graduate, Simon Wallage, celebrate his sixth continuous year in paid work. Simon first approached Tempus Novo whilst still serving time in HMP Armley in 2015, the latest stint behind bars for a criminal career spanning 25 years of acquisitive crime and, more recently, drug dealing. Since finding work through Tempus Novo at an engineering company in Leeds in 2016, Simon has not reoffended again, is able to support his children and grandchildren, and is representing an incredible example of what is possible when offenders with a genuine commitment to turning their lives around are given the support necessary to do so. Well done Simon.

It remains my great privilege to continue chairing the Trustee Board for Tempus Novo as we look to further success and opportunity in the coming months.



A handwritten signature in blue ink that reads "George Grant". The signature is stylized and written over a light blue horizontal line.

**George Grant**  
Chairman of the Board of Trustees



### **George Grant – Chairman**

George Grant is a former foreign correspondent, policy analyst and Parliamentary candidate who now manages the estate at Stockeld Park, his family home. As Chairman of the Board, George is ultimately responsible for the sound governance of Tempus Novo as well as representing the charity on behalf of the Trustees.

### **Charles Forbes Adam – Trustee**

Passionate about reducing reoffending, over eight years ago Charles started and chairs for a fundraising committee for a residential rehabilitation centre in Hull run by the Forward Trust, supporting the recovery for addicted ex-offenders.



### **Valerie Heywood – Secretary**

Val has an extensive criminal justice background having served as a magistrate for 23 years and 20 years as a member of an Independent Monitoring Board which has a watchdog role within prisons. Her experience includes work in the Youth and Adult crime courts and as Chairman of the Family Proceedings Panel.

### **Gareth Bullen – Trustee**

Gareth has worked as a director at board level and managed multi million pound budgets prior to starting up his new venture The Centre For Enterprise. His ability to instil a positive attitude and innovative thinking in to the culture of a business will support Tempus Novo through the inevitable challenges we will face on our journey.



### **Henry Pearson – Treasurer**

Henry currently works at Deloitte, as a Director in their Debt and Capital Advisory team, where he specialises in helping companies navigate through the process of raising debt finance. Henry started his career in Deloitte's audit practice, gaining experience across a range of businesses.



### **Rev. Jonathan Aitken – President**

Jonathan Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP and ex-prisoner. Through his writings, speeches and broadcasting he has been a leading voice for the cause of rehabilitating offenders.

His ground breaking report 'Locked up Potential: A strategy for reforming prisons and rehabilitating prisoners' was published to widespread acclaim by the Centre for Social Justice (CSJ) in 2010. It has since had a major impact on government policy.

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### **John Samuels – Vice President**

His Honour John Samuels QC has been the Chairman of the Criminal Justice Alliance since 2012. He was a Trustee of the Prisoners' Education Trust for 13 years, its Chairman for 6, and is now its first President. He was previously a Circuit Judge, and had been Chairman of the Criminal Committee of the Council of Circuit Judges.

He is the Board member for England & Wales of the International Association of Drug Treatment Courts; and is Vice President both of UNLOCK, the National Association of Reformed Offenders; and of the Association of Members of Independent Monitoring Boards. He is a Patron of Prisoners' Advice Service. Between 2005 and September 2015 he was a judicial member of the Parole Board, and visited prisons up to 3 times per week in that capacity.

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### **Sir James Aykroyd – Vice President**

Sir James is already a great supporter of many good causes in Yorkshire and having attended an event at Eversheds where he met and heard from some of our graduates, he offered to help Tempus Novo.

He recently visited Armley jail where he was visibly moved by the conditions offenders live in. He is passionate about Yorkshire and wants to see those in need given a hand up, through programmes like TN.

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### **Richard Cowlshaw – Vice President**

With a career history spanning over 25 years in HR, Richard is a commercial, pragmatic HR leader, having held a number of strategic Board roles in Manufacturing, Construction, Retail and, more recently, Logistics.

A pro-active driver of cultural diversity, Richard has been influential in engaging ex-offenders back in to work. His visionary work in ensuring inclusivity in organisations, including creating the Fresh Start programme as Group HR Director for Clipper Logistics.

2022 has so far proved to be our best year and the future looks even more exciting for TN, thanks to the immense work of an incredible team. With a model built on trust, that is purpose driven & results focused we are now being approached by the likes of John Lewis & Partners, A.P Moller Maersk and GXO logistics. Having seen the successful partnership we have forged with Clipper logistics plc, there is little wonder that global brands like these are interested. Clipper have employed almost 250 of our ex-offenders over recent years, with many of them going onto be promoted, and an impressive retention rate of over 90%.

**We continually expand the boundaries of what's possible and act on the next game changing opportunity to explore the unknown.**

TN's growing reputation as a trusted brand comes from decades of experience in the criminal justice system and the outstanding results our team achieves. Changing the lives of marginalised people such as ex-offenders, using a model designed by experts gives the employer a level of support and assurances not seen before in this space. With a bespoke safeguarding and risk management system in place, we can be confident our employers are protected and supported, a few reasons TN is proving popular amongst those businesses that have a purpose beyond profit.



The world has changed since the pandemic with more and more people shopping online, meaning more warehouses are being built to cope with the demand and more people are needed to work in them.

Our relationship with the logistics sector gives us opportunities to grow with them and create more jobs along the way. Entry level jobs that employers find it hard to fill yet are ideal for many of our cohort (**65%**) of who have the reading and writing age of a 12-year-old.

However, because many of those we recruit, work so hard and demonstrate a positive attitude, we find they move on quite quickly to positions with more responsibility and better prospects.

A highlight of the year (and there are many) must be the success of the partnership we have with HMP Hatfield and Clipper, where around **100 men** every day are going out to paid work prior to their release back into society.

This partnership has seen Hatfield become the UK's No1 prison on the Justice Ministers league table for numbers of offenders released to jobs. In fact, so successful is this partnership that the Deputy Prime Minister himself Dominic Raab paid us a visit in February.



Part of the attraction for businesses is the fact we work hard as a team to achieve sustainability. People from chaotic backgrounds need stability!

In fact, our organisation's values of:



can be seen in everything we do, it's part of our DNA. Our aim is to have the biggest positive impact possible for our people, our partners and our planet.

Sustainability is becoming increasingly important amongst businesses as they look for ways to have a purpose beyond profit, and recruiting through TN helps them to demonstrate this, as well as giving them a more diverse range of employees.

Tempus Novo's Management Team is led by two ex-senior prison officers who have a commitment and passion for improving the lives of offenders. It has been their determination which has taken TN from being a volunteer only project to a professional and successful service.

They have been joined in the Management Team by Paul Morton who has worked in different areas of offender rehabilitation, including several years in housing support. Other Tempus Novo staff have a broad range of experience including knowledge of the criminal justice system, forensic psychology, mental health, and drug rehabilitation.

TN is supported by a strong team of Trustees and Advisors including a former QC, a senior manager in the Logistics Industry, a former Justice of the Peace, and a certified accountant. Our president Jonathan Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP, and ex-prisoner. He has been a leading voice for the cause of rehabilitating offenders





### Tony Mannix

Tony joined Clipper in 2006 and can boast a career in retail logistics spanning over 30 years. A Chartered Fellow of the Institute of Logistics & Transport, Tony has a wealth of experience in all facets of multi-channel retail logistics. Tony is passionate about the business, the Clipper Team, and innovation. He strives for operational and commercial success whilst not losing sight of the need for outstanding customer care.

### Philip Weights

Philip is the Founder & MD of Swiss based "Ambassadors of Private Banking LLC". Philip is also the Founder & MD of Enhanced Banking Governance GmbH in Zurich. He is a Director & Vice President of the Swiss Finance+Technology Association in Zurich, and Chairman of the World Innovation Economics organization. Philip has over 50 years global banking experience and was previously Chief Audit Executive for EFG International), a stock exchange listed private banking group.



### Claire Bottle

Clare Bottle FCILT is Chief Executive of the UK Warehousing Association and Vice-Chair of Women in Logistics UK. Having joined the logistics industry in the 90s she has worked across a number of sectors including chemicals, construction and more recently in food & drink as Associate Director of Warehousing at Coca-Cola Europacific Partners.

In July 2021, she joined the UKWA, a leading trade association with 900 members, where she is committed to pursuing economic, social and environmental sustainability.



### Ian Acheson

Ian Acheson has worked at operational, command and board level positions within the UK Criminal Justice system and wider public sector for 25 years. Ian led the 'landmark' independent review of extremism in prisons and probation for the UK Government in 2016. Ian now works nationally and internationally with governments and organisations to help them understand and combat violent extremism.

Ian runs his own executive coaching company, Reboot, which combines a unique combination of walking and talking business 'therapy' for C-suite senior managers. He also works part time for Sampson Hall, a unique leadership and management consultancy which specialises in building mental toughness and resilience.



### Marc Goldstone

Mark heads up the Chamber's business representation activities advising local authorities, politicians, government departments and ministers on regional business issues and sentiment. He is responsible for the Chamber's economic research function providing evidence and intelligence on issues as far afield as planning and infrastructure investment to overseas trade, education and skills. Mark sits on the British Chambers of Commerce Education & Skills Group which works closely with Whitehall and Westminster to help shape Government policy. Mark is a founding member of UTC Leeds, West Yorkshire's first University Technical College. Mark is also a director of Bradford based engineering apprentice training provider, Appris.



### How it started

Tempus Novo was established as a charity in 2014 to improve employment prospects and outcomes for offenders. It was founded by 2 then serving senior prison officers Val Wawrosz and Steve Freer who had seen generations of offender's pass through their hands. Many seemed to be making some progress whilst in prison but re-offended and were returned to prison soon after release.

Steve and Val were determined to challenge this age old problem and TN was the fruit of their endeavours.

TN has come a long way over the last 7 years from being a volunteer run project working only in Leeds Prison, to an organisation operating across Yorkshire and further afield with a growing staff team and increases in the number of offenders we have supported.



### Employment

**66%** of those entering prison haven't got a job and only **18%** of offenders are in paye employment 6 weeks after leaving prison. Research has demonstrated that securing sustainable employment for an offender reduces the probability of re-offending by half. i.e., it is, by a long way, the best method of reducing offending.

Getting and keeping a job gives an offender income, the means to keep a roof over their head and money for living costs and in many cases, for their families. It also gives them self-respect and the basis for rebuilding their lives.

60% of those committing crime are repeat offenders, who have had a poor start in life. People born into families where crime and poverty are well entrenched and prison is almost inevitable.

By giving them a "hand up" we are breaking the cycle of crime and lifting them out of poverty.



### How we work

TN is based in HMPPS training facilities adjacent to Leeds Prison provided free by the prison governor. TN works across several prisons in the Yorkshire region including Leeds itself, Wealstun, New Hall, Hatfield, and Askham Grange Women's Prison. We are also developing a service focused around Milton Keynes with an office provided free by the John Lewis Partnership.

**Working with offenders whilst still in prison or after release under the supervision of the Probation Service. Each prisoner is allocated a case-worker, providing one to one support and coaching for a minimum of 12 months.**

**Supporting prison leavers as they approach their release and 'through the gate', liaising with other support agencies where needed e.g. housing, drug treatment, health etc.**

**Preparing service users to apply for jobs and providing support before they get a job, including support from ex-offenders as mentors.**

Our most critical role is to match them to a job-vacancy as quickly as possible so that participants rapidly have access to income and structure to their lives and prevent them from falling back into previous lifestyles and re-offending.

We then provide support both for the offenders and their employers for a minimum of 12 months. We place a great

deal of emphasis on recruiting employers willing to offer sustainable jobs (no zero-hour contracts). TN now has a bank of over 50 employers across Yorkshire together with new job opportunities in Milton Keynes.

We have placed offenders into a wide range of jobs including **logistics, window cleaning, textiles, engineering, catering, construction, and call centres**. We have particularly close links with the logistics industry.

Since 2014 Tempus Novo have placed **610** people into work. Over that period TN received **4178** referrals of which **1849** were interviewed and risk assessed, **610** went on to secure jobs with only **27** returning to prison, giving a re-conviction rate of less than **5.0%** compared to the National average of **50%** re-offending within 12 months of release and **64%** re-offending within 2 years. **34%** of these were some of the most complex offenders, known as PPOs (Prolific and Priority Offenders)".

We have consistently achieved a retention rate of over **70%** remaining in work over 6 months, and this is better than the high street recruitment agencies. Just one reason our business partners love working with us.

This has been no mean feat. Research indicates that **75%** of employers discriminate against applicants because of a criminal record, with **50%** of employers saying they would not knowingly recruit ex-offenders.

**Tempus Novo's core aim is to assist offenders in gaining and retaining employment, and by so doing, improving their chances of leading a positive life and reducing offending.**

Offending is damaging to perpetrators, their families and, most of all, their victims. It's also a massive financial cost to society. In 20/21 the UK averaged **79,550** people in prison at a cost of **£5.63 billion** with the prison population increasing by **77%** over the last 30 years. Despite having the highest prison population in Europe, the government intends to increase this further with 10,000 new prison places.

Yet **50%** of those leaving prison re-offend within 3 years. In short, the UK has one of the highest uses of prison in the developed world, some of the longest sentences and worst reoffending. Annual cost of re-offending is £18.1 billion per year. Our costs are higher and our outcomes poorer.

Of great concern to TN is the number of people who commit crime due to poverty, 80% of those that we help have had a poor start in life. Re-offending figures vary, as the information collected has changed over the years, but on average **50%** of those leaving prison reoffend with 3 years. A longer-term study reported that **75%** of offenders re-offend within 9 years of release.

Offenders live in a very hostile justice environment which includes:



**Punitive sentencing regimes.**



**Limited attempts at rehabilitation within prison regimes because of overcrowding and low staffing levels.**



**Similarly, limited attempts to address issues such as drug use, mental health problems and learning disabilities.**



**Limited support for those leaving prison.**



**Prisons can be unsafe. Since 2015 assaults on prisoners have doubled to around 25,000 per year whilst assaults on staff have tripled (9,784 last year). There were over 600,000 incidents of self-harm in 2019.**

There are, however, ways in which far better outcomes can be achieved.

## **The ROTL model** **(Release on temporary license)**

Tempus Novo work with serving prisoners in Category D prisons (low risk) who attend work and then return to prison after their shift has finished.

Extensive multi-agency risk assessments are completed before a serving prisoner can be granted ROTL and given permission to attend work. Tempus Novo then use our assessment process to determine whether a candidate is 'work ready'.

A caseworker will be assigned to the Service User and will then support them into finding a suitable job position and the employment process begins.

This caseworker will then continue to support the Service User and the employer for 12 months after the Service Users release date.



## **The Community Model**

At Tempus Novo we also offer employment opportunities to people in the community who have criminal records. These Service Users may not necessarily have been to prison but find barriers into employment because of their criminal records.

Referrals for these Service Users come from a variety of places including Probation, DWP, Prisons, Police, local Hostels and self Referrals. We invite those referred in for an assessment and determine whether they are 'work ready' through our thorough assessment process. We ensure all candidates for employment will have all the required documents including CV, proof of ID, National Insurance number and bank accounts.

A caseworker will then support both the employer and the Service User for a year

TN was affected by Covid like almost all organisations. the biggest impact has been with Probation Officers working from home, this has impacted in a lack of referrals and a general lack of motivation from probation. The fact the Probation Officers weren't allowed to see their clients resulted in a lack of confidence referring them on to Tempus Novo.

None of these alternative approaches were ideal but we adapted to circumstances as best we could. We were therefore still able to place **70** offenders into jobs in 20/21 against **148** in the previous year with **75%** in employment after 6 months.

In 2021 we placed **114** offenders into work, as some Covid restrictions were lifted with a retention rate a massive **90%**. We are aiming to place **175** offenders into employment during 2022.

	2014 to 2016	2017	2018	2019	2020	2021	2022 (Jan & Feb)
Total Referrals	500	717	761	814	613	596	170
Total Interviewed	214	278	366	387	250	294	60
Into Work	76	70	103	148	70	114	29
In work over 6 months	52	60	79	108	50	pending	pending
Returned to custody	12	2	1	6	4	2	0
%PPO (Priority Prolific Offenders)	51%	35%	25%	27%	23%	20%	22%
Retention Rate	69%	74%	73%	73%	71%	pending	pending

With prison costs currently at

# £48,000pa

per prisoner this represents a huge saving to the treasury.

Government figures state that 50% of people leaving prison will reoffend within 12m of release.

By placing them into sustainable jobs using the TN model of employment we can see this is significantly reduced to under 5%.

So far having placed 610 people into jobs and with 305 staying in work over 12m, we estimate we have saved :

# £13.725M

Prison Costs @ 45k pa

# £4.575M

Benefits @ 15k pa

# £915,000

Going back into the economy via tax & N.I contributions



We work extremely hard to maintain a standard of excellence unique to the recruitment sector and are very much about quality over quantity. Our systems and processes are designed to ensure those that we work with have a bespoke support plan in place. A plan that is drawn up by one of our highly skilled TN caseworkers and that will give both employer and employee the best chance of a long-term relationship.

Below are just a few examples of how some of our candidates have succeeded.

Name	Employer	Started
Richard Welsh	Glidefield	July 2018
Chris Maynard	Clipper Logistics plc	January 2019
Simon McKinley	NWC	April 2017
Andrew Thompson	Clipper Logistics plc	February 2018
Faizel Khan	Own Business	July 2016
Luke Fusco	Nurture Landscapes	March 2016
Paul Clough	Nurture Landscapes	November 2015
Quincy Philips	Clipper Logistics plc	June 2019
Jordan Thomas	Dakin – Flather	January 2019
Simon Wallage	KTS Wirez	February 2016

**Simon Wallage Ex-Offender  
(25 years in and out of prison)**

I get emotional when I think about the impact Tempus Novo has had on me, I never thought that I would work for a living.

I love my job, my children and Grand- children can be proud of me. My neighbours know I've got a job, I no longer walk out of my door hanging my head in shame.



**Shamas (Ex-Offender)**

Shamas has been at Clipper for over a year now and has shown he has a great work ethic and loyalty.

Clipper run their Fresh Start scheme and believe in giving chances to members of the public that otherwise would struggle to get into lasting employment. In Shamas' case, he started work whilst still serving his sentence - through the Release on Temporary License Scheme (ROTL).

Shamas has proven that his past is exactly that, the past. He has grasped this opportunity so well that he has now been promoted to Training Champion. He said: "I love my new role; I have more responsibility and it's a step up. I would love to go further here at Clipper. The opportunities are there, I can see it. I have seen it happen here, where other people have come in and climbed the ranks fast and I know I can do the same."

This is evidence that our model works. It works for employers and it works for our service users.



A major partner in this has been Hatfield prison in South Yorkshire.

With support from TN, Hatfield has consistently achieved the highest results in the UK for placing ROTL prisoners into permanent jobs.

Mick Mills, the governor of Hatfield prison, recently had this to say about its partnership with Tempus Novo.



### How do you measure success?

As we know success is often difficult to measure and can often be subjective.

Tempus Novo's success breaks the mould. They have shown success can be tangible, can be meaningful and above all can be measurable. Their success is shown in our outcomes, their success is shown in our reoffending rates, their success is above all shown in the faces of the prisoners whose lives they have changed both whilst in custody and on release.

Since January 2021 despite the Covid 19 pandemic our prison has been able to expand our paid outworker provision by 115%, on any given day half our external workforce are working under the guidance and support of our Tempus Novo colleagues. In January 2022 our prison became the most successful at getting prisoners into employment on release, primarily due to the partnership working between us, Tempus Novo and Clipper logistics.

Recently the Deputy Prime Minister Dominic Raab visited Tempus Novo at HMP Hatfield to see for himself the amazing work that is taking place between us. He was able to see Tempus Novo interviewing a further 26 prisoners giving real life opportunities and more importantly hope to each individual.



“

**Richard Cowlshaw, Chief People Officer at Clipper Logistics**

**commented:** We owe a huge debt of gratitude to Team Tempus Novo who were the inspiration for our Fresh Start programme. It is incredible to think that, in 4 short years, we have successfully recruited 260 people through the Tempus Novo programme – that means we (Clipper and Tempus Novo) have changed the lives of 260 people plus their families. The social value of this enterprise is phenomenal. We look forward to recruiting the next 260 people through this programme.

”

“

**MP Holly Lynch - Labour Calderdale**

It was a pleasure to visit Tempus Novo and hear about your latest work so a big thanks to Val for the tour. Tempus Novo's results speak for themselves.

Having met some of those who have been helped with job placements and support, it's clear to see that their work is transforming lives. Having visited HMP Leeds with Val, you really get a sense of what could be achieved if Tempus Novo's work could be delivered on a bigger scale and replicated across the country.

”

“

**Tony Mannix, Chief Executive Officer at Clipper Logistics plc added:** I am immensely proud of the work that Steve, Val and the team at Tempus Novo do. Tempus Novo have helped to transform our Corporate Social Responsibility programme: Fresh Start which has now seen c.1400 people from a variety of backgrounds come through this programme.

From an ESG perspective, our relationship with Tempus Novo has significantly enhanced Clipper's profile with investors and shareholders who have paid tribute to the amazing work that is being achieved by our Fresh Start programme and especially with the recruitment of ex-offenders and ROTL prisoners.”

”

“

**Craig Whittaker MP:** Once again, I am incredibly proud to support Tempus Novo and their amazing achievement over the years. This organisation led by Steve and Val is truly inspiring to so many individuals, and without the help of TN, these people would probably end up back in the criminal system.

The work of TN has a positive impact, not only on the individual needing additional support, but also on businesses, the economy and society. I am delighted that the work of TN is now being supported and recognized by one of the largest retailers in the Country – this is fantastic news.

The work carried out by TN is highly regarded by Ministers, who are very supportive of their model and experience, together with their positive outcomes. Having met Steve and Val several times, I am not surprised that individuals who receive help from TN become extremely motivated to succeed in life.

”

A number of programmes have been successfully developed which access offenders to jobs in the construction industry including the provision of accreditation and qualifications in partnerships between training/support organisations and large construction companies.

However, Tempus Novo is undertaking a pioneering role in making the Logistics Industry a major source of employment for offenders. We have placed offenders in a number of companies including National group Culina a chilled food and drinks importer with a turnover of £800 million and 9000 staff; XPO Logistics a global organisation with over 100,000 employees and Leeds based Tuffnells, John Lewis & Partners, Finsbury Foods Group.



Smart & responsible businesses are looking for different ways of working that will positively impact the planet, from planting trees / reducing their carbon footprint (environment) to having a more diverse and inclusive workforce (social).

Recruiting from marginalised groups such as ex-offenders gives meaning to the S in their ESG, helping people who otherwise would be struggling on benefits many of them returning to crime.

Our data proves that when given an opportunity with a good company this results in a win for the employer who gets a loyal, hardworking and grateful employee, a win for the person hired and their families, and a win for society as we see less crime and less victims.

Without any doubt our amazing staff are our biggest asset, and we work hard to ensure they feel valued and supported and have a sense of belonging.

We share a commitment and a common understanding that its not what or how we do, but "WHY" we do that is most important at TN.

When you find partners with similar sets **of values and a passion to do good, that is when the magic happens!**

### Other benefits include:

**£48,000**  
pa per person  
saving on  
prison costs

**£15,000**  
pa per person  
saving to DWP  
in benefits



**More tax & NI  
contributions**



**Safer  
streets**



**Positive  
impact on the  
children in their  
families**

**Companies that practice conscious capitalism perform 10x better in the long run than those that don't because it facilitates personal growth and is a source of fulfillment. Conscious businesses have higher purposes that serve, align and integrate the interests of all their major stakeholders. They cultivate authentic, caring cultures that create enduring values because happy workers are productive workers.**

Clipper logistics plc who were recently acquired by GXO logistics for \$1B are arguably the UK's biggest success story of recent times, where recruiting ex-offenders is concerned. In 2017 we approached their founder Steve Parkin and asked him if he would consider employing ex-offenders. Steve laughed and said I've tried this before with probation and it doesn't work, to which we replied "No you haven't tried this before, because this is a brand new model put together like never before, bespoke to employers and the employee needs". He sat back in his chair and said "go on then tell me more." Clipper have now taken over 250 ex-offenders into their business, of which 1 in 5 have been promoted.

It was from working with TN, that Clippers Chief People Officer Richard Cowlshaw came up with the idea of opening up recruitment to other marginalised groups, such as single mums, ex-forces and people with earning difficulties' from Mencap. He gave this a name "Fresh Start" and he got his HR teams involved, who willingly and in many cases passionately set about recruiting and accommodating these people into the company.

Clipper went on to win several national awards for having a forward thinking diverse and inclusive recruitment policy, and even had a £5M investment from a social investor, who was so impressed by what he saw.

This remarkable chain of events doesn't happen unless you have leaders that care about their people,

and who understand the need, and in fact how to drive the ESG agenda in a meaningful way.

[Click here to see Fresh Start](#)

It's easy to see from our statistics just how impactful working with Tempus Novo can be, and how as a business working with us, you are able to evidence in a tangible way your commitment to ESG.

**Clipper alone have impacted as follows:**



**£5.625M**

Prison savings:  
125 x 45k

**£1.875M**

Benefits saved:  
125 x 15k

**£0.375M**

Tax and N.I contributions:  
125 x 3k

Our biggest new development this year, has been establishing the Tempus Novo model in a completely new part of the country. To date, TN has operated in Yorkshire where it's 2 founders Steve Freer and Val Wawrosz worked and enjoyed close local links, particularly with the Prison Service and Probation. We are now exporting our highly successful approach to another part of the UK to test out the extent to which the TN approach can be scaled up and, eventually, act as a national model.

TN has chosen to next develop a service focused around Milton Keynes, which is a major logistics industry hub for the south of England. We have appointed a new Operations Manager Olivia Lyons to take forwards this important initiative. Many of the companies we

already work with are national concerns, so that we are not starting from scratch with the new venture. We have also had promising discussions with household names such as the Coca Cola, Mercedes Benz, River Island and A.P Moller Maersk.

From our new base in Milton Keynes provided by the John Lewis Partnership, we can work with Springhill prison in Buckinghamshire and Five Wells prison in Northampton, which is a new Category C "super prison" designed to accommodate 1680 inmates. HMP Five Wells has a purpose built rehabilitation centre, and the Governor is already keen to partner with us.



To date, most TN funding has come from grant-giving trusts and private donations. This has been great, giving us the freedom to develop our model free of contractual requirements and stay true to our values.

It will also be critical going forward as we attempt to develop and innovate the service. However, this funding is short-term. We are therefore working on a strategy that includes annual donations from our corporate partners.

Several of our business partners have already made donations in recognition of the value that TN brings to their ESG Policy.

### Tempus Novo Funders

In the period March 2021 to February 2022 Tempus Novo received income totalling £333,254, of which £298,333 was from charitable donations, listed below as follows:

The Forrester Trust	£25,000
Barbara Harrison HCD	£33,000
Triangle Trust	£30,000
Henry Smith Trust	£30,000
The Tolkien Trust	£13,333
The Tudor Trust	£38,000
The Steele Trust	£15,000
The Fore Trust	£45,000
The DCR Allen Trust	£4,000
Santander Financial	£10,000
Handlesbanken Foundation	£20,000
Clipper Logistics	£35,000
<b>TOTAL -</b>	<b>£298,333</b>

### How Tempus Novo has used the monies donated

Total expenses over the period totalled £330,782, of which £244,140 was accounted for as salaries paid to members of the Executive Team and employees.

No salaries were paid to any Trustees, over this reporting period.

All other monies spent went to cover operating expenses, principally:

**Business plan consultancy costs**

**Fund writing applications**

**Design, print work and website**

**Internet access**

**Telephones, x2 mobiles**

**Laptop computers, x2**

**Accountants' fees**

**Subscriptions**

**Travel expenses**

## Financial review

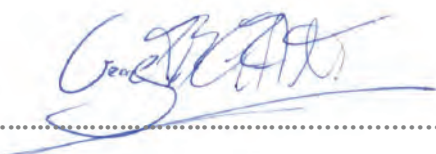
The Trustees regularly review the financial position of the Charity and can confirm that at the date of signing the annual report, the Charity has adequate funds to meet its commitments. In the short-to-medium term, we believe it will be important to secure additional funding to ensure the long-term viability of the charity. To that end, several funding applications have been submitted, and we are encouraged by their prospects for success. As mentioned in the previous section, the charity is also working hard to encourage stakeholders who benefit from the Tempus novo service to contribute to it financially.

Over the period, income received totalled £333,254, set against total expenditure of £330,782. This represents an overall surplus of £2,472 which the Trustees consider a fair outcome for a charity undergoing two difficult years for fundraising.

Moving forward and including new members of staff, the monthly outgoings are predicted to be around £26,000 per month, we intend to make a small raise to the reserves to £260,000 at the next Trustees meeting so that we have ten months outgoings target as reserve.

Overall, the Trustees are satisfied with the financial health of Tempus Novo for this period, whilst remaining committed to reducing expenditure where feasible and moving the charity towards a more sustainable funding model centred on increasing stakeholder contributions.

**Mr G Grant**  
Chairman  
On behalf of the board of Trustees

Signed  Date: 28/10/2022

**Mr H Pearson**  
Treasurer

Signed  Date: 28/10/2022

## Independent examiner's report to the trustees of Tempus Novo ('the Charity')

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 28 February 2022.

### Responsibilities and basis of report

As the charity's trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

### Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

### James Sutton BA (Hons) FCA

ICAEW  
Haines Watts  
Chartered Accountants  
Sterling House  
1 Sheepscar Court  
Meanwood Road  
Leeds  
West Yorkshire  
LS7 2BB

Signed ..... *Haines Watts* ..... *21 November 2022* .

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<b><u>Incoming resources from generated funds</u></b>					
Donations and legacies	2	51,468	224,333	275,801	218,266
Investment income	3	14	-	14	138
		51,482	224,333	215,815	218,404
Other incoming resources	4	57,439	-	57,439	62,857
Total incoming resources		108,921	224,333	333,254	281,261
<b><u>Resources expended</u></b>					
Governance costs	5	112,391	218,391	330,782	229,530
Total resources expended		112,391	218,391	330,782	229,530
<b>Net income for the year/ Net movement in funds</b>					
		(3,470)	5,942	2,472	(8,269)
Fund balance at 1 March 2021		229,717	24,059	253,776	262,045
Fund balance at 28 February 2022		226,247	30,001	256,248	253,776

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets			17,990		18,896
Tangible assets	8				
Current assets					
Debtors	9	1,165		-	
Cash at bank and in hand		241,263		249,727	
		<u>242,428</u>		<u>249,727</u>	
Creditors: amounts falling due within one year	10	(4,170)		(14,847)	
Net current assets			<u>238,258</u>		<u>234,880</u>
Total assets less current liabilities			256,248		253,776
Creditors: amounts due after more than one year			-		-
Net assets			<u>256,248</u>		<u>253,776</u>
			-----		-----
Income funds					
Restricted funds			30,001		24,059
Unrestricted funds			<u>226,247</u>		<u>229,717</u>
			<u>256,248</u>		<u>253,776</u>
			-----		-----

The accounts were approved by the Trustees on 28/10/2022

Mr H Pearson  
Treasurer



Signed ..... Date: 28/10/2022

## 1. Accounting policies

### 1.1 Basis of preparation

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention. Tempus novo is a Charitable Incorporated Organisation.

### 1.2 COVID-19

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information in making their assessment. Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

### 1.3 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

### 1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

### 1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

### 1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment - 3 years

Motor vehicle - 4 years

### 1.7 Taxation

The charity is exempt from corporation tax on its charitable activities.

**1.8 Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**1.9 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme.

Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**1.10 Debtors**

Short term debtors are measured at transaction price, less any impairment.

**1.11 Cash and cash equivalent**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**1.12 Creditors**

Short term creditors are measured at the transaction price.

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<b>2. Donations and legacies</b>				
Donations and gifts	51,468	224,333	275,801	218,266
<b>3. Investment income</b>				
Interests receivable			14	138
<b>4. Other incoming resources</b>				
Service fees received			35,000	1,500
Furlough income			22,439	61,357
			57,439	62,857

## 5. Total resources expended

	Staff Costs £	Depreciation £	Other Costs £	Total 2022 £	Total 2021 £
<b>Governance costs</b>	244,140	12,783	73,859	330,782	289,530

## 6. Trustees

There were no trustees' remuneration or other benefits for the year ended 28 February 2022 nor for the year ended 28 February 2021.

Trustees' expenses There were no trustees' expenses paid for the year ended 28 February 2022 nor for the year ended 28 February 2021.

## 7. Employees

No employees had employee benefit more than £60,000.

	Total 2022 £	Total 2021 £
<b>Employee Costs</b>		
Wages and salaries	221,069	221,672
Social security costs	17,588	17,976
Other pension costs	5,483	5,375
	244,140	245,023

		Computer equipment £	Motor vehicles £	Total £
8.	Tangible fixed assets			
	Cost			
	At 1 March 2021	25,886	9,000	34,886
	Additions	12,376	-	12,376
	Disposal of assets	(679)	-	(679)
	<b>At 28 February 2022</b>	<b>37,583</b>	<b>9,000</b>	<b>46,583</b>
	Depreciation			
	At 1 March 2021	11,490	4,500	15,990
	Charge for the year	10,863	2,250	13,113
	Disposal	(510)	-	(510)
	<b>At 28 February 2022</b>	<b>21,843</b>	<b>6,750</b>	<b>28,593</b>
	Net book value			
	At 28 February 2022	15,740	2,250	17,990
	At 28 February 2021	14,396	4,500	18,896

		2022 £	2021 £
9.	Debtors		
	Other Debtors	1,167	-
10.	Creditors: amounts falling due within one year		
	Accruals	4,170	1,513
	Deferred Income	-	13,333
		4,170	14,846

		2022 £	2021 £
11.	<b>Pension and other post-retirement benefit commitments</b>		
	<b>Defined contributions</b>		
	Contributions payable by the company for the year	5,483	5,375

		Unrestricted Funds £	Restricted Funds £	Total £
12.	<b>Analysis of net assets between funds</b>			
	Fund balance at 28 February 2022 are represented by:			
	Tangible fixed assets	17,990	-	17,990
	Current assets	212,427	30,001	242,428
	Creditors: amounts falling due within one year	(4,170)	-	(4,170)
	Creditors: amounts falling due after more than one year	-	-	-
		<u>226,247</u>	<u>30,001</u>	<u>256,248</u>

13.

	At 1/3/21 £	Net movement in funds £	As 28/2/22 £
<b>Movement in funds</b>			
<b>Unrestricted funds</b>			
General funds	229,717	(3,470)	226,247
<b>Restricted funds</b>	24,059	5,942	30,001
<b>Total funds</b>	<u>253,776</u>	<u>2,472</u>	<u>256,248</u>

	Incoming resources £	Resources expended £	Movement in funds £
<b>Net movement in funds, included in the above are the following</b>			
<b>Unrestricted funds</b>			
General funds	108,920	112,391	(3,470)
<b>Restricted funds</b>	224,333	218,391	5,942
<b>Total funds</b>	<u>333,254</u>	<u>330,782</u>	<u>2,472</u>

**14. Related party disclosures**

There were no related party transactions for the year ended 28 February 2022.

## Administrative Information

### Trustee list:

George grant - Chairperson  
Henry Pearson - Treasurer  
Valerie Haywood - Secretary  
Gareth Bullen - Trustee  
Charles Forbes-Adam - Trustee

Charity number: 1157079

### Registered office address:

84A Akeferry Road  
Graizelound  
Haxey  
Doncaster  
South Yorkshire  
DN9 2NF

### Principal place of work address:

84A Akeferry Road  
Graizelound  
Haxey  
Doncaster  
South Yorkshire  
DN9 2NF

Over the years Tempus Novo has won several awards, including in 2019 the prestigious Centre For Social Justice Award for best in category – criminal justice.

We were recently one of the first two organisations to receive a Corbett Award for our work. The Corbett Network for Prisoner Re-Integration is a coalition of 104 charities, social enterprises, CICs, non-profit organisations and businesses with a social mission who work with those in prison and after release.

We are proud and humbled at this recognition by our peers of the value of TN's work.

THE CSJ AWARDS



We are really excited at the potential for growth of the Tempus Novo model. It is clear that there is a huge demand for labour and we have the means to help with an Employers labour needs. With 8 years proof of concept, our brand is recognised as one of the UKs best ex-offender recruitment models which takes into account the Employers needs and protects their reputation. Ultimately working in partnership with the MOJ and responsible businesses, we would like to scale up in the next 3 to 5 years to having 6 hubs placing around 1000 ex-offenders into sustainable employment per annum.

We would like to thank all of our partners , supporters and Donors for your continued support. Its thanks to you that Tempus Novo continues to grow and help more marginalised people into sustainable Employment.

Thank you,  
Steve & Val



**TEMPUS NOVO (MEANING NEW TIME)**

England & Wales - Charity number 1157079

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# Accounts

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**TEMPUS NOVO**

**TRUSTEES REPORT AND UNAUDITED ACCOUNTS**

**FOR THE YEAR ENDING 28 FEBRUARY 2021**

**Trustees:** Mr G Grant  
Mr G Bullen  
Mrs V Heywood  
Mr C Forbes-Adam  
Mr H Pearson

**Charity Number:** 1157079

**Principal Address:** 84a Akeferry Road  
Graizelound  
Haxey  
Doncaster  
South Doncaster  
DN9 2NF

**Independent Examiner:** Haines Watts Leeds  
Chartered Accountants  
Sterling House  
1 Sheepscar Court  
Meanwood Road  
Leeds  
West Yorkshire  
LS7 2BB

**Bankers:** Barclays Bank plc  
10 Market Street  
Bradford  
West Yorkshire  
BD1 1EG

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The Trustees present their report and accounts for the year ended 28 February 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Constitution, the Charities Act 2011, and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

### **Structure, Governance and Management**

The Charity was established by a charitable trust deed 16<sup>th</sup> May 2014.

The Charity is managed by a board of Trustees who have regular oversight of the activities of the Charity. The Trustees receive monthly reports from the Treasurer as to the financial affairs of the Charity.

The day-to-day business of the charity is carried out by the Executive Team, who report to the Trustees on their activities at the Charity's six weekly Board Meetings. Whilst the Executive Team sets the direction of the Charity and have key responsibility for the running of its activities, no major decision can be taken – as regards financial matters – without the approval of the Trustees.

The Charity's President is not a Trustee and does not sit on the Trustee Board but represents the Charity in an honorary capacity.

None of the Trustees received any remuneration save for reimbursement for legitimate expenses.

The Trustees who served during the year were:

Mr George Grant	Chairman
Mr Charlie Forbes Adam OBE	Treasurer
Mrs Valerie Heywood	Secretary
Mr Gareth Bullen	Trustee
Mr Henry Pearson	Trustee

The Executive Team who served during the year were:

Mr Steve Freer	CEO
Mr Valdemar Wawrosz	Managing Director

### Introduction from the Chairman

2020 has been the most extraordinary, and for many the most challenging, year of our lifetimes. The onset of the Covid-19 pandemic has upended society in ways previously unthinkable, and no area of life has gone untouched. This includes of course the charity sector and indeed our own area of operations in justice and prisoner rehabilitation. It is estimated that the onset of Covid-19 has left a £12 billion black hole in the UK charitable sector, with more than four fifths of charities suffering a decline in funding, many sharply so. For some charities, the decline will be terminal. It is therefore testament to the importance of the work undertaken by Tempus Novo, and the esteem in which the charity is held, that no single donor has reduced, still less withdrawn or withheld funding, since the onset of the pandemic.

That is not to say, however, that the work of Tempus Novo has been unaffected. Our focus of operations is supporting ex-offenders into sustainable employment, and that is made significantly more difficult when large swathes of the national economy have been forcibly shut down. There is no doubt that Tempus Novo's unique operational model has enabled the charity to succeed in its mission where many others have failed, but it is equally undeniable that our work has been assisted over the past few years by historically low levels of unemployment in the United Kingdom. Whilst increases in unemployment have not yet been as sharp as many feared following the onset of the Covid-19 crisis, still business confidence remains fragile in many sectors and more than 12 months of intermittent and extended lockdowns have hit many businesses extremely hard.

This has been reflected in the decline in numbers of ex-offenders Tempus Novo has succeeded in supporting into work over the past 12 months. Over the 2020-21 financial year, Tempus Novo supported 70 ex-offenders into work, as compared to 148 in the previous year. Under the circumstances, to find jobs for even 70 is remarkable, but the decline by more than half on the previous period is nevertheless stark. Whilst the number of referrals was also down owing to the pandemic, 613 in 2020-21 as compared to 814 in 2019-20, this decrease was less pronounced, demonstrating that whilst the appetite for helping ex-offenders into work remains strong, the opportunities for them to do so have become fewer and farther between.

As we begin to emerge from this pandemic, it is to be hoped that an economic revival will bring with it fresh opportunities for employment and the work of Tempus Novo will pick-up speed once more. Nevertheless, we should be under no illusions that the coming months and indeed years may bring with them great hardship. It is my immense privilege to continue serving as Chairman of the Board of Trustees, and I am acutely aware that it is precisely because the current climate will prove so difficult for ex-offenders, that the work of Tempus Novo now is more important than ever. And I can speak with certainty on behalf of the entire Trustee Board in saying that if there is any organisation that can succeed under such circumstances, it is Tempus Novo. As the confidence placed in the charity by our many donors and other supporters has demonstrated over the past year, Tempus Novo remains as resilient as ever, and it is a confidence that is shared by us, the Trustees of this remarkable charity.



**George Grant**  
Chairman of the Board of Trustees

## About Tempus Novo

### The Charity

Tempus Novo is an award-winning charity focused on working with serving prisoners and ex-offenders looking for a way out of crime. The Charity works with repeat offenders to get them into employment and break the cycle of crime that damages our country's social fabric and costs the taxpayer several billion pounds every year (£18.1 Billion MOJ 2018 figures)

Tempus Novo's unique strength is its direct links into – and an understanding of – the British prisons system and those within it. Founded in 2014 by two serving Senior Prison Officers at HMP Leeds, Tempus Novo operates both inside and outside prisons to identify offenders committed to transforming their lives by helping prepare them, both practically and emotionally, for the world of work.

The Charity works with a growing number of employers in and around Yorkshire and beyond who share its vision and values and are willing to give offenders a second chance. Tempus Novo does not ask employers to hire its ex-offenders as a gesture of goodwill, but because they are the right people for the job.

Having begun in HMP Leeds, where the charity retains its headquarters, Tempus Novo now has working relationships in the following prisons,

- HMP Leeds
- HMP Wealstun
- HMP & YOI Hatfield
- HMP Askham Grange (women's)
- HMP New Hall (women's)


Through demand for our service, from HMPPS and our National business partners, we are now forming relationships with Prisons and depots in other parts of the country including HMPPS Springhill, Sudbury and Thorn Cross.

Tempus Novo has a strong working relationship with the Probation Service, through whom a significant proportion of referrals come, along with the Department for Work & Pensions (DWP) and Job Centre Plus.

Over this reporting period, despite operating throughout a Pandemic Tempus Novo generated 613 referrals, of which 250 were risk-assessed and 70 placed into sustainable employment, just 4 of the 70 have since been returned to custody, 5.7% of the total. (These figures are checked on the Prisons management system monthly)

613	referrals
250	interviews and risk-assessments
70	placed into work.
50	still in work after six months (71% retention)
4	returned to custody (5.7%)

Having evaluated the attendance rate of those that we have placed into employment in Logistics, it turns out that the absence rate is around half of the normal absence rate in this Sector, 2.9 days absence versus 6 days absence per annum.

	2014 - 2016 (Jan – Dec)	2017 (Jan – Dec)	2018 (Jan – Dec)	2019 (Jan – Dec)	2020 (Jan – Dec)	2021 (Feb)
Total Referrals	500	717	761	814	613	94
Total Interviewed	214	278	366	387	250	47
Into Work	76	70	103	148	70	7
Currently in Work (Over 6 Months)	52	60	79	108	44	Pending
Returned to Custody	12	2	1	6	4	0
%PPO (Priority Prolific Offenders)	51%	35%	25%	27%	23%	Pending
Retention Rate	69%	74%	73%	73%	75%	83%

## The Founders

Tempus Novo was founded by Steve Freer and Val Wawrosz. Between them, Steve and Val have over 60 years' experience working with offenders in prisons the length and breadth of the country, most recently at HMP Leeds. They have a comprehensive understanding of Offender Management having overseen both Integrated Offender Management units (IOM and Resettlement teams in Custodial settings).

Steve and Val are now recognised as influential leaders on prison reform and as such are now members of a select alliance working with the CSJ Centre For Social Justice on future Policy, they are also Leadership Fellows of St Georges House Windsor Castle where leaders from all sectors come together from across the Globe to effect change for the better in our Society. This is achieved by nurturing wisdom through dialogue.

Together with the Charity's President, former Cabinet Minister, and ex-offender Jonathan Aitken, along with its Trustees, Tempus Novo also enjoys a strong relationship with both ministers and officials at the Ministry of Justice and elsewhere inside Government.

## President and Trustees

### Jonathan Aitken – President

Jonathan Aitken is the President of Tempus Novo. Mr Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP, and ex-prisoner. Through his writing, speeches and broadcasting he has been a leading voice for the cause of rehabilitating offenders.

His ground-breaking report 'Locked-up potential: A strategy for reforming prisons and rehabilitating prisoners' was published to widespread acclaim by the Centre for Social Justice (CSJ) in 2010. It has since had a major impact on government policy and continues to influence the Tempus Novo journey.

### John Samuels – Vice President

His Honour John Samuels QC has been the Chairman of the Criminal Justice Alliance since 2012. He was a Trustee of the Prisoners' Education Trust for 13 years, its Chairman for 6, and is now its first President. He was previously a Circuit Judge (he sat in the Crown Court for a total of 27 years); and had been Chairman of the Criminal Committee of the Council of Circuit Judges, where he pioneered liaison between the Council, Ministers, and their officials. A long-term proponent of judicial

monitoring, he has written and lectured on the topic both in this jurisdiction and overseas for over 10 years. In January 2016 he was appointed by the Lord Chancellor and Lord Chief Justice to advise a current Working Group on problem-solving courts. He was a founder member of the National Sentencing Probation Forum until March 2012, when he also retired from the London Probation Forum, of which he had been a member for 10 years. He is a Trustee of the Howard League for Penal Reform.

He is the Board member for England & Wales of the International Association of Drug Treatment Courts; and is Vice President of both UNLOCK, the National Association of Reformed Offenders and of

the Association of Members of Independent Monitoring Boards. He is a Patron of prisoners' Advice Service. Between 2005 and September 2015 he was a judicial member of the Parole Board and visited prisons up to 3 times per week in that capacity. In 2012 he was appointed a Visiting Professor at Nottingham Law School, focusing on sentencing and criminal justice issues. He remains actively involved in the educational agenda of Lincoln's Inn, of which he has been a Bencher since 1990.

## **BOARD OF TRUSTEES**

### **George Grant (Chairman)**

George Grant joined Tempus Novo as a Trustee in December 2015 and serves as Chair of the Tempus Novo Trustees.

Mr Grant is a former foreign correspondent, policy analyst and Parliamentary candidate who now manages the estate at Stockeld Park, his family home. In addition to his legal responsibilities as Chairman, Mr Grant actively represents Tempus Novo in the public policy arena, including in the media, politics, and civil society. Mr Grant also serves on the Advisory Board of the mental health charity, Mind Hong Kong.

### **Gareth Bullen (Trustee)**

Gareth Bullen serves as Trustee on the Tempus Novo Board. Mr Bullen has over 30 years' experience of working as a senior manager in the Utilities Sector and running his own successful, international training consultancy.

Mr Bullen specialises in transformational leadership, supporting organisations in creating an entrepreneurial culture and helping them achieve customer excellence, transformational innovation, and outstanding employee engagement. He is an award-winning coach, mentor and facilitator and regularly speaks at conferences and events. Mr Bullen also works in partnership with several organisations and charities to promote opportunities for young people and the over 50s in training and employment.

### **Valerie Heywood (Secretary)**

Valerie Heywood serves as Secretary on the Tempus Novo Board. She has been a Magistrate for 23 years, sitting in adult crime, youth crime and family Courts, and as a member of the Independent Monitoring Board at HMP Leeds for 20 years.

Mrs Heywood also sits on the board of several other prison-related charities, being a Trustee of the Jigsaw Visitors' Centre at HMP Leeds as well as a Trustee of Bradford Courts' Chaplaincy Service, which helps and supports defendants and their families when visiting Bradford Magistrates and Crown Courts.

**Charlie Forbes Adam OBE (Treasurer)**

Charlie Forbes Adam OBE joined the Trustee Board in 2019 and brings with him a wealth of experience on offender rehabilitation and the broader justice sector.

**Henry Pearson (Trustee)**

Henry currently works at Deloitte as a Director in their Debt and Capital Advisory team, where he specialises in helping companies navigate through the process of raising debt finance. Henry started his career in Deloitte's audit practice, gaining experience across a range of businesses as well as qualifying as a Chartered Accountant. After being introduced to Tempus Novo, Henry was struck by the large impact that Tempus Novo has on the lives of ex-offenders and their families. Outside of work Henry is a keen cyclist and enjoys spending time out in the countryside with his wife and children.

**EXECUTIVE TEAM**

**Steve Freer (CEO)**

Steve Freer is the CEO and co-founder of Tempus Novo. Mr Freer has worked in the criminal justice system since 1986. Starting at HMP Wormwood Scrubs, he worked with some of the most notorious criminals in the UK. Since then, he has managed a wide range of projects in prisons in the North of England.

More recently he worked as Business Development Manager at HMP Leeds, and it was during this time he developed a successful model for rehabilitating ex-offenders based on employment. Keen to do more, Mr Freer decided to set up Tempus Novo.

**Valdemar Wawrosz (Managing Director) MD**

Valdemar Wawrosz is the Managing Director and co-founder of Tempus Novo. Mr Wawrosz has been working in the criminal justice system since 1988, starting his career working at HMYOI Huntercombe with young offenders and then moved to HMP Leeds in 1990 retiring from the service in 2015. He has worked with every type of prisoner from remands to those serving a life sentence including some of the most difficult prisoners in the country. Mr Wawrosz passion for the rehabilitation of offenders was instrumental in the creation of Tempus Novo.

**Criteria**

Tempus Novo works mainly with male adult offenders who are looking for a way out of crime. We do not work with offenders who have convictions for Arson, Murder, or Terrorist or Sexual Offences

If they demonstrate a good level of desire to change, a good work ethic (including in custody) and even better with a great personality, then we will look to work with them.

**Referrals**

All ex-offenders at Tempus Novo are known as graduates to assist with their transition back into mainstream society. The referral process is kept simple and can consist of a phone call by the offender or the person nominating, usually a probation officer, prison officer, police officer or another caseworker.

## **Interview**

At interview, the offender must have the following:

1. Curriculum Vitae
2. ID in the form of passport, Driving license or birth certificate
3. Bank account
4. Covenant (personal letter outlining their past and why they now want to change)

This allows for a speedier service should we suddenly have a position become available. The interview setting and the way we interact is key to putting the candidate at ease and forming a trusting relationship necessary for any level of success, should we decide to take them on to the program. It is done in such a way as to make our service personal and bespoke.

A comprehensive risk assessment is carried out using prison and police intelligence to ensure as far as is possible nothing can happen which could damage the reputation of the companies we work with.

Once on our programme we support both employee and employer for a minimum of 12 months from the date of employment. The support consists of visits, phone calls and texts and is designed around the needs of both employee and employer as each case is different.

### **Employers working with Tempus Novo.**

We continue to work with a growing number of small to medium size Employers, as word gets out about how employing ex-offenders is actually good for business. One of our larger Employers, Clipper PLC operate in the Logistics Sector which we have found to be appropriate and for most of our candidates this is suitable entry level work. (70% of those in prison having literacy and Numeracy levels of a 12 to 13 year old) We still work with a wide range of Employers in order to facilitate as many of our candidates as possible including warehousing, window cleaning, wood scouring, engineering, catering, construction, call centres, a broad spectrum of work.

### **Tempus Novo Funders**

In the period March 2020 to February 2021 Tempus Novo received income totalling £219,904, of which £218,266 was from charitable donations, listed below as follows:

The Forrester Trust	£10,000
Barbara Harrison HCD	£32,000
Garfield Weston Trust	£20,000
Henry Smith Trust	£30,000
The Tolkien Trust	£40,000
The Tudor Trust	£2,000
Roger Kaye	£13,882
HB Trust of York	£10,000
Santander Financial	£10,000
Marsh Foundation	£10,000
Other Donors	£40,384
<b>TOTAL</b>	<b>£218,266</b>

#### **How Tempus Novo has used the monies donated.**

Total expenses over the period totalled £289,530, of which £245,023 was accounted for as salaries paid to members of the Executive Team and employees. No salaries were paid to any Trustees, over this reporting period. All other monies spent went to cover operating expenses, principally:

Business plan consultancy costs

Fund writing applications

Design, print work and website

Internet access

Telephones, x2 mobiles

Laptop computers, x 2

Accountants' fees

Subscriptions

Travel expenses

#### **Vision for the future**

In the last year our direction has been somewhat guided by 2 things :-

1. The demand from specific prisons. These have tended to be from the Open estate with Category D status. We have found that working with these prisons, is much more accessible and progressive with Rehabilitation as their focus. Moving forward we anticipate working with more Category D prisons which tends to have the more motivated individuals. The fact that we are now supplying some really hard-working and loyal employees from these prisons, the demand from the Employers is increasing and more Employers are wanting to get involved. We are confident that subject to the right level of support this model can go on to help many more people coming out of prison and be replicated across the country and therefore be helping around 500 people into sustainable employment every year. Our research into growth industries shows Logistics as one of the leading sectors and it therefore makes sense to concentrate on our existing relationships with the Logistics industry.

2. The Covid Pandemic has certainly restricted the number of people that we have been able to deal with because of the restrictions in place, we have had to do telephone assessments instead of the usual face to face assessments which is not an ideal situation as it is difficult to assess someone properly over a telephone. Despite this we have still managed to place 70 people into work this reporting period which is outstanding when there have been thousands of people laid off work.

Moving forward, Tempus Novo has determined that a near-exclusive reliance on charitable donations is an ultimately unsustainable model. Whilst the level of charitable donations is extremely welcome, it is nevertheless of concern to the Trustees that they account for almost 78% of the charity's income. With this in mind we are having conversations with Employers around how we can make the organisation more sustainable, one idea which was raised by an Employer, is to form an Exclusive membership Club where Employers pay an annual donation.

Consequently, both the Executive Team and the Trustee Board are united in their determination to see Tempus Novo move towards an operating model that sees stakeholders who benefit from the charity's service contributing to it financially. Tempus Novo has determined to adopt a 'Thirds' model as follows:

1. One third from Stakeholders and employers.
2. One third from philanthropists
3. On third from Trust Foundations

The charity has made good progress with Employers in moving towards a model that will see them contribute in this way. We are also actively looking at other ways to bring in revenue, one example is to explore opportunities with Social Investors.

What is really significant and exciting is that companies are now approaching Tempus Novo as their preferred recruiter, this is what we dreamt of when we first started out on this journey, this is evidence of how well this model actually works. Here are just a few of the companies that have recently contacted us Culina Logistics, XPO Logistics, Tuffnells Parcel express, Front Row Support.

Part of our planning for the future sustainability of the charity, we now have in place a Risk Register compiled by the Executive team and Marsh Global Insurance management team (this piece of work kindly done Pro Bono by Marsh Group)

#### **Financial review**

The Trustees regularly review the financial position of the Charity and can confirm that at the date of signing the annual report, the Charity has adequate funds to meet its commitments. In the short-to-medium term, we believe it will be important to secure additional funding to ensure the long-term viability of the charity. To that end, several funding applications have been submitted, and we are encouraged by their prospects for success. As mentioned in the previous section, the charity is also working hard to encourage stakeholders who benefit from the Tempus novo service to contribute to it financially.

Over the period, income received totalled £281,261, set against total expenditure of £289,530. This represents an overall deficit of £8,269 which the Trustees consider a fair outcome for a charity undergoing a difficult year for fundraising.

Moving forward and including new members of staff, the monthly outgoings are predicted to be around £23,000 per month, we intend to raise the reserves to £230,000 at the next Trustees meeting so that we have ten months outgoings target as reserve.

Overall, the Trustees are satisfied with the financial health of Tempus Novo for this period, whilst remaining committed to reducing expenditure where feasible and moving the charity towards a more sustainable funding model centred on increasing stakeholder contributions.

On behalf of the board of Trustees



**Mr G Grant**  
Chairman



.....  
**Mr C Forbes Adam**  
Treasurer

Dated 16<sup>th</sup> August 2021

TEMPUS NOVO

INDEPENDENT EXAMINER'S REPORT  
TO THE TRUSTEES OF TEMPUS NOVO

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**Independent examiner's report to the trustees of Tempus Novo ('the Charity')**

I report to the charity trustees on my examination of the accounts of the Charity for the year ended 28 February 2021.

**Responsibilities and basis of report**

As the charity's trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

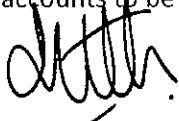
Having satisfied myself that the accounts of the Charity are not required to be audited and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



James Sutton BA (Hons) FCA  
ICAEW  
Haines Watts  
Chartered Accountants  
Sterling House  
1 Sheepscar Court  
Meanwood Road  
Leeds  
West Yorkshire  
LS7 2BB

**Date: 19/08/2021**

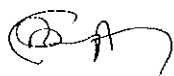
TEMPUS NOVO  
 STATEMENT OF FINANCIAL ACTIVITIES  
 INCLUDING INCOME AND EXPENDITURE ACCOUNT  
 FOR THE YEAR ENDED 28 FEBRUARY 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b><u>Incoming resources from generated funds</u></b>					
Donations and legacies	2	77,384	140,882	218,266	349,849
Investment income	3	138	-	138	428
		<u>77,522</u>	<u>140,882</u>	<u>218,404</u>	<u>350,277</u>
Other incoming resources	4	62,857	-	62,857	19,370
Total incoming resources		<u>140,379</u>	<u>140,882</u>	<u>281,261</u>	<u>369,647</u>
<b><u>Resources expended</u></b>					
Governance costs	5	44,507	245,023	289,530	261,869
Total resources expended		<u>44,507</u>	<u>245,023</u>	<u>289,530</u>	<u>261,869</u>
Net income for the year / Net movement in funds		<u>34,515</u>	<u>(42,784)</u>	<u>(8,269)</u>	<u>107,778</u>
Fund balances at 1 March 2020		<u>195,202</u>	<u>66,843</u>	<u>262,045</u>	<u>154,267</u>
Fund balances at 28 February 2021		<u>229,717</u> =====	<u>24,059</u> =====	<u>253,776</u> =====	<u>262,045</u> =====

TEMPUS NOVO  
BALANCE SHEET  
AS AT 28 FEBRUARY 2021

	Notes	2021 £	2021 £	2020 £	2020 £
<b>Fixed assets</b>					
Tangible assets	8		18,896		9,253
<b>Current assets</b>					
Debtors	9	-		1,400	
Cash at bank and in hand		249,727		320,564	
		<u>249,727</u>		<u>321,964</u>	
Creditors: amounts falling due within one year	10	(14,847)		(1,957)	
Net current assets			234,880		320,007
Total assets less current liabilities			<u>253,776</u>		<u>329,260</u>
Creditors: amounts falling due after more than one year	11		-		(67,215)
Net assets			<u>253,776</u>		<u>262,045</u>
<b>Income funds</b>					
Restricted funds			24,059		66,843
Unrestricted funds			229,717		195,202
			<u>253,776</u>		<u>262,045</u>

The accounts were approved by the Trustees on 16<sup>th</sup>. August 2021



.....  
Mr C Forbes Adam  
Treasurer

**1. Accounting policies**

**1.1 Basis of preparation**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention

**1.2 COVID-19**

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information in making their assessment. In particular, in response to the COVID-19 pandemic, the Trustees have taken into account the impact on the charity and possible scenarios brought on by the impact of COVID-19, alongside the measures that they can take to mitigate the impact. Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

**1.3 Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

**1.4 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

**1.5 Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**1.6 Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	3 years
Motor vehicle	4 years

**1.7 Taxation**

The charity is exempt from corporation tax on its charitable activities.

**1.8 Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**1.9 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**1.10 Debtors**

Short term debtors are measured at transaction price, less any impairment.

**1.11 Cash and cash equivalent**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**1.12 Creditors**

Short term creditors are measured at the transaction price.

**2 Donations and legacies**

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Donations and gifts	77,384	140,882	218,266	349,849
	=====	=====	=====	=====

**3 Investment income**

	Total 2021	Total 2020
	£	£
Interest receivable	138	428
	=====	=====

TEMPUS NOVO  
 NOTES TO THE ACCOUNTS (CONTINUED)  
 FOR THE YEAR ENDED 28 FEBRUARY 2021

**4 Other income resources**

	Total 2021 £	Total 2020 £
Service fees received	1,500	19,370
Furlough income	61,357	-
	<u>62,857</u> =====	<u>19,370</u> =====

**5 Total resources expended**

	Staff Costs £	Depreciation £	Other Costs £	Total 2021 £	Total 2020 £
Governance costs	245,023	7,507	37,000	289,530	261,869
	<u>245,023</u> =====	<u>7,507</u> =====	<u>37,000</u> =====	<u>289,530</u> =====	<u>261,869</u> =====

**6 Trustees**

There were no trustees' remuneration or other benefits for the year ended 28 February 2021 nor for the year ended 29 February 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 28 February 2021 nor for the year ended 29 February 2020.

**7 Employees**

No employees had employee benefit more than £60,000.

Employment Costs	2021 £	2020 £
Wages and salaries	222,223	193,220
Social security costs	17,425	14,468
Other pension costs	5,375	3,764
	<u>245,023</u> =====	<u>211,452</u> =====

The average monthly number of employees during the year was as follows:

	2021	2020
Total	8	7
	<u>8</u> =====	<u>7</u> =====

TEMPUS NOVO  
NOTES TO THE ACCOUNTS (CONTINUED)  
FOR THE YEAR ENDED 28 FEBRUARY 2021

8 Tangible fixed assets	Computer equipment £	Motor vehicles £	Total £
Cost			
At 1 March 2020	8,736	9,000	17,736
Additions	17,150	-	17,150
<b>At 28 February 2021</b>	<b>25,886</b>	<b>9,000</b>	<b>34,886</b>
Depreciation			
At 1 March 2020	6,233	2,250	8,483
Charge for the year	5,257	2,250	7,507
<b>At 28 February 2021</b>	<b>11,490</b>	<b>4,500</b>	<b>15,990</b>
Net book value			
<b>At 28 February 2021</b>	<b>14,396</b>	<b>4,500</b>	<b>18,896</b>
At 28 February 2020	2,503	6,750	9,253
<b>9 Debtors</b>		<b>2021</b> £	2020 £
Other debtors		-	1,400
		=====	=====
<b>10 Creditors: amounts falling due within one year</b>		<b>2021</b> £	2020 £
Accruals		1,513	1,957
Deferred Income		<u>13,333</u>	-
		14,846	1,957
		=====	=====
<b>11 Creditors: amounts falling due after more than one year</b>		<b>2021</b> £	2020 £
Deferred income		-	67,215
		=====	=====

**12 Pension and other post-retirement benefit commitments**

<b>Defined contribution</b>	<b>2021</b>	2020
	<b>£</b>	£
Contributions payable by the company for the year	<b>5,375</b>	3,764
	=====	=====

**13 Analysis of net assets between funds**

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 28 February 2021 are represented by:			
Tangible fixed assets	18,896	-	<b>18,896</b>
Current assets	225,669	24,058	<b>249,727</b>
Creditors: amounts falling due within one year	(14,847)	-	<b>(14,847)</b>
Creditors: amounts falling due after more than one year	-	-	-
	<u>229,718</u>	<u>24,058</u>	<u><b>253,776</b></u>
	=====	=====	=====

**14 Movement in funds**

	At 1/3/20 £	Net movement in funds £	At 28/2/21 £
<b>Unrestricted funds</b>			
General fund	195,202	34,516	<b>229,717</b>
<b>Restricted funds</b>	66,843	(42,784)	<b>24,059</b>
<b>Total funds</b>	<u>262,045</u>	<u>(8,269)</u>	<u><b>253,776</b></u>
	=====	=====	=====

**Net movement in funds, included in the above are as follows**

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	79,022	(44,507)	34,515
<b>Restricted funds</b>	140,882	(183,666)	(42,784)
<b>Total funds</b>	<u>219,904</u>	<u>(228,173)</u>	<u>(8,269)</u>
	=====	=====	=====

**15 Related party disclosures**

There were no related party transactions for the year ended 31 December 2020.