

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'.

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.

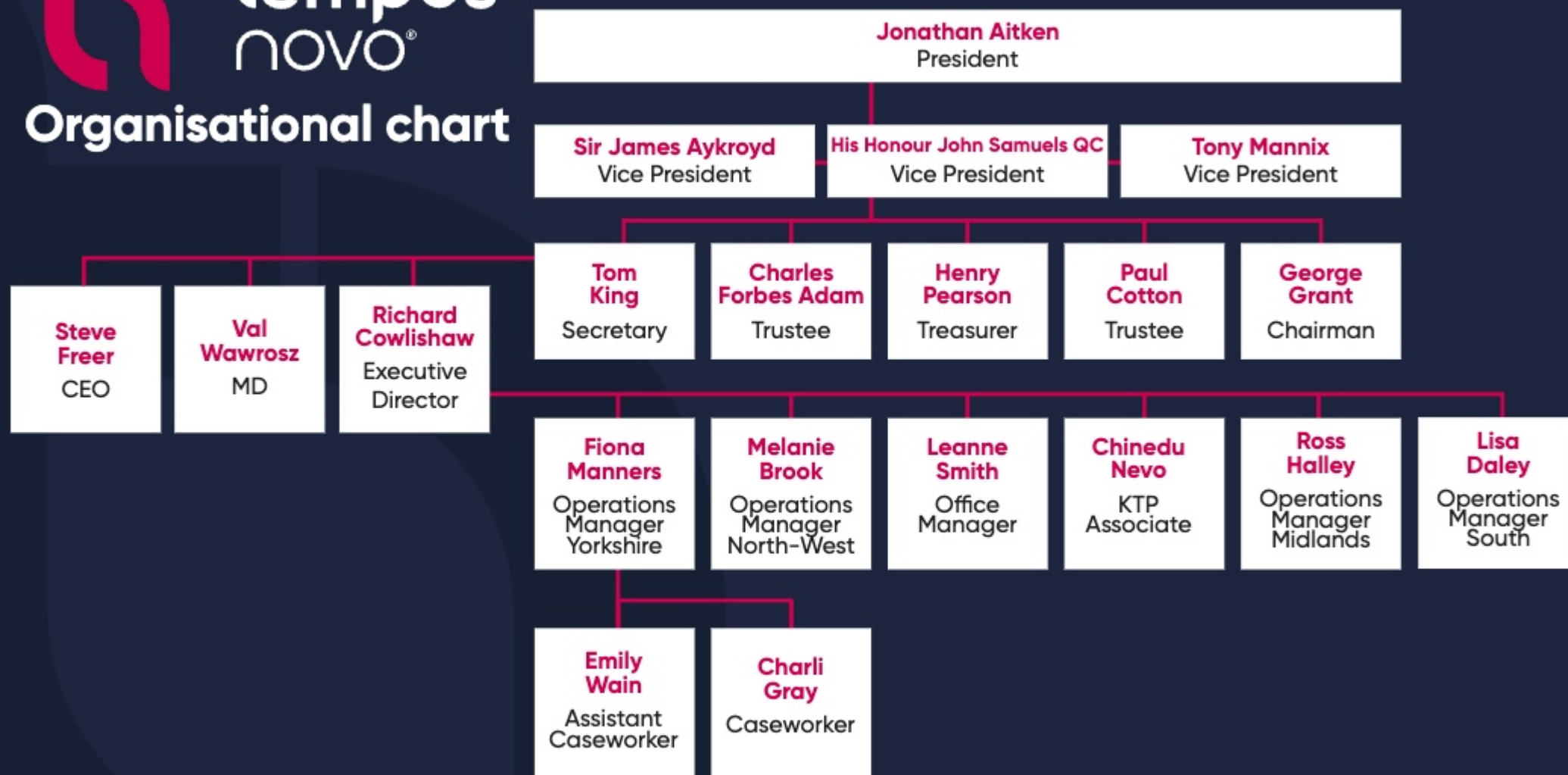
Our Team





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

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:

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

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 £
<u>Incoming resources from generated funds</u>					
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
<u>Resources expended</u>	5				
Governance costs		191,106	361,819	552,925	399,418
Total resources expended		191,106	361,819	552,925	399,418
Net income for the year/ Net movement in funds		(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 £
Fixed assets					
Tangible assets	8		16,773		
Current assets					
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)	
Net current assets			<u>276,780</u>		<u>305,659</u>
Total assets less current liabilities			<u>293,553</u>		<u>316,859</u>
Creditors: amounts due after more than one year			-		-
Net assets			<u>293,553</u>		<u>316,859</u>
			-----		-----
Income funds					
Restricted funds			89,852		112,590
Unrestricted funds			<u>203,701</u>		<u>204,269</u>
			<u>293,553</u>		<u>316,859</u>
			-----		-----
Movement in funds			(23,306)		60,611

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

	2024 £	2023 £
Net surplus for the reporting period (as per statement of financial activities)	(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
Net cash provided by /(used in) operation activities	(87,461)	69,934
Cash flow from operating activities		
Net cash provided by/(used in) operating activities	(87,461)	69,934
Cash flows from investing activities:		
Interest from investments	(1,392)	(139)
Purchase of fixed assets	(16,785)	(4,246)

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

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 £
2. Donations and Legacies				
Donations and gifts	73,596	339,081	412,677	449,391
	-----	-----	-----	-----
3. Investment income				
Interest receivable			1,392	138
			-----	-----
4. Other income resources				
Service fees received			115,550	10,500
			-----	-----
			115,550	10,500
			-----	-----

	Staff Costs £	Depreciation £	Other Costs £	Total 2024 £	Total 2023 £
5. Total resources expended					
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 £
Employment Costs		
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 £
Staff Numbers		
Support	4	5
Governance	4	3
Projects	3	1
	<u>11</u>	<u>9</u>
	-----	-----

	Computer Equipment £	Motor Vehicles £	Total £
8. Tangible fixed assets			
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
At 29 February 2024			
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
At 29 February 2024			
Net book value			
At February 2024	16,698	75	16,773
At 28 February 2023	11,202	-	11,202

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

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

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	190,538	191,106	(568)
Restricted funds	339,081	361,819	(22,738)
Total funds	529,619	552,925	(23,306)
	-----	-----	-----

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.