LANDWORKS

England & Wales · Charity number 1166057

Details

Status	Registered
Legal form	CIO
Registered	2016-03-15
Register	View on the Charity Commission register

Contact

Address	Landworks Quarry Field Dartington Hall Totnes TQ9 6EA
Phone	01803 864891
Email	info@landworks.org.uk
Website	www.landworks.org.uk

Activities

Objects: TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITY OF OFFENDERS, EX-OFFENDERS AND THOSE AT RISK OF OFFENDING IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY.

Activities: LandWorks is a ground-breaking resettlement charity working with those in prison, or at risk of going to prison. Using the structure of a working day to teach transferable skills and work intensively on a 1-2-1 basis, we help them develop a crime-free identity, move away from offending and back into jobs and the community. We have proven we can break the crime-prison-release-prison cycle.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups

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Geography

- Cornwall
- Devon
- Dorset

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£471,098	£401,806	-	-
2024-03-31	£392,220	£395,817	-	-
2023-03-31	£421,410	£368,281	-	-
2022-03-31	£386,138	£327,286	-	-
2021-03-31	£299,366	£282,201	-	-

Trustees

Name	Role	Appointed
Sarah James	Chair	2020-09-28
Dr Aroop Mozumder		2023-07-18
Jason Kew		2023-04-13
John Mark Yallop		2026-04-08
Sarah Hocking		2023-11-08

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LANDWORKS

England & Wales - Charity number 1166057

Accounts

LandWorks
Reducing Reoffending. Transforming Lives



Trustees' Report and Financial Statements

Year Ended 31 March 2025

Registered Charity Number: 1166057



LandWorks
Reducing Reoffending. Transforming Lives

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LandWorks
Reducing Reoffending. Transforming Lives

Chairman's Message



As I reflect on another remarkable year for LandWorks, I feel both humility and immense pride in what this charity continues to achieve. Over more than a decade, LandWorks has remained steadfast in its mission to reduce reoffending, support individual transformation, and change wider societal attitudes towards people affected by the criminal justice system. The stories of lives transformed continue to be at the heart of our work. Through training in market gardening, woodworking and pottery built around a regular working day, societal and life skills focused on our daily communal lunch, tailored resettlement support and ongoing graduate contact, we have helped people leave behind the cycle of crime and rebuild their lives with dignity and meaning - to help them become the person that they wanted to be. The outcomes we see – low reoffending, high employment and increased confidence among our trainees – are testament to the strength and impact of our approach. These results echo the compelling evidence highlighted in regular independent reporting and evaluations of our work.

The recognition for LandWorks has grown once more this year. Following the accolade of the Overall Award for Excellence at the Charity Awards, the charity has strengthened its voice within sector and policy circles, making a persuasive case for rehabilitation models that prioritise human dignity and practical support. We have also been honoured to welcome supporters, partners, and visitors who share our belief that change is possible for every individual given opportunity, community and support.

On a personal note, this will be my final Chairman's Statement before my retirement from the board in March 2026. It has been a profound privilege to serve LandWorks in this role. Since the charity first emerged from humble beginnings to become an acclaimed model of resettlement, I have been continually inspired by the courage of trainees, the commitment of our staff and volunteers, and the generosity of our supporters. None of what has been achieved would be possible without that collective dedication.

Looking ahead, the challenge remains to extend the reach of our model so that others around the country can benefit from the transformational potential it offers. The forthcoming year will see LandWorks build on its foundations with enthusiasm and strategic focus, seeking to build a blueprint for others to follow whilst ensuring that sustainability, innovation and compassionate practice remain at the core of all we do.

I extend my deepest thanks to the LandWorks community – trustees past and present, staff, volunteers, partners, trainees and graduates – for your faith in this work and for making LandWorks what it is today: a place of welcome, possibility and hope. LandWorks has massively enriched my life and helped me to become more of the person I wanted to be.



Ted Tuppen CBE
Chair of Trustees

Trustees' Report

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity for the year ended 31 March 2025. They are satisfied that the Financial Statements comply with the requirements of the Charities Act 2011, the Trust Deed as described below and 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) – (Charities SORP (FRS 102)).

> "So, the bottom line is it's a bit of kindness, a bit of care, a bit of love, yeah, and knowing the right people to put you in the right direction."
>
> **Jarvis, Graduate**

Objectives and Activities

The object of the charity as set out in its governing document is 'to develop the capacity and skills of the socially and economically disadvantaged community of offenders, ex-offenders, and those at risk of offending, in such a way that they are better able to identify and meet their needs, and to participate more fully in society.'

LandWorks delivers its charitable purpose by providing a supported route back into employment and the community for people leaving prison or at risk of going to prison.

We have considered the Charity Commission guidance on public benefit and are confident that our activities and success in supporting trainees into employment and away from crime satisfies the criteria.

The charity's key aims are to:
1. Reduce reoffending
2. Improve individual wellbeing
3. Change attitudes towards offenders in wider society

In addition, we aim to continue to fund the project in the long term.

Based on the Dartington Hall estate in South Devon, LandWorks is a specialist rehabilitation and resettlement charity that provides a supported route into employment and the community for people either on licence following release from prison or serving community and/or suspended prison sentences. LandWorks provides intensive placements which aim to enhance the overall wellbeing, social and employment-related skills of its trainees to enable them to reduce reoffending and rebuild their lives.

Placements at LandWorks are structured around a 'working day' with trainees able to take part in a range of enterprises that offer produce for sale to the local community, including a wood workshop, market garden and pottery. Arts and crafts, small building projects, site maintenance and cooking also provide purposeful activities to achieve the aims of the project. Placements are designed to offer the opportunity for meaningful work, developing employment skills and providing a sense of achievement which has often been missing in trainees' lives. Lunch and tea breaks, when trainees can chat, cook and eat together with staff and visitors, are also seen to have an important place in the programme, providing opportunities to strengthen feelings of belonging and build social skills.

Reducing Reoffending. Transforming Lives







Alongside the delivery of the core working day, each trainee has an individual rehabilitation and resettlement plan with access to a range of tailored support. On site this can include practical help with finances, housing, benefits, seeking employment and mental health, with the latter ranging from simple emotional support to more complex trauma-informed counselling delivered by a qualified psychotherapist. Some external welfare services also deliver specialist sessions on-site to complement those offered in-house. Referral to other outside organisations with specialised expertise, for example in substance misuse, is also possible.

Placement lengths at LandWorks vary depending on needs and circumstances, but on average trainees attend up to five days a week for a period of six to nine months. Beyond the placement, LandWorks provides an on-going programme of 'graduate' support, keeping in touch with its former trainees and providing advice, guidance, and support to further aid their resettlement and rehabilitation as and when needed.

Referral to LandWorks is through our partners in the probation, prison, and police services. Currently, our trainees are based in the community, serving community sentences, suspended sentences or on licence following release from custody and are primarily referred to LandWorks through probation services. ROTL (day-release from prison on temporary licence) placements from our local prison HMP Channings Wood, which used to be LandWorks' main source of referral, were suspended during the pandemic and have not yet been resumed.

Overall LandWorks prides itself in adopting a holistic person-centred approach, in which relationships are based on trust, honesty and respect and embedded in a non-judgemental climate of hope and acceptance, where trainees can build the self-belief and confidence to sustain their resettlement journey despite the obstacles. LandWorks deliberately provides an intensive, tailored and sustained approach, working with people who are ready for change but face considerable barriers to achieving that change. They often have unstable lives, multiple needs and are a long way from being ready to enter and sustain employment. The model is designed to address the underlying factors associated with each individual's past offending and help promote lasting positive change.

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LandWorks Guiding Principles

LandWorks' guiding principles are rooted in respect, trust and personal growth:

A Welcoming Environment
Evaluations consistently highlight our non-judgemental, welcoming atmosphere as a key factor in our success. It makes trainees feel valued and lays the groundwork for transformation.

Individual-Centred Support
Every trainee is recognised as a unique individual. We address their diverse and often complex needs through person-centred, relational work that fosters meaningful engagement

Trust as the Foundation
Building trusting relationships is essential. It's the cornerstone of successful resettlement and long-term change.

A Strong Work Ethic
Our structured workday promotes the development of practical skills and instils a sense of discipline and purpose.

Celebrating Achievement
We uphold high standards and celebrate accomplishments, recognising them as milestones of progress and self-worth.

Fostering a New Identity
LandWorks helps individuals cultivate a non-criminal identity, nurturing hope, honesty, and the belief that change is possible.

Long-Term Commitment
We offer sustained engagement and post-placement support to ensure continuity and stability beyond the initial programme.

Evidence-Informed Practice
Our work is guided by ongoing evaluation and learning. We continually refine our model to enhance impact and effectiveness.

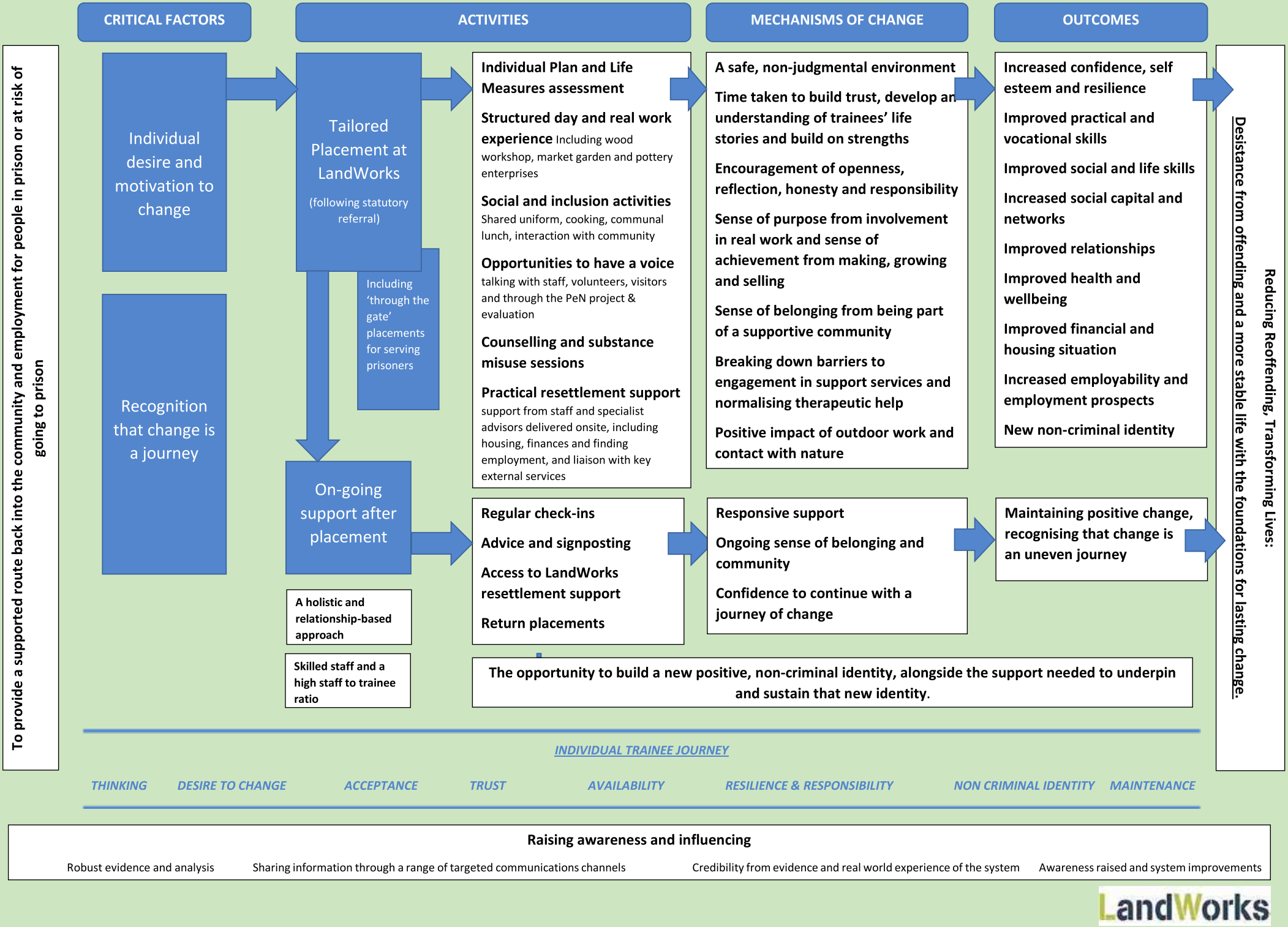
The annual evaluation of LandWorks undertaken by the University of Plymouth recognises that the combination of real work experience and training alongside comprehensive support in a highly nurturing environment is very distinct, if not unique.

This year's evaluation report highlights the social harms and challenges that trainees and graduates face as they journey away from offending and a criminal lifestyle and how LandWorks supports them to stabilise their lives and integrate into the community.

We would like to acknowledge the use of evidence and many direct quotes from the University of Plymouth evaluation document in this annual report.

Gray, P. and Parsons, J. (2025) *LandWorks Evaluation, 1 April 2024 - 31 March 2025, "Generating a culture of harm reduction and desistance."*

> "There's nothing like it. There's nothing like it at all. You get skills out of it, obviously social skills, like I said before, working skills.... People here understand and everyone gets treated fairly. It doesn't matter about your age, your colour, your gender, anything like that, that's irrelevant here. It's like a fresh new start for some people. You all meet each other, and you get along really well."
>
> **Dave, Graduate**


CRITICAL FACTORS
ACTIVITIES
MECHANISMS OF CHANGE
OUTCOMES
To provide a supported route back into the community and employment for people in prison or at risk of going to prison
Individual desire and motivation to change
Recognition that change is a journey
Tailored Placement at LandWorks
(following statutory referral)
Including 'through the gate' placements for serving prisoners
On-going support after placement
A holistic and relationship-based approach
Skilled staff and a high staff to trainee ratio
Individual Plan and Life Measures assessment
Structured day and real work experience Including wood workshop, market garden and pottery enterprises
Social and inclusion activities Shared uniform, cooking, communal lunch, interaction with community
Opportunities to have a voice talking with staff, volunteers, visitors and through the PeN project & evaluation
Counselling and substance misuse sessions
Practical resettlement support support from staff and specialist advisors delivered onsite, including housing, finances and finding employment, and liaison with key external services
Regular check-ins
Advice and signposting
Access to LandWorks resettlement support
Return placements
A safe, non-judgmental environment
Time taken to build trust, develop an understanding of trainees' life stories and build on strengths
Encouragement of openness, reflection, honesty and responsibility
Sense of purpose from involvement in real work and sense of achievement from making, growing and selling
Sense of belonging from being part of a supportive community
Breaking down barriers to engagement in support services and normalising therapeutic help
Positive impact of outdoor work and contact with nature
Responsive support
Ongoing sense of belonging and community
Confidence to continue with a journey of change
Increased confidence, self esteem and resilience
Improved practical and vocational skills
Improved social and life skills
Increased social capital and networks
Improved relationships
Improved health and wellbeing
Improved financial and housing situation
Increased employability and employment prospects
New non-criminal identity
Maintaining positive change, recognising that change is an uneven journey
The opportunity to build a new positive, non-criminal identity, alongside the support needed to underpin and sustain that new identity.
Reducing Reoffending, Transforming Lives:
Desistance from offending and a more stable life with the foundations for lasting change.
INDIVIDUAL TRAINEE JOURNEY
THINKING
DESIRE TO CHANGE
ACCEPTANCE
TRUST
AVAILABILITY
RESILIENCE & RESPONSIBILITY
NON CRIMINAL IDENTITY
MAINTENANCE
Raising awareness and influencing
Robust evidence and analysis
Sharing information through a range of targeted communications channels
Credibility from evidence and real world experience of the system
Awareness raised and system improvements
LandWorks

How it Works

We help people like Sam...

After declaring on day one that he had never worked a day in his 40 years, Sam has now been in full-time employment for two years.

Join LandWorks
6 month placement

"LandWorks has helped me function normally again. Now I've got a purpose, I'm not sitting rotting."

Practical Skills
- Construction
- Woodworking
- Vegetable Growing
- Landscaping
- Art & Design

Create Your Action Plan

Gain/develop skills

Life Skills
- Cooking
- Eating together
- Managing Money
- IT, Maths and English
- Paperwork

Help Securing Accommodation

Counselling, and drugs and alcohol support (optional)

Review Action Plan

Building Self-Worth
- Social Skills
- Confidence

Help Securing a Job
We are partners with employers who accept people with criminal records

"If it wasn't for LandWorks I'd be back in prison, without a shadow of a doubt."

Organise Housing and Work

Partnerships
With probation, employers, and other support organisations.

Back in control of your life

Continued involvement with LandWorks

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A Year Of National Recognition, And Loss

2024/5 was a year of highs and lows for LandWorks. In July 2024 LandWorks won the 'Overall Award for Excellence' at the 2024 Charity Awards, one of the most prestigious awards schemes in the charity sector. The Charity Awards judges saw LandWorks' greatest achievement as being 'the way it built trust with its trainees and helped them to rebuild their lives by understanding the experiences that led to their criminal behaviour in the first place'. Staff, trainees and graduates were extremely proud of receiving this award which they saw as providing national recognition and a great endorsement of LandWorks' accomplishments since it was established in 2013.



However, this was also a difficult year in many ways, in particular with the death of six of our graduates over the twelve months. Of course, each of their stories and circumstances were different but their deaths were a powerful reminder of the tremendous challenges people in the criminal justice face in overcoming past traumas and rebuilding their lives and the range of challenges they can face. As would be imagined, this was very hard for the team and everyone closely involved at LandWorks, and our thoughts continue to be with the families and friends of each of the six men who were lost.

There also continued to be significant challenges in the criminal justice system. The on-going crisis in prison over-crowding and subsequent solution sought through early release schemes is putting more pressure on our chronically under-funded and short-staffed probation service. Meanwhile access to vital community services such as mental health support, GP surgeries and housing support has been getting harder. All of this highlights the chronic need for safe and secure environments like LandWorks that support a broad range of practical, financial, social and psychological needs, at one location.

Thanks to the encouragement and generosity of some long-term funders, we launched a new research and policy development project in early 2025 with the working title *Reimagining Rehabilitation and Resettlement*. Drawing on our experiences at LandWorks and the wealth of research we have accumulated, the project seeks to identify the key elements of the LandWorks model and how it can be most effectively replicated.

The plan is to share the findings with key stakeholders, including policy makers and funders both in the UK and abroad. While we are a relatively small charity, we believe we have developed a powerful model, and we have been encouraged to contribute to the debate on how best to develop the criminal justice system in the future. The plan is to share the findings with key stakeholders, including policy makers and funders both in the UK and abroad.

> "They are doing everything right. The way they treat people with dignity and respect is so important, and they have a model that works. It seems to me that if you were just out of prison, this is the best place you could land."
>
> **Martin Edwards, CEO of Julia's House, Member of the 2024 Charity Awards judging panel.**

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Achievements and Performance

The year in figures:

42 trainees supported over the year, all based in the community. This included 26 new registrations. 21 people were on licence and 21 serving community sentences. 33 identified as men, 8 as women and 1 as non-binary.

174 LandWorks graduates provided with support or advice over the year. At any one time during the year, we have been providing support to around 10 graduates at higher levels of need.

1710 training days provided at LandWorks in 2024-25, against a target of 1650.

251 trainees who have attended LandWorks from when it was first established in 2013 until the end of March 2025.

72 one-to-one counselling sessions with trainees and graduates delivered by our in-house psychotherapist across the year.

468 one-to-one resettlement support sessions.

5.65% the recorded one-year reoffending rate for LandWorks trainees. This compares to a national reoffending rate within one year of 41.1% for adult offenders released from prison or 34% following a court order (community orders or suspended sentences). (Ministry of Justice, 2025).

91.8% of all LandWorks graduates available to work who were in employment at the end of the year. For adults leaving prison only 31% are in employment within six months of release (Prison Reform Trust, 2025).

>1300 registered LandWorks supporters.

3 average number of visitors from the community and partner agencies joining us each week for lunch with trainees and staff.

£229 the total cost per training day delivered at LandWorks, reduced to £192 net of income generated from our commercial operations.



> "LandWorks just keeps me busy and occupied and it opens up opportunities for me. Hopefully I'll be able to get a job.... The best thing, for me, is like the motivation here and the confidence building it's given me..."
>
> **Tom, Trainee**

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> "LandWorks has given me a sense of routine and a sense of purpose. It's definitely brought my creative side out more.... A lot of people say to me that I'm a creative person and recognise the effort I put into my work, and it makes me wanna do stuff outside of LandWorks and be creative..."
>
> **Deer, Trainee**



In the year to 31st March 2025, LandWorks has continued to successfully deliver its core programmes, with the prison and probation services remaining our primary sources of referral.

We provided 42 trainee placements (of which 26 are new) and 1710 training days. Half of the trainees (21) are on license from prison while 21 are on community sentences. While the number of trainees on placement was lower than last year (52), the number of individual training days delivered was higher. In general, we believe the longer average placement time for each trainee is a reflection of the increasing complexity and needs of those referred to the charity.

Given the importance of the probation service in referring trainees to LandWorks, much work this year was focused on strengthening this partnership, for example by encouraging new probation officers to visit the site as part of their orientation. However, this has not precluded maintaining strong links with local prisons such as HMPs Exeter and Channings Wood.

LandWorks places great emphasis on providing ongoing support to our trainees once they have completed their placements, tailored to the individual needs of graduates. Over the year we have been in contact with 174 graduates, and at any one time we have been providing support and advice to around 10 graduates at higher levels of need.

Despite the challenges they face, the level of reoffending amongst LandWorks trainees and graduates has remained low at 5.65% and most graduates (91.8%) seeking work continue to be in at least part-time employment.

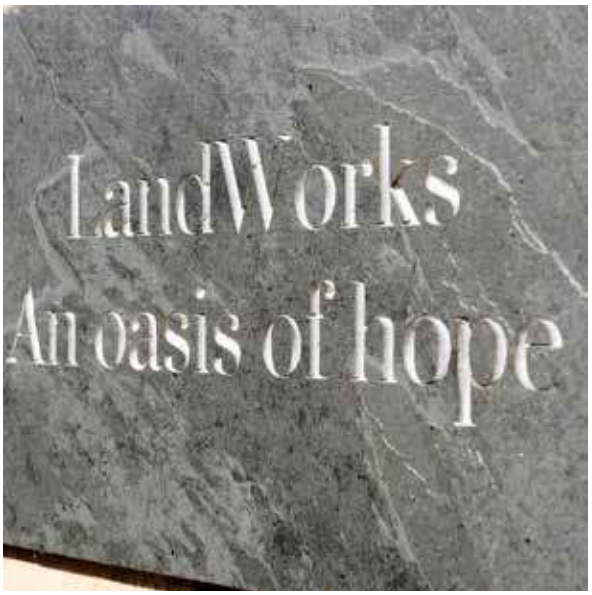
We have made significant improvements to our site and facilities. The team have expanded the range of garden furniture made by LandWorks and created a new outdoor showroom to display it. A commission to produce a series of Arts and Crafts benches for the Dartington estate, based on an original 1930s design, has generated bespoke furniture orders.

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Our plans to create a new wellbeing support area at our Quarry Field site became a reality in August with the installation of our new yurt. This provides a safe and soothing space for the LandWorks team and trainees to relax and reflect, as well as enjoy wellness activities such as our new regular yoga sessions.



Over the year LandWorks has also continued to build and strengthen our resettlement support provision. Following the departure of our Resettlement Manager in March 2024 we reviewed the role and made changes. Resettlement support now entails two quite distinct roles – therapeutic support skills, provided by our Health and Wellbeing Lead, and practical resettlement support with welfare, housing and benefits provided on site at LandWorks by the Citizen's Advice Bureau, Salvation Army and other partners on a partnership part-time basis. (See 'Challenges and Learning', page 22).



Following the tragic deaths of six former LandWorks trainees over the year, and the impact this had on the team, a lot of effort has also been placed on supporting staff wellbeing including through group sessions run by the in-house psychotherapist, and regular debriefs each day. As would be expected, we have also reflected on our graduate support more generally and it has reinforced to us the importance of being able to offer on-going contact post-placement. But it has also acutely brought home that for some people who have been through the criminal justice system, the traumas, demons and health inequalities can remain for many years.

Our Evaluation Report for the year 2024-25, produced by the University of Plymouth, highlights the social harms experienced by trainees and graduates and explores, in their own words, how LandWorks helps them to address these harms and so give them the confidence and practical support to pursue the complexities of their resettlement journey free from crime.



The report also points out that, despite the challenges they have faced, the level of reoffending amongst LandWorks trainees and graduates has remained below 6% for the last 4 years.

We are hugely grateful for the continuing support that we received over the last year. We are only able to keep going due to our funders, supporters, volunteers, and partners.

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Research, Communications and Influencing

LandWorks places considerable importance on raising awareness of the issues faced by its trainees and graduates in their resettlement journeys and ensuring that their voices and experiences are used to inform and influence resettlement and wider criminal justice policies at the local, regional and national levels. This is achieved through the collation of robust evidence and analysis and sharing information through a range of targeted communications including our fortnightly blogs and a dedicated section on our website which provides regular updates on our work in the sphere of public policy.



In 2024/25 the charity:

- Distributed fortnightly blog posts about project news and wider criminal justice issues to our group of over 1,300 registered supporters and through our social media channels
- Welcomed 150 visitors to our 11th Anniversary Supporters Day in August 2024 including Head of Devon and Torbay Probation Delivery Louise Arscott and South Devon constituency MP Caroline Voaden.
- Hosted approximately three visitors per week to lunch at LandWorks as an exercise in raising awareness and creating social networks for trainees and graduates. Visitors included partners, external agencies, magistrates and members of the community.
- Received 4 police trainees for placements during their training
- Continued to support the PeN Project (independently funded by the Independent Social Research Foundation), which gives a unique voice to those caught up in the criminal justice system, while offering the community a window into the lives and experiences of trainees as LandWorks. 19 blogs were posted over the course of the year.
- Won the 'Overall Award for Excellence' at the 2024 Charity Awards, and took top prize in the Social Care, Advice & Support category.





- Welcomed the High Sheriff of Devon, Commodore Jake Moores OBE DL Royal Navy, to LandWorks on Thursday 18th April 2024, who had chosen LandWorks as one of his charities of the year.

- Made two policy submissions in January 2025: the first to the Government's Independent Sentencing Review, established to take a fundamental look at the sentencing framework in England and Wales; the second to the House of Commons Justice Select Committee for their new inquiry into 'Rehabilitation and Resettlement'.

- Contributed a chapter on LandWorks to Generative Justice in Theory & Practice, to be published by Bristol University Press in January 2026. The chapter, by PeN Project Lead, Julie Parsons focuses on the power of storytelling in desistance, using the story of Market Garden Assistant Sam, in his own words (See Graduate Support, page 19).

- Launched our Reimagining Rehabilitation and Resettlement research project in January 2025. Our ambition is to inspire progressive change by making the case for our approach to resettlement to be replicated in other parts of the criminal justice system.

- Published our latest evaluation report in partnership with the University of Plymouth in November 2025.

- Further developed our use of social media, significantly increasing the number of Facebook (+11%) and Instagram (+20%) followers over the year. As well as helping to raise awareness, this has had a positive impact on sales within our field gate shop.







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Fundraising

Despite the challenging economic environment, we had another successful fundraising year. We are hugely grateful to all the individual donors who continue to support the charity, and especially as we know that this continues to be a difficult financial period for many people.

We would also like to thank all our grant funders over the last year who so generously support the charity. This includes the following who provided over £10,000 each:

- The Aurum Charitable Trust
- City and Metropolitan Welfare Charity
- Garfield Weston Foundation
- The Goldsmiths Company
- The Henry Smith Charity
- Mabel Cooper Charitable Trust
- The Mercers' Company
- National Lottery Community Fund

Our thanks too, to everyone who has held community fundraising events to support the charity, we are very grateful for the local community support.

Finally, we would like to thank all our customers who bought items from our market garden, pottery, and wood workshop. All proceeds from the sales directly support the charity. Alongside the important income generated, the shop provides a real sense of purpose and achievement for trainees from making, growing, and selling produce.

> "The best thing about LandWorks is the one-to-one chatting, chatting to people, the hands-on physical work, keeping yourself occupied, that's the thing, keeping yourself busy, having different and positive things to think about, yeah, just keeping the brain positive and being positive, that's the best thing about being here."
>
> **Clarke, Trainee**



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Trainee Voices

Research conducted as part of this year's evaluation report evidenced the high levels of social harm that has been experienced by the men and women on placement at LandWorks. Over 90% had been exposed to high levels of adverse childhood experiences, 85% had mental health issues, 90% had drug and alcohol issues, 93% were in 'toxic' relationships and 69% were unemployed.

In interviews undertaken over the year as part of the PeN project, trainees and graduates revealed, in their own words, how LandWorks helps them to address these harms and gives them the confidence and practical support to pursue a life free from crime. (The full stories can be found at penprojectlandworks.org)

Firstly, **LandWorks addresses physical harm** by providing a safe environment. Trainees commented that what they enjoyed most about the site was that it provided a secure, peaceful, 'safe haven' far removed from the turbulence of their previous lives.



"It's nice to just come here, and just be safe... You know that there's nothing going on here. It's a safe environment. You ain't gonna come here and like people's gonna sell you drugs or you ain't gonna use, so I know coming here for the two days that I'm gonna be ok."

George, Trainee

Secondly, **LandWorks addresses psychological harm**, by fostering a person-centred environment where relationships are non-hierarchical and based on trust, openness and honesty. Trainees with a long history of mental health issues and substance misuse comment on the non-judgmental, emotional and practical support LandWorks offers them.



"I am pretty much sober at the moment, but because of my sobriety I am struggling a lot with my mental health and trauma that I haven't processed yet. So, we're just kind of working through ways that I can get through that without having a drink and we talk a lot about my triggers and what happens when I'm triggered. I've got a little diary or like a journal on my phone. If I get triggered by something I'll write it down and then I'll write down what I do to cope.... We're challenging like patterns."

Deer, Trainee

Thirdly, **LandWorks addresses relational harm** by generating a sense of belonging, inclusion and companionship, acting as a surrogate family and friendship circle, while maintaining professional boundaries. Trainees particularly value the chance to socialise and spend time together while eating and learning new skills.



"We get to socialise, get to know each other, you know, make friends and stuff... if you're ever in need or if you feel like you're gonna go downhill, at least you've got some people to talk to, you know, instead of people that don't even know you and stuff and then they just treat you like a bag of crap."

Clive, Trainee

Fourthly, **LandWorks addresses economic and financial harms.** Life at LandWorks is modelled on a working day, giving structure and routine to the trainees' chaotic lives. They undertake purposeful and meaningful work and are supported to develop their social and employability skills, sort out their finances, seek employment, and stabilise their housing situation.



"I like the routine, the structure, having a purpose in life. I love what I'm doing here with the woodwork, the fact that I was just like enjoying sanding the chopping boards and like, being told I was doing a really good job, to now be on the actual lathe making bowls."

Patrick, Trainee

Finally, **LandWorks builds self-esteem and self-worth** by providing a non-judgemental, accepting environment where everyone feels valued and able to contribute. This recognition of worth strengthens trainees' motivation to change, giving them hope and belief that desistance and a non-criminal identity are achievable.

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"...since I started coming out here, it's just made me feel a lot more positive, made me feel a lot better about myself because when I start doing something, I'm always getting told that I'm doing a good job. If you're not doing something perfect, then it doesn't matter too much, they'll just show you how to do it again.... It's just nice to be appreciated because I feel like I've not had that enough, or I've not been appreciated with anything that I've been doing. Since I've started coming here, I'm like actually I'm not such a waste of oxygen as I thought I am, I'm actually a decent lad like....it gave me a good confidence boost I guess."

KJ, Trainee



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Graduate Support

A 'Graduate' is a Trainee who has finished their placement at LandWorks and is living in the community. In 2024/25 LandWorks was in contact with 174 of its 237 (73.4%) graduates, and provided 588 support sessions (including texts, phone calls and face to face contact).

Integrating into community life after stopping offending can be a long and difficult journey, fraught with challenges and obstacles. LandWorks therefore places considerable emphasis on offering on-going contact with trainees after placement and providing individualised, on-going support where needed. This can take a variety of forms from a simple wellbeing catch-up through to practical resettlement help with housing, mental health, benefits or employment. A return placement can also be arranged in crisis situations.

LandWorks has created its own distinctive 'traffic light' alert system to assess the needs of its graduates and the urgency with which they must be dealt with. 'Green' signifies that the graduate is progressing well and simply needs a 'listening ear'. 'Amber' means that the graduate may be facing some difficulties that have the potential to worsen if not swiftly addressed. A 'Red' alert is flagged up when a graduate is known to be facing severe difficulties or is in a state of crisis, highlighting the need for immediate assistance and possibly even a return placement. As set out above, the experience over the last year has reinforced to us the importance of offering this on-going element of the LandWorks programme.

The experience of Graduates is also significant for people currently on placement. Many drop in for lunch or at break times, to share positive experiences and/or for support. These visits demonstrate the possibilities of a future beyond LandWorks. Below, trainees KJ, Clive and Tom talk about how they have been inspired by graduates over the past year, and see them as a symbol of hope and aspiration:

> "It makes me quite happy to see that people have sorted themselves out...It just proves that this place works dunnit. I'd like to be one of them people one day."
>
> KJ, Trainee

> "They can guide you coz they've been through it all and they're older than you and you know, they've got more experience in life."
>
> Clive, Trainee

> "...they can relate with some of the problems and might even have advice for you over certain issues coz they've been through the same or similar situations. They may have been through the similar situation where they can guide you with what you're doing now like, from their experience."
>
> Tom, Trainee

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The transformative potential of LandWorks

Research shows employment greatly increases the chances of stopping offending. At LandWorks, trainees gain real work experience in the garden, pottery, workshop, and kitchen. While not job-specific, these activities build vital soft skills - teamwork, reliability, mutual support - and nurture creativity, giving trainees confidence and pride in their achievements. Occasionally, trainees discover a real sense of purpose and vocation, as is the case with Sam, whose newly discovered love of horticulture lead to his appointment as Assistant Market Gardener at LandWorks following the completion of his placement in 2024.

Sam has contributed some profound insights into his two-year journey of healing at LandWorks in a forthcoming book on generative justice, an extract of which is shared below.







Sam's story

"My name is Sam, and I have been through the Criminal Justice System (CJS). Over the past years prior to LandWorks you could say that I was turning out to be a product of the CJS. Yet, since coming to LandWorks I have taken a golden opportunity to turn my life around, been given a sense of hope, a prospect of a continuous fruitful future and most importantly to me, self-belief. I know what I am capable of doing and excited about what I am yet to achieve. I have discovered a hidden confidence.

I first engaged with LandWorks in May 2022, as a Trainee. It was through a referral from Probation. I left prison on 1 April 2022 with nothing but a duffle bag of tatty old clothing and some paperwork. Also accompanying me was next to no hope or ambition. Now, in August 2024, I am in employment three days a week as a member of staff at LW, while participating in education, studying a Royal Horticultural Society







Level 2 course in Plant Development and Growth. I also take part in another horticultural course, local to where LW is situated, studying Regenerative Farming. All of this contributes to a brighter outlook on the world before me and aspirations to do good. I find myself in a unique position, as I have developed from Trainee to Employee as a Market Garden Assistant. I now use my newfound knowledge in practice on the land at LandWorks. This is an achievement I would not have thought possible, but I have come to believe in....

Before I embarked on my journey within the world of horticulture, I had not known much about plants other than how to smoke them! Once I started working with them, I felt this overwhelming sense of achievement and belonging. I just wanted to work in the Market Garden all the time. There is a special feeling quite like no other when you have taken time and patience to grow something from seed. You watch them grow with your care, nurturing them into juveniles where the most effort is required to help them become adults! To make sure they are flowering and fruiting as they should. The best part of my job is watching everyone eat the produce that has been grown here and hearing the satisfaction from everyone.,,,

I do not like talking in hindsight, but if it was not for LandWorks, I would have never found my calling in life which I generally believe to be plants and all that comes with them. .... LandWorks has been the best thing that could have happened to me. It took me away from my past and supported me to work on my present self for a better future.

”

Challenges & Learning

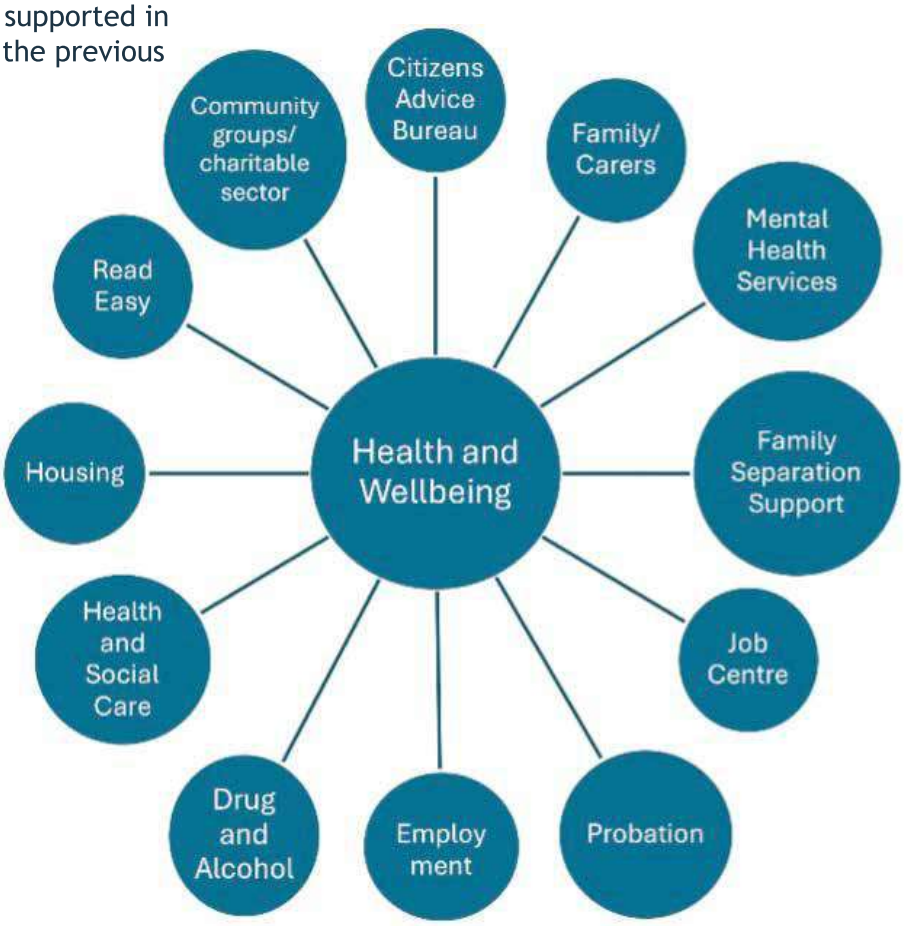
Whilst LandWorks had much to celebrate in 2024/25 it did so in the face of significant challenges within the criminal justice system.

The ongoing crisis in prison overcrowding and the subsequent solution sought through early release schemes placed considerable strain on an already overstretched probation service struggling with shortages of staff and resources (National Audit Office, 2025). Similarly, third sector welfare organisations such as those providing mental health and housing provision have also experienced staffing and resource constraints linked to underfunding of public services (Clinks, 2025).

Overall, the pressures on resettlement support provided by the statutory sector has had a detrimental impact on LandWorks' trainees and graduates whose emotional and practical needs have become increasingly more complex. This is reflected in the longer average placement time and lower number of men and women supported in 2024/25 - 42 trainees compared to 52 the previous year.

Following the departure of our Resettlement Manager in March 2024, LandWorks reviewed and redesigned its resettlement support. The review showed that "resettlement" actually covered two distinct areas: therapeutic, relationship-based support alongside practical assistance involving housing, employment, benefits, and substance misuse services.

In June 2024, a designated Health and Wellbeing Lead was appointed to deliver the therapeutic element while working in close partnership with a growing network of external support organisations, including the Citizens Advice Bureau (debt), Job Centre (benefits), Together and Scrublands (substance misuse) and Salvation Army (employment) (see diagram). A part-time psychotherapist is also available on-site to help respond to mental health issues and trauma.



With the new role in place, most resettlement support is now delivered in-house, with 468 one-to-one sessions in 2024/25. The Health and Wellbeing Lead works directly alongside trainees in gardens and workshops, tuning into their needs and offering personalised emotional and practical support. Crucially, her role is not to do tasks for trainees but to empower them to do things independently, breaking down barriers and bridging the gap between trainees and external services. Alongside the trainee's hard work and readiness for change, we are seeing the positive outcomes of their input, including success with housing and employment.



During the year we replaced our third-party Case Reporting Management (CRM) system with a more streamlined registration form and action plan to better meet LandWorks' case management and reporting needs. Each trainee now completes a registration form and action plan upon arrival. This 'living document' is updated on a regular basis as the trainee's situation changes and their needs are better understood, to ensure that they are receiving appropriate support for the duration of their placement.



We were also excited to launch our new project, *Reimagining Rehabilitation and Resettlement*. This provides an opportunity to bring together our research knowledge and practical experience of running a successful rehabilitation and resettlement programme and identify and promote the best ways to replicate the approach at local and national levels.

The coming year will likely bring continued turbulence in the criminal justice system, driven by staff shortages and court backlogs. Reduced access to mental health, housing, and other welfare support will adversely impact trainees and graduates trying to rebuild their lives. LandWorks' support will remain vital in filling these gaps. Despite mounting pressures, LandWorks has consistently shown flexibility and an ability to adapt, responding effectively to the wellbeing and resettlement needs of its trainees and graduates.



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Financial Review



In the current economic environment, fundraising continues to be challenging, and we are therefore pleased to report a favourable outcome for the year with total income of £471,098 (2024: £392,220). Total expenditure was £401,806 (2024: £395,817) resulting in a net increase in funds of £69,292, reflecting a net decrease to restricted funds of £16,604 and a net increase to unrestricted funds of £85,896 before transfers. The total level of reserves held on 31 March 2025 was £433,326 (2023: £364,034).

It is the trustees' assessment that the charity is a going concern given the future grant funding already secured, the continuing strength of its earned income generation and the level of its unrestricted reserves.



Reserves Policy

The trustees' reserves policy is to build reserves equal to a minimum of six months and maximum of twelve months running costs to protect the continuity of the project against fluctuations in income. The unrestricted reserves for the year ended 31 March 2025 were £404,124 (including fixed assets of £18,764). While this is just over 12 months running costs based on 2024-25 figures, it is under 12 months for planned expenditure in 2025-26, Furthermore, the increase in reserves is in large part due to a grant received this year which has been allocated to be spent in the next two years.



Our Team

LandWorks is staffed by people well qualified to deliver its objectives. The Project Director is supported by an experienced board of trustees who provide strategic direction, and a team of nine other salaried staff with specific responsibilities. The Charity Manager (part time, 3 days a week) takes the lead in LandWorks charity governance, fundraising, communications and influencing activity.

Our new Health and Wellbeing Lead is now responsible for in-house resettlement support, combining therapeutic support with tailored, practical resettlement support, either on site or via external support agencies. A part-time psychotherapist is also available on-site to deal with more complex mental health issues and trauma.

This year we also welcomed a new Pottery/ Arts Lead, appointed to broaden the provision of art and give trainees more opportunities to express themselves, learn new skills and hopefully boost their confidence.

Over the course of the year we had three graduates working as members of the staff team. Graduate-staff have 'lived' insight and experience of the criminal justice system, the 'ups and downs' of the desistance process and the realities of resettlement. They are also seen as inspirational, offering trainees and other graduates 'living proof and active hope' that change is achievable.



Recruitment & Induction of Trustees

Any new trustees are appointed by the existing trustees. Prospective trustees have the opportunity to meet with the Chair and other trustees and are encouraged to visit the site, meet the team and current trainees, and they are provided with background information about the charity. Following appointment, all new trustees are provided with a copy of the Charity Commission guidelines 'The Essential Trustee', as well as the charity's constitution, the LandWorks Handbook and recent annual reports and financial statements. They all complete Safeguarding training.

Structure, Governance & Management

LandWorks is constituted as a Charitable Incorporated Organisation (CIO), registered as a charity on 15 March 2016. The charity has a governing constitution registered with the Charity Commission. The governing document was amended in September 2020 in order to allow trustees to serve up to three, rather than two, consecutive terms of office.

Trustees meet a minimum of three times a year. All trustees give their time voluntarily and receive no benefits from the charity.

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Reference & Administrative Details

Registered charity name	LandWorks
Charity number	1166057
Principal address	Quarry Field Dartington Hall Totnes Devon TQ9 6EA
Charity trustees	Graham Edward Tuppen CBE (Chair) Sally Benthall (until 15th March 2025) Sarah Hocking Jason Kew Dr Aroop Mozumder Dr Sarah Wollaston
Independent examiner	Neil Hitchings FCA Francis Clark LLP Centenary House Peninsula Park Rydon Lane Exeter EX2 7XE
Charity staff	As of 31 March 2025: Chris Parsons (Project Director) Dan Sargent (Market Garden Support) Daniela Chivers (Project Co-ordinator) Graham Stone (Woodwork Manager) Julia Toy (Art Lead) May Carnell (Health and Wellbeing Lead) Monika Krol (Market Gardener) Steve Bradford (Charity Manager) Steven Wellington (Site Maintenance)

Statement of Trustees' Responsibilities

The trustees of LandWorks (CIO) are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities in England and Wales require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees Report was approved by the Trustees and signed on their behalf by



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
16th January 2026

LandWorks
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Independent Examiner's Report to the Trustees of LandWorks

Year ended 31 March 2025

I report to the trustees on my examination of the accounts of LandWorks (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the 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').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commissioner under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Neil Hitchings FCA
Francis Clark LLP
Chartered Accountants
Centenary House
Peninsula Park
Rydon Lane
Exeter
EX2 7XE
Date: 16 January 2026

LandWorks
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Statement of Financial Activities

Year ended 31 March 2025

	Note	Unrestricted Funds	Restricted Funds	Total year ended 31 March 2025	Total year ended 31 March 2024
Income:		£	£	£	£
Donations and Legacies	2	308,296	84,026	**392,322**	323,570
Investment income	3	6,367	-	**6,367**	1,543
Charitable activities	4	71,802	-	**71,802**	61,868
Other trading activities		607	-	**607**	5,239
Total Income		**387,072**	**84,026**	**471,098**	392,220
Expenditure:					
Charitable activities	5	301,176	100,630	**401,806**	395,817
Total Expenditure		**301,176**	**100,630**	**401,806**	395,817
Net income/(expenditure)		85,896	(16,604)	**69,292**	(3,597)
Transfers between funds		(423)	423	-	-
Net movement in funds		**85,473**	**(16,181)**	**69,292**	**(3,597)**
Reconciliation of Funds:					
Total funds brought forward		318,651	45,383	**364,034**	367,631
Total Funds carried forward		**404,124**	**29,202**	**433,326**	**364,034**

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

LandWorks
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Balance Sheet

As at 31 March 2025

	Note	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	8		**18,764**		7,707
Current assets					
Debtors	9	**3,240**		16,167	
Cash at bank and in hand		**425,538**		357,698	
Total current assets		**428,778**		373,865	
Liabilities					
Creditors due within one year	10	**(14,216)**		(17,538)	
Net current assets			**414,562**		356,327
Net Assets			**433,326**		364,034
The funds of the charity					
Unrestricted funds	11		**404,124**		318,651
Restricted funds	11		**29,202**		45,383
Total Charity Funds			**433,326**		364,034

The notes on pages 31 to 39 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees.

Graham Edward (Ted) Tuppen CBE
Chair of Trustees
16th January 2026

Registered Charity Number: 1166057

Notes to the accounts

Year ended 31 March 2025

1. Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of preparation

The financial statements have been prepared in accordance with '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) - the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has been withdrawn.

The charity meets the definition of a public entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The organisation is a Charitable Incorporated Organisation (CIO) registered in England and Wales on 15 March 2016.

The functional currency of LandWorks CIO is considered to be pounds sterling because it is the currency of the primary economic environment in which the charity operates.

The charity reported an unrestricted surplus for the year of £85,473 (2024: unrestricted surplus for the year of £31,256) and has already secured a significant amount of funding for the coming year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

(b) Funds

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work for specific projects being undertaken by the charity.

(c) Income

Receipts are included in the Statement of Financial Activities (SOFA) when: the charity becomes entitled to the resources; it is probable they will receive the resources; and monetary value can be measured with sufficient reliability.

Income from government and other grants (including multi-year grants), whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(d) Investment income

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

(e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings: Expenditure on charitable activities includes the direct cost of work with service users and other activities undertaken to further the purposes of the charity and their associated support costs. Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities work and activities. These costs have been allocated to expenditure on charitable activities.

(g) Tangible fixed assets and depreciation

Individual fixed assets costing £2,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

- Leasehold improvements - Straight line over the life of the lease
- Furniture and equipment – 50% on a straight line basis
- Plant, machinery and motor vehicles – 20% on a straight line basis

(i) Taxation

The charity is not registered for Value Added Tax, and the cost of irrecoverable VAT is therefore included within the relevant expenditure headings

(j) Financial instruments

LandWorks only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity currently holds:

- Trade and other debtors and trade and other creditors.

2. Donations and Legacies

	2025	2024
	£	£
Donations and gifts	97,718	69,523
Gift Aid	10,576	5,658
General grants provided by government/other charities	284,028	248,389
	392,322	323,570

The income from donations and legacies was £392,322 (2024: £323,570) of which £308,296 was unrestricted (2024: £251,707) and £84,026 restricted (2024: £71,863).

3. Investment Income

	2025	2024
	£	£
Bank Interest	6,367	1,543
	6,367	1,543

The income from investments was £6,367 (2024: £1,543) of which £6,367 was unrestricted (2024: £1,543) and £nil restricted (2024: £nil).

4. Income from Charitable Activities

	2025	2024
	£	£
Wood workshop income	43,361	35,347
Market garden sales	12,091	11,282
Off site working sales	1,482	967
Art department sales	8,913	7,318
Compost sales	5,955	6,954
	71,802	61,868

The income from charitable activities was £71,802 (2024: £61,868) of which £71,802 was unrestricted (2024: £61,868) and £nil restricted (2024: £nil).

5. Total Expenditure on Charitable Activities

	2025	2024
	£	£
Project staff (all activities)	283,035	271,730
Operating and direct costs	23,362	31,321
Overhead costs	95,409	92,766
	401,806	395,817

The total resources expended were £401,806 (2024: £395,817) of which £301,176 was unrestricted (2024: £289,101) and £100,630 restricted (2024: £106,716).

6. Staff costs

	2025	2024
	£	£
Wages and salaries	253,788	242,327
National Insurance	20,964	21,180
Pension costs	8,283	8,223
	283,035	271,730

There was 1 employee in receipt of emoluments exceeding £60,000.

The charity trustees were not paid or received any other benefits from employment with the charity (2024: £nil) neither were they reimbursed expenses during the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

The key management personnel of the charity are the Project Director and the Charity Manager and their remuneration for the year is £89,142 (2024: £68,350).

The average number of employees during the year was 9 (2024: 9).

The charity paid £8,283 (2024: £8,223) of pension contributions through NEST.

7. Net income/(expenditure) for the year

	2025	2024
	£	£
This is stated after charging:		
Depreciation	8,702	3,012
Independent Examination and accountancy	2,700	2,580

8. Tangible fixed assets

	Leasehold Improvements	Plant, machinery & motor vehicles	Fixtures, Fittings and Equipment	Total
	£	£	£	£
Cost				
At 1 April 2024	11,289	22,468	2,518	36,275
Additions	-	-	19,759	19,759
At 31 March 2025	**11,289**	**22,468**	**22,277**	**56,034**
Depreciation				
At 1 April 2024	9,982	16,068	2,518	28,568
Charge for the year	1,307	1,600	5,795	8,702
At 31 March 2025	**11,289**	**17,668**	**8,313**	**37,270**
Carrying amount				
At 31 March 2025	-	**4,800**	**13,964**	**18,764**
At 31 March 2024	1,307	6,400	-	**7,707**

9. Debtors

	2025	2024
	£	£
Prepayments and accrued income	3,240	6,167
Grants receivable	-	10,000
	3,240	16,167

10. Creditors: amounts falling due within one year:

	2025	2024
	£	£
Trade creditors	4,931	8,388
Taxation and social security	6,549	2,779
Accruals and deferred income	250	314
Other creditors	2,486	6,057
	14,216	17,538

11. Funds

	1 April 2024	Incoming resources	Expenditure	Transfers	31 March 2025
	£	£	£	£	£
Restricted funds					
The Considered Ask	13,703	-	(8,482)	-	5,221
National Lottery Community fund	14,580	49,026	(64,029)	423	-
Devon Community Foundation	2,817	-	-	-	2,817
Sir Halley Stewart Trust	14,283	-	(5,943)	-	8,340
Hadley Trust	-	5,000	(4,675)	-	325
Mercer Trust	-	10,000	(6,487)	-	3,513
Mabel Cooper Ch. Trust.	-	10,000	(10,000)	-	-
The Aurum Trust	-	10,000	(1,014)	-	8,986
Total restricted funds	45,383	84,026	(100,630)	-	29,202
Unrestricted funds	318,651	387,072	(301,176)	(423)	404,124
Total funds	**364,034**	**471,098**	**(401,806)**	**-**	**433,326**

The Considered Ask – Food education and cookery

National Lottery Community Fund RC South West Region – Salaries, Evaluation and Overheads

Devon Community Foundation/OPCC – Woodwork trainer and materials for workshop extension

11. Funds (continued)

Sir Halley Stewart Trust – Resettlement Manager

Hadley Trust – Tool purchase

Mercer Trust – Arts funding

Mabel Cooper Charitable Trust – Resettlement salary and costs

The Aurum Trust – RR&R Project

	1 April 2023	Incoming resources	Expenditure	Transfers	31 March 2024
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	-	22,837	(9,134)		13,703
National Lottery Community Fund	23,669	49,026	(58,115)	-	14,580
Devon Community Foundation	2,817	-	-	-	2,817
Sir Halley Stewart Trust	53,750	-	(39,467)	-	14,283
Total restricted funds	80,236	71,863	(106,716)	-	**45,383**
Unrestricted funds	287,395	320,357	(289,101)	-	318,651
Total funds	367,631	**392,220**	**(395,817)**	-	**364,034**

12. Analysis of Net Assets between Funds

	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025
	£	£	£
Fund balances at the year-end are represented by:			
Tangible fixed assets	18,764	-	**18,764**
Net current assets	385,360	29,202	**414,562**
Total net assets	**404,124**	**29,202**	**433,326**

2024 Comparative net assets by fund

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	7,707	-	**7,707**
Net current assets	310,944	45,383	**356,327**
Total net assets	**318,651**	**45,383**	**364,034**

13. Operating lease commitments

Commitments – the total of future minimum lease payments as follows:

	2025	2024
Land and Buildings	£	£
Less than 1 year	500	500
2-5 years	-	500
>5 years	-	-
	500	1,000

14. Related party transactions

There were no related party transactions in the year.

LandWorks

Reducing Reoffending. Transforming Lives

LandWorks is an independent charity providing a supported route back into employment and the community for people in prison or at risk of going to prison.

landworks.org.uk
info@landworks.org.uk
01803 864 891

Registered Charity Number: 1166057

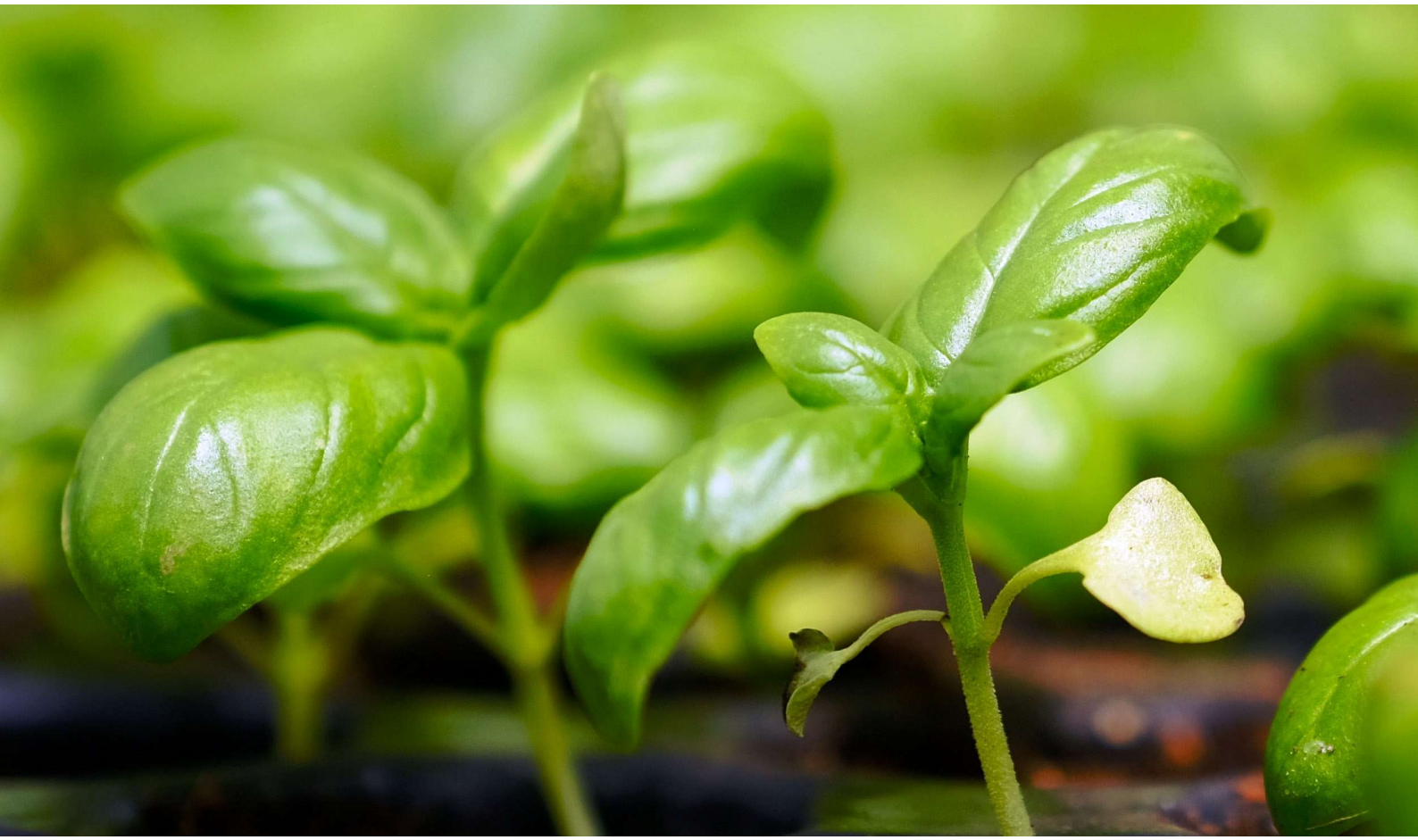
LANDWORKS

England & Wales - Charity number 1166057

Accounts

LandWorks

Reducing Reoffending. Transforming Lives



Trustees' Report and Financial Statements

Year Ended 31 March 2024

Registered Charity Number: 1166057

2024 THE CHARITY AWARDS

OVERALL WINNER

LandWorks
Reducing Reoffending. Transforming Lives

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LandWorks
Reducing Reoffending. Transforming Lives

Chairman's Message



Introducing the LandWorks annual Trustees' Report always leaves me with mixed feelings.

Genuine pride in the LandWorks team who have once again worked so hard to achieve outstanding results - a record number of training days delivered, improved facilities and services offered to trainees and graduates alike, and consistently strong performance in reoffending and employment statistics. In July 2024, the team thoroughly deserved their recognition at The Charity Awards, winners not only in the Social Care, Advice and Support category but also the Overall Award of Excellence.

But alongside the pride, anger and despair as the Criminal Justice System slips inexorably backwards. The backlog in the courts is at an unprecedented high, with the Crown Court backlog increasing a further 10% last year, meaning that prisons are having to accommodate ever more prisoners on remand. Faced with a crisis in over-crowding, the Government introduced an early release scheme to free up space. Ill-considered and poorly executed, this may have freed up a few extra beds but at what cost? Too often simply tipping offenders out on to the street, ill-equipped and lacking skills to help them turn their lives around just makes things worse…for everyone, their victims, the community, the offenders and even the prison service itself when many of those released 60 days early often breached their license conditions and returned to prison to serve the rest of their sentences, likely to be six months or more.

As I noted in last year's message, in 2022/23 HM Inspectorate of Prisons rated no prisons whatsoever as "good" for the provision of rehabilitation and release planning.
So, upon release, it is left to the Probation Service, doing its best whilst remaining chronically under-funded and short of fully trained and experienced staff, to try and steer these people away from a life of crime and towards a better future. Whilst there is now consensus that short term sentences achieve little and should be replaced by some form of community sentencing, our fear must be that such a move would be implemented simply to reduce over-crowding without proper consideration of the significant investment that would be required into Probation and other support services to manage this shift in policy.

Successive Governments have failed the Prison and Probation Service not just through lack of investment but more importantly through a failure to understand that the best way to reduce the impact of crime and reoffending is to develop a robust system, both within prisons and in society at large, to offer the best chance for rehabilitation. The past 10 years has seen LandWorks develop a small but powerful example of what can be achieved. It is now time to take this further and, thanks to funding from some of our long term and generous donors, we will in 2025 launch a 2 year research and policy project entitled "Reimagining Rehabilitation and Resettlement", seeking to identify the key elements of the LandWorks model and how it can be most effectively replicated across the country.



Ted Tuppen CBE
Chair of Trustees

LandWorks
Reducing Reoffending. Transforming Lives

Trustees' Report

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity for the year ended 31 March 2024. They are satisfied that the Financial Statements comply with the requirements of the Charities Act 2011, the governing document as described below and 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) – (Charities SORP (FRS 102)).

Objectives and Activities

The object of the charity as set out in its governing document is 'to develop the capacity and skills of the socially and economically disadvantaged community of offenders, ex-offenders, and those at risk of offending, in such a way that they are better able to identify and meet their needs, and to participate more fully in society.'

LandWorks delivers its charitable purpose by providing a supported route back into employment and the community for people leaving prison or at risk of going to prison (LandWorks trainees).

We have considered the Charity Commission guidance on public benefit and are confident that our activities and success in supporting trainees into employment and away from crime satisfies the criteria.

The charity's key aims are to:
1. Reduce reoffending
2. Improve individual wellbeing
3. Change attitudes towards people involved in the criminal justice system in wider society

In addition, we aim to continue to fund the project in the long term.

> "I think I now know who I am … a general direction, you know….I know where I'm heading, and confidence, I'm definitely more confident… It's just been a very special place, and it's helped me more than I ever would've thought possible. Yeah, it's just really helped me find myself and that has been ……the only word I can think of is transformative …. it's just completely changed my life for the better."
>
> **Cassandra, PeN Project**

Based on the Dartington Hall estate in South Devon, LandWorks supports the rehabilitation and resettlement of people either on license following release from local prisons or serving community sentences. We use the structure of a working day to develop skills and work intensively on a one-to-one basis with the trainees, building trusted relationships to help them develop a crime-free identity and transform their lives.

Trainees take part in three training enterprises on the site – a sustainably operated market garden, a woodwork shop, and a pottery studio – all offering produce for sale to the local community. As well as developing vocational skills, participation in these enterprises increases self-worth and encourages self-responsibility.







The working day at LandWorks includes the daily cooking of lunch for staff and trainees, using seasonal produce grown on site in the market garden. Lunch and tea breaks, when trainees can chat, cook and eat together with staff and visitors, are important times to strengthen feelings of belongingness and enhance social skills.

Alongside these daily activities, each trainee has an individual resettlement plan. We provide a range of support to address their needs including counselling, substance misuse sessions, and support with housing, finances, job seeking, health and wellbeing. Counselling sessions are delivered by our in-house psychotherapist and external specialists deliver tailored support on site as required.

Placement lengths at LandWorks vary depending on needs and circumstances, but on average they last for about six to nine months. Trainees attend the site for a full working-day, for up to five days a week. After trainees finish their placement, LandWorks provides an on-going programme of 'graduate' support, keeping in touch with its former trainees and providing advice, guidance, and support to further aid their resettlement and rehabilitation as and when needed.

Referral to LandWorks is through our partners in the probation, prison, police and health services. Currently, our trainees are based in the community, serving community sentences, suspended sentences or on licence following release from custody and are primarily referred to LandWorks through probation services. ROTL (day-release from prison on temporary licence) placements from our local prison HMP Channings Wood, which used to a key LandWorks' source of referral, were suspended during the pandemic and have yet to be resumed.

LandWorks offers an intensive, prolonged, and bespoke approach, working comprehensively with some of the most socially excluded people in our communities.

LandWorks
Reducing Reoffending. Transforming Lives

LandWorks Guiding Principles

- **We work with people in prison or at risk of going to prison** who demonstrate and are assessed as wishing to change their lives and patterns of behaviour.
- **Every trainee at LandWorks is accepted as an individual,** addressing their differing and often complex issues. This is achieved by delivering person-centred and relational work with our trainees.
- **Building individual trusting relationships is a critical starting point for successful resettlement.**
- **LandWorks has a clear work ethic.** At its core is a structured workday where we build practical skills.
- **LandWorks believes in a standard of achievement** and we identify accomplishment as something to be proud of.
- **LandWorks allows people to develop a non-criminal identity,** developing a sense of hope and belief that change is possible and encouraging honesty and openness.
- **LandWorks offers longer term engagement and post-placement support.**
- **LandWorks is committed to being informed by evidence and learning from its experience,** including through evaluation, to continually improve and develop its delivery model and activities.

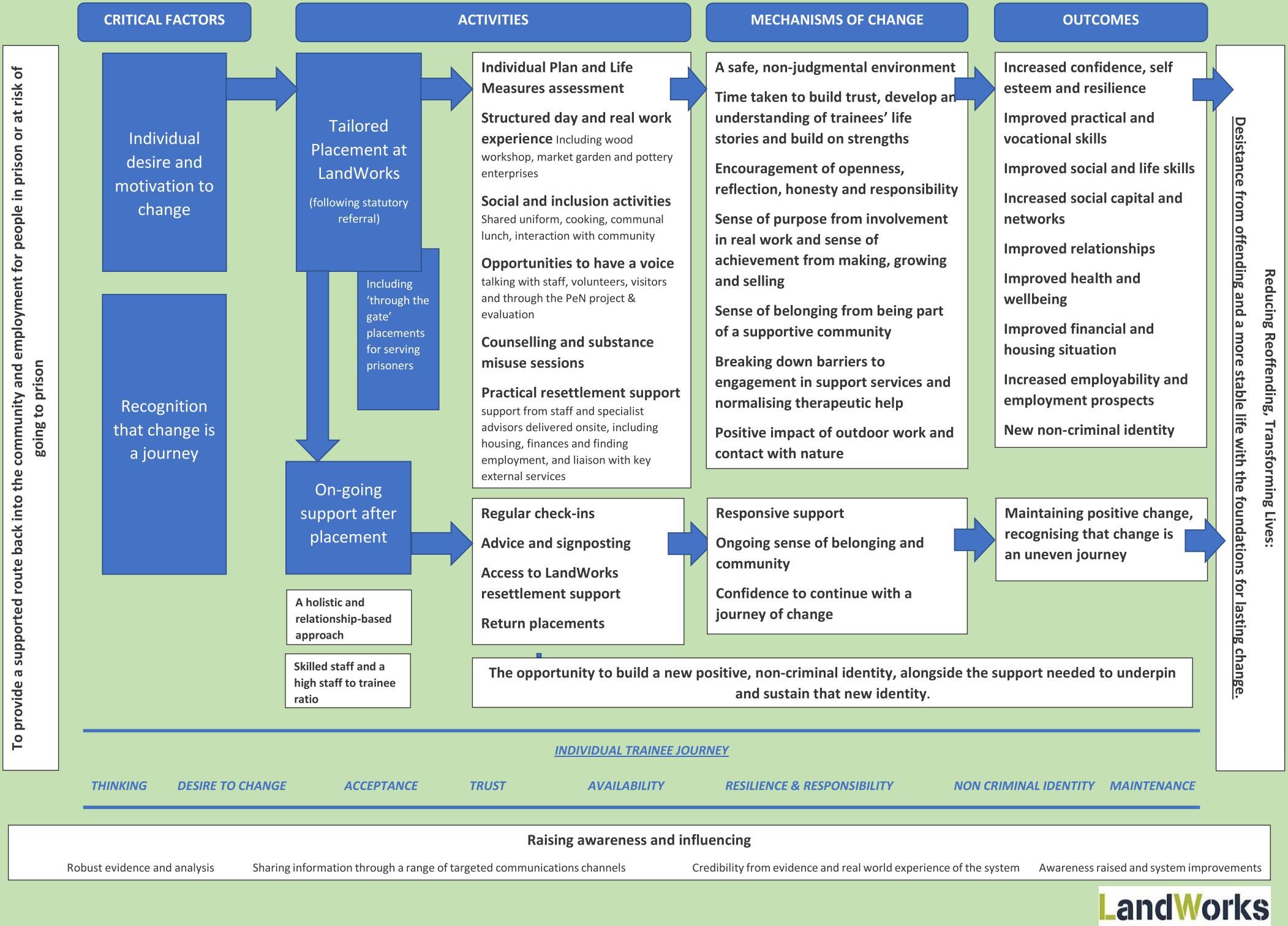
The annual evaluation of LandWorks undertaken by the University of Plymouth recognises that the combination of real work experience and training alongside comprehensive support in a highly nurturing environment is very distinct, if not unique. It outlines how the systematic 'Theory of Change' (ToC) model (see diagram on the next page), developed over years and adopted at LandWorks in 2022 as the core vision to manage the journeys of trainees and graduates, underpins the holistic service and support that we provide.

The 'ToC' is informed by desistance theory and research. Desistance is the term used by criminologists to describe and explain the challenges that offenders face and the processes that they navigate as they make the decision to cease offending.

We would like to acknowledge the use of evidence and many direct quotes from the University of Plymouth evaluation document in this annual report.

Gray, P. and Parson, J. (2024) LandWorks Evaluation. 1 April 2023 – 31 March 2024 "A 'desistance-supporting' community which offers 'living proof of active hope.'

> "The level of support you get here is overwhelming... It's hard to accept it at first. It's the calmness, the togetherness, you're in touch with nature.... We look after each other, grow our own food, look after ourselves, and I think, yeah, it brings you back to normality. It makes you want to be a better person..."
>
> **Marshall, PeN Project**


CRITICAL FACTORS
ACTIVITIES
MECHANISMS OF CHANGE
OUTCOMES
To provide a supported route back into the community and employment for people in prison or at risk of going to prison
Individual desire and motivation to change
Recognition that change is a journey
Tailored Placement at LandWorks
(following statutory referral)
Including 'through the gate' placements for serving prisoners
On-going support after placement
A holistic and relationship-based approach
Skilled staff and a high staff to trainee ratio
Individual Plan and Life Measures assessment
Structured day and real work experience Including wood workshop, market garden and pottery enterprises
Social and inclusion activities Shared uniform, cooking, communal lunch, interaction with community
Opportunities to have a voice talking with staff, volunteers, visitors and through the PeN project & evaluation
Counselling and substance misuse sessions
Practical resettlement support support from staff and specialist advisors delivered onsite, including housing, finances and finding employment, and liaison with key external services
Regular check-ins
Advice and signposting
Access to LandWorks resettlement support
Return placements
A safe, non-judgmental environment
Time taken to build trust, develop an understanding of trainees' life stories and build on strengths
Encouragement of openness, reflection, honesty and responsibility
Sense of purpose from involvement in real work and sense of achievement from making, growing and selling
Sense of belonging from being part of a supportive community
Breaking down barriers to engagement in support services and normalising therapeutic help
Positive impact of outdoor work and contact with nature
Responsive support
Ongoing sense of belonging and community
Confidence to continue with a journey of change
Increased confidence, self esteem and resilience
Improved practical and vocational skills
Improved social and life skills
Increased social capital and networks
Improved relationships
Improved health and wellbeing
Improved financial and housing situation
Increased employability and employment prospects
New non-criminal identity
Maintaining positive change, recognising that change is an uneven journey
The opportunity to build a new positive, non-criminal identity, alongside the support needed to underpin and sustain that new identity.
Reducing Reoffending, Transforming Lives:
Desistance from offending and a more stable life with the foundations for lasting change.
INDIVIDUAL TRAINEE JOURNEY
THINKING
DESIRE TO CHANGE
ACCEPTANCE
TRUST
AVAILABILITY
RESILIENCE & RESPONSIBILITY
NON CRIMINAL IDENTITY
MAINTENANCE
Raising awareness and influencing
Robust evidence and analysis
Sharing information through a range of targeted communications channels
Credibility from evidence and real world experience of the system
Awareness raised and system improvements
LandWorks

How it Works

We help people like Sam...

After declaring on day one that he had never worked a day in his 40 years, Sam has now been in full-time employment for two years.

Join LandWorks
6 month placement

"LandWorks has helped me function normally again. Now I've got a purpose, I'm not sitting rotting."

Practical Skills
- Construction
- Woodworking
- Vegetable Growing
- Landscaping
- Art & Design

Create Your Action Plan

Gain/develop skills

Life Skills
- Cooking
- Eating together
- Managing Money
- IT, Maths and English
- Paperwork

Help Securing Accommodation

Counselling, and drugs and alcohol support (optional)

Review Action Plan

Building Self-Worth
- Social Skills
- Confidence

Help Securing a Job
We are partners with employers who accept people with criminal records

"If it wasn't for LandWorks I'd be back in prison, without a shadow of a doubt."

Organise Housing and Work

Partnerships
With probation, employers, and other support organisations.

Back in control of your life

Continued involvement with LandWorks

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Reducing Reoffending. Transforming Lives

A Time For Celebration

2023 marked the 10th anniversary of LandWorks, which was established in 2013 and became an independent charity in 2016. The 'Annual Supporters Day', which was held on the 14th of July, was used to celebrate this milestone anniversary and 275 supporters, volunteers and partners attended.



Professor Nick Hardwick, former Chair of the Parole Board and HM Chief Inspector of Prisons, who spoke at the event, commented that "at a time when the prison system is facing many challenges, Ministers should note that LandWorks provides one of the best examples in the country of how we can reduce reoffending, turn lives around and prevent future victims."

Over the past 10 years, LandWorks has provided over 200 participants with lifechanging placements that are individually tailored to tackle the root causes of their offending. LandWorks offers people a safe place to be vulnerable; a place to build trusting, non-judgemental relationships; a place to develop their skills and self-esteem; and above all, a chance to develop a non-criminal identity. 93.2% of former LandWorks trainees seeking employment are in work, and less than 6% go on to reoffend in their first year.

To commemorate and record the first 10 years of the charity, LandWorks published a book called 'Acceptance', which is available for purchase through the LandWorks shop and website. Acceptance combines a day-to-day narrative of the goings on at LandWorks with personal stories from trainees on placement, told in their own words to the PeN (Photographic electronic Narrative) Project. By sharing these first-hand experiences, LandWorks hopes to help change public perceptions of people in the criminal justice system and ease their reintegration back into the community.

> "Over the last 10 years.... we have built something at LandWorks, a physical place, somewhere that people feel safe, something wholesome that people feel, and still feel, part of and very proud of."
>
> **Director's Blog, 20 July 2023**

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Achievements and Performance

The year in figures:

52 trainees supported over the year, all based in the community. This included 30 new registrations. 32 people were on licence and 20 serving community sentences. There were 47 men and 5 women.

151 LandWorks graduates provided with support or advice over the year. At any one time during the year, we have been providing support to around 12 graduates at higher levels of need

1661 training days provided at LandWorks in 2023-24, against a target of 1600

225 trainees have attended LandWorks from when it was first established in 2013 until the end of March 2024

183 one-to-one counselling sessions with trainees and graduates delivered by our in-house psychotherapist across the year

356 one-to-one resettlement support sessions

5.35% the one-year reoffending rate for LandWorks trainees. This compares to a national reoffending rate within one year of 37.8% for adult offenders released from prison or 32.8% following a community court order (Ministry of Justice, 2024)

93.2% of all LandWorks graduates available to work who were in employment at the end of the year. For all adults leaving prison only 26% are in employment within six months of release (Prison Reform Trust, 2024).

>1200 registered LandWorks supporters

3 average number of visitors from the community and partner agencies joining us each week for lunch with trainees and staff

£236 the total cost per training day delivered at LandWorks, reduced to £196 net of income generated from our commercial operations



"I need routine in my life, and you know, things to do every day, and this place is really helping me to get back into normal living. It really is and I've heard a lot of people that have been here, they seem to do quite well when they leave. They go back into work or education or whatever and you know, the people that stick at it do well don't they."

Anthony, PeN Project

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> "I love doing [the market garden], I love organising stuff, I have control and I'm on me own..... I didn't know nothing about plants and now I'm banging on about plants and soil every bloody day, doing a regenerative farming course from the RHS. So yeah, it's really come a long way."
>
> **Eric, PeN Project**



Building on 10 years of success, LandWorks supported its highest ever number of trainees in the year to March 31, 2024.

This year we provided 52 trainee placements (of which 30 are new) and 1,661 training days. Most trainees (61.5 %) are on license from prison while 38.5 % are on community sentences. LandWorks continues to maintain constructive partnerships with our main sources of referral in the prison and probation services. Much work has been conducted this year 'building a bigger presence' in local prisons such as HMPs Dartmoor, Exeter and Channings Wood. Similarly links with the probation service have also been strengthened given their pivotal role in the referral process.

LandWorks places great emphasis on providing ongoing support to our trainees once they have completed their placements, tailored to the individual needs of graduates. Over the year we have been in contact with 151 graduates, and at any one time we have been providing support and advice to around 12 graduates at higher levels of need at any one time.

We have made significant improvements to our site and facilities, increasing the number of raised beds to accommodate more produce in the market garden and replacing petrol-driven ground maintenance machinery with more sustainable and user-friendly electric tools. We have also integrated cooking and food skills more extensively into the project, under the guidance of Mikey, a former trainee and professional chef who joined the team in January 2024.

Over the year LandWorks has continued to build and strengthen its resettlement support provision. Most of this support during this year was provided internally, following the appointment of a full-time Resettlement Manager in June 2022. This meant that assistance with resettlement (in such areas as housing, benefits, and general advocacy) could be provided reactively and swiftly particularly in crisis situations, rather than waiting for referral to outside agencies and allowing issues to escalate further. In March 2024, the Resettlement Manager resigned for personal reasons. LandWorks used this as an opportunity to review the role and make changes. (See 'Challenges and Learning', page 22).

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The evaluation report for the year 2023-24, produced by the University of Plymouth, recognises LandWorks critical role in providing a 'desistance-supporting' community which offers 'living proof of active hope'. The report sheds light on the very troubled backstories and chaotic lives of most trainees and provides powerful feedback from trainees and graduates about the impact of the support that has been provided.

The report also highlights the fact that, despite the challenges they have faced, the level of reoffending amongst LandWorks trainees and graduates has remained low at 5.35% and the vast majority of graduates (93.2%) seeking work continue to be in at least part-time employment.

We are hugely grateful for the continuing support that we received over the last year. We are only able to keep going due to our funders, supporters, volunteers, and partners.







LandWorks
Reducing Reoffending. Transforming Lives

Research, Raising Awareness and Influencing

LandWorks is committed to using its experience to engage the wider community in the issues of resettlement and rehabilitation and to inform and influence public debate about the criminal justice system. This is achieved through the collation of robust evidence and analysis, and sharing information through a range of targeted communications, with the aim of improving resettlement and criminal justice processes and systems.

In 2023/24 the charity:







- Distributed fortnightly blog posts about project news and wider criminal justice issues to our group of over 1,300 registered supporters and through our social media channels
- Welcomed 275 visitors to our 10th Anniversary Supporters Day in July 2023, including our local MP Anthony Mangnall and Professor Nick Hardwick, former Chair of the Parole Board and HM Chief Inspector of Prisons.
- Published Acceptance, a book telling the inside story of LandWorks through the eyes of our Project Director, trainees and graduates. Acceptance shines vital light on the difficult and complex lives of people in the justice system, the challenges of rehabilitation, and the potential for change in every trainee.
- Hosted approximately three visitors per week to lunch at LandWorks as an exercise in raising awareness and creating social networks for trainees and graduates. Visitors included partners, external agencies, magistrates and members of the community.
- Received 6 new prison officers and 4 police trainees for placements during their training
- Continued to support the PeN Project (independently funded by the Independent Social Research Foundation), which gives a unique voice to those caught up in the criminal justice system, while offering the community a window into the lives and experiences of trainees as LandWorks. A record 20 blogs were posted over the course of the year.

Reducing Reoffending. Transforming Lives

- Made a submission to the Public Accounts Committee inquiry into 'Improving Resettlement Support for Prison Leavers' in May 2023.
- Published our latest evaluation report in partnership with the University of Plymouth in November 2023.
- Shared our vision for a more effective resettlement process at the American Society of Criminology Conference which PeN Project lead Dr Julie Parsons attended for the first time in November 2023.
- Partnered with the University of Plymouth to deliver a unique new criminology and sociology degree module at LandWorks called Inside Knowledge: Crime and Justice in the 21st Century.
- Won 'Best Longform Film' (charities with an income of under £1 million) at the 2024 Smiley Charity Film Awards for 'One Day', a powerful short film on a day in the life at LandWorks, filmed and produced by supporter Jennie and Graeme Montgomery. The film also won a Gold Award at the 2024 Spotlight Documentary Film Awards and the 'Human Rights Award' at the Canberra International Mental Health Film Festival.
- Secured an insightful article in South Hams Newspapers, headlined 'The South Hams Charity Transforming Lives', following a visit by journalist Richard Torne.
- Further developed our use of social media, significantly increasing the number of Facebook, X (Twitter) and Instagram followers over the year. This has had a positive impact on sales within our field gate shop.







LandWorks
Reducing Reoffending. Transforming Lives

Fundraising

Despite the challenging economic environment, we had another successful fundraising year. We are hugely grateful to all the individual donors who continue to support the charity, and especially as we know that this has been a difficult financial period for many people. We would like to thank also all our grant funders who provided income to LandWorks over the last year, including the following that provided over £10,000 each:

- The Aurum Charitable Trust
- The Considered Ask
- The Sir Halley Stewart Trust
- The Henry Smith Charity
- The National Lottery Community Fund – RC Southwest Region
- The Prism Charitable Trust

Finally, we would like to thank all our customers who bought items from our market garden, pottery, and wood workshop. All proceeds from the sales directly support the charity. Alongside the important income generated, the shop provides a real sense of purpose and achievement for trainees from making, growing, and selling produce.

> "Being in the market gardens, when you've spent all your time … you know, growing plants and fruit and veg is a lengthy period, a lengthy thing, but you grow it, then you put it in the bags, you've done all the job and in here, you know, the customers come, wanting more of it, you know, and they're really praising your salads…… it's really rewarding to see that."
>
> **Eric, Inside Knowledge Focus Group**



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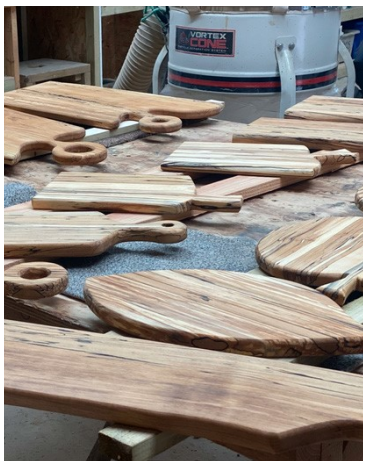
Trainee Voices

Research clearly indicates that the key to successful outcomes (such as reduction in reoffending) in the resettlement process is the quality of the relationship between service providers and trainees.

LandWorks supported 52 trainees in 2023/24, most of whom had severely chaotic lives and multiple needs resulting from adverse childhood experiences, social depravation and exclusion, violence, homelessness, substance abuse, depression and mental illness.

Interviews with the trainees and graduates, undertaken over the year as part of the PeN Project, identified what it is about LandWorks' 'desistance supporting' environment that motivates trainees and graduates to engage with change and develop a crime-free identity. (The full stories can be found at penprojectlandworks.org)Three core themes were identified:

First, LandWorks' person-centred approach was highly rated by its trainees and graduates. Relationships were seen as being based on trust, honesty and respect, and embedded in a non-judgmental culture of acceptance.



"I just liked the trust side of it because I'd been in prison... We were using plastic knives and forks, plastic bowls, plastic cups, plastic everything.....So, to come out and then... you know, you start building something and you're just given everything that you need, from a Stanley knife to a saw and that, and nobody's like even questioning it. I found that quite bizarre, but I really liked the trust side of it and that people took me on face value from that day.... The trust was huge for me."

John, PeN Project



"You treat everyone with respect... everyone understands the principle, you want respect, you treat other people with respect... No-one's further down than anyone else, everyone's equal, which is what I like. That's probably built my confidence the most. It's the people, the people are very nice..."

Dave, PeN Project

Reducing Reoffending. Transforming Lives

Trainees and graduates also commended the way the LandWorks project is designed and delivered. Unlike the chaos of their earlier lives, LandWorks offered an oasis of calm and stability where work was meaningful and structured, and they felt part of a warm and welcoming community. This helped them to build self-esteem and feelings of purposeful achievement. Trainees and graduates also appreciated the practical resettlement support, co-ordinated and tailored to their individual needs.



"I really like it here. I've learnt a lot... the workshop is the place I enjoy the most. I love working with wood, doing different things. I learnt to use different machinery. It's gives me a purpose, a challenge to do things...I'm more productive in the workshop than anywhere else. I get a kick out of being given a bunch of tasks to do and accomplishing everything by the end of the day..."

Shadar, PeN Project



"I love the fact that we all sit around one table and like we all have discussions and talks about different things ... just like the general chitter chatter and everyone's banter, it's lovely. It's gives you that little like lift, you know, positive thoughts and things like that, which is really good...Everyone's happy to help everyone, which is nice, you know, and if anyone's struggling with anything, there's always somebody there that's willing to help."

David, PeN Project

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Finally, LandWorks gave trainees and graduates the **active hope and confidence that they could re-build their lives** and overcome any obstacles on their desistance journey to achieve and sustain a non-criminal identity.



"I thought my life had failed. I was gonna be in and out of trouble all my life. No-one ever wanted to employ me like.....I never had ambitions, but now this place has given me ambition, make me want to better my life and see where I can take my life, but it's in my hands. This is what this place has done for me as well, realising that my life is in my hands. I can make the path for myself."

JimBob, PeN Project



"My life's so much more sorted out in the months I've been coming here .... It's made me come on leaps and bounds...in every aspect... It helped me with my financial matters, helped me with like family problems, anything that worries me, I've got someone to talk to... I just think it's a brilliant place to come to. Like I say, it's a safe place, you get the help and support...I never thought I'd ever get back into work, but I know I'm gonna finish here eventually and I'm 100% I'm either gonna be doing voluntary work or something that I enjoy, that I really wanna do."

Amelia, PeN Project

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Graduate Support

A 'graduate' is a trainee who has finished their placement at LandWorks and is living in the community. In 2023/24 LandWorks was in contact with 151 of its 204 (74%) graduates.

Stopping offending and adopting a non-criminal identity can be a long and arduous journey with many potential pitfalls along the way. LandWorks therefore places significant emphasis on keeping in touch with trainees after placement by providing on-going, tailored support.

LandWorks uses a 'traffic light' alert system to assess the needs of its graduates and the urgency with which they must be dealt with. 'Green' signifies that the graduate is progressing well and simply needs a 'listening ear'. 'Amber' means that the graduate may be facing some difficulties that have the potential to worsen if not swiftly addressed. If a graduate is experiencing severe difficulties or in a state of crisis then a 'Red' alert will be flagged up, signifying the need for urgent assistance and possibly even a return placement.

'Red' alerts are rare (4% in 2023/24) and the percentage of offenders in the 'Green' category has been steadily rising over the last three years, possibly reflecting that the lives of graduates have been more stable post pandemic.

The resettlement journey

Graduate support is tailored to individual needs and includes help with housing, mental health, employment, and benefits, as well as being a listening ear. In the PeN and Focus Group interviews undertaken during 2023/24, LandWorks graduates and trainees spoke about the practical, responsive and co-ordinated support they receive:

> "There's all good support here for whatever your problems are, you know, whether you need to find a dentist or somewhere to live, there's someone here to help, which is like probably the best thing."
>
> Stef, PeN Project







Reducing Reoffending. Transforming Lives

Being able to drop in and talk to staff, and having access to LandWorks psychotherapist, helps to alleviate the pressure and anxiety surrounding their resettlement journey. Of those graduates having counselling, on average they have eight individual sessions.

> "I had so much shit going on in my head.....[The LandWorks counsellor] gave me some brilliant tools to walk away with and deal with difficult people because that was my problem with difficult people...idiots I would call them, fucking morons. But yeah, it's just giving you tools to be like right, let's take a step back before you get angry, do this, do that."
>
> Eric, PeN Project

A key goal of LandWorks is to find employment for its graduates as research shows that having a job is a crucial factor in successful resettlement. In 2023/24, the employment rate for economically active graduates was 93.2% and this figure has remained constant over the last three years. In comparison, national statistics indicate that only 26% of people are in employment six months after leaving prison. (Prison Reform Trust, 2024).

> "I think this place opened up opportunities where you might have loads of doors closed in your face all your life and this place can actually open them doors back up for you and that is just really, really beneficial on so many levels."
>
> JimBob, PeN Project

Graduates also spoke about the strong feelings of 'belonging' they maintain towards LandWorks, even after their placement has ended.

> "Even to this day I still see this place as a safe haven. It's almost like the family I never had ...it was like it was one big family. If I felt stressed, I always left here with a smile... just no weight on my shoulders at all. Even now I wonder if I hadn't come here how different would life be... I'm still coming out here after eight years. If you said like 10 years ago, would I still be here...no, don't be stupid, I've done it, I'm finished, that's it, end of ... but no, I love coming out here still."
>
> Charlie, PeN Project

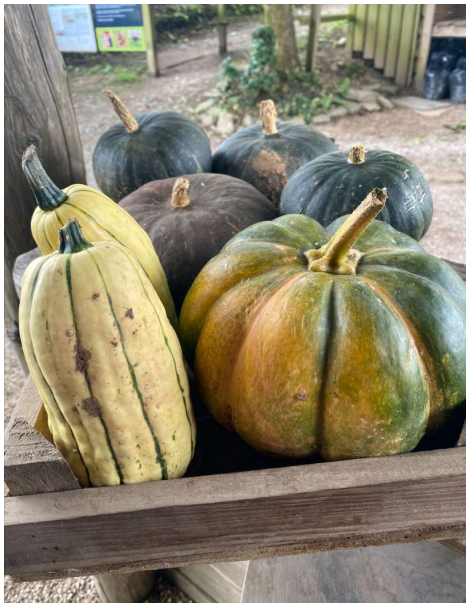
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'Living proof of active hope'

During 2023/24, the PeN and focus group interviews included the voices of three LandWorks graduates who have now become part of the staff team. Their personal lived experience of the desistance process offers trainees and other graduates "living proof of active hope" (Mabel, Trainee) that change is possible and instils a desire to help others undergoing similar experiences:

> "...new trainees will come through the gate...and I think them seeing someone here that has been through the stuff, knows what they're doing, and not only have I just been through the Criminal Justice System, I've also been through the process here of being a trainee and everything. So, I've got like two levels of support I can help them with... I think that really goes a long way too."
>
> Eric, Graduate Focus Group

> "I think it gives you that empathetic view on ... not that you know what they're going through, but you have an understanding, you have a really good understanding. Yeah, empathy innit, you have that understanding of somebody else's needs because you've been through that."
>
> John, Graduate Focus Group



> "I got into a bit of a pickle whilst I was an addict...and then I started dealing drugs and then yeah, got caught... Considering where I was many years ago and to where I am now... I'd like to help people with drug and alcohol services at some point ... 100%, because it's had such a bad effect on my life, I wanna help others"
>
> Marshall, Graduate Focus Group

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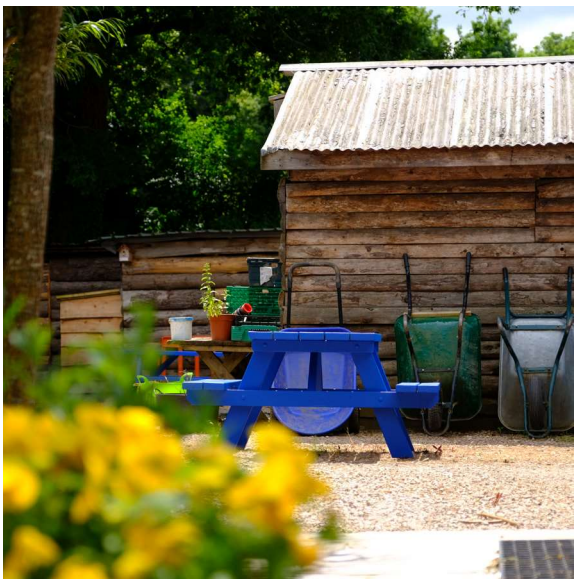
Challenges & Learning

Whilst LandWorks had much to celebrate in 2023/24, not least marking its 10th anniversary, it did so in the face of significant and ongoing challenges within the criminal justice system.

Research shows that high quality probation supervision that is underpinned by secure, consistent and trusting relationships does reduce offending (HM Inspectorate of Probation). However, research also shows that people on release from prison or on community sentences are not experiencing these types of relationships from statutory and third sector agencies. In the aftermath of the pandemic, most have been overstretched and working under extreme pressure, fuelled by shortages of staff and resources which have resulted in large service backlogs and long waiting lists (Prison Reform Trust, 2024).

Over the last year LandWorks has continued to build and strengthen its resettlement support to fill gaps in provision. Most of this support is now provided internally (as can be seen from the statistics in Table 1) following the appointment of a full-time Resettlement Manager in June 2022. Offering a broad range of practical, financial, social and psychological support at one location helps break down barriers to engagement; and having a Resettlement Manager permanently on site has allowed for a more co-ordinated and pro-active response to trainees whose needs at times of crisis can't be met by external agencies with huge backlogs and long waiting lists.

Following the resignation of the Resettlement Manager in March 2024 we reviewed the role and made changes. It was decided that resettlement support entails two quite distinct roles; that is, therapeutic support skills and practical knowledge of the current welfare, housing and benefits systems. In June 2024 a Health and Wellbeing lead was appointed to fulfil the first role. At the time of writing this report, the remit of the second role was still under consideration. However, it is likely that the role will be taken up by an external organisation on a contractual/partnership part-time basis, but still located at LandWorks.







For trainees and graduates suffering from the effects of complex trauma, the provision of individual counselling on-site by a qualified psychotherapist remains fundamental to our service offering, helping to unlock hidden trauma and enable personal responsibility. This was reinforced in an interview with the in-house part-time psychotherapist undertaken for this year's evaluation. We believe the provision of counselling as part of a 'comprehensive support hub' model has potential lessons for the wider criminal justice system.



The PeN project continues to be a significant source of data documenting the success of the LandWorks approach to resettlement, and a valuable tool for raising awareness of the needs and problems faced by its trainees and graduates. This year with support from the University of Plymouth and some external funding, the research team interviewed or had conversations with a trainee or graduate at LandWorks roughly every week. It has become apparent that this opportunity for people to share their stories is important; it is what is referred to by criminologists as 'bearing witness to desistance'. This is significant for showing family as well as the wider community how you've changed and are doing good.

One of the, perhaps unexpected, highlights of the year was partnering with the University of Plymouth to deliver a unique new criminology and sociology degree module called Inside Knowledge: Crime and Justice in the 21st Century. During February 2023, students visited LandWorks every Friday as part of the intensive six-week module to learn alongside people with lived experience of the criminal justice system. The module provided a powerful learning experience not just for the students but also for the LandWorks staff, trainees and graduates involved.

Table 1: Trainee Counselling and Resettlement Support

	2021/22	2022/23	2023/24
In-house Resettlement Sessions (one-to-one)	198	310	356
In-house psychotherapist sessions (one-to-one	87	122	183

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Financial Review

In the current economic environment, fundraising continues to be challenging and we are therefore pleased to report a favourable outcome for the year with total income of £392,220 (2023: £421,410). Total expenditure was £395,817 (2023: £368,281) resulting in a net decrease in funds of £3,597, reflecting a net decrease in restricted funds of £34,853 and a net increase to unrestricted funds of £31,256 before transfers. The total level of reserves held on 31 March 2024 was £364,034 (2023: £367,631).

It is the trustees' assessment that the charity is a going concern given the future grant funding already secured, the continuing strength of its earned income generation, and the level of its unrestricted reserves.





Reserves Policy

The trustees' reserves policy is to build reserves equal to a minimum of six months and maximum of twelve months running costs to protect the continuity of the project against fluctuations in income. The unrestricted reserves for the year ended 31 March 2024 were £318,651 (including fixed assets of £7,707), equal to between nine and ten months' running costs.



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Our Team

LandWorks is staffed by people well qualified to deliver its objectives. The Project Director is supported by an experienced board of trustees who provide strategic direction, and a team of nine other salaried staff with specific responsibilities.

As was reported last year, the Charity Manager has been on long term sick leave since June 2022. The Project Director had already redistributed his role to other members of the staff team and filled any gaps with ad hoc paid specialists. However, over the last year the Charity Manager has been doing a phased return to work and is now actively engaged part-time in charity governance, fundraising and influencing policy activities.

Following the resignation of the Resettlement Manager in March 2024 we reviewed the role and made changes creating two quite distinct roles covering therapeutic support skills and practical knowledge of the current welfare, housing and benefits systems. The outcome of these changes will be evaluated in next year's report.

There are now three graduates working as members of the staff team, namely our woodworking lead, chef and a horticultural trainee. This has been widely supported by all participants in the LandWorks project from trainees to staff as it adds a valuable component to the working environment. Graduate-staff have 'lived' insight and experience of the criminal justice system, the 'ups and downs' of the desistance process and the realities of resettlement. They are also seen as inspirational, offering trainees and other graduates 'living proof and active hope' that change is achievable.

During the year a new Arts lead was appointed to build arts and crafts activities. A new Chef is also now in post who is a LandWorks graduate. He is an advocate of 'healthy eating', making use of LandWorks' garden produce and keen to develop the culinary skills of trainees.

In 2023 LandWorks provided a market gardening apprenticeship to one of its trainees, leading to Royal Horticultural Society level 2 and 3 qualifications. Now a graduate of the LandWorks programme he has joined the staff team as a Market Garden Assistant and is attending a course one day a week on regenerative farming and growing.



Recruitment & Training of Trustees

Any new trustees are appointed by the existing trustees. Prospective trustees have the opportunity to meet with the Chair and other trustees and to speak with the Project Director, and they are provided with background information about the charity. Following appointment, all new trustees are provided with a copy of the Charity Commission guidelines 'The Essential Trustee', as well as the charity's constitution, the LandWorks Handbook and recent annual reports and financial statements. New trustees are encouraged to visit the site and meet with staff and trainees. They all complete Safeguarding adults training.

Structure, Governance & Management

LandWorks is constituted as a Charitable Incorporated Organisation (CIO), registered as a charity on 15 March 2016. The charity has a governing constitution registered with the Charity Commission. The governing document was amended in September 2020 in order to allow trustees to serve up to three, rather than two, consecutive terms of office.

Trustees meet a minimum of three times a year. All trustees give their time voluntarily and receive no benefits from the charity.

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Reference & Administrative Details

Registered charity name	LandWorks
Charity number	1166057
Principal address	Quarry Field Dartington Hall Totnes Devon TQ9 6EA
Charity trustees	Graham Edward Tuppen CBE (Chair) Sally Benthall Sarah Hocking (from 8th November 2023) Jason Kew Dr Aroop Mozumder (from 18th July 2023) Dr Sarah Wollaston
Independent examiner	Neil Hitchings FCA Francis Clark LLP Centenary House Peninsula Park Rydon Lane Exeter EX2 7XE
Charity staff	During 2023-2024: Chris Parsons (Project Director) Daniela Chivers (Project Co-ordinator) Gill Hearnshaw (Project Office) until July 2023 Graham Stone (Woodwork) Elli Targett (Resettlement Manager) Lucy Bell (Pottery Lead) until December 2023 Monika Krol (Market Gardener) Steve Bradford (Charity Manager) Steven Wellington (Site Maintenance) Djamila Vogelsperger (Chef) until December 2023 Michael Francis (Chef) from January 2024

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Statement of Trustees' Responsibilities

The trustees of LandWorks (CIO) are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities in England and Wales require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees Report was approved by the Trustees and signed on their behalf by



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
16th January 2025

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Independent Examiner's Report to the Trustees of LandWorks

Year ended 31 March 2024

I report to the trustees on my examination of the accounts of LandWorks (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the 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').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commissioner under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Neil Hitchings

Neil Hitchings FCA
Francis Clark LLP
Chartered Accountants
Centenary House
Peninsula Park
Rydon Lane
Exeter
EX2 7XE
Date: 20 January 2024

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Statement of Financial Activities

Year ended 31 March 2024

	Note	Unrestricted Funds	Restricted Funds	Total year ended 31 March 2024	Total year ended 31 March 2023
Income:		£	£	£	£
Donations and Legacies	2	251,707	71,863	**323,570**	358,505
Investment income	3	1,543	-	**1,543**	810
Charitable activities	4	61,868	-	**61,868**	61,595
Other trading activities		5,239	-	**5,239**	500
Total Income		**320,357**	**71,863**	**392,220**	421,410
Expenditure:					
Charitable activities	5	289,101	106,716	**395,817**	368,281
Total Expenditure		**289,101**	**106,716**	**395,817**	368,281
Net income/(expenditure)		31,256	(34,853)	**(3,597)**	53,129
Transfers between funds		-	-	-	-
Net movement in funds		**31,256**	**(34,853)**	**(3,597)**	53,129
Reconciliation of Funds:					
Total funds brought forward		287,395	80,236	**367,631**	314,502
Total Funds carried forward		**318,651**	**45,383**	**364,034**	367,631

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

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Balance Sheet

As at 31 March 2024

	Note	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	8		**7,707**		2,719
Current assets					
Debtors	9	**16,167**		46,092	
Cash at bank and in hand		**357,698**		328,763	
Total current assets		**373,865**		374,855	
Liabilities					
Creditors due within one year	10	**(17,538)**		(9,943)	
Net current assets			**356,327**		364,912
Net Assets			**364,034**		367,631
The funds of the charity					
Unrestricted funds	11		**318,651**		287,395
Restricted funds	11		**45,383**		80,236
Total Charity Funds			**364,034**		367,631

The notes on pages 31 to 39 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees.



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
16th January 2025

Registered Charity Number: 1166057

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Notes to the accounts

Year ended 31 March 2024

1. Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of preparation

The financial statements have been prepared in accordance with '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) - the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has been withdrawn.

The charity meets the definition of a public entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The organisation is a Charitable Incorporated Organisation (CIO) registered in England and Wales on 15 March 2016.

The functional currency of LandWorks CIO is considered to be pounds sterling because it is the currency of the primary economic environment in which the charity operates.

The charity reported an unrestricted surplus for the year of £31,256 (2023: unrestricted deficit £9,081) and has already secured a significant amount of funding for the coming year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

(b) Funds

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work for specific projects being undertaken by the charity.

(c) Income

Receipts are included in the Statement of Financial Activities (SOFA) when: the charity becomes entitled to the resources; it is probable they will receive the resources; and monetary value can be measured with sufficient reliability.

Income from government and other grants (including multi-year grants), whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(d) Investment income

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

(e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings: Expenditure on charitable activities includes the direct cost of work with service users and other activities undertaken to further the purposes of the charity and their associated support costs. Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities work and activities. These costs have been allocated to expenditure on charitable activities.

(g) Tangible fixed assets and depreciation

Individual fixed assets costing £2,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

- Leasehold improvements - Straight line over the life of the lease
- Furniture and equipment – 50% on a straight line basis
- Plant, machinery and motor vehicles – 20% on a straight line basis

(i) Taxation

The charity is not registered for Value Added Tax, and the cost of irrecoverable VAT is therefore included within the relevant expenditure headings

(j) Financial instruments

LandWorks only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity currently holds:

- Trade and other debtors and trade and other creditors.

2. Donations and Legacies

	2024	2023
	£	£
Donations and gifts	69,523	75,713
Gift Aid	5,658	14,445
General grants provided by government/other charities	248,389	268,347
	323,570	358,505

The income from donations and legacies was £323,570 (2023: £358,505) of which £251,707 was unrestricted (2023: £278,755) and £71,863 restricted (2023: £79,750).

3. Investment Income

	2024	2023
	£	£
Bank Interest	1,543	810
	1,543	810

The income from investments was £1,543 (2023: £810) of which £1,543 was unrestricted (2023: £810) and £nil restricted (2023: £nil).

4. Income from Charitable Activities

	2024	2023
	£	£
Wood workshop income	35,347	35,157
Market garden sales	11,282	9,388
Off site working sales	967	506
Art department sales	7,318	6,929
Compost sales	6,954	9,615
	61,868	61,595

The income from charitable activities was £61,868 (2023: £61,595) of which £61,868 was unrestricted (2023: £61,595) and £nil restricted (2023: £nil).

5. Total Expenditure on Charitable Activities

	2024	2023
	£	£
Project staff (all activities)	271,730	259,477
Operating and direct costs	31,321	28,641
Overhead costs	92,766	80,163
	395,817	368,281

The total resources expended were £395,817 (2023: £368,281) of which £289,101 was unrestricted (2023: £279,450) and £106,716 restricted (2023: £88,831).

6. Staff costs

	2024	2023
	£	£
Wages and salaries	242,327	230,282
National Insurance	21,180	21,183
Pension costs	8,223	8,012
	271,730	259,477

There were no employees in receipt of emoluments exceeding £60,000.

The charity trustees were not paid or received any other benefits from employment with the charity (2023: £nil) neither were they reimbursed expenses during the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

The key management personnel of the charity are the Project Director and the Charity Manager and their remuneration for the year is £68,350 (2023: £85,924).

The average number of employees during the year was 9 (2023: 8).

There were no other related party transactions during the year ended 31 March 2024.

The charity paid £8,223 (2023: £8,012) of pension contributions through NEST.

7. Net income/(expenditure) for the year

	2024	2023
	£	£
This is stated after charging:		
Depreciation	3,012	1,436
Independent Examination and accountancy	2,580	2,500

8. Tangible fixed assets

	Leasehold Improvements	Plant, machinery & motor vehicles	Fixtures, Fittings and Equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	11,289	14,468	2,518	28,275
Additions	-	8,000	-	8,000
At 31 March 2024	11,289	22,468	2,518	36,275
Depreciation				
At 1 April 2023	8,570	14,468	2,518	25,556
Charge for the year	1,412	1,600	-	3,012
At 31 March 2024	9,982	16,068	2,518	28,568
Carrying amount				
At 31 March 2024	1,307	6,400	-	7,707
At 31 March 2023	2,719	-	-	2,719

9. Debtors

	2024	2023
	£	£
Prepayments and accrued income	6,167	16,092
Grants receivable	10,000	30,000
	16,167	46,092

10. Creditors: amounts falling due within one year:

	2024 £	2023 £
Trade creditors	8,388	6,432
Taxation and social security	2,779	2,363
Accruals and deferred income	314	314
Other creditors	6,057	834
	17,538	9,943

11. Funds

	31 March 2023 £	Incoming resources £	Expenditure £	Transfers £	1 April 2024 £
Restricted funds					
The Considered Ask	-	22,837	(9,134)	-	13,703
National Lottery Community fund	23,669	49,026	(58,115)	-	14,580
Devon Community Foundation	2,817	-	-	-	2,817
Sir Halley Stewart Trust	53,750	-	(39,467)	-	14,283
Total restricted funds	80,236	71,863	(106,716)	-	45,383
Unrestricted funds	287,395	320,357	(289,101)	-	318,651
Total funds	367,631	392,220	(395,817)	-	**364,034**

The Considered Ask – Food education and cookery

Lloyds Bank Foundation – Woodwork Trainer salary

National Lottery Community Fund RC South West Region – Salaries, Evaluation and Overheads

Devon Community Foundation/OPCC – Woodwork trainer and materials for workshop extension

Sir Halley Stewart Trust – Resettlement Manager

11. Funds (continued)

	31 March 2022	Incoming resources	Expenditure	Transfers	1 April 2023
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	18,750	2,250	(25,000)	4,000	-
National Lottery Community Fund	10,000	57,500	(43,831)	-	23,669
Devon Community Foundation	2,817	-	-	-	2,817
Sir Halley Stewart Trust	53,750	20,000	(20,000)	-	53,750
Total restricted funds	85,317	79,750	(88,831)	4,000	80,236
Unrestricted funds	229,185	341,660	(279,450)	(4,000)	287,395
Total funds	**314,502**	**421,410**	**(368,281)**	-	**367,631**

12. Analysis of Net Assets between Funds

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024
	£	£	£
Fund balances at the year-end are represented by:			
Tangible fixed assets	7,707	-	**7,707**
Net current assets	310,944	45,383	**356,327**
Total net assets	**318,651**	**45,383**	**364,034**

2023 Comparative net assets by fund

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	2,719	-	**2,719**
Net current assets	284,676	80,236	**364,912**
Total net assets	**287,395**	**80,236**	**367,631**

13. Operating lease commitments

Commitments – the total of future minimum lease payments as follows:

	2024	2023
Land and Buildings	£	£
Less than 1 year	500	500
2-5 years	500	1,000
>5 years	-	-
	1,000	1,500

LandWorks

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LandWorks is an independent charity providing a supported route back into employment and the community for people in prison or at risk of going to prison.

landworks.org.uk
info@landworks.org.uk
01803 864 891

Registered Charity Number: 1166057

LANDWORKS

England & Wales - Charity number 1166057

Accounts

LandWorks
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Trustees' Report and Financial Statements

Year Ended 31 March 2023

Registered Charity Number: 1166057

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Chairman's Message



In July 2023, LandWorks celebrated its 10th anniversary. Ten exciting and fulfilling years of real challenge and success, ten years that the team, our trainees and graduates, our supporters and everyone who interacts with us should celebrate with justifiable pride and sense of achievement.

Our success is evident. More than 200 graduates, less than 6% reoffending rates and 94% in employment (for those eligible). Trainees and graduates who, despite the many challenges that they faced and continue to face, have been brave enough to move on and embrace a new life away from crime and dependency. And we know from experience that every graduate who makes this positive life choice will have a profound and positive effect on hundreds of people, family, friends and society in general.

But while we are improving, rehabilitation and release planning in prisons isn't just bad, it is getting worse. The National Audit Office Report, "Improving resettlement support for prison leavers to reduce reoffending", May 23 stated that:

"Prison inspection ratings have declined in recent years. HM Inspectorate of Prisons rated 30% of prisons as "good" for "rehabilitation and release planning" in 2019-20. This figure has fallen to 3% in 2021-22 and no prison has been rated as "good" for these services in 2022-23"

At the end of September 2023, there were 85,576 prisoners in England and Wales, up 8% over the past 12 months. In January 2023 the Prison Reform Trust published the following data about prisoners: 47% have no qualifications, 24% were in care as children, 41% observed violence at home as a child and 29% experienced abuse, 46% of women and 21% of men have attempted suicide at some point. Between April and June 2023, 17,430 were committed to prison, 12,132 were released. Average time spent in prison is around 22 months. During that time in prison, the rehabilitation and release planning was rated as less than good, otherwise known as bad. At the end of June 2023 there were 238,264 offenders on probation. HM Prisons and Probation Service (HMPPS) expenditure for 2022-23 was £4.72bn, down 10.1% in real terms since 2010-11

As LandWorks moves into our second decade, the team do so with confidence. We will continue to learn and to develop the services that we offer to our trainees and graduates. We will invest more spreading our message, doing what we can to influence Government and those responsible for prisoners and those on probation and helping to build a better future for offenders.

Successive Governments have failed the Prison and Probation Service. From 2010-2018, there were four Prisons Ministers. From 2019 to 2023, there were nine. There are some inspiring people working in HMPPS and they need leadership from a Government brave enough to rethink this shameful system and invest in a better future which will offer hope, not despair, to all those involved in the Criminal Justice system.



Ted Tuppen CBE
Chair of Trustees

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Trustees' Report

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity for the year ended 31 March 2023. They are satisfied that the Financial Statements comply with the requirements of the Charities Act 2011, the Trust Deed as described below and 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) – (Charities SORP (FRS 102)).

Objectives and Activities

The object of the charity as set out in its governing document is to develop the capacity and skills of the members of the socially and economically disadvantaged community of offenders, ex-offenders, and those at risk of offending, in such a way that they are better able to identify and meet their needs, and to participate more fully in society.

LandWorks delivers its charitable purpose by providing a supported route back into employment and community for people in prison or at risk of going to prison (LandWorks trainees).

We have considered the Charity Commission guidance on public benefit and are confident that our activities and success in supporting trainees into employment and away from crime satisfies the criteria.

The charity's key aims are to:

1. Reduce reoffending
2. Improve individual wellbeing
3. Change attitudes towards offenders in wider society

In addition, we aim to continue to fund the project in the long term.

> "LandWorks? It's routine, it's structure. It is a little place away. A little haven you could call it … It's that chance to give people to achieve something. You come in feeling bad or negative and all that and you'll walk away feeling yeah, look at what I've done …. I used to thrive off the narrow escapes of my own recklessness…. Now? Just knowing there's a future, knowing there's paths to go down, more relationships to build, a career to build…"
>
> **Eric, PeN Project**

Based on the Dartington Hall estate in South Devon, the charity provides intensive, individually tailored placements for its trainees. LandWorks uses the structure of a working day to develop skills and work intensively on a one-to-one basis with its trainees, building trusted relationships to help them develop a crime-free identity and transform their lives.

Trainees take part in three training enterprises on our site – including a sustainably operated market garden, a woodwork shop, and a pottery studio – all offering produce for sale to the local community. As well as developing vocational skills, participation in these enterprises builds social skills, increases self-worth, and encourages self-responsibility.

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The working day at LandWorks includes the daily cooking of lunch for staff and trainees, supported by a team of volunteer cooks, using seasonal produce grown on site in the market garden. Cooking and eating together is a key part of building a community at LandWorks, developing social skills, and learning about budgeting and healthy eating.

Alongside this core vocational and social skills training, LandWorks provides counselling and practical resettlement support to provide a holistic response to the needs and challenges faced by its trainees. All trainees develop a bespoke resettlement plan that covers specific training and skills, alongside practical support for life after the project (employment, housing, benefits, addiction, physical and mental health). The counselling, delivered on-site, helps trainees to come to terms with a range of issues and assists with building resilience for life after crime and importantly, to build relationships with their families.

Placement lengths at LandWorks vary depending on needs and circumstances, but on average they last for about six months. Trainees attend the site for a full working-day, for up to five days a week. After trainees finish their placement, LandWorks provides an on-going programme of 'graduate' support, keeping in touch with its former trainees and providing advice, guidance, and support to further aid their resettlement and rehabilitation as and when required.

Referral to LandWorks is through our partners in the probation, prison, and police services. This normally includes serving prisoners attending LandWorks on day-release from our local prison HMP Channings Wood through the 'release on temporary licence' (ROTL) scheme, where men from the resettlement wing are released on a daily basis to prepare for their integration back into the community; however, these placements were suspended during the pandemic and have yet to be resumed. Currently, our trainees are based in the community, serving community sentences, suspended sentences or on licence following release from custody and are primarily referred to LandWorks through probation services.

LandWorks offers an intensive, prolonged, and bespoke approach, working comprehensively with some of the most socially excluded people in our communities.

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LandWorks Guiding Principles

- **We work with people in prison or at risk of going to prison** who demonstrate and are assessed as wishing to change their lives and patterns of behaviour.
- **Every trainee at LandWorks is accepted as an individual,** addressing their differing and often complex issues. This is achieved by delivering person-centred and relational work with our trainees.
- **Building individual trusting relationships is a critical starting point for successful resettlement.**
- **LandWorks has a clear work ethic.** At its core is a structured workday where we build practical skills.
- **LandWorks believes in a standard of achievement** and we identify accomplishment as something to be proud of.
- **LandWorks allows people to develop a non-criminal identity,** developing a sense of hope and belief that change is possible and encouraging honesty and openness.
- **LandWorks offers longer term engagement and post-placement support.**
- **LandWorks is committed to being informed by evidence and learning from its experience,** including through evaluation, to continually improve and develop its delivery model and activities.

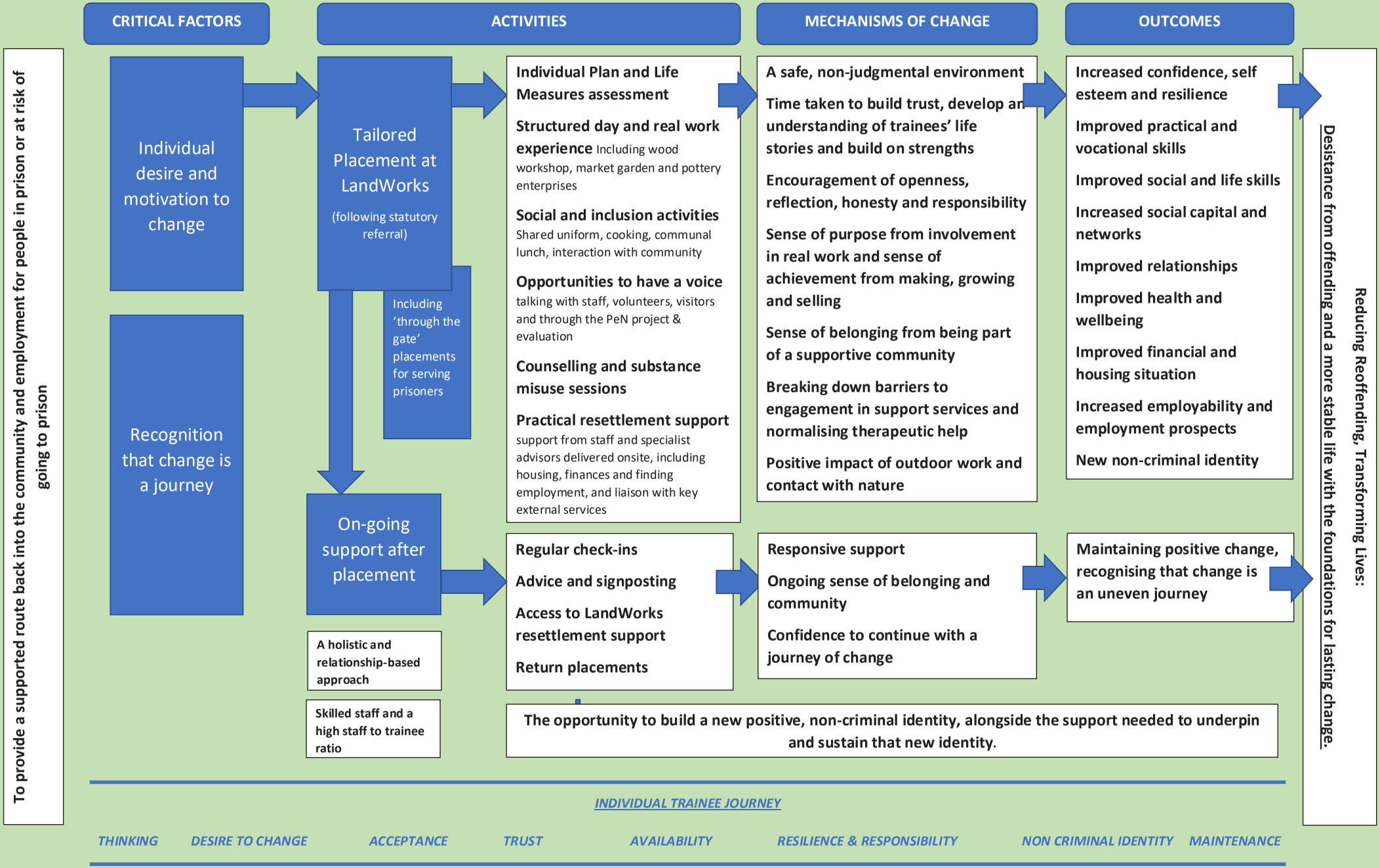
The annual evaluation of LandWorks undertaken by the University of Plymouth recognises that the combination of real work experience and training alongside comprehensive support in a highly nurturing environment is very distinct, if not unique. It outlines how the systematic 'Theory of Change' (ToC) model (see diagram opposite), developed over years and adopted at LandWorks in 2022 as the core vision to manage the journeys of Trainees and Graduates, underpins the holistic service and support that we provide.

The 'ToC' is informed by desistance theory and research. Desistance is the term used by criminologists to describe and explain the challenges that offenders face and the processes that they navigate as they make the decision to cease offending.

We would like to acknowledge the use of evidence and many direct quotes from the University of Plymouth evaluation document in this annual report.

Gray, P. and Parson, J. (2023) LandWorks Evaluation. 1 April 2022 – 31 March 2023 "A Safe, Supportive Haven".

> "The key to our supportive working is to use empathy, to be genuine and to have unconditional positive regard for each person. To be listened to, to be understood, is a significant thing. Enabling people to accept and embrace change is a remarkable thing. Believing in people is essential."
>
> **Director's Blog, 26th January 2023**


CRITICAL FACTORS
ACTIVITIES
MECHANISMS OF CHANGE
OUTCOMES
To provide a supported route back into the community and employment for people in prison or at risk of going to prison
Individual desire and motivation to change
Recognition that change is a journey
Tailored Placement at LandWorks
(following statutory referral)
Including 'through the gate' placements for serving prisoners
On-going support after placement
A holistic and relationship-based approach
Skilled staff and a high staff to trainee ratio
Individual Plan and Life Measures assessment
Structured day and real work experience Including wood workshop, market garden and pottery enterprises
Social and inclusion activities Shared uniform, cooking, communal lunch, interaction with community
Opportunities to have a voice talking with staff, volunteers, visitors and through the PeN project & evaluation
Counselling and substance misuse sessions
Practical resettlement support support from staff and specialist advisors delivered onsite, including housing, finances and finding employment, and liaison with key external services
Regular check-ins
Advice and signposting
Access to LandWorks resettlement support
Return placements
A safe, non-judgmental environment
Time taken to build trust, develop an understanding of trainees' life stories and build on strengths
Encouragement of openness, reflection, honesty and responsibility
Sense of purpose from involvement in real work and sense of achievement from making, growing and selling
Sense of belonging from being part of a supportive community
Breaking down barriers to engagement in support services and normalising therapeutic help
Positive impact of outdoor work and contact with nature
Responsive support
Ongoing sense of belonging and community
Confidence to continue with a journey of change
Increased confidence, self esteem and resilience
Improved practical and vocational skills
Improved social and life skills
Increased social capital and networks
Improved relationships
Improved health and wellbeing
Improved financial and housing situation
Increased employability and employment prospects
New non-criminal identity
Maintaining positive change, recognising that change is an uneven journey
The opportunity to build a new positive, non-criminal identity, alongside the support needed to underpin and sustain that new identity.
Reducing Reoffending, Transforming Lives:
Desistance from offending and a more stable life with the foundations for lasting change.
INDIVIDUAL TRAINEE JOURNEY
THINKING
DESIRE TO CHANGE
ACCEPTANCE
TRUST
AVAILABILITY
RESILIENCE & RESPONSIBILITY
NON CRIMINAL IDENTITY
MAINTENANCE
Raising awareness and influencing
Robust evidence and analysis
Sharing information through a range of targeted communications channels
Credibility from evidence and real world experience of the system
Awareness raised and system improvements
LandWorks

How it Works

We help people like Sam...
After declaring on day one that he had never worked a day in his 40 years, Sam has now been in full-time employment for two years.

Join LandWorks
6 month placement

"LandWorks has helped me function normally again. Now I've got a purpose, I'm not sitting rotting."

Practical Skills
- Construction
- Woodworking
- Vegetable Growing
- Landscaping
- Art & Design

Create Your Action Plan

Gain/develop skills

Life Skills
- Cooking
- Eating together
- Managing Money
- IT, Maths and English
- Paperwork

Help Securing Accommodation

Counselling, and drugs and alcohol support (optional)

Review Action Plan

Building Self-Worth
- Social Skills
- Confidence

Help Securing a Job
We are partners with employers who accept people with criminal records

"If it wasn't for LandWorks I'd be back in prison, without a shadow of a doubt."

Organise Housing and Work

Partnerships
With probation, employers, and other support organisations.

Back in control of your life

Continued involvement with LandWorks

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Achievements & Performance

The year in figures:

40 trainees supported over the year, all based in the community. This included 30 new registrations. 22 people were on licence and 18 serving community sentences. There were 37 men and 3 women

128 LandWorks graduates provided with support or advice over the year. At any one time during the year, we have been providing support to around 20 graduates at higher levels of need

1787 training days provided at LandWorks in 2022-23, against a target of 1575

194 trainees have attended LandWorks from when it was first established in 2013 until the end of March 2023

122 one-to-one counselling sessions with trainees and graduates delivered by our in-house psychotherapist across the year

310 one-to-one resettlement support sessions

5.2% the one-year reoffending rate for LandWorks trainees. This compares to a national reoffending rate within one year of 37.4% for adult offenders released from prison or 30.6% following a community court order (Ministry of Justice, 2023)

94% of all LandWorks graduates available to work who were in employment at the end of the year

>1000 registered LandWorks supporters

3 average number of visitors from the community and partner agencies joining us each week for lunch with trainees and staff

£201 the total cost per training day delivered at LandWorks, reduced to £167 net of income generated from our commercial operations



> "[It's] been an opportunity for me just to come and just to grow in the areas that I needed to, to get some stability and a foundation to keep going and to find a life with myself....I was always self-sabotaging my life... just to kind of numb all the pain.... There's a lot of patience here, a lot of empathy, a lot of understanding."
>
> **Joshua, Finishing Time**

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> "Of all the [support services] I've worked with, LandWorks is on top by far....I think everybody that I've sent to LandWorks has come away saying that they just think it's an amazing place... It's helped them immensely."
>
> ***RECONNECT (third sector resettlement agency) support worker, 2022***



Having continued to successfully deliver and develop our core programme onsite at LandWorks through two difficult years, we are pleased to report that we have returned to pre-pandemic levels of trainee numbers and commercial sales across all our enterprises over the past 12 months.

There has been a high demand for places at LandWorks, with most trainees now referred by probation services either serving community sentences or released on licence from prison. ROTL (released on temporary licence from prison) placements, which were originally suspended due to Covid restrictions, continue to be put on hold. We are hopeful that they will restart soon and remain in regular contact with the Prison Service.

Much work has been done this year to build a bigger presence in local prisons, particularly HMPs Dartmoor and Exeter. This has involved staff attending open days and giving talks about the benefits of LandWorks for those on licence after release. We have also hosted 12 new prison officers at LandWorks for the day as part of their introductory training and so that they can act as advocates for LandWorks in their prison.

We have made significant improvements to our site and facilities, extending the carpentry workshop, and enabling more indoor skills development, including the restoration of old power tools for sale in the LandWorks shop. We have also increased the number of raised beds to accommodate more produce and replaced petrol-driven ground maintenance machinery with more sustainable and user-friendly electric tools.

Over the year 2022-23, we worked with **40 trainees on placement** of whom three were women (up from 2 in 2021-2022), delivering 1,787 training days.

In addition, we have continued to maintain high levels of contact with our graduates. We were in **contact with over 128 graduates** during the year, and at any one time we have been providing support and advice to around 20 graduates at higher levels of need.

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During 2022/23 we have introduced significant changes to the way resettlement support Is delivered at LandWorks to provide a more pro-active, co-ordinated, and immediate response to the needs of trainees and graduates.

Following the appointment of our Resettlement Manager in June 2022, most of our support is now provided in house, with referral to external agencies (Housing, Citizens Advice Bureau, Job Centre, Drugs and Alcohol) only when there is a need for specialist services. (see Table 1, page 21). For trainees and graduates suffering from the effects of complex trauma we continue to offer individual counselling on-site, delivered by a qualified psychotherapist.

Providing this co-ordinated support on-site is critical to overcoming some of the key barriers that our beneficiaries face in engaging with services and is ensuring that LandWorks can act as a comprehensive and effective 'support hub'. We continue to believe this is a model that has potential lessons for the wider criminal justice system.

Our evaluation report for the year 2022-2023 produced by the University of Plymouth recognises LandWorks critical role in providing a "Safe, Supportive, Haven" where trainees can build trusting and consistent relationships within a stable and secure environment. The report provides powerful feedback from trainees and graduates about the impact of the support that has been provided. It highlights the fact that, despite the challenges they have faced, the level of reoffending amongst LandWorks trainees and graduates has remained low at 5.2% and the vast majority of graduates seeking work continue to be in at least part-time employment.

We are hugely grateful for the continuing support that we received over the last year. We are only able to keep going due to our funders, supporters, volunteers, and partners.







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Research, Raising Awareness and Influencing

LandWorks is committed to using its experience to engage the wider community in the issues of resettlement and rehabilitation and to inform and influence public debate about the criminal justice system. This is achieved through the collation of robust evidence and analysis, and sharing information through a range of targeted communications, with the aim of improving resettlement and criminal justice processes and systems. LandWorks has set in place several channels to achieve this:



In 2022/23 the charity:

- Distributed fortnightly blog posts about project news and wider criminal justice issues to our group of over 1000 registered supporters and through our social media channels.
- Welcomed 180 visitors to LandWorks' Supporters Day in August 2022, including our local MP Anthony Mangnall who highlighted the work of LandWorks in a Westminster Hall Debate on Sentencing of Repeat Offenders on 21 June 2022.
- Premiered 'One Day' a new, short film highlighting a day in the life of LandWorks, to educate and engage the public in our work. One Day was filmed and produced by LandWorks supporters Jennie and Graeme Montgomery. We also continued to promote 'Finishing Time and Moving On: Life After Punishment,' produced in partnership with the University of Plymouth and Fotonow CIC, which has now had over 1500 views. Both films are available to watch on YouTube and the LandWorks website at www.landworks.org.uk.
- Hosted approximately three visitors per week to lunch at LandWorks as an exercise in raising awareness and creating social networks for trainees and graduates. Visitors included partners, external agencies, magistrates and members of the community.
- Received 12 new prison officers and 14 police trainees for placements during their training.
- Published our latest evaluation report in partnership with the University of Plymouth in November 2022.





Reducing Reoffending. Transforming Lives

- Continued to support the PeN Project (independently funded by the Independent Social Research Foundation), which gives a unique voice to those caught up in the criminal justice system, while offering the community a window into the lives and experiences of trainees as LandWorks. A record 12 blogs were posted over the course of the year (10 from trainees and two from graduates). A campaign to raise awareness of the blogs on social media by the LandWorks Project Co-Ordinator saw the blogs achieve a peak of 756 views in February 2023 compared to just 211 in November 2022. The PeN project can be found at www.penprojectlandworks.org

- Developed our use of social media, significantly increasing the number of Facebook, X (Twitter) and Instagram followers over the year.

- Secured national and regional media coverage, including the cover story of Inside Times' June 2022 issue, which described LandWorks in its headline as "An Oasis of Hope and Progress". West Country ITV news also presented a 3-minute piece on LandWorks, organised by Plymouth University to showcase Dr Julie Parsons' research work.

- Trainee Mike successfully submitted a painting to the 2022 Koestler Awards, following encouragement from LandWorks Art Lead, Sarah Hodge. His 'Highly Commended' artwork was shown at the Royal Festival Hall 'Freedom' exhibition of art by people in the UK's criminal justice system, curated by Ai Weiwei.



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Fundraising

Despite the challenging environment, we had a successful fundraising year. This included £150,000 of funding from the Henry Smith Foundation over this and the next two years; and an award of £90,000 from The Goldsmith Company over this and the coming two years.

We are hugely grateful to the 148 individual donors who continue to support the charity, and especially as we know that this has been a challenging financial period for many people. Our donors included 79 people who gave regular donations across the year and 69 people who gave one-off donations.

We would like to thank all our grant funders who provided income to LandWorks over the last year:

- Charles Hayward Foundation
- Mabel Cooper Charitable Trust
- National Lottery Community Fund RC Southwest Region
- Sir Halley Stewart Trust
- Spielman Charitable Trust
- Aurum Charitable Trust
- Fellfoot Charitable Trust
- Greenwood Place
- Noel Buxton
- Mable Cooper Charitable Trust
- Henry Smith Charity
- W.G. Beloe Charitable Trust
- The Considered Ask Foundation

> "I do enjoy getting [the chopping boards] right because the satisfaction and pride when something comes out looking nice, you think ooh, nice and smooth....because people are paying money for this stuff, and it wouldn't be right if it's untidy...."
>
> ***Ishmael, PeN Project***

Finally, we would like to thank all our customers who bought items from our market garden, pottery, and wood workshop. All proceeds from the sales directly support the charity. Earned income did well across the year, providing 25% of our total income.

Alongside the important income generated, the shop provides a real sense of purpose and achievement for trainees from making, growing, and selling produce.



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Trainee Voices

Research clearly indicates that the key to successful outcomes (e.g. reductions in reoffending) in the resettlement process is the quality of the relationship between service providers and trainees. Consistency is crucial in allowing time for trusting and stable relationships to develop.

In interviews with trainees and graduates this year, undertaken as part of the PeN Project, five key 'mechanisms' were identified as motivating them to engage in change at LandWorks. (The full stories can be found at penprojectlandworks.org)

First, LandWorks provides a 'safe haven' which brings 'peace' and 'calm' to their lives and gives them the confidence and strength to continue their resettlement journey:



"I would've never thought I would say this because I've got real bad social anxiety, but honestly the people have been the best thing...Everybody's just so nice and welcoming and encouraging. I love that...I guess LandWorks almost has its own entity ... It's got its own character. The first words that come to mind are calm and serene and peaceful. It's comforting. It has a comforting presence..."

Cassandra, PeN Project

Second, Trainees and Graduates spoke about the sense of 'belonging' and being part of a 'supportive' community – in sharp contrast to their shattered childhoods, disjointed family relationship and immersion in corrosive drug and alcohol subcultures:



"It's the support everyone gives you... I think that's a big part of it.... you're altogether. It's very social. It's not anti-social. I like that. I've had too much anti-social in my life, so it's quite nice to be around people... Probably a very good thing about this place, very supportive. Well, it's the biggest thing I would say."

Dave, PeN Project

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Third, LandWorks stands out for the quality of relationships it develops - described by the trainees and graduates as 'open', 'honest', 'non-judgmental', 'empathetic' and 'respectful':



"[LandWorks] teaches you respect as well, more than anything... They greet you... They speak to you and make you feel wanted. They make you feel like you can improve yourself and do something with your life ... They don't tell you; they don't dictate to you... you're treated like a human-being, you're treated like someone that's worthy of something."

Mark, PeN Project

Fourth, the work ethic gives LandWorks trainees and graduates a sense of self-worth and achievement:



"I liked building that deck I did..... I've never used a nail-gun or anything like that before. I've never built decking. It was actually a big achievement for me, and do you know what, I'm proud of myself because I've actually done that. I'm really proud of myself."

Dave, PeN Project

Finally, trainees spoke about the positive benefits of learning new skills, the practical nature of the work, and the structure and stability it brought to their lives:



"I really like doing the workshop and the fact that I've got my own little project on the go... I like working with wood, I really do ... I enjoy the challenge of different things and actually rectifying problems or coming up with ideas and doing it right. I like that challenge....I'm hoping to learn some skills here so I might broaden my employment horizons and see what's out there."

Shadar Haran, PeN Project

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Graduate Support



A 'Graduate' is a Trainee who has finished their placement at LandWorks and is living in the community. Currently LandWorks has 175 Graduates and 128 remain in active contact.

Research on desistance shows that stopping offending can be a long and uneven journey. Therefore, LandWorks stresses the importance of remaining in contact with trainees after placement by providing on-going tapered resettlement support, based on the 'traffic light system.'



After check-in by phone, text or email, the Graduate's situation is assessed as 'Green', 'Amber' or 'Red'. 'Green' signifies that the Graduate is doing well and just needs low level, regular contact. Of those in regular contact with LandWorks over the course of the year, 117 (91.4%) were in this position. An 'Amber' alert means that the Graduate has some issues and needs a medium level of support. 7 (5.5 %) were classified as such. A 'Red' alert signifies serious concerns and that the Graduate needs high levels of support. 4 (3.1%) were assessed like this.

Charlie's story

The Resettlement Manager has a particularly significant role in working with graduates assessed as 'red' who are usually in a crisis or emergency situation. The case of Charlie below provides an example of the 'traffic light system' in action.



Charlie is a LandWorks Graduate who attended the project regularly in 2015. Charlie has remained in contact since he left and occasionally dropped by to update us on how he was doing.

In June 2022, Charlie contacted the Project Director to express that he was homeless and struggling with his mental health. Charlie was expressing suicidal thoughts and had contacted LandWorks as a last resort to get help. He was invited to lunch to talk things through. The Project Director recorded Charlie as 'red' on the traffic light system that represents graduate wellbeing.

When he arrived, I introduced myself to Charlie as the new Resettlement Manager and spoke with him at length about his situation. We began by making an application to his local authority for housing. I liaised with them, but they argued that Charlie was non-priority need and therefore not eligible for emergency accommodation. Charlie also had 2 dogs which made it increasingly more difficult to acquire accommodation.

While we were waiting for a response from the council, I supported Charlie with his mental health by providing

emotional support and facilitating referrals to external agencies. I also managed to procure free veterinary care for his sick dog. The fact that I was supporting him and allowing him space to talk about things seemed to really help with his overall mental health.



Over the course of our work together, it became clear that Charlie was unsafe in the Devon area and needed to approach a different local authority in a different county as he was fleeing threats of violence and harassment. We approached Sheffield council, and I made the argument to them that even though Charlie did not have a local connection, he needed to be moved out of area for his own safety. Initially they refused to support Charlie as they needed proof that he was fleeing the area for safety reasons.



After extensive liaising between police services, Charlie's Offender Manager, Devon and Sheffield council and housing associations, Sheffield Council accepted a duty of care to him, and they offered him an accommodation placement. They did however, stipulate that Charlie would have to rehome the dogs as they could not be in accommodation with him. I argued this matter on behalf of Charlie and suggested that as part of the Homeless Code of Guidance and in the legislation within The Housing Act, dogs are considered property of the homeless individual and therefore, the council have a duty to provide safe and secure storage of an individual's property if the individual is unable to source this themselves. In Charlie's case, this meant that if Sheffield council could not house Charlie with his dogs, then they would have to fund a kennel for the dogs to be cared for until Charlie was able to have them back. After extensive back and forth, this was eventually agreed by Sheffield Council and they offered him a placement where he could have his dogs.



Since receiving the support, Charlie is now back in full time employment and has procured his own accommodation with his partner. Charlie reports that he is no longer experiencing any suicidal ideation. Charlie still visits LandWorks regularly to say hello!

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The Resettlement Journey

Graduate support is tailored to individual needs and includes help with housing, mental health, employment, and benefits, as well as being a listening ear. In the PeN, Finishing Time and Focus Group interviews undertaken during 2022/23, LandWorks graduates and trainees spoke about the practical, responsive and co-ordinated support they receive:

> "… if you need a hand with anything, you can ask…there's always someone that can help with anything…. Like look, they've helped me do my ID. Like I wouldn't even know where to begin if I've only got that form…… but that's going to make a big difference for me, I can go and open a bank [account]."
>
> Ben, PeN Project

Being able to drop in and talk to staff, and having access to LandWorks psychotherapist, helps to alleviate the pressure and anxiety surrounding their resettlement journey. On average, each graduate has eight individual counselling sessions.

> "I think [one-to-one counselling] gives people an insight as well… really brilliant support …really helped me work through it a lot… You've got experienced people that are supporting you here with the mental health, have knowledge and experience behind it, they know what they're talking about."
>
> Eric, PeN Project

A key goal of LandWorks is to find employment for its graduates as research shows that having a job is a crucial factor in successful resettlement. In 2022/3, the employment rate for economically active graduates (i.e.. those seeking and available for employment) was 94% (the same figure as last year). For adults leaving prison only 30% are in employment within six months of release (Prison Reform Trust, 2023).



> "I think this place is good for like building you a good routine, sort of build you up for that day if you want to go into employment… yeah, I feel like this place has got me in the right routine, right frame of mind …the willpower (to apply for a job) …"
>
> JimBob, Focus Group

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Challenges & Learning

The past year has been one of significant challenges, opportunities, and learnings for LandWorks. The continued block on placements for people on day release from prison has focused attention on trainee placements from the community, at a time when resettlement services provided by HM Prison and Probation Services have faced considerable criticism in a series of research reports. One report into 'government's effectiveness in resettling prison leavers' found a 'decline in the quality of resettlement services in recent years' (National Audit Office) and another commented that 'probation work was disappointing' (HM Inspectorate of Probation 2023), leading to a Public Accounts Committee inquiry into how the situation could be reversed.

Contact with probation services is cited as poor and inconsistent with frequent changes of supervisors. The criticisms also point to a lack of communication between service providers in the third sector and practitioners from statutory agencies; and that resettlement support is not responsive enough to individual needs, tending to be 'done to' rather than 'done with' trainees.

Practical resettlement support is a key component of the Theory of Change model introduced at LandWorks in 2021. The appointment of the first Resettlement Manager in October 2021 was unsuccessful which set back plans to develop resettlement work. However, a new Resettlement Manager was appointed in June 2022, and this has led to significant changes in the way resettlement support is delivered at LandWorks, with the bulk of support now provided in house. (See Table 1: Trainee Counselling and Resettlement Support). Referral to external agencies is being phased out and only taking place where specialist expertise is called for.

Having the Resettlement Manager permanently on site allows for a more co-ordinated, pro-active, immediate response to individual trainee and graduate needs. Many of the difficulties faced by trainees and graduates have to be dealt with immediately at a time of crisis, and weekly or fortnightly surgeries by external agencies could



> "I think probation have been like it for so long they don't know how to fix it, but it is broken ....people keep on committing crimes, it's costing them money to send them back to court, back to prison and no-one wins then.... They're not giving people the chance to change their life around. If people had that opportunity, like LandWorks has given me, then the community and people would be paid off in the long run 'cos they'd get stuff back and at the minute they don't give you that chance."
>
> ***JimBob, PeN Project***

often not respond quickly enough. Reflecting recent research findings, the Resettlement Manager found that many agencies are still working under pressure post pandemic, being overstretched and understaffed, with huge backlogs and long waiting lists.

Due to the effects of complex trauma suffered by many trainees and graduates, LandWorks continues to provide individual counselling on-site delivered by a qualified psychotherapist. Currently this is even more important because many LandWorks trainees have interconnected mental health and substance misuse difficulties and mental health agencies will not work with dual diagnosis clients. This is a significant gap in provision which the independent psychotherapist at LandWorks can partially alleviate.

Given the criticisms faced by HM Prison and Probation Service (HMPPS) over the past 12 months, this year's Evaluation Report by the University of Plymouth sought to understand what makes LandWorks so successful, and what differentiates it from the resettlement provision provided by HMPPS.

As in previous years, the PeN and Finishing Time interviews with trainees and graduates offered powerful insights into how they experience the LandWorks programme. In 22/23 the LandWorks Evaluation team supplemented these interviews with focus groups to specifically address how LandWorks differed from their wider experiences of prison and probation. They also adopted a new research tool called the Asset Based Framework to investigate how staff view the benefits to trainees of having a LandWorks placement.

In the eyes of trainees and graduates the main difference between LandWorks and statutory criminal justice agencies was the quality of their relationships, and this had a significant impact on their motivation to change. All 40 of this year's cohort of trainees have had contact with probation services as they are either on licence from prison or on a community sentence. The main problem was that they felt their encounters with them were bureaucratic, dehumanised, and short- lived. They no sooner started to build a relationship than the probation officer was changed.

Both senior management and core team members agreed with the views of trainees and graduates in highlighting LandWorks' person-centred approach which values non-judgemental relationships in a shared, communal culture of trust and confidence building. They also highlighted the purposeful, structured nature of LandWorks which offered tangible practical skills and support.

Looking forward, LandWorks has earmarked three areas of focus for development over the next year. Firstly, to broaden the range of 'art' workshops beyond pottery, giving more trainees the opportunity to express themselves, learn new skills, and hopefully boost their confidence. Secondly, to engage more assertively with outreach and influencing policy to improve the resettlement process. Work on this has already begun and will be outlined in more detail in next year's report. Thirdly, to monitor the delivery of our new model of in-house resettlement support with a view to considering the need for a new part-time post to support the work of the resettlement team.

Table 1: Trainee Counselling and Resettlement Support

	2021/22	2022/23
In-house Resettlement Sessions (one-to-one)	198	310
Counselling sessions with in-house psychotherapist (one-to-one)	87	122
Surgeries (provided on-site by external agencies)		
- Housing	18	4
- Citizens Advice Bureau	12	6
- Job Centre	14	9
- Drugs and alcohol	27	8

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Financial Review

In the current economic environment, fundraising continues to be challenging and we are therefore pleased to report a favourable outcome for the year with total income increasing to £421,410 (2022: £386,138). Total expenditure was £368,281 (2022: £327,286) resulting in a net increase in funds of £53,129, reflecting a net decrease in restricted funds of £9,081 and a net increase to unrestricted funds of £62,210 before transfers. The total level of reserves held on 31 March 2023 was £367,631 (2022: £314,502).

It is the trustees' assessment that the charity is a going concern given the future grant funding already secured (including the award of a three-year grant from the National Lottery Community Fund announced later in 2021), the continuing strength of its earned income generation, and the level of its unrestricted reserves.







Reserves Policy

The trustees' reserves policy is to build reserves equal to a minimum of six months and maximum of twelve months running costs to protect the continuity of the project against fluctuations in income. The unrestricted reserves for the year ended 31 March 2023 were £291,395 (including fixed assets of £2,719), equal to around 9 months' running costs.

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Our Team

LandWorks is staffed by people well qualified to deliver its objectives. The Project Director is supported by an experienced board of trustees who provide strategic direction, and a team of seven other salaried staff with specific responsibilities.

The Charity Manager has been on long term leave since June 2022. The Project Director has taken steps to maintain the charity management and to enable the organisation to run effectively and safely. Most of the Charity Manager's role has now been successfully redistributed to other members of the team and any gaps filled by ad hoc paid specialists.

A new Resettlement Manager was appointed in June 2022, funded by the Sir Halley Stewart Trust. This has changed the way in which resettlement support is provided. Most is now delivered in house, with referral to external agencies only when specialist expertise is called for. With the support of The Considered Ask, we also appointed a chef in January 2023 to engage trainees constructively in learning kitchen skills and to use products from the market garden to encourage health eating. This is still at a pilot stage and may need adjustment later in how it is used.

During 2022-23, the charity continued to employ one of its former trainees who leads the woodwork training enterprise, overseeing its operations, and training others. As well as offering valuable insight to project development, his knowledge of the criminal justice system and the challenges facing our beneficiary group filters into the day-to-day running of LandWorks. In January 2023, we also offered our first horticultural traineeship to one of our trainees, leading to a Royal Horticultural Society Level 2 & 3 qualification.

Recruitment & Training of Trustees

Any new trustees are appointed by the existing trustees. Prospective trustees have the opportunity to meet with the Chair and other trustees and to speak with the Project Director, and they are provided with background information about the charity. Following appointment, all new trustees are provided with a copy of the Charity Commission guidelines 'The Essential Trustee', as well as the charity's constitution, the LandWorks Handbook and recent annual reports and financial statements. New trustees are encouraged to visit the site and meet with staff and trainees. They all complete Safeguarding adults training.

Structure, Governance & Management

LandWorks is constituted as a Charitable Incorporated Organisation (CIO), registered as a charity on 15 March 2016. The charity has a governing constitution registered with the Charity Commission. The governing document was amended in September 2020 in order to allow trustees to serve up to three, rather than two, consecutive terms of office.

Trustees meet a minimum of three times a year. All trustees give their time voluntarily and receive no benefits from the charity.



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Reference & Administrative Details

Registered charity name	LandWorks
Charity number	1166057
Principal address	Quarry Field Dartington Hall Totnes Devon TQ9 6EA
Charity trustees	Graham Edward Tuppen CBE (Chair) Sally Benthall Jason Kew Dr Sarah Wollaston Dr Aroop Mozunder
Independent examiner	Neil Hitchings FCA Francis Clark LLP Centenary House Peninsula Park Rydon Lane Exeter EX2 7XE
Charity staff	During 2022-2023: Chris Parsons (Project Director) Daniela Chivers (Office Administrator) Gill Hearnshaw (Office and Finance Administrator) Graham Stone (Woodwork) Elli Targett (Resettlement Manager) Lucy Bell (Pottery Lead) Monika Krol (Market Gardener) Steve Bradford (Charity Manager) Steven Wellington (Site Maintenance) Djamila Vogelsperger (Chef)

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Statement of Trustees' Responsibilities

The trustees of LandWorks (CIO) are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities in England and Wales require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees Report was approved by the Trustees and signed on their behalf by



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
23 January 2024

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Independent Examiner's Report to the Trustees of LandWorks

Year ended 31 March 2023

I report to the trustees on my examination of the accounts of LandWorks (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the 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').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commissioner under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Neil Hitchings FCA
Francis Clark LLP
Chartered Accountants
Centenary House
Peninsula Park
Rydon Lane
Exeter
EX2 7XE

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Statement of Financial Activities

(Including the Income and Expenditure Account)

Year ended 31 March 2023

	Note	Unrestricted Funds	Restricted Funds	Total year ended 31 March 2023	Total year ended 31 March 2022
Income:		£	£	£	£
Donations and Legacies	2	278,755	79,750	**358,505**	300,272
Investment income	3	810	-	**810**	923
Charitable activities	4	61,595	-	**61,595**	84,943
Other trading activities		500	-	**500**	-
Total Income		**341,660**	**79,750**	**421,410**	386,138
Expenditure:					
Charitable activities	5	279,450	88,831	**368,281**	327,286
Total Expenditure		**279,450**	**88,831**	**368,281**	327,286
Net income/(expenditure)		62,210	(9,081)	**53,129**	58,852
Transfers between funds		(4,000)	4,000	-	-
Net movement in funds		**58,210**	**(5,081)**	**53,129**	58,852
Reconciliation of Funds:					
Total funds brought forward		229,185	85,317	314,502	255,650
Total Funds carried forward		**287,395**	**80,236**	**367,631**	314,502

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

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Balance Sheet

As at 31 March 2023

	Note	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	8		**2,719**		4,155
Current assets					
Debtors	9	**46,092**		52,793	
Cash at bank and in hand		**328,763**		262,788	
Total current assets		**374,855**		315,581	
Liabilities					
Creditors due within one year	10	**(9,943)**		(5,234)	
Net current assets			**364,912**		310,347
Net Assets			**367,631**		314,502
The funds of the charity					
Unrestricted funds	11		**287,395**		229,185
Restricted funds	11		**80,236**		85,317
Total Charity Funds			**367,631**		314,502

The notes on pages 29 to 37 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees.



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
23 January 2024

Registered Charity Number: 1166057

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Notes to the accounts

Year ended 31 March 2023

1. Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of preparation

The financial statements have been prepared in accordance with '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) - the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has been withdrawn.

The charity meets the definition of a public entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The organisation is a Charitable Incorporated Organisation (CIO) registered in England and Wales on 15 March 2016.

The functional currency of LandWorks CIO is considered to be pounds sterling because it is the currency of the primary economic environment in which the charity operates.

Although the charity reported an unrestricted deficit for the year of £9,081 (2022: unrestricted deficit £6,365) it has already secured a significant amount of funding for the coming year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

(b) Funds

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work for specific projects being undertaken by the charity.

(c) Income

Receipts are included in the Statement of Financial Activities (SOFA) when: the charity becomes entitled to the resources; it is probable they will receive the resources; and monetary value can be measured with sufficient reliability.

Income from government and other grants (including multi-year grants), whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(d) Investment income

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

(e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings: Expenditure on charitable activities includes the direct cost of work with service users and other activities undertaken to further the purposes of the charity and their associated support costs. Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities work and activities. These costs have been allocated to expenditure on charitable activities.

(g) Tangible fixed assets and depreciation

Individual fixed assets costing £2,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

- Leasehold improvements - Straight line over the life of the lease
- Furniture and equipment – 50% on a straight line basis
- Plant, machinery and motor vehicles – 20% on a straight line basis

(i) Taxation

The charity is not registered for Value Added Tax, and the cost of irrecoverable VAT is therefore included within the relevant expenditure headings

(j) Financial instruments

LandWorks only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity currently holds:

- Trade and other debtors and trade and other creditors.

2. Donations and Legacies

	2023	2022
	£	£
Donations and gifts	**75,713**	31,127
Gift Aid	**14,445**	10,965
General grants provided by government/other charities	**268,347**	258,180
	358,505	300,272

The income from donations and legacies was £358,505 (2022: £300,272) of which £278,755 was unrestricted (2022: £190,442) and £79,750 restricted (2022: £109,830).

3. Investment Income

	2023	2022
	£	£
Bank Interest	**810**	923
	810	923

The income from investments was £810 (2022: £923) of which £810 was unrestricted (2022: £923) and £nil restricted (2022: £nil).

4. Income from Charitable Activities

	2023	2022
	£	£
Wood workshop income	**35,157**	59,002
Market garden sales	**9,388**	9,619
Off site working sales	**506**	370
Art department sales	**6,929**	7,024
Compost sales	**9,615**	8,928
	61,595	84,943

The income from charitable activities was £61,595 (2022: £84,943) of which £61,595 was unrestricted (2022: £84,943) and £nil restricted (2022: £nil).

5. Total Expenditure on Charitable Activities

	2023	2022
	£	£
Project staff (all activities)	**259,477**	225,575
Operating and direct costs	**28,641**	33,736
Overhead costs	**80,163**	67,975
	368,281	327,286

The total resources expended were £368,281 (2022: £327,286) of which £279,450 was unrestricted (2022: £282,673) and £88,831 restricted (2022: £44,613).

6. Staff costs

	2023	2022
	£	£
Wages and salaries	**230,282**	202,360
National Insurance	**21,183**	16,570
Pension costs	**8,012**	6,645
	259,477	225,575

There were no employees in receipt of emoluments exceeding £60,000.

The charity trustees were not paid or received any other benefits from employment with the charity (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

The key management personnel of the charity are the Project Director and the Charity Manager and their remuneration for the year is £85,924 (2022: £91,986).

The average number of employees during the year was 8 (2022: 8).

There were no other related party transactions during the year ended 31 March 2023.

The charity paid £8,012 (2022: £6,645) of pension contributions through NEST.

7. Net income/(expenditure) for the year

	2023	2022
	£	£
This is stated after charging:		
Depreciation	**1,436**	1,857
Independent Examination and accountancy	**2,500**	2,250

8. Tangible fixed assets

	Leasehold Improvements	Plant, machinery & motor vehicles	Fixtures, Fittings and Equipment	Total
	£	£	£	£
Cost				
At 1 April 2022	11,289	14,468	2,518	**28,275**
Additions	-	-	-	-
At 31 March 2023	**11,289**	**14,468**	**2,518**	**28,275**
Depreciation				
At 1 April 2022	7,158	14,468	2,494	**24,120**
Charge for the year	1,412	-	24	1,436
At 31 March 2023	**8,570**	**14,468**	**2,518**	**25,556**
Carrying amount				
At 31 March 2023	**2,719**	-	-	**2,719**
At 31 March 2022	4,131	-	24	**4,155**

9. Debtors

	2023	2022
	£	£
Prepayments and accrued income	**16,092**	2,793
Grants receivable	**30,000**	50,000
	46,092	52,793

10. Creditors: amounts falling due within one year:

	2023	2022
	£	£
Trade creditors	**6,432**	331
Taxation and social security	**2,363**	-
Accruals and deferred income	**314**	3,776
Other creditors	**834**	1,127
	9,943	5,234

11. Funds

	31 March 2022	Incoming resources	Expenditure	Transfers	1 April 2023
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	18,750	2,250	(25,000)	4,000	-
National Lottery Community fund	10,000	57,500	(43,831)	-	23,669
Devon Community Foundation	2,817	-	-	-	2,817
Sir Halley Stewart Trust	53,750	20,000	(20,000)	-	53,750
Total restricted funds	**85,317**	**79,750**	**(88,831)**	**4,000**	**80,236**
Unrestricted funds	229,185	341,660	(279,450)	(4,000)	287,395
Total funds	**314,502**	**421,410**	**(368,281)**	-	**367,631**

Lloyds Bank Foundation - Woodwork Trainer salary

National Lottery Community Fund RC South West Region – Salaries, Evaluation and Overheads

Devon Community Foundation/OPCC – Woodwork trainer and materials for workshop extension

Sir Halley Stewart Trust – Resettlement Manager

11. Funds (continued)

	31 March 2021	Incoming resources	Expenditure	Transfers	1 April 2022
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	18,750	25,000	(25,000)	-	**18,750**
National Lottery Community Fund	-	20,000	(10,000)	-	**10,000**
The Norman Family Charitable Trust	250	-	(250)	-	-
Devon Community Foundation	-	4,830	(2,013)	-	**2,817**
Devon Community Foundation – WACE CT	1,100	-	(1,100)	-	-
Sir Halley Stewart Trust	-	60,000	(6,250)	-	**53,750**
Total restricted funds	**20,100**	**109,830**	**(44,613)**	-	**85,317**
Unrestricted funds	235,550	276,308	(282,673)	-	**229,185**
Total funds	**255,650**	**386,138**	**327,286**	-	**314,502**

12. Analysis of Net Assets between Funds

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	2,719	-	**2,719**
Net current assets	284,676	80,236	**364,912**
Total net assets	**287,395**	**80,236**	**367,631**

2022 Comparative net assets by fund

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	4,155	-	**4,155**
Net current assets	225,030	85,317	**310,347**
Total net assets	**229,185**	**85,317**	**314,502**

13. Operating lease commitments

Commitments – the total of future minimum lease payments as follows:

	2023	2022
Land and Buildings	£	£
Less than 1 year	**500**	500
2-5 years	**1,000**	1,500
>5 years	-	-
	1,500	2,000

LandWorks

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LandWorks is an independent charity providing a supported route back into employment and the community for people in prison or at risk of going to prison.

landworks.org.uk
info@landworks.org.uk
01803 864 891

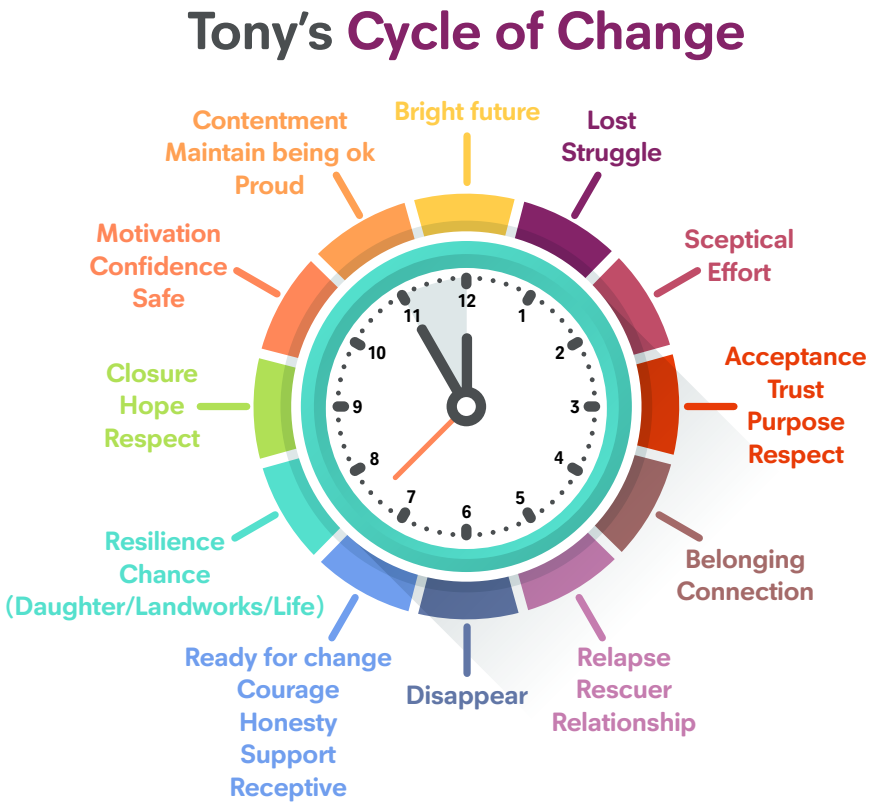
Registered Charity Number: 1166057

LANDWORKS

England & Wales - Charity number 1166057

Accounts

LandWorks
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Trustees' Report and Financial Statements

Year Ended 31 March 2022

Registered Charity Number: 1166057

Front cover: Tony's Cycle of Change, created by a trainee on placement to represent his journey to change.

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LandWorks
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Chairman's Message



LandWorks has continued to thrive during the past year, navigating the challenges of further lockdowns and delivering 1460 training days, an increase of more than 30% over 2021. With Covid restrictions still denying access for prisoners from Channings Wood, we have again focused our attention on those serving community sentences, in many ways a more diverse and challenging cohort. The one-year re-offending rate among our graduates is steady at just over 5%, compared to the national average of 45% for adult offenders released from prison and 56% following a community order. 94% of our graduates who can work are in employment.

The team continue to work closely with local prisons, developing strong links with Exeter and Dartmoor alongside Channings Wood and building awareness of how the LandWorks approach to rehabilitation and ongoing support can have such a positive impact on re-offending rates. As the probation service finally returns to adequate staffing levels, after too many years of under-funding and staff shortages, we are pleased that LandWorks stands as a beacon of success for those probation officers trying their best to help those with such complex and difficult lives.

As we build the experience, strength and depth of the LandWorks team and the services that we offer, we can see that our ability to influence decision-making in the criminal justice system is becoming ever more effective. Thanks to the strong support from Anthony Mangnall, our local MP, LandWorks is regularly mentioned in parliamentary debates and our contribution to the Ministry of Justice Prison Strategy White Paper in December 2021 was well received. Recognition as the Outstanding Regional Organisation in the annual Criminal Justice Alliance Awards has further enhanced the understanding and reputation of our approach amongst key decision makers. As we approach our tenth anniversary, Chris Parson's fortnightly blogs and the PeN project reach an ever-wider audience.

We are sometimes asked why we don't offer the LandWorks model as a franchise solution to prisoner rehabilitation. It works so why not replicate the model? Apart from being financially and administratively unachievable for a charity of our size and resources, this question misses a key point of our mission. Of course, we are immensely proud of our success in changing the lives of our graduates, all 164 of them to date. What we must and can do in addition is to demonstrate to decision makers in the Criminal Justice system not only that the current system is failing but also that an alternative approach is available. Such an approach will require longer term commitment and greater financial investment from the Government but has the potential to dramatically transform the landscape for prisoner rehabilitation and re-offending.

However, we can only achieve this goal if we remain a centre of excellence and consistently achieve the goals that we set ourselves. Here I must once again express my sincere thanks and admiration to our immensely strong team. In sometimes the most challenging of circumstances, they remain totally committed to our Guiding Principles, dealing with day-to-day challenges and building upon our successes. My thanks also to our generous and committed funders and our loyal supporters. Together we have built strong foundations upon which LandWorks will continue to thrive so that we really can make a long term difference.



Ted Tuppen CBE
Chair of Trustees

LandWorks
Reducing Reoffending. Transforming Lives

Trustees' Report

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity for the year ended 31 March 2022. They are satisfied that the Financial Statements comply with the requirements of the Charities Act 2011, the Trust Deed as described below and 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) – (Charities SORP (FRS 102)).

Objectives and Activities

The object of the charity as set out in its governing document is to develop the capacity and skills of the members of the socially and economically disadvantaged community of offenders, ex-offenders and those at risk of offending, in such a way that they are better able to identify and meet their needs, and to participate more fully in society.

LandWorks delivers its charitable purpose by providing a supported route back into employment and community for people in prison or at risk of going to prison (LandWorks trainees).

We have considered the Charity Commission guidance on public benefit and are confident that our activities and success in supporting trainees into employment and away from crime satisfies the criteria.

The charity's key aims are to:

1. Reduce reoffending
2. Improve individual wellbeing
3. Change attitudes towards offenders in wider society

In addition, we aim to continue to fund the project in the long term.



"I still go out to LandWorks at least once a week... they support you and all sorts of stuff... when things come up that I struggle with, I go straight to XXX or whoever and say I need a bit of help and they do it. I've got a lot of support yeah."

LandWorks graduate receiving post-placement support.

Based on the Dartington Hall estate in South Devon, the charity provides intensive, individually tailored placements for its trainees. LandWorks uses the structure of a working day to develop skills and work intensively on a one-to-one basis with its trainees, building trusted relationships to help them develop a crime-free identity and transform their lives.

Trainees take part in three training enterprises on our site – including a sustainably operated market garden, a woodwork shop and a pottery studio – all offering produce for sale to the local community. As well as developing vocational skills, participation in these enterprises builds social skills, increases self-worth, and encourages self-responsibility.

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The working day at LandWorks includes daily cooking of lunch for staff and trainees, together with a team of volunteer cooks, using seasonal produce grown on site in the market garden. Cooking and eating together is a key part of building a community at LandWorks, developing social skills, and learning about budgeting and healthy eating.

Alongside this core vocational and social skills training, LandWorks provides counselling and practical resettlement support to provide a holistic response to the needs and challenges faced by its trainees. All trainees develop a bespoke resettlement plan that covers specific training and skills, alongside practical support for life after the project (employment, housing, benefits, addiction, physical and mental health). The counselling delivered on-site helps trainees to come to terms with a range of issues and assists with building resilience for life after crime and importantly, to build relationships with their families.

Placement lengths at LandWorks vary depending on needs and circumstances, but on average they last for about six months. Trainees attend the site for a full working-day, for up to five days a week. After trainees finish their placement, LandWorks provides an on-going programme of 'graduate' support, keeping in touch with its former trainees and providing advice, guidance, and support to further aid their resettlement and rehabilitation as and when required.

Referral to LandWorks is through our partners in the probation, prison, and police services. This normally includes serving prisoners attending LandWorks on day-release from our local prison HMP Channings Wood through the 'release on temporary licence' (ROTL) scheme, where men from the resettlement wing are released on a daily basis to prepare for their integration back into the community. This allows LandWorks to provide 'through the gate' support, with placements spanning pre and post release from custody. Other trainees are based in the community, serving community sentences, suspended sentences or on licence following release from custody and are primarily referred to LandWorks through probation services.

LandWorks offers an intensive, prolonged, and bespoke approach, working comprehensively with some of the most socially excluded people in our communities.

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LandWorks Guiding Principles

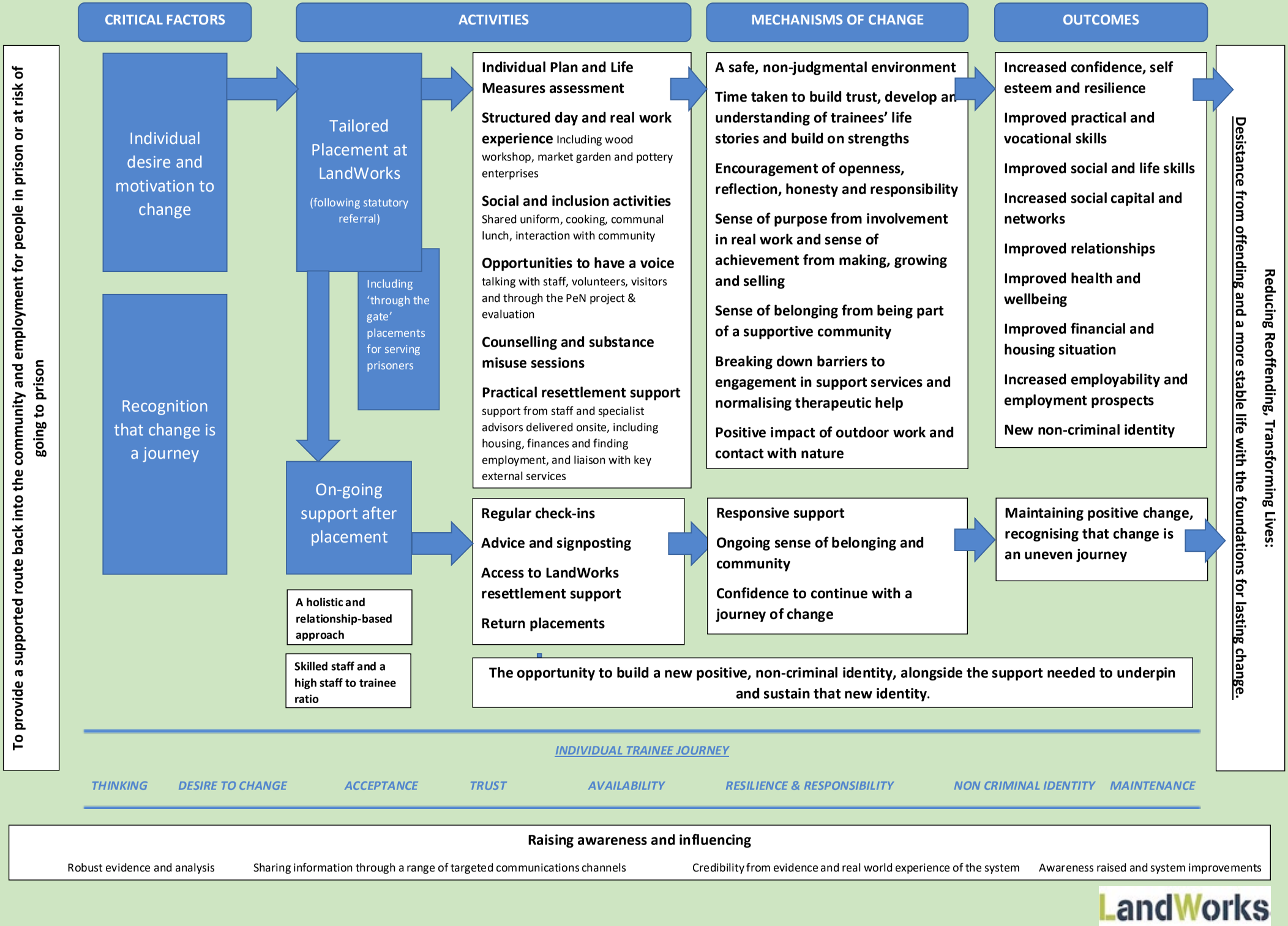
- **We work with people in prison or at risk of going to prison** who demonstrate and are assessed as wishing to change their lives and patterns of behaviour.
- **Every trainee at LandWorks is accepted as an individual,** addressing their differing and often complex issues. This is achieved by delivering person-centred and relational work with our trainees.
- **Building individual trusting relationships is a critical starting point for successful resettlement.**
- **LandWorks has a clear work ethic.** At its core is a structured workday where we build practical skills.
- **LandWorks believes in a standard of achievement** and we identify accomplishment as something to be proud of.
- **LandWorks allows people to develop a non-criminal identity,** developing a sense of hope and belief that change is possible and encouraging honesty and openness.
- **LandWorks offers longer term engagement and post-placement support.**
- **LandWorks is committed to being informed by evidence and learning from its experience,** including through evaluation, to continually improve and develop its delivery model and activities.

The annual evaluation of LandWorks undertaken by the University of Plymouth recognises that the combination of real work experience and training alongside comprehensive support in a highly nurturing environment is very distinct, if not unique. It outlines how the systematic 'Theory of Change' (ToC) model (see diagram on next page) developed over years and this year adopted at LandWorks as the core vision to manage the journeys of Trainees and Graduates underpins the holistic service and support that we provide.

The 'ToC' is informed by desistance theory and research. Desistance is the term used by criminologists to describe and explain the challenges that offenders face and the processes that they navigate as they make the decision to cease offending.

We would like to acknowledge the use of evidence and many direct quotes from the University of Plymouth evaluation document in this annual report.
Gray, P., Grose, J. and Parson, J. (2022) LandWorks Evaluation. 1 April 2021 – 31 March 2022 "Moving Forward"




CRITICAL FACTORS
ACTIVITIES
MECHANISMS OF CHANGE
OUTCOMES
To provide a supported route back into the community and employment for people in prison or at risk of going to prison
Individual desire and motivation to change
Recognition that change is a journey
Tailored Placement at LandWorks
(following statutory referral)
Including 'through the gate' placements for serving prisoners
On-going support after placement
A holistic and relationship-based approach
Skilled staff and a high staff to trainee ratio
Individual Plan and Life Measures assessment
Structured day and real work experience Including wood workshop, market garden and pottery enterprises
Social and inclusion activities Shared uniform, cooking, communal lunch, interaction with community
Opportunities to have a voice talking with staff, volunteers, visitors and through the PeN project & evaluation
Counselling and substance misuse sessions
Practical resettlement support support from staff and specialist advisors delivered onsite, including housing, finances and finding employment, and liaison with key external services
Regular check-ins
Advice and signposting
Access to LandWorks resettlement support
Return placements
A safe, non-judgmental environment
Time taken to build trust, develop an understanding of trainees' life stories and build on strengths
Encouragement of openness, reflection, honesty and responsibility
Sense of purpose from involvement in real work and sense of achievement from making, growing and selling
Sense of belonging from being part of a supportive community
Breaking down barriers to engagement in support services and normalising therapeutic help
Positive impact of outdoor work and contact with nature
Responsive support
Ongoing sense of belonging and community
Confidence to continue with a journey of change
Increased confidence, self esteem and resilience
Improved practical and vocational skills
Improved social and life skills
Increased social capital and networks
Improved relationships
Improved health and wellbeing
Improved financial and housing situation
Increased employability and employment prospects
New non-criminal identity
Maintaining positive change, recognising that change is an uneven journey
The opportunity to build a new positive, non-criminal identity, alongside the support needed to underpin and sustain that new identity.
Reducing Reoffending, Transforming Lives:
Desistance from offending and a more stable life with the foundations for lasting change.
INDIVIDUAL TRAINEE JOURNEY
THINKING
DESIRE TO CHANGE
ACCEPTANCE
TRUST
AVAILABILITY
RESILIENCE & RESPONSIBILITY
NON CRIMINAL IDENTITY
MAINTENANCE
Raising awareness and influencing
Robust evidence and analysis
Sharing information through a range of targeted communications channels
Credibility from evidence and real world experience of the system
Awareness raised and system improvements
LandWorks

How it Works

We help people like Sam...
After declaring on day one that he had never worked a day in his 40 years, Sam has now been in full-time employment for two years.

Join LandWorks
6 month placement

"LandWorks has helped me function normally again. Now I've got a purpose, I'm not sitting rotting."

Practical Skills
- Construction
- Woodworking
- Vegetable Growing
- Landscaping
- Art & Design

Create Your Action Plan

Gain/develop skills

Life Skills
- Cooking
- Eating together
- Managing Money
- IT, Maths and English
- Paperwork

Help Securing Accommodation

Counselling, and drugs and alcohol support (optional)

Review Action Plan

Building Self-Worth
- Social Skills
- Confidence

Help Securing a Job
We are partners with employers who accept people with criminal records

"If it wasn't for LandWorks I'd be back in prison, without a shadow of a doubt."

Partnerships
With probation, employers, and other support organisations.

Organise Housing and Work

Back in control of your life

Continued involvement with LandWorks

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Achievements & Performance

The year in figures:

36 trainees supported over the year, all based in the community. This included 24 new registrations. 4 people were on licence and 32 serving community sentences. There were 34 men and 2 women

110 LandWorks graduates provided with support or advice over the year. At any one time during the year, we have been providing support to around 20 graduates at higher levels of need

1460 training days provided at LandWorks in 2021-22, against a target of 1600. We were unable to deliver any of the planned training days for people on day release from prison because of Covid restrictions.

164 trainees who have attended LandWorks from when it was first established in 2013 until the end of March 2022.

95 on-line 1:1 counselling sessions with trainees and graduates delivered across the year

71 resettlement surgery sessions delivered by Citizens Advice and our housing, employment and substance misuse specialists

198 online and in-person 1:1 resettlement support sessions

5.4% the one-year reoffending rate for LandWorks trainees. This compares to a national reoffending rate within one year of 45% for adult offenders released from prison or 56% following a community court order (Prison Reform Trust, 2022)

94% of all LandWorks graduates available to work who were in employment at the end of the year

>1000 registered LandWorks supporters

3 average number of visitors from the community and partner agencies joining us each week for lunch with trainees and staff

£226 the total cost per training day delivered at LandWorks, reduced to £168 net of income generated from our commercial operations



"It's no understatement to say that LandWorks literally saved my life. The humility, care and support provided means that I have a real solid platform to move forward in life. I can't thank the team enough for being there in a time of real crisis in my life."

LandWorks Trainee, 2021

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> "LandWorks goes above and beyond the science of rehabilitation and recidivism. It's a way of life and the opportunity to reset and prepare for the world beyond the gate"
>
> ***Criminal Justice Alliance Award Judges, November 2021***



We have been successfully delivering our core programme onsite at LandWorks over the last year, continuing to rebuild following the difficulties caused by the pandemic. We are proud that throughout the pandemic we kept operational and did not mothball the organisation as we know many other charities had to do.

We have had a high demand for places at LandWorks from people recently released from prison or serving community sentences, referred by local probation services. Day-release placements direct from the local prison continue to be suspended due to Covid restrictions, but we are hopeful that they will restart soon and there is regular contact with the Prison Service. As part of the preparations for restarting we have hosted 10 new prison officers at LandWorks for the day as part of their introductory training and so that they can act as advocates for LandWorks in their prison.

Over the year 2021-22, we worked with 36 trainees on placement (including two women) at LandWorks, delivering 1,460 training days. We believe this is a considerable achievement given the continuing challenges over the period, including having to limit the number of people on site at any one time and maintaining social distancing requirements for much of the time.

In addition, we have continued to maintain high levels of contact with our graduates over the last year. We were in contact with over 110 graduates during the year, and at any one time we have been providing support and advice to around 20 graduates at higher levels of need.

We have focused on continuing to rebuild following the pandemic and deliver our core services. We have had placements on site continuously throughout the last year, including during the second and third national lockdowns, and in many ways have been doing our most important work, supporting vulnerable people during these difficult times and the additional pressures they have faced. While it is frustrating that placements direct from prison on day-release have still not restarted, in the meantime, we continue to have a strong demand for placements from community-based trainees.

Reducing Reoffending. Transforming Lives

We have continued to embed our resettlement services at LandWorks over the year including the 'resettlement surgery' approach where specialist advisors and services provide regular support sessions at LandWorks. Providing this support on site is critical to overcoming some of the key barriers that our beneficiaries face in engaging with services and is ensuring that LandWorks can act as a comprehensive 'support hub'. We continue to believe this is a model that has potential lessons for the wider criminal justice system. We have continued to build and develop the structures, systems and processes needed to operate as a successful charity and introduced the new role of Resettlement Manager during 2021.

We would like to draw attention to a film "Finishing Time and Moving on: Life after Punishment" that has been produced by the University of Plymouth about LandWorks. It draws on the research that the University has been undertaking with trainees and graduates and provides an overview of our work, including through interviews with three graduates. The film is proving to be a very valuable tool for explaining LandWorks to a range of audiences and has had very positive feedback: https://youtu.be/ALEj2qlYaxo

Our evaluation report for the year 2021-22 produced by the University of Plymouth recognises that LandWorks has successfully negotiated the disruption generated by the aftermath of the Covid pandemic. The report provides powerful feedback from trainees and graduates about the impact of the support that has been provided. It highlights the fact that despite the challenges they have faced the level of reoffending amongst LandWorks trainees and graduates has remained low at 5.4% and the vast majority of graduates seeking work continue to be in at least part-time employment.

We are pleased that the work of the charity is increasingly being recognised, not least we were delighted to have been awarded "Outstanding Local or Regional Organisation" at the national Criminal Justice Alliance Awards 2021, in November last year. This recognition of the charity's work means a lot to the team and has helped to raise our profile further in the sector: see more at www.criminaljusticealliance.org

We are hugely grateful for the continuing support that we received over the last year. We are only able to keep going due to our funders, supporters, volunteers, and partners.









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Research, Raising Awareness and Influencing

As well as seeking to directly improve the lives of our beneficiaries and reduce reoffending, LandWorks is committed to using its experience to engage the wider community in the issues of resettlement and rehabilitation and to inform public debate about the criminal justice system. The 'ToC' places much emphasis on 'raising awareness and influencing', this is achieved through the collation of 'robust evidence and analysis' and 'sharing information through a range of targeted communications' with the aim of improving resettlement and criminal justice processes and systems. LandWorks has set in place several channels to achieve this:

> "We work hard at understanding the lifestyle below the headline crime… what was really going on… This informs how we can best allocate our limited resources, identifying where support is most needed."
>
> ***Director's Blog, 7th Feb 2022***

In 2021/22 the charity:

- Distributed fortnightly blog posts about project news and wider criminal justice issues to our group of over 1000 registered supporters and through our social media channels;
- Welcomed 150+ visitors to LandWorks Supporters Day August 2021 featuring results of 'Finishing Time' project, funded by the British Academy to investigate the impact of COVID19 on the experience of people with criminal convictions once they had been released into the community after punishment. These were summarised in a 'zine' https://issuu.com/fotonowpublishing/docs/pen_project_issuu
- Entered the Criminal Justice Alliance awards. LandWorks was given the Award for 'Outstanding Local or Regional Organisation' in November 2021;
- Worked with the University of Plymouth and Fotonow CIC to make the film 'Finishing Time and Moving on: Life after Punishment'. It has had over 1000 views and is available to watch on YouTube and the LandWorks website;
- Contributed a response to the Ministry of Justice Prisons Strategy White Paper in December 2021 https://www.landworks.org.uk/wp-content/uploads/2022/02/Prisons-Strategy-White-Paper-Consultation-Response-LandWorks-February-2022.pdf
- Hosted 10 new prison officers and two police trainees for placements during their training
- Published our latest evaluation report in partnership with the University of Plymouth in October 2021;
- Continued to support the PeN Project (independently funded by the Independent Social Research Foundation) which aims to give the community a window into the lives and experiences of trainees as LandWorks;
- Developed our use of social media, including the number of Facebook, Twitter and Instagram followers increasing over the year

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Fundraising

Despite the challenging environment, we had a successful fundraising year. This included an award of £190,000 over this and the coming three years from the National Lottery Community Fund, Reaching Communities South-West Region and £60,000 over this and coming two years by the Sir Halley Stewart Trust towards the Resettlement Manager role at LandWorks. Funding granted over the next two years of £34,358 from The Big Ask will support the pilot of a part-time cook and cookery skills trainer at LandWorks.
We are hugely grateful to the 114 individual donors who continue to support the charity, and especially as we know that this has been a challenging financial period for many people. Our donors included 69 people who gave regular donations across the year and 45 people who gave one-off donations.

We would like to thank all our grant funders who provided income to LandWorks over the last year:

- Drapers Charitable Fund
- Charles Hayward Foundation
- Criminal Justice Alliance - Awards 2021
- Devon Community Foundation - OPCC Community Grant
- Exeter Diocesan Church of England Council
- High Sheriff Award
- Lloyds Bank Foundation
- Mabel Cooper Charitable Trust
- National Lottery Community Fund RC South West Region
- Sir Halley Stewart Trust
- Spielman Charitable Trust
- The Aurum Charitable Trust
- The Dartmouth and Kingswear Society
- The Fellfoot Charitable Trust
- The Henry Smith Charity
- The Missing Kind
- W.G. Beloe Charitable Trust

> "We've got a big board out there with tools on and it's just restoring tools and people can buy them. I've always wanted to leave something for when I go...Even though it was X's idea, I've restored most of the tools to be fair. I enjoy that, it did take off..."
>
> ***Tony, PeN Project***

Finally, we would like to thank all our customers who bought items from our market garden, pottery and wood workshop. All proceeds from the sales directly support the charity. Earned income did well across the year, providing 25% of our total income, up 5% on last year as a proportion of total income.

Alongside the important income generated, the shop provides a real sense of purpose and achievement for trainees from making, growing, and selling produce.

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Trainee Voices

The core 'mechanisms of change' highlighted by the 'ToC' are evidenced through the voices of the Trainees who participated in the 'Photographic Electronic Narrative' (PeN) Project. PeN is an independently funded project that allows trainees and to tell their stories in their own words, including through photographs that they take to record their time at LandWorks. The full stories can be found at penprojectlandworks.org

First LandWorks provides a 'safe, non-judgmental environment' in which trainees can 'build trust', 'share their life stories' without recrimination and 'build on strengths'. In this environment trainees are encouraged to be 'open', 'reflective', 'honest' and 'take responsibility' for their actions.



"...despite what you might feel are your feelings or faults, you have that feeling that you've been accepted and it's OK. That essentially is the most important part because most people in this situation would have quite a few years of feeling inadequate... So yeah, it's just going back to basics, feeling accepted. It's a place to build your confidence and a place to get some self-esteem, somewhere to rebuild yourself, somewhere where you can give yourself some kind of foundation to get some kind of life again."

Joshua, PeN Project

Second, 'involvement in real work' gives the Trainees a 'sense of purpose and achievement' from making, growing and selling.



"I just felt it was a nice environment... I planted some potatoes the other day. I've done tomatoes and runner beans.....I would recommend it to anyone if they were having a hard time or they just want to get a bit of structure in their life.....it's helping me in a way that .....I'm getting ready to do some work, actually go back to work, whereas before, I just had no motivation or anything apart from just getting out of my face."

Johnny, PeN Project

Third, LandWorks creates a 'sense of belonging from being part of a supportive community'.

> "I just generally like it out here, just everything about it, the work and the people.....I just feel like a part of a team, I suppose..."
>
> Tony, PeN Project

Fourth, many of the trainees who arrive at LandWorks have faced damaging life experiences often originating from childhood. The LandWorks environment supports Trainees to 'break down the barriers to engagement with support services' and accept the 'normalcy of therapeutic help'



> "...a lot has gone on in my life... but I'm in a better mind frame now to sort of talk about that...stress can come in many shapes and forms. I've had a bit of that, but I feel like I've controlled it better because I've sort of processed it better instead of just flying off the rails. It's just sort of processing it and dealing with it in a better way. Normally I'd just turn to drink or go mental."
>
> Tony, PeN Project

Finally, the positive benefits of 'outdoor work and contact with nature' to building well-being and the motivation to change.



> "Yeah, I think I prefer outdoors. I think this has showed me something I can actually do and enjoy...I thought I don't like gardening. I did it for pocket money as a kid...but I love being on strimmers. I love it I think that's something I'd enjoy doing and I think I could really get into it."
>
> Tony, PeN Project

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Graduate Voice (Finishing Time)

A 'Graduate' is a Trainee who has finished their placement at LandWorks and is living in the community. Currently LandWorks has 164 Graduates and 112 remain in active contact. After check-in by phone, text or email, the Graduate's situation is assessed as 'Green', 'Amber' or 'Red'. 'Green' signifies that the Graduate is doing well and just needs low level, regular contact. Of those in regular contact with LandWorks, 83% were in this position. An 'Amber' alert means that the Graduate has some issues and needs a medium level of support (11.6 %). A 'Red' alert signifies serious concern and that the Graduate needs high levels of support (5.4%).

Extracts from the Finishing Time research project, established in 2018 and followed up in 2020, funded by the British Academy demonstrate the value of the considerable stress LandWorks places on providing ongoing support after placement, tailored to the individual needs of its Graduates.

Support is 'responsive', responding to the immediacy of Graduates' needs. Rodney was on a 'Red' alert from May 2021 to February 2022. This related to poor mental health and getting into cocaine over the November lockdown. He was invited back to LandWorks and described the impact of the 'return placement' as follows:

> "...on a bad day I could just turn up, not that I would because it's very organised and especially with the pandemic...I would touch base and say I'm really struggling, can I come out? ...sometimes I don't feel heard. That's a big problem for me when I don't feel heard or listened to... this place is brilliant for that. I can come out here and chew someone's ear off all day and by the end of the day, they're still not telling me to shut up. I'll still get a message when I get home asking how I'm feeling and that's refreshing."
>
> Rodney, Finishing Time Interview







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LandWorks provides Graduates with a strong sense of 'belonging' and 'community'. Graduates see this as a critical antidote to a life interspersed with chaos, upheaval, and disjointed relationship

> "It's having a connection with people that understand where you've been, I think, because no-one on the outside really understands it. I get that from keeping in touch with LandWorks...I just tell them how things are going, just keeping them informed of what I'm up to and how I'm finding life, sort of thing, having a little moan and stuff."
>
> Quentin, Finishing Time Interview

Interviews with Jarvis present strong evidence of having now adopted a new non-criminal identity although it has been years in the making, with his placement ending in 2018. But supported by the friendship networks and social capital he has acquired at LandWorks he appears to be well on the road:

> "It takes years to change...only about three or four months ago I was looking out my window and I thought to myself, where's all this going really? Am I kidding myself? And then all of a sudden, I've landed this job...I'm improving and getting further down the ladder, whatever you want to call it...I think what you could call it is probably self-worth... I've got a lot of self-worth now. I feel quite proud of myself. I've never really been proud before. I thought I had, but I hadn't really. So, I've done quite well."
>
> Jarvis, Finishing Time Film



> "To do this job you need to be reactive and proactive, delivering support in the immediacy of a crisis, often averting a reoffending incident. We work in a person-centered way, where kindness, empathy, compassion, genuineness, and regard for others, are all greatly valued. Above all we build trust relationships..."
>
> **Director's blog, 7th Feb 2022**

LandWorks
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Challenges & Learning

It remains frustrating that LandWorks was unable to provide placements for people on day-release throughout the year. However, despite this and pandemic restrictions requiring the site to close on occasion, we have provided 1460 placement days. Research and evaluation have provided further evidence for the post-placement Graduate support we provide, and this has increased during the year due both to demand and securing funding to expand our offer, seeing us in contact with more than 110 former trainees.

LandWorks recognises that despite the resettlement work conducted during placement, some Graduates remain vulnerable to relapse without some form of support. In the current evaluation year, the impact of Covid restrictions continued to be a significant source of disruption for many Graduates, making ongoing support even more important. Employment and mental health were of particular concern, with increased risks of financial hardship. Annual evaluation reports that LandWorks offered a lifeline to Graduates during this difficult time ranging from regular check-ins through to providing advice and signposting, accessing LandWorks resettlement support and, at points of crisis, can even lead to return placements.

While there were some minor changes to the structure and administration of the LandWorks team, the main development was the securing of funding to appoint a new Resettlement Manager in the spring of 2021 with the aim of expanding this offer. Sadly, the first appointment (in October 2021) did not work out resulting in a rethinking of the role. This set back plans to develop the resettlement work and implement the ToC as the main model to monitor the journey of trainees through the project and evaluate outcomes. This year, Trainees were instead subject to individual assessments and reviews at team meetings leading to the development of tailored placements for their time at LandWorks. While not strictly within the timeframe of this report, a new Resettlement











Reducing Reoffending. Transforming Lives

Manager was appointed in June 2022 which means that the full implementation of the 'ToC' resettlement vision can now be pushed forward and backed up by a comprehensive electronic database to facilitate a more systematic method of assessment and planning.

Although a new system of monitoring and evaluation is in development, both qualitative and quantitative data from this year's Trainee cohort and Graduates reported in evaluation by the University of Plymouth and this document offer evidence of successful outcomes. We continue to learn from research, evaluation and from witnessing first-hand the experiences of LandWorks Trainees and Graduates and develop our programme in response.

To strengthen the existing programme, LandWorks has ambitions to work more closely with external public health and community agencies and partners in the prison and probation services. In the case of external agencies, the aim is to strengthen the 'wraparound' support network for Trainees and Graduates, particularly with respect to employment, substance misuse and mental health services. With reference to partners, the aim is to create more robust referral routes into LandWorks for ex-offenders released from prison or serving community sentences. This fits well with the new 'One HMPPS' policy agenda which aims to merge the prison and probation services and develop more innovative, regional working relationships with third sector agencies.

Finally, 'raising awareness and influencing' stand high on LandWorks planning agenda for 2022/23. While much has already been done in this area, particularly with the PeN and Finishing Time projects, in the next financial year it is hoped to expand on this type of work by strengthening connections with national penal reform agencies such as the Centre for Crime and Justice and the Prison Reform Trust as well as regional and local agencies. Raising awareness of the needs and problems faced by this target group and influencing policy and practice to improve the resettlement process has long been a key aim of LandWorks.

While developing monitoring systems, further partnership working and awareness raising, face to face work with trainees and graduates will remain at the core of LandWorks.

Financial Review

In the current economic environment, fundraising continues to be challenging and we are therefore pleased to report a favourable outcome for the year with total income increasing to £386,138 (2021: £299,366). Total expenditure was £327,286 (2021: £282,201) resulting in a net increase in funds of £58,852, reflecting a net increase to restricted funds of £65,217 and a net decrease to unrestricted funds of £6,365. The total level of reserves held at 31 March 2022 was £314,502 (2021: £255,650).

Grant income includes £50,000 accrued income for amounts receivable in future years where multi-year grants awarded and the SORP recognition criteria has been met.

It is the trustees' assessment that the charity is a going concern given the future grant funding already secured (including the award of a three-year grant from the National Lottery Community Fund announced later in 2021), the continuing strength of its earned income generation, and the level of its unrestricted reserves.

Reserves Policy

The trustees' reserves policy is to build reserves equal to a minimum of six months and maximum of twelve months running costs to protect the continuity of the project against fluctuations in income. The unrestricted reserves for the year ended 31 March 2022 were £229,185 (including fixed assets of £4,155), equal to around 8 months' running costs. Total planned expenditure is set to increase in 2022-23 and the unrestricted reserves are the equivalent to around 7 months' costs against the 2022-23 budget agreed by trustees.



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Our Team

LandWorks is staffed by people well qualified to deliver its objectives. The Project Director is supported by an experienced board of trustees who provide strategic direction, and a team of seven other salaried staff with specific responsibilities. We introduced a new Resettlement Manager role this year to increase our capacity for practical resettlement support for both trainees and graduates. The charity is supported by a dedicated team of volunteer cooks. Additional specialist support and professional services are provided by sessional workers and outside contractors, including a significant percentage on a pro bono basis by the team of LandWorks advisors and ambassadors.

During 2021-22, the charity continued to employ one of its former trainees – who leads the woodwork training enterprise, overseeing its operations, and training others. As well as offering valuable insight to project development, his knowledge of the criminal justice system and the challenges facing our beneficiary group filters into the day-to-day running of LandWorks. His desire to 'give back' to an organisation that has helped him turn his own life around adds a genuine level of commitment to his work.



Recruitment & Training of Trustees

Any new trustees are appointed by the existing trustees. Prospective trustees have the opportunity to meet with the Chair and other trustees and to speak with the Project Director, and they are provided with background information about the charity. Following appointment, all new trustees are provided with a copy of the Charity Commission guidelines 'The Essential Trustee', as well as the charity's constitution, the LandWorks Handbook and recent annual reports and financial statements. New trustees are encouraged to visit the site and meet with staff and trainees. They all complete Safeguarding adults training.

Structure, Governance & Management

LandWorks is constituted as a Charitable Incorporated Organisation (CIO), registered as a charity on 15 March 2016. The charity has a governing constitution registered with the Charity Commission. The governing document was amended in September 2020 in order to allow trustees to serve up to three, rather than two, consecutive terms of office.

Trustees meet a minimum of three times a year. All trustees give their time voluntarily and receive no benefits from the charity.

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Reference & Administrative Details

Registered charity name	LandWorks
Charity number	1166057
Principal address	Quarry Field Dartington Hall Totnes Devon TQ9 6EA
Charity trustees	Graham Edward Tuppen CBE (Chair) Celia Atherton OBE Sally Benthall John Kiddey Sarah James (Wollaston) (Appointed 28th September 2020)
Independent examiner	Neil Hitchings FCA Francis Clark LLP Centenary House Peninsula Park Rydon Lane Exeter EX2 7XE
Charity staff	During 2021-2022: Chris Parsons (Project Director) Daniela Chivers (Office Administrator) Gill Hearnshaw (Office and Finance Administrator) Graham Stone (Woodwork) Jamie Stephenson (Resettlement Manager) Lucy Phillips-Kassanis (Market Gardener) Steve Bradford (Charity Manager) Steven Wellington (Site Maintenance)

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Statement of Trustees' Responsibilities

The trustees of LandWorks (CIO) are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities in England and Wales require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees Report was approved by the Trustees and signed on their behalf by



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
12 January 2023

LandWorks
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Independent Examiner's Report to the Trustees of LandWorks

Year ended 31 March 2022

I report to the trustees on my examination of the accounts of LandWorks (the charity) for the year ended 31 March 2022.

Responsibilities and basis of report

As the 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').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commissioner under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Neil Hitchings FCA
Francis Clark LLP
Chartered Accountants
Centenary House
Peninsula Park
Rydon Lane
Exeter
EX2 7XE

17 January 2023

LandWorks
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Statement of Financial Activities

(Including the Income and Expenditure Account)

Year ended 31 March 2022

	Note	Unrestricted Funds	Restricted Funds	Total year ended 31 March 2022	Total year ended 31 March 2021
Income:		£	£	£	£
Donations and Legacies	2	190,442	109,830	**300,272**	238,133
Investment income	3	923	-	**923**	1,183
Charitable activities	4	84,943	-	**84,943**	60,050
Total Income		**276,308**	**109,830**	**386,138**	299,366
Expenditure:					
Charitable activities		282,673	44,613	**327,286**	282,201
Total Expenditure	5	**282,673**	**44,613**	**327,286**	282,201
Net income/(expenditure)		(6,365)	65,217	**58,852**	17,165
Transfers between funds		-	-	-	-
Net movement in funds		**(6,365)**	**65,217**	**58,852**	17,165
Reconciliation of Funds:					
Total funds brought forward		235,550	20,100	255,650	238,485
Total Funds carried forward		**229,185**	**85,317**	**314,502**	255,650

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

LandWorks
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Balance Sheet

As at 31 March 2022

	Note	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	8		**4,155**		6,012
Current assets					
Debtors	9	**52,793**		3,707	
Cash at bank and in hand		**262,788**		257,775	
Total current assets		**315,581**		261,482	
Liabilities					
Creditors due within one year	10	**(5,234)**		(11,844)	
Net current assets			**310,347**		249,638
Net Assets			**314,502**		255,650
The funds of the charity					
Unrestricted funds	11		**229,185**		235,550
Restricted funds	11		**85,317**		20,100
Total Charity Funds			**314,502**		255,650

The notes on pages 26 to 35 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees.



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
12 January 2023

Registered Charity Number: 1166057

Notes to the accounts

Year ended 31 March 2022

1. Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of preparation

The financial statements have been prepared in accordance with '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) - the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has been withdrawn.

The charity meets the definition of a public entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The organisation is a Charitable Incorporated Organisation (CIO) registered in England and Wales on 15 March 2016.

The functional currency of LandWorks CIO is considered to be pounds sterling because it is the currency of the primary economic environment in which the charity operates.

Although the charity reported an unrestricted deficit for the year of £6,365 (2021: surplus £27,590) it has already secured a significant amount of funding for the coming year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern

(b) Funds

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work for specific projects being undertaken by the charity.

(c) Income

Receipts are included in the Statement of Financial Activities (SOFA) when: the charity becomes entitled to the resources; it is probable they will receive the resources; and monetary value can be measured with sufficient reliability.

Income from government and other grants (including multi-year grants), whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(d) Investment income

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

(e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings: Expenditure on charitable activities includes the direct cost of work with service users and other activities undertaken to further the purposes of the charity and their associated support costs. Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities work and activities. These costs have been allocated to expenditure on charitable activities.

(g) Tangible fixed assets and depreciation

Individual fixed assets costing £2,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

- Leasehold improvements - Straight line over the life of the lease
- Furniture and equipment – 50% on a straight line basis
- Plant, machinery and motor vehicles – 20% on a straight line basis

(h) Taxation

The charity is not registered for Value Added Tax, and the cost of irrecoverable VAT is therefore included within the relevant expenditure headings

(i) Financial instruments

LandWorks only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity currently holds:

- Trade and other debtors and trade and other creditors.

2. Donations and Legacies

	2022	2021
	£	£
Donations and gifts	**31,127**	51,511
Gift Aid	**10,965**	12,049
General grants provided by government/other charities	**258,180**	174,573
	300,272	238,133

The income from donations and legacies was £300,272 (2021: £238,133) of which £190,442 was unrestricted (2021: £190,283) and £109,830 restricted (2021: £47,850).

Included in the donations and gifts was £nil related to the Coronavirus Job Retention Scheme (2021: £5,485)

3. Investment Income

	2022	2021
	£	£
Bank Interest	**923**	1,183
	923	1,183

The income from investments was £923 (2021: £1,183) of which £923 was unrestricted (2021: £1,183) and £nil restricted (2021: £nil).

4. Income from Charitable Activities

	2022	2021
	£	£
Wood workshop income	**59,002**	35,372
Market garden sales	**9,619**	10,306
Off site working sales	**370**	-
Art department sales	**7,024**	3,228
Compost sales	**8,928**	11,144
	84,943	60,050

The income from charitable activities was £84,943 (2021: £60,050) of which £84,943 was unrestricted (2021: £60,050) and £nil restricted (2021: £nil).

5. Total Expenditure

	2022	2021
	£	£
Project staff (all activities)	**225,575**	199,832
Operating and direct costs	**33,736**	16,715
Overhead costs	**67,975**	65,654
	327,286	282,201

The total resources expended were £327,286 (2021: £282,201) of which £282,673 was unrestricted (2021: £223,926) and £44,613 restricted (2021: £58,275).

6. Staff costs

	2022	2021
	£	£
Wages and salaries	**202,360**	178,652
National Insurance	**16,570**	15,823
Pension costs	**6,645**	5,357
	225,575	199,832

There were no employees in receipt of emoluments exceeding £60,000.

The charity trustees were not paid or received any other benefits from employment with the charity (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

The key management personnel of the charity are the Project Director and the Charity Manager and their remuneration for the year is £91,986 (2021: £81,892).

The average number of employees during the year was 8 (2021: 6).

There were no other related party transactions during the year ended 31 March 2022.

The charity paid £6,645 (2021: £5,357) of pension contributions through NEST.

7. Net income/(expenditure) for the year

	2022	2021
	£	£
This is stated after charging:		
Depreciation	**1,857**	4,533
Independent Examination and accountancy	**2,250**	2,100

8. Tangible fixed assets

	Leasehold Improvements	Plant, machinery & motor vehicles	Fixtures, Fittings and Equipment	Total
	£	£	£	£
Cost				
At 1 April 2021	11,289	14,468	2,518	**28,275**
Additions	-	-	-	-
At 31 March 2022	**11,289**	**14,468**	**2,518**	**28,275**
Depreciation				
At 1 April 2021	5,746	14,250	2,267	**22,263**
Charge for the year	1,412	218	227	1,857
At 31 March 2022	**7,158**	**14,468**	**2,494**	**24,120**
Carrying amount				
At 31 March 2022	**4,131**	-	**24**	**4,155**
At 31 March 2021	5,543	218	251	6,012

9. Debtors

	2022	2021
	£	£
Prepayments and accrued income	**2,793**	3,707
Grants receivable	**50,000**	-
	52,793	3,707

10. Creditors: amounts falling due within one year:

	2022	2021
	£	£
Trade creditors	**331**	-
Taxation and social security	-	5,053
Accruals and deferred income	**3,776**	4,850
Other creditors	**1,127**	1,941
	5,234	11,844

11. Funds

	1 April 2021	Incoming resources	Expenditure	Transfers	31 March 2022
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	18,750	25,000	(25,000)	-	18,750
National Lottery Community fund RCSW	-	20,000	(10,000)	-	10,000
The Norman Family Charitable Trust	250	-	(250)	-	-
Devon Community Foundation	-	4,830	(2,013)	-	2,817
Devon Community Foundation – WACE CT	1,100	-	(1,100)	-	-
Sir Halley Stewart Trust	-	60,000	(6,250)	-	53,750
Total restricted funds	**20,100**	**109,830**	**(44,613)**	-	**85,317**
Unrestricted funds	235,550	276,308	(282,673)	-	229,185
Total funds	**255,650**	**386,138**	**327,286**	-	**314,502**

11. Funds (continued)

Lloyds Bank Foundation - Woodwork Trainer salary

National Lottery Community Fund RC South West Region – Salaries, Evaluation and Overheads

The Norman Family Charitable Trust - To further develop our resettlement support to trainees, during and beyond their placement at LandWorks, offering on-going personal and practical support.

Devon Community Foundation/OPCC – Woodwork trainer and materials for workshop extension

Devon Community Foundation WACE CT- A grant towards counselling support for trainees and staff

Sir Halley Stewart Trust – Resettlement Manager

Elmgrant Trust – Funding towards electric potting wheel

Devon County Council - Resettlement

National Lottery Community Fund - HM Government Coronavirus Community Support Fund – Coronavirus support

Clinks / HMPPS – Covid response: Marquee/PPE/travel costs

Mabel Cooper Charitable Trust – Resettlement Manager and services

National Lottery Awards for All - Art Co-ordinator salary.

11. Funds (continued)

	1 April 2020	Incoming resources	Expenditure	Transfers	31 March 2021
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	20,833	25,000	(27,083)	-	**18,750**
National Lottery Awards For All	5,833	-	(5,833)	-	-
National Lottery Community Fund	-	13,750	(13,750)	-	-
The Norman Family Charitable Trust	167	1,000	(917)	-	**250**
Elmgrant Trust	500	-	(500)	-	-
Devon County Council	125	-	(175)	-	-
Devon Community Foundation – WACE CT	3,067	-	(1,967)	-	**1,100**
Clinks/HMPPS	-	3,100	(3,100)	-	-
Mabel Cooper Charitable Trust	-	5,000	(5,000)	-	-
Total restricted funds	**30,525**	**47,850**	**(58,275)**	-	**20,100**
Unrestricted funds	207,960	251,516	(223,926)	-	**235,550**
Total funds	**238,485**	**299,366**	**(282,201)**	-	**255,650**

12. Analysis of Net Assets between Funds

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022
	£	£	£
Fund balances at the year-end are represented by:			
Tangible fixed assets	4,155	-	**4,155**
Net current assets	225,030	85,317	**310,347**
Total net assets	**229,185**	**85,317**	**314,502**

12. Analysis of Net Assets between Funds (continued)

2021 Comparative net assets by fund

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	6,012	-	**6,012**
Net current assets	229,538	20,100	**249,638**
Total net assets	**235,550**	**20,100**	**255,650**

13. Operating lease commitments

Commitments – the total of future minimum lease payments as follows:

	2022	2021
Land and Buildings	**£**	**£**
Less than 1 year	**500**	500
2-5 years	**1,500**	2,000
>5 years	-	-
	2,000	2,500

LandWorks

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LandWorks is an independent charity providing a supported route back into employment and the community for people in prison or at risk of going to prison.

landworks.org.uk
info@landworks.org.uk
01803 864 891

Registered Charity Number: 1166057

LANDWORKS

England & Wales - Charity number 1166057

Accounts

LandWorks
Reducing Reoffending. Transforming Lives



Trustees' Report and Financial Statements

Year Ended 31 March 2021

Registered Charity Number: 1166057

LandWorks
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LandWorks
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Chairman's Message



During the past year, Covid-19 has presented the world with some enormous challenges. In the UK, we have seen the NHS stretched to the limit, families and friends unable to be together, restrictions in almost every aspect of our lives.

Those in prison have suffered more than most, with prisons almost totally locked down, inmates often in their cells for 23 hours a day with little access to basic amenities, let alone training and resettlement activities.

It would have been easy for the LandWorks team to mothball our facilities, waiting for the pandemic to pass and our prison trainees to reappear. Instead, the team have re-doubled their efforts, working more closely with the probation services to take more trainees who were serving community sentences or on license following release from prison. It is to the team's credit that, despite all the challenges, LandWorks remained open throughout and delivered more than 1100 training days during the year, at the same time constructing a new building and launching additional surgeries covering housing and substance misuse. The market garden has flourished, the woodwork shop has maintained its output and LandWorks has been there to provide that anchor of support so vital to our trainees and graduates alike.

Politicians have been keen to talk about "building back better" after Covid. However, there seems to be insufficient focus in the latest Prisons White Paper to suggest that rehabilitation and resettlement will be at the head of the criminal justice agenda. The latest spending review has committed £3.8 billion to building 20,000 additional prison places in the next 5 years, increasing the prison population to almost 100,000 by 2026.

But the current approach does not work. While there have been some welcome improvements in the figures over the last year or two, re-offending rates still remain far too high, at over 40% amongst those released from prison, rising to almost 60% for those serving prison sentences of less than 12 months. Apart from obvious considerations relating to offenders who represent a serious risk to public safety, what is the point of locking offenders away, only for the majority to re-offend upon release. This depressing and wasteful cycle must be broken and LandWorks provides the clearest possible evidence that a commitment to resettlement, resource intensive and costly in the short term, can lead offenders away from a life of crime. Our re-offending rate remains less than 5% and 97% of our graduates eligible to work are in employment.

Post-Brexit Britain is apparently desperately short of key workers across all sectors. Could there be a more compelling argument for redirecting the £3.8b new prison building programme towards improving facilities in existing prisons, investing in skills training and resettlement and reducing the prison population by properly re-integrating offenders into the workforce and society in general.

LandWorks continues to move forward, a powerful demonstration to government of an alternative approach. My thanks and admiration go to our immensely strong team, our generous and committed funders and our loyal supporters who have built strong foundations upon which LandWorks will continue to thrive.



Ted Tuppen CBE
Chair of Trustees

LandWorks
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Trustees' Report

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity for the year ended 31 March 2021. They are satisfied that the Financial Statements comply with the requirements of the Charities Act 2011, the Trust Deed as described below and 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) – (Charities SORP (FRS 102)).

Objectives and Activities

The object of the charity as set out in its governing document is to develop the capacity and skills of the members of the socially and economically disadvantaged community of offenders, ex-offenders and those at risk of offending, in such a way that they are better able to identify and meet their needs, and to participate more fully in society.

LandWorks delivers its charitable purpose by providing a supported route back into employment and community for people in prison or at risk of going to prison.

We have considered the Charity Commission guidance on public benefit and are confident that our activities and success in supporting trainees into employment and away from crime satisfies the criteria.

The charity's key aims are to:

1. Reduce reoffending
2. Improve individual wellbeing
3. Change attitudes towards offenders in wider society

In addition, we aim to continue to fund the project in the long term.



"We need more projects like this available to people because it can change people's outlooks on life. It can make them turn around and want bigger and better things and not commit offences"

Robin, LandWorks trainee

Based on the Dartington Hall estate in South Devon, the charity provides intensive, individually tailored placements for its trainees. LandWorks uses the structure of a working day to develop skills and work intensively on a one-to-one basis with its trainees, building trusted relationships to help them develop a crime-free identity and transform their lives.

Trainees take part in three training enterprises on our site – including a sustainably operated market garden, a woodwork shop and a pottery studio – all offering produce for sale to the local community. As well as developing vocational skills, participation in these enterprises builds social skills, increases self-worth, and encourages self-responsibility.

The working day at LandWorks includes daily cooking of lunch for staff and trainees, together with a team of volunteer cooks, using seasonal produce grown on site in the market garden. Cooking and eating together is a key part of building a community at LandWorks, developing social skills, and learning about budgeting and healthy eating.

Reducing Reoffending. Transforming Lives

Alongside this core vocational and social skills training, LandWorks provides counselling and practical resettlement support to provide a holistic response to the needs and challenges faced by its trainees. All trainees develop a bespoke resettlement plan that covers specific training and skills, alongside practical support for life after the project (employment, housing, benefits, addiction, physical and mental health). The counselling delivered on-site helps trainees to come to terms with a range of issues and assists with building resilience for life after crime and importantly, to build relationships with their families.

Placement lengths at LandWorks vary depending on needs and circumstances, but on average they last for about six months. Trainees attend the site for a full working-day, for up to five days a week. After trainees finish their placement, LandWorks provides an on-going programme of graduate support, keeping in touch with its former trainees and providing advice, guidance and support to further aid their resettlement and rehabilitation.

Referral to LandWorks is through our partners in the probation, prison and police services. This normally includes serving prisoners attending LandWorks on day-release from our local prison HMP Channings Wood through the 'release on temporary licence' (ROTL) scheme, where men from the resettlement wing are released on a daily basis to prepare for their integration back into the community. This allows LandWorks to provide 'through the gate' support, with placements spanning pre and post release from custody. Other trainees are based in the community, serving community sentences, suspended sentences or on licence following release from custody and are primarily referred to LandWorks through probation services.

LandWorks offers an intensive, prolonged, and bespoke approach, working comprehensively with some of the most socially excluded people in our communities.









LandWorks
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LandWorks Guiding Principles

- **We work with people in prison or at risk of going to prison** who demonstrate and are assessed as wishing to change their lives and patterns of behaviour.
- **Every trainee at LandWorks is accepted as an individual,** addressing their differing and often complex issues. This is achieved by delivering person-centred and relational work with our trainees.
- **Building individual trusting relationships is a critical starting point for successful resettlement.**
- **LandWorks has a clear work ethic.** At its core is a structured workday where we build practical skills.
- **LandWorks believes in a standard of achievement** and we identify accomplishment as something to be proud of.
- **LandWorks allows people to develop a non-criminal identity,** developing a sense of hope and belief that change is possible and encouraging honesty and openness.
- **LandWorks offers longer term engagement and post-placement support.**
- **LandWorks is committed to being informed by evidence and learning from its experience,** including through evaluation, to continually improve and develop its delivery model and activities.

The annual evaluation of LandWorks undertaken by the University of Plymouth has identified the welcoming, non-judgemental nature of the project as a key 'x-factor' in its success, making trainees feel valued and providing a foundation for change.



How it Works

We help people like Sam...
After declaring on day one that he had never worked a day in his 40 years, Sam has now been in full-time employment for two years.

Join LandWorks
6 month placement

"LandWorks has helped me function normally again. Now I've got a purpose, I'm not sitting rotting."

Practical Skills
- Construction
- Woodworking
- Vegetable Growing
- Landscaping
- Art & Design

Create Your Action Plan

Gain/develop skills

Life Skills
- Cooking
- Eating together
- Managing Money
- IT, Maths and English
- Paperwork

Help Securing Accommodation

Counselling, and drugs and alcohol support (optional)

Review Action Plan

Building Self-Worth
- Social Skills
- Confidence

Help Securing a Job
We are partners with employers who accept people with criminal records

"If it wasn't for LandWorks I'd be back in prison, without a shadow of a doubt."

Organise Housing and Work

Partnerships
With probation, employers, and other support organisations.

Back in control of your life

Continued involvement with LandWorks

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Achievements & Performance

The year in figures:

28 trainees supported over the year, all based in the community. 2 people were on licence and 26 serving community sentences. There were 26 men and 2 women

70+ LandWorks graduates provided with support or advice over the year. The vast majority of all LandWorks graduates were contacted during the pandemic

1,107 training days provided at LandWorks in 2020-21, against a pre-pandemic target of 1,575. A major achievement given we were unable to deliver any of the planned 784 training days for people on day release from prison because of Covid restrictions

139 trainees who have attended LandWorks from when it was first established in 2013 until the end of March 2021. A detailed breakdown of placements since 2013 is available in our latest evaluation report

48 on-line 1:1 counselling sessions with trainees and graduates delivered across the year

41 online and in-person resettlement support sessions delivered by Citizens Advice and our housing, employment and substance misuse specialists

5% the one-year reoffending rate for LandWorks trainees. This compares to a national re-offending rate within one year of release from prison of 41.6%, and the rate for adult offenders either released from prison or following a community court order of 33% (Ministry of Justice, October 2021)

97% of all LandWorks graduates available to work who were in employment at the end of the year

1,100 registered LandWorks supporters

425 support hours provided at LandWorks by our volunteer team, despite restrictions during the pandemic

£257 the total cost per training day delivered at LandWorks, reduced to £202 net of income generated from our commercial operations



> "This place is what I needed, the compassion, the open ears, you're not judged, you're an individual that makes mistakes. As long as you're willing to accept, own and take responsibility then there's not a lot they won't help you to get on with."
>
> ***Ryan, LandWorks Trainee***

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The onset of the Covid-19 pandemic had a significant impact on LandWorks. Day-release placements from prison were suspended throughout the year and, during the first national lockdown in 2020 placements for community-based trainees were all but totally suspended, with a skeleton staff working on site with one or two of our most vulnerable trainees.

While there was limited onsite work during that first national lockdown, the charity took the decision to increase its remote contact with graduates, offering additional advice and support during this difficult period and in response to the additional challenges people were facing.

As soon as was possible after the first lockdown ended, LandWorks restarted community-based placements for trainees – slowing building up numbers on-site. Since then, the charity successfully delivered its core programme of intensive, tailored placements at the LandWorks site, engaging 28 trainees over the course of the year. While this is lower than last year (37) it is considered a significant achievement given the obstacles presented by the pandemic. In addition, the charity worked with significantly more graduates this year compared to last year.

The LandWorks team worked hard to meet 'Covid-secure' guidelines, adapting working practices and facilities to make the site as safe as possible and meet the requirements of partners including probation services. This process was significantly aided by the awarding of two emergency Covid recovery grants that allowed the team to install a marquee with wood burner and to build an additional indoor space, providing more flexible and covid-secure space.

Our resettlement surgeries and counselling provision was adapted to provide support on-line when necessary. And we are very grateful to our volunteer cooks who continued to provide nourishing meals despite not being able to cook onsite – preparing meals at home and bringing them to LandWorks.

We continued to develop our service provision during the year, adding a specialist housing advice session to our range of resettlement surgeries and, towards the end of the financial year, introducing a new drugs and alcohol group session, in partnership with the local NHS.

> "Considering the very difficult year in relation to the Covid pandemic and the consequent limitations on the offer at LandWorks, the organisation has still been able to meet its goals and to develop further."
>
> ***LandWorks Evaluation Report 2020-21***

Sales from our three training enterprises have held up remarkably well. We continued to provide produce for sale from the market garden throughout the pandemic, providing the local community with fresh fruit and vegetables. And there has been a high demand for our wooden outdoor furniture in response to the pandemic.

We have continued to build and develop the structures, systems and processes needed to operate as a successful charity and introduced the new role of Charity Manager during 2020. We were also delighted to add a new, very experienced and supportive trustee to the board, Sarah Wollaston.

Our evaluation report for the year 2020-21 highlights how staff successfully adapted their approaches in response to the pandemic, and the report provides powerful feedback from trainees and graduates about the impact of the support that has been provided.

The level of reoffending amongst LandWorks trainees has remained below 5% and the vast majority of its graduates seeking work continue to be in at least part-time employment. Again, this is considered a significant achievement given the additional challenges this year.

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Our Reach

As well as seeking to directly improve the lives of our beneficiaries and reduce reoffending, LandWorks is committed to using its experience to engage the wider community in the issues of resettlement and rehabilitation and to inform public debate about the criminal justice system. While the pandemic restricted what was possible, including necessitating the cancellation of our annual Supporters' Day, further progress was made this year.

In 2020/21 the charity:

- Distributed 25 blog posts about project news and wider criminal justice issues to our group of over 1,100 registered supporters and through our social media channels
- Submitted written evidence in September 2020 to the House of Commons Justice Select Committee for their inquiry into the future of the probation service, evidence that was cited in the Committee's report
- Hosted visits to LandWorks when the pandemic restrictions allowed, including by our local MP, Anthony Mangnall who subsequently raised LandWorks and issues facing prison leavers at Justice Questions in the House of Commons in November 2020
- Received a High Sheriff award from Gerald Hine-Haycock, the High Sheriff for Devon, in March 2021
- Hosted journalists at LandWorks, with online articles about LandWorks published by the BBC and Devon Live. Additional media releases were issued gaining coverage in the local media
- Published our latest evaluation report in partnership with the University of Plymouth in October 2020
- Continued to support the PeN Project (independently funded by the Independent Social Research Foundation) which aims to give the community a window into the lives and experiences of trainees as LandWorks
- Developed our use of social media, including the number of Facebook followers increasing by 60% over the year
- Continued to update our website, with the number of website users increasing by 37% year on year.

> "There needs to be a broader cultural change, and development of a (criminal justice) system that can truly provide tailored, joined up interventions that reflect the realities of people's lives"
>
> ***LandWorks written evidence, as cited in the Justice Select Committee report, The Future of the Probation Service.***

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Fundraising

Despite the pandemic and the challenging environment, we had a successful fundraising year. This included an award of £60,000 over the coming three years by the Sir Halley Stewart Trust towards the introduction of a new Resettlement Manager role at LandWorks, and a new award for the coming year from the Drapers' Charitable Fund. We are very grateful also for the awards from HM Government/ National Lottery Community Fund and from HMPPS/Clinks that helped us develop our site in response to the pandemic.

We are hugely grateful to the individual donors who continued to support the charity, especially as we know that this has been a challenging financial period for many people. Our donors included 79 people who gave regular donations across the year and 59 people who gave one-off donations.

We would like to thank all our grant funders who provided income to LandWorks over the last year:

- The Aurum Charitable Trust
- Devon Community Foundation – WACE CT
- Devon and Cornwall Police and Crime Commissioner's Office
- The Fellfoot Charitable Trust
- The Henry Smith Charity
- HM Government (Coronavirus Community Support Fund, distributed by the National Lottery Community Fund)
- Liverpool Charity and Voluntary Services
- Lloyds Bank Foundation
- Mabel Cooper Charitable Trust
- HM Prison and Probation Service (administered by Clinks)
- Noel Buxton Trust
- The Norman Family Trust
- Speilman Charitable Trust
- Tudor Trust
- W.G. Beloe Charitable Trust

Finally, we would like to thank all our customers who bought items from our market garden, pottery and wood workshop.

All proceeds from the sales directly support the charity. Despite the pandemic and the associated restrictions, earned income did remarkably well across the year, providing 20% of our total income, just one percent down on last year as a proportion of total income.



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Trainee Voices

The following extract is taken from the 'Photographic Electronic Narrative' (PeN) project, an independently funded project that allows trainees to tell their stories in their own words, and document their time at LandWorks through photographs. The full stories can be found at https://penprojectlandworks.org

A film documenting the research that has been undertaken at LandWorks has recently been released by the University of Plymouth and can be accessed via our website on the "Reports, Evaluation & Research" page.







Robin's story, posted January 2021

"Since being here I've been working on the veg patch, harvesting veg, which is pretty cool and interesting. I've learnt quite a few things … harvesting different things … like kale and stuff, knowing where to cut it. I've never done that before. What else? I've done a bit of woodwork helping make benches. Just a whole variety of things really. I kind of enjoy everything and luckily, I get moved around, so I get to do a bit of everything. Pottery is good as well, but I'm not very good at it…I just enjoy everything I do.

One of the best things about being here is the atmosphere. The people that come in. Everyone gets on and it's a really nice place to be really. You've got a great support network…Every day up here is a highlight. Just coming in … just being here.

Before LandWorks I was homeless and I would just sit down on"

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"Torquay harbour, smoke weed, get drunk and that was it. I wasn't doing anything. I was just stuck in the moment and I'd probably still be there. I was trying to get help before, but I couldn't get anywhere. It took getting into trouble to actually be able to get some help. The system's just back to front. You're not on the radar as such. It's pretty sad that you've got to get into trouble, but it is what it is...

I've gone from being homeless and being in trouble to being here every day. I'm not drinking that much anymore. I'm not smoking cannabis anymore. I'm a lot more focused and a lot more positive. My housing issues are starting to change. It's all good things...

The fact that people come back to stick their head in and say 'hello', that speaks more than words. That's real respect and love for the place. [...] I think the more you come in, you spend more and more time around positive people, it just gradually gives you that lift. Now when I go out, that goes with me as well. I try and instil that into other people as well..."







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Challenges & Learning

This has been a truly exceptional and difficult year for everyone. It has been a particularly challenging time for many of our trainees who are already struggling and have unstable lives. And it has been particularly hard for people in prison who have faced severe restrictions, with those restrictions continuing even when the rest of society was beginning to open up. While the suspension of day-release from prison has been understandable during the pandemic, it has been frustrating that LandWorks has been unable to provide placements for people in prison throughout the whole year.

While we have not been able to work with people in prison, in many ways the charity has been undertaking its most important work ever with people based in the community – providing an important lifeline during these turbulent times and being able to assist with the additional pressures created by the pandemic, including reduced contact from statutory services, increased substance misuse, relationship difficulties and employment problems. Keeping LandWorks operating throughout the pandemic and increasing contact with our graduates has proved to be important.

LandWorks has benefited during the pandemic from being able to provide a range of activities for our trainees, including opportunities for outdoor work. This has helped us to be able to provide 'covid-secure' activities and maintain our operations. We have also hugely benefited from having a highly dedicated team - staff, volunteers and delivery partners - who responded brilliantly to the additional challenges this year.

Our resettlement surgeries, with external specialists coming to LandWorks to provide advice and support, continue to prove invaluable to our overall service. When required we were able to move to online delivery in order to continue this service. During the year we extended the range of services offered to include housing support and advice on substance misuse.











The experience of LandWorks graduates during the pandemic is the subject of ongoing British Academy funded research project. The initial evidence shows that contact from LandWorks can be a relatively light touch but critical factor in keeping people on track. Sometimes just knowing the charity is here and available if needed can be enough to keep confidence levels up.

We have learnt over the years that desistance from offending is an uneven journey not a straight path. Being able to provide continuing advice and support after placements at LandWorks end is an important part of our delivery model, and we will be further developing our graduate support programme over the coming years with the introduction of a new Resettlement Manager post.

In general, we believe we have created a rehabilitation and resettlement model that works – holistic, sustained support, built on trusting relationships and delivered in a way that reflects the realities of people's lives. Rehabilitation works when delivered well and it has the potential to reduce reoffending significantly and transform people's wellbeing, in all our interests. We will seek to continue to take this message out into the community and with policy makers as we continue to deliver our services over the coming years.



Financial Review

In the current economic environment, fundraising continues to be challenging and we are therefore pleased to report a favourable outcome for the year with total income increasing to £299,366 (2020: £298,065). Total expenditure was steady at £282,201 (2020: £289,910) resulting in a net increase in funds of £17,165, reflecting a net decrease to restricted funds of £10,425 and a net increase to unrestricted funds of £27,590. The total level of reserves held at 31 March 2021 was £255,650 (2020: £238,485).

Despite the upheaval caused by the Covid-19 pandemic, it is the trustees' assessment that the charity is a going concern given the future grant funding already secured (including the award of a three-year grant from the National Lottery Community Fund announced later in 2021), the continuing strength of its earned income generation, and the level of its unrestricted reserves.

Reserves Policy

The trustees' reserves policy is to build reserves equal to a minimum of six months and maximum of twelve months running costs to protect the continuity of the project against fluctuations in income. The unrestricted reserves for the year ended 31 March 2021 were £235,550 (including fixed assets of £6,012), equal to around 10 months' running costs. Total planned expenditure is set to increase in 2021-22 and the unrestricted reserves are the equivalent to around 7.5 months' costs against the 2021-22 budget agreed by trustees.

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Our Team

LandWorks is staffed by people well qualified to deliver its objectives. The Project Director is supported by an experienced board of trustees who provide strategic direction, and a team of five other salaried staff with specific responsibilities. We introduced a new Charity Manager role this year to increase our capacity and oversight of governance, fundraising, communications, impact and outreach activities.

The charity is supported by a dedicated team of volunteer cooks. Additional specialist support and professional services are provided by sessional workers and outside contractors, including a significant percentage on a pro bono basis by the team of LandWorks advisors and ambassadors.

During 2020-21, the charity continued to employ two of its former trainees – one who leads the woodwork training enterprise, overseeing its operations, and training others, and another as Site Manager, working across all the enterprises. As well as offering valuable insight to project development, their knowledge of the criminal justice system and the challenges facing our beneficiary group filters into the day-to-day running of LandWorks. Their desire to 'give back' to an organisation that has helped them turn their own lives around adds a genuine level of commitment to their work.



Recruitment & Training of Trustees

Any new trustees are appointed by the existing trustees. Prospective trustees have the opportunity to meet with the Chair and other trustees and to speak with the Project Director, and they are provided with background information about the charity. Following appointment, all new trustees are provided with a copy of the Charity Commission guidelines 'The Essential Trustee', as well as the charity's constitution, the LandWorks Handbook and recent annual reports and financial statements. New trustees are encouraged to visit the site and meet with staff and trainees.

> "The pressure I always feel is less than half to what it used to be. Remember, 40 years incarcerated, things don't change overnight, but to be under half is one hell of an achievement for me... without LandWorks and the staff and help, I would have failed before now..."
>
> ***Glyn, LandWorks trainee***

Structure, Governance & Management

LandWorks is constituted as a Charitable Incorporated Organisation (CIO), registered as a charity on 15 March 2016. The charity has a governing constitution registered with the Charity Commission. The governing document was amended in September 2020 in order to allow trustees to serve up to three, rather than two, consecutive terms of office.

Trustees meet for a minimum of three times a year. All trustees give their time voluntarily and receive no benefits from the charity.

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Reference & Administrative Details

Registered charity name	LandWorks
Charity number	1166057
Principal address	Quarry Field Dartington Hall Totnes Devon TQ9 6EA
Charity trustees	Graham Edward Tuppen CBE (Chair) Celia Atherton OBE Sally Benthall John Kiddey Sarah James (Wollaston) (Appointed 28th September 2020)
Independent examiner	Neil Hitchings FCA Francis Clark LLP Centenary House Peninsula Park Rydon Lane Exeter EX2 7XE
Charity staff	During 2020-21: Chris Parsons (Project Director) Gill Hearnshaw (Office Administrator) Graham Stone (Woodwork Supervisor) Lucy Phillips-Kassanis (Market Gardener) Martin Mawson (Site Manager) Steve Bradford (Charity Manager) (from 14th April 2020)

Special thanks to all of our partners, funders, volunteers and supporters who make LandWorks possible.

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Statement of Trustees' Responsibilities

The trustees of LandWorks (CIO) are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities in England and Wales require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees Report was approved by the Trustees and signed on their behalf by



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
12 January 2022

LandWorks
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Independent Examiner's Report to the Trustees of LandWorks

Year ended 31 March 2021

I report to the trustees on my examination of the accounts of LandWorks (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

As the 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').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commissioner under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Neil Hitchings

Neil Hitchings FCA
Francis Clark LLP
Chartered Accountants
Centenary House
Peninsula Park
Rydon Lane
Exeter
EX2 7XE

17 January 2022

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Statement of Financial Activities

(Including the Income and Expenditure Account)

Year ended 31 March 2021

	Note	Unrestricted Funds	Restricted Funds	Total year ended 31 March 2021	Total year ended 31 March 2020
Income:		£	£	£	£
Donations and Legacies	2	190,283	47,850	**238,133**	234,335
Investment income	3	1,183	-	**1,183**	1,041
Charitable activities	4	60,050	-	**60,050**	62,689
Total Income		**251,516**	**47,850**	**299,366**	298,065
Expenditure:					
Charitable activities		223,926	58,275	**282,201**	289,910
Total Expenditure	5	**223,926**	**58,275**	**282,201**	289,910
Net income/(expenditure)		27,590	(10,425)	**17,165**	8,155
Transfers between funds		-	-	-	-
Net movement in funds		**27,590**	**(10,425)**	**17,165**	8,155
Reconciliation of Funds:					
Total funds brought forward		207,960	30,525	238,485	230,330
Total Funds carried forward		**235,550**	**20,100**	**255,650**	238,485

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

LandWorks
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Balance Sheet

As at 31 March 2021

	Note	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	8		**6,012**		10,545
Current assets					
Debtors	9	**3,707**		3,092	
Cash at bank and in hand		**257,775**		232,442	
Total current assets		**261,482**		235,534	
Liabilities					
Creditors due within one year	10	**(11,844)**		(7,594)	
Net current assets			**249,638**		227,940
Net Assets			**255,650**		238,485
The funds of the charity					
Unrestricted funds	11		**235,550**		207,960
Restricted funds	11		**20,100**		30,525
Total Charity Funds			**255,650**		238,485

The notes on pages 22 to 31 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees.



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
12 January 2022

Registered Charity Number: 1166057

Notes to the accounts

Year ended 31 March 2021

1. Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of preparation

The financial statements have been prepared in accordance with '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) - the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has been withdrawn.

The charity meets the definition of a public entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The organisation is a Charitable Incorporated Organisation (CIO) registered in England and Wales on 15 March 2016.

The functional currency of LandWorks CIO is considered to be pounds sterling because it is the currency of the primary economic environment in which the charity operates.

The charity reported an unrestricted surplus for the year of £27,590 (2020: unrestricted deficit £3,209) and has already secured a significant amount of funding for the coming year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

(b) Funds

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work for specific projects being undertaken by the charity.

(c) Income

Receipts are included in the Statement of Financial Activities (SOFA) when: the charity becomes entitled to the resources; it is probable they will receive the resources; and monetary value can be measured with sufficient reliability.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(d) Investment income

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

(e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings: Expenditure on charitable activities includes the direct cost of work with service users and other activities undertaken to further the purposes of the charity and their associated support costs. Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities work and activities. These costs have been allocated to expenditure on charitable activities.

(g) Tangible fixed assets and depreciation

Individual fixed assets costing £2,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

- Leasehold improvements - Straight line over the life of the lease
- Furniture and equipment – 50% on a straight line basis
- Plant, machinery and motor vehicles – 20% on a straight line basis

(h) Taxation

The charity is not registered for Value Added Tax, and the cost of irrecoverable VAT is therefore included within the relevant expenditure headings.

(i) Financial instruments

LandWorks only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity currently holds:

- Trade and other debtors and trade and other creditors.

2. Donations and Legacies

	2021	2020
	£	£
Donations and gifts	**51,511**	64,509
Gift Aid	**12,049**	11,301
General grants provided by government/other charities	**174,573**	158,525
	238,133	234,335

The income from donations and legacies was £238,133 (2020: £234,335) of which £190,283 was unrestricted (2020: £191,435) and £47,850 restricted (2020: £42,900).

Included in the donations and gifts was £5,485 related to the Coronavirus Job Retention Scheme.

3. Investment Income

	2021	2020
	£	£
Bank Interest	**1,183**	1,041
	1,183	1,041

The income from investments was £1,183 (2020: £1,041) of which £1,183 was unrestricted (2020: £1,041) and £nil restricted (2020: £nil).

4. Income from Charitable Activities

	2021	2020
	£	£
Wood workshop income	**35,372**	40,278
Market garden sales	**10,306**	9,958
Other sales	-	(57)
Off site working sales	-	2,270
Art department sales	**3,228**	3,721
Compost sales	**11,144**	6,519
	60,050	62,689

The income from charitable activities was £60,050 (2020: £62,689) of which £60,050 was unrestricted (2020: £62,689) and £nil restricted (2020: £nil).

5. Total Expenditure

	2021	2020
	£	£
Project staff (all activities)	**199,832**	199,286
Operating and direct costs	**16,715**	44,200
Overhead costs	**65,654**	46,424
	282,201	289,910

The total resources expended were £282,201 (2020: £289,910) of which £223,926 was unrestricted (2020: £258,374) and £58,275 restricted (2020: £31,536).

6. Staff costs

	2021	2020
	£	£
Wages and salaries	**178,652**	179,816
National Insurance	**15,823**	14,713
Pension costs	**5,357**	4,757
	199,832	199,286

There were no employees in receipt of emoluments exceeding £60,000.

The charity trustees were not paid or received any other benefits from employment with the charity (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

The key management personnel of the charity are the Project Director and the Charity Manager and their remuneration for the year is £81,892 (2020: £55,698).

The average number of employees during the year was 6 (2020: 4).

There were no other related party transactions during the year ended 31 March 2021.

The charity paid £5,357 (2020: £4,757) of pension contributions through NEST.

7. Net income/(expenditure) for the year

	2021	2020
	£	£
This is stated after charging:		
Depreciation	**4,533**	4,749
Independent Examination	**2,100**	2,160

8. Tangible fixed assets

	Leasehold Improvements	Plant, machinery & motor vehicles	Fixtures, Fittings and Equipment	Total
	£	£	£	£
Cost				
At 1 April 2020	11,289	14,468	2,518	**28,275**
Additions	-	-	-	-
At 31 March 2021	**11,289**	**14,468**	**2,518**	**28,275**
Depreciation				
At 1 April 2020	4,334	11,356	2,040	**17,730**
Charge for the year	1,412	2,894	227	**4,533**
At 31 March 2021	**5,746**	**14,250**	**2,267**	**22,263**
Carrying amount				
At 31 March 2021	**5,543**	**218**	**251**	**6,012**
At 31 March 2020	6,955	3,112	478	10,545

9. Debtors

	2021	2020
	£	£
Prepayments and accrued income	**3,707**	3,092
	3,707	3,092

10. Creditors: amounts falling due within one year:

	2021	2020
	£	£
Trade creditors	-	876
Taxation and social security	**5,053**	3,363
Accruals and deferred income	**4,850**	1,092
Other creditors	**1,941**	2,263
	11,844	7,594

11. Funds

	1 April 2020	Incoming resources	Expenditure	Transfers	31 March 2021
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	20,833	25,000	(27,083)	-	**18,750**
National Lottery Awards For All	5,833	-	(5,833)	-	-
National Lottery Community fund	-	13,750	(13,750)	-	-
The Norman Family Charitable Trust	167	1,000	(917)	-	**250**
Elmgrant Trust	500	-	(500)	-	-
Devon County Council	125	-	(125)	-	-
Devon Community Foundation – WACE CT	3,067	-	(1,967)	-	**1,100**
Clinks/HMPPS	-	3,100	(3,100)	-	-
Mabel Cooper Charitable Trust	-	5,000	(5,000)	-	-
Total restricted funds	**30,525**	**47,850**	**(58,275)**	-	**20,100**
Unrestricted funds	207,960	251,516	(223,926)	-	**235,550**
Total funds	**238,485**	**299,366**	**(282,201)**	-	**255,650**

11. Funds (continued)

Lloyds Bank Foundation - Woodwork Trainer salary

National Lottery Awards for All - Art Co-ordinator salary.

National Lottery Community Fund - HM Government Coronavirus Community Support Fund – coronavirus support

Elmgrant Trust - Funding towards electric potting wheel.

The Norman Family Charitable Trust - To further develop our resettlement support to trainees, during and beyond their placement at LandWorks, offering on-going personal and practical support.

Devon Community Foundation WACE CT- A grant towards counselling support for trainees and staff

HM Prison and Probation Service/Clinks – coronavirus support

Mabel Cooper Charitable Trust – resettlement services

11. Funds (continued)

	1 April 2019	Incoming resources	Expenditure	Transfers	31 March 2020
	£	£	£	£	£
Restricted funds					
Lloyds Bank Foundation	20,833	25,000	(18,276)	-	**20,833**
National Lottery Awards For All	5,833	10,000	(9,219)	-	**5,833**
The Norman Family Charitable Trust	167	1,000	(833)	-	**167**
Elmgrant Trust	500	2,000	(1,500)	-	**500**
Devon County Council	125	300	(175)	-	**125**
Devon Community Foundation – WACE CT	3,067	4,600	(1,533)	-	**3,067**
Total restricted funds	**30,525**	**42,900**	**(31,536)**	-	**30,525**
Unrestricted funds	207,960	255,165	(258,374)	-	**207,960**
Total funds	**238,485**	**298,065**	**(289,910)**	-	**238,485**

12. Analysis of Net Assets between Funds

	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021
	£	£	£
Fund balances at the year-end are represented by:			
Tangible fixed assets	6,012	-	**6,012**
Net current assets	229,538	20,100	**249,638**
Total net assets	**235,550**	**20,100**	**255,650**

12. Analysis of Net Assets between Funds (continued)

2020 Comparative net assets by fund

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	10,545	-	**10,545**
Net current assets	197,415	30,525	**227,940**
Total net assets	**207,960**	**30,525**	**238,485**

13. Operating lease commitments

Commitments – the total of future minimum lease payments as follows:

	2021	2020
Land and Buildings	**£**	**£**
Less than 1 year	**500**	500
2-5 years	**2,000**	2,000
>5 years	-	500
	2,500	3,000

LandWorks
Reducing Reoffending. Transforming Lives

LandWorks is an independent charity providing a supported route back into employment and the community for people in prison or at risk of going to prison.

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