



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 handwritten signature in blue ink, which appears to read 'George Grant'. The signature is fluid and stylized, with a long horizontal line extending from the end.

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.

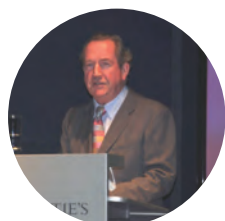
His ground breaking report 'Locked up Potential: A strategy for reforming prisons and rehabilitating prisoners' was published to widespread acclaim by the Centre for Social Justice (CSJ) in 2010. It has since had a major impact on government policy.



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.



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.



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 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.

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

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.

$390 \times £46,600 =$

£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.

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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.”

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“

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.

The GXO logo is displayed in a large, bold, red sans-serif font. The background of the entire page is a photograph of a warehouse interior, showing high ceilings, industrial shelving units filled with cardboard boxes, and a worker in an orange safety vest and dark uniform moving a pallet of boxes with a forklift. The lighting is bright and even, highlighting the scale of the warehouse operation.

GXO

Logistics at full potential

The Tuffnells logo is the word 'Tuffnells' in a white, bold, sans-serif font, set against a green rounded rectangular background.

Tuffnells



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 displayed in a large, bold, orange sans-serif font.

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 :

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

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:

Marketing	£13,180
Legal & Professional ...	£38,132
Administration.....	£42,898
Surplus	£60,611

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.

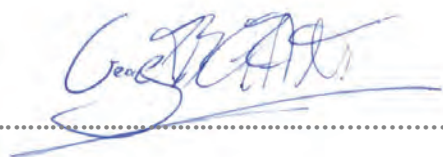
In respect of business revenue standing at 2.2% of our income, this is a phenomenal achievement and testament to many years of really hard work by everyone involved.

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

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

Signed H. Pearson 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 £
2. Donations and legacies				
Donations and gifts	61,594	387,797	449,391	275,801
3. Investment income				
Interests receivable			138	14
4. Other incoming resources				
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 £
Employee Costs		
Wages and salaries	276,240	221,069
Social security costs	23,531	17,588
Other pension costs	5,437	5,483
	305,208	244,140

	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	-	-	-
At 28 February 2023	41,829	9,000	50,829
Depreciation			
At 1 March 2022	21,843	6,750	28,593
Charge for the year	8,784	2,250	11,034
Disposal	-	-	-
At 28 February 2023	30,627	9,000	39,627
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. Pension and other post-retirement benefit commitments		
Defined contributions		
Contributions payable by the company for the year	5,437	5,483

	Unrestricted Funds £	Restricted Funds £	Total £
12. Analysis of net assets between funds			
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	-	-	-
	204,269	112,590	316,859

13.

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

	Incoming resources £	Resources expended £	Movement in funds £
Net movement in funds, included in the above are the following:			
Unrestricted funds			
General funds	72,232	94,210	(21,978)
Restricted funds	387,797	(305,208)	82,589
Total funds	<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



Logistics at full potential

