

BELONG: MAKING JUSTICE HAPPEN

England & Wales · Charity number 1172293

Details

Status Registered

Legal form CIO

Registered 2017-03-28

Register [View on the Charity Commission register](#)

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Activities

Objects: 1) TO PROMOTE FOR THE BENEFIT OF THE PUBLIC IN THE UK AND ITS COMMUNITIES, WITH A VIEW TO THE PRESERVATION OF PUBLIC ORDER, THE PROVISION OF SERVICES FOR MEDIATION AND CONCILIATION BETWEEN PEOPLE, ORGANISATIONS AND GROUPS WHO ARE INVOLVED IN DISPUTES OR CONFLICTS WHERE THAT DISPUTE OR CONFLICT RESULTS FROM OR MAY LEAD TO ACTS OF ANTI SOCIAL BEHAVIOUR, CRIME, VANDALISM, RACIAL ABUSE OR BREACH OF THE PEACE.2) TO PROMOTE FOR THE BENEFIT OF THE PUBLIC IN THE UK, THE PROVISION OF SERVICES FOR MEDIATION AND CONCILIATION BETWEEN VICTIMS OF CRIME AND OFFENDERS, WITH A VIEW TO THE PRESERVATION OF PUBLIC ORDER, AND FOR THE PRESERVATION AND PROTECTION OF THE WELL-BEING OF SUCH VICTIMS AND THE REHABILITATION OF SUCH OFFENDERS.3) THE PROMOTION OF SOCIAL INCLUSION AMONG PRISONERS, EX-OFFENDERS, AND THEIR FAMILIES WHO ARE SOCIALLY EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF THEIR PAST OF CURRENT INVOLVEMENT IN THE CRIMINAL JUSTICE SYSTEM OR THE INVOLVEMENT OF A FAMILY MEMBER(S) BY:A) PROVIDING INFORMATION TO SUPPORT TO ENABLE PRISONERS, EX-OFFENDERS, AND THEIR FAMILIES TO IDENTIFY AND ACCESS EDUCATION, EMPLOYMENT, TRAINING AND/OR RECREATIONAL OPPORTUNITIES.B) PROVIDING MENTORING SUPPORT TO ENABLE PRISONERS, EX-OFFENDERS, AND THEIR FAMILIES TO DEVELOP SELF CONFIDENCE, SELF AWARENESS, EMPATHY AND LIFE SKILLS SUCH AS BUDGETING, COMMUNICATION, CONFLICT RESOLUTION, GOAL SETTING AND REFLECTIVE THINKINGC) PROVIDING PSYCHOTHERAPEUTIC SUPPORT TO ENABLE PRISONERS, EX-OFFENDERS, AND THEIR FAMILIES TO PROCESS EXPERIENCES OF TRAUMA, BETTER MANAGE EMOTIONAL AND MENTAL HEALTH PROBLEMS AND IMPROVE THEIR EMOTIONAL AND MENTAL WELLBEING.

Activities: We enable hope, rehabilitation and recovery amongst those who have been victims or perpetrators of offences. Our mentoring, psychotherapy and restorative justice programmes are delivered amongst children, young people and adults in custodial and community settings, mainly in London and the South East of England.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£823,617	£756,094	£225,454	15
2024-03-31	£724,283	£730,499	£157,931	15
2023-03-31	£691,135	£639,555	£164,147	15
2022-03-31	£509,768	£516,588	£112,567	13
2021-03-31	£458,877	£413,461	-	-

Trustees

Name	Role	Appointed
Jack Tracey	Chair	2024-11-18
Anne GALLACHER		2016-01-12
Dr Geoff Paul		2020-12-07
Frankco Harris		2022-03-16
Fred Ingham		2020-06-01
Gemma Cranmer		2024-11-18
Jennifer Holroyd		2020-06-01
Sian Beynon		2022-03-31

BELONG: MAKING JUSTICE HAPPEN

England & Wales - Charity number 1172293

Accounts

Trustees Annual Report and Accounts

For the year ended 31 March 2025



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Legal and Administrative Information

The trustees present their report and accounts for the year ended 31st March 2025. The accounts comply with the requirements of the Charities Act 2011, Financial Reporting Standard 102 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Charity Name

Belong: Making Justice Happen

Charity Number

1172293

Registered Office and Principal Address

Capital Office, Kemp House,
152–160 City Road, London, EC1V 2NX

Charity Trustees

Dr Jack Tracey (Chair of Trustees,
Appointed 18th November 2024)

Mr Frankco Harris (Co-Chair of Trustees,
1st April to 18th November 2024)

Ms Jo Egan (Co-Chair of Trustees,
1st April to 18th November 2024)

Mr Fred Ingham (Treasurer)

Dr Geoff Paul

Mr Daniel Marsh

Ms Anne Gallacher

Ms Gemma Cranmer (Appointed 1st April 2024)

Ms Jennifer Holroyd

Ms Alex Nchidwuor (Appointed 1st April 2024)

Mr Richard Kent

Ms Sian Beynon

Organisation

Belong is an incorporated charity, governed by a constitution which was adopted on 15th December 2016 and registered as a charitable organisation on 28th March 2017. The incorporated charity was set up to further the purposes of Belong London, an unincorporated charity which was registered as a charitable organisation on 19th July 2011. The charity is managed by the trustees who meet regularly to consider the progress of the charity and to consider its future direction and activities. The day-to-day operation of the charity is delegated to the CEO who is supported by the other members of staff and volunteers.

Trustee Appointments

The trustees are recruited via an open, competitive recruitment process and appointed in a general meeting or by existing trustees. In selecting persons to be appointed as trustees, the existing trustees consider the benefits of appointing a person who through occupation, employment or otherwise has special knowledge of the area or who is otherwise able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects and the management of the charity.

Charitable Purposes


The charity's purposes, as laid out in its constitution are:

1. To promote for the benefit of the public in the UK and its communities, with a view to the preservation of public order, the provision of services for mediation and conciliation between people, organisations and groups who are involved in disputes or conflicts where that dispute or conflict results from or may lead to acts of anti-social behaviour, crime, vandalism, racial abuse or breach of the peace.
2. To promote for the benefit of the public in the UK, the provision of services for mediation and conciliation between victims of crime and offenders, with a view to the preservation of public order, and for the preservation and protection of the well-being of such victims and the rehabilitation of such offenders.
3. To promote social inclusion among prisoners, ex-offenders, and their families who are socially excluded from society, or parts of society, because of their past or current involvement in

the criminal justice system or the involvement of a family member(s) by:

- providing information to support and enable prisoners, ex-offenders, and their families to identify and access education, employment, training and/or recreational opportunities;
- providing mentoring support to enable prisoners, ex-offenders, and their families to develop self-confidence, self-awareness, empathy and life skills such as budgeting, communication, conflict resolution, goal setting and reflective thinking;
- and providing psychotherapeutic support to enable prisoners, ex-offenders, and their families to process experiences of trauma, better manage emotional and mental health problems and improve their emotional and mental wellbeing.

The charity has developed its vision, mission, values and strategic aims to cohere with its charitable purposes, in consultation with beneficiaries, funders, volunteers, staff members and trustees.



“ When I started therapy, I was very up and down, now when I have down days, I manage it better from the skills I have learnt in therapy. ”

Chair and CEO's Message

This year, Belong's team has continued to support both victims and individuals who have offended, navigating increasingly complex criminal justice environments. Within this framework, Belong's programmes encourage participants to view themselves, and to be viewed by others, as whole individuals—recognising needs, histories, and contexts that extend beyond experiences of victimisation or actions that have caused harm.

Each programme participant is acknowledged for their inherent value, unique identity, and personal worth. While Belong's interventions are evidence-based and scalable, they are also customised for each individual, underpinned by principles of trust and respect. Despite operating within a challenging, resource-constrained settings, Belong remains committed to this approach, confident in the capabilities of its beneficiaries when supported with perseverance and courage.

Working with our staff team this year, our trustees consulted with our prisoner peer mentors and participants to further consider their experiences and views in strategic decision making. Priorities identified include the need for more support and constructive activity in communities; the need to tackle disproportionate, racialised sentencing and the prevalence of racial bias and corruption in criminal justice settings; as well as the need for more meaningful activities, nutritious food, religious/cultural support and time outdoors in prisons. These priorities are now reflected in our policy, communications and influencing strategy, and our objectives in this critical area of our work.

We doubled the reach of PLAN A, our programme for young men, into a 2nd prison, HMPYOI Isis. PLAN A targets those with convictions for violence, who present with violent behaviour in prison. An independent evaluation of PLAN A completed by Nottingham Trent University this year found that participants are less likely to anticipate committing crimes after completing PLAN A when compared to before they started the intervention. Positive experiences were also reported by participants in terms of the intervention content, personal growth, and relationships with staff and other young adults. PLAN A now enables over 50 young men annually to access holistic, tailored support over 4–18 months each. This year we successfully achieved PLAN A's external accreditation through the Youth Custody Assurance Board.

In addition, we increased our clinical supervision and reflective practice offers for our team, to foster resilience and energy. We have built on our unrestricted income and reserves, allowing us to further develop as a fair, anti-discriminatory employer, for example offering maternity and adoption pay beyond the statutory level for the first time.

We have learnt more about the prevalence of domestic violence and relationship problems amongst people involved in the Criminal Justice system. To ensure we are making the maximum possible use of opportunities for positive intervention to prevent people from becoming harmers or survivors of domestic violence, we have provided training for our team in the Homicide Timeline, an evidence-based, practical framework that the team can use to assess and respond to risks of domestic violence.

We are immensely grateful to all our funders and supporters, who continue to make it possible for us to work with our beneficiaries to drive change and hope. Our huge appreciation goes to the Swire Charitable Trust, National Big Lottery, Home Office, Children in Need, City Bridge Trust, London and Bedfordshire Offices for Policing and Crime, Tudor Trust, Paul Hamlyn Foundation, AB Charitable Trust, Tresanton Trust, Ministry of Justice, UK Youth, Thomas Lilley Memorial Foundation and Chesterhill Charitable Trust.

The trustees' report was approved by the Board of Trustees.

Dr Jack Tracey

Chair of Trustees

Date: 29/01/2026...

Vision, Mission & Strategic Aims

Our vision

Hope, rehabilitation and recovery for victims and perpetrators of crime.

Our mission

Inspiring change by providing long term, individualised responses to conflict and crime.

Strategic Aim Two

Use restorative processes to help greater numbers of crime victims to cope and recover in the aftermath of offences.

Strategic Aim One

Equip more people serving prison and community sentences with the skills, support and knowledge to peacefully resolve conflicts and problems.

Strategic Aim Three

Promote rehabilitation and improve the life chances of more people with convictions.

Strategic Aim Four

Tailor our interventions to meet the complex needs of victims and perpetrators of violent and sexual offences.

Strategic Aim Five

Use our front-line knowledge to influence the criminal justice landscape, playing a significant part in developing a more effective, more humane criminal justice system.

Our Values



Inspiration

Genuinely believing that people can change, heal and rehabilitate

Focusing on individual's strengths and abilities

Role modelling evidence-based practice amongst other professionals



Respect

Valuing people as they are

Being consistent, reliable and honest with people

Challenging harmful beliefs and behaviour



Empowerment

Giving people the skills to move forward and take ownership of the future

Enabling people to talk about their experiences

Encouraging people to voice their needs and set goals



Restoration

Restoring hope and self-worth

Re-building relationships

Promoting a culture of hope within the criminal justice system



Perseverance

Providing long term support when this is needed

Working through setbacks with people

Understanding that lasting change takes time

Belong's Landscape

The Criminal Justice System in England and Wales is continuing to face significant, growing challenges. **Policing, courts, victims' services, prison and probation units are under strain, with a concerning decline in day-to-day performance and strategic effectiveness.**

In the year ending March 2024, police forces recorded 5.4 million offences in England and Wales, 4.5 million of which were victim-based offences¹. The latest Victims Survey enquired into the experiences of over 3000 people who have been victims of crime over the past three years across England and Wales. 70% of victims surveyed felt that their crime was not investigated thoroughly enough and nearly half were dissatisfied with the overall police response to their crime. Whilst most victims felt that they had enough support during the court process, only 38% believed that the criminal justice system was fair, just over a quarter believed it was effective and 23% believed that they could receive justice by reporting a crime.²

With one of the highest incarceration rates for comparable societies³, in March 2024, the prison population in England and Wales was 87,869, almost 6% higher than at the same time in 2020 at 82,990⁴. The Ministry of Justice predicts further rises in the prison population by March 2027, ranging from 93,100 to 106,300 and far outstripping current capacity in the estate⁵.

Violence and self-harm in prisons are on the rise in both male and female establishments.

The rate of self-harm incidents are now the highest since government records began at 829 per 1,000

prisoners, equalling 70,875 reported incidents in the year ending December 2023. Rates for women are even worse at 5,624 per 1,000 prisoners. Assaults have also risen significantly. In the year ending December 2023, overall assaults were up 28% from the previous year at a rate of 315 per 1,000 prisoners⁶.

Whilst average custodial sentence lengths have seen a small rise in recent years (up to 20.9 months in 2023⁷), there are a **huge number of prisoners serving very short sentences**. In 2023 56% custodial sentences handed down were for 12 months or less. It is well established through research that short sentences in our system can be damaging to rehabilitative efforts. Reoffending rates alone tell a compelling story here. Ministry of Justice data shows that in 56% of adults released from custodial sentences of less than 12 months reoffended within a year, compared to 21% of adults who had served sentences of 12 months or more⁸.

The Probation Service is under significant pressure with over 238,765 people under supervision at the end of 2023⁹. HM Inspector of Probation (HMIP) annual report 2022–23 found that almost all probation divisions it inspected required improvement across the main performance

1 [Crime outcomes in England and Wales 2023 to 2024 – GOV.UK \(www.gov.uk\)](#).

2 Victims Survey 2023, [Annual Victims' Survey 2023 – Victims Commissioner](#).

3 World Prison Brief Highest to Lowest – [Prison Population Rate | World Prison Brief \(prisonstudies.org\)](#)

4 HMPPS Offender Management statistics quarterly: October to December 2023 and annual 2023, [Offender management statistics quarterly: October to December 2023 and annual 2023 – GOV.UK \(www.gov.uk\)](#)

5 Prison Population Projections 2022 to 2027, England and Wales, [Prison_Population_Projections_2022_to_2027.pdf \(publishing.service.gov.uk\)](#)

6 MOJ and HMPPS accredited statistics. Safety in custody statistics, England and Wales: Deaths in prison custody to March 2024 Assaults and self-harm to December 2023. [Safety in Custody Statistics, England and Wales: Deaths in Prison Custody to March 2024 Assaults and Self-harm to December 2023 – GOV.UK \(www.gov.uk\)](#)

7 Criminal Justice Statistics quarterly, England and Wales, year ending December 2023, Ministry of Justice [criminal-justice-statistics-december-2023.pdf \(publishing.service.gov.uk\)](#)

8 Proven reoffending statistics: April to June 2022, Ministry of Justice April 2024 [Proven reoffending statistics: April to June 2022 - GOV.UK \(www.gov.uk\)](#)

9 HMPPS Offender Management statistics quarterly: October to December 2023 and annual 2023 [Offender management statistics quarterly: October to December 2023 and annual 2023 - GOV.UK \(www.gov.uk\)](#)

indicators¹⁰. This is clearly having an impact on outcomes for people on probation as they end their time in custody and transition into the community. After studying the offender management in custody model (OMiC), the inspectorate found in their sample cases that one in ten people were released homeless, only 40% of people were released to settled accommodation, and 30% of cases reviewed saw people recalled to custody only nine months after release.¹¹

Workforce challenges in the prison and probation services are some of the most acute in public service.

Whilst the probation service has recruited large numbers of new trainee officers since the service was reunified under the civil service, vacancy rates in 2023 averaged at 29% against the target staffing position¹². This is partly because retention is relatively poor in the service, with about a 7% resignation rate, about a third of whom had 5 years or more experience. And experience matters in this part of the service. To become a qualified probation officer takes 15 to 21 months with a significant amount of supervision and input from qualified colleagues. If both new-recruit rates and vacancies are high, this puts a real strain on the workforce – many of whom are dealing with a caseload of over 50 individuals at any one time.

Despite a big push in recruitment across the sector since the Covid 19 pandemic, **poor retention and inexperience seriously hinder effectiveness.** In February 2024, a Criminal Justice Joint Inspection report noted highlighted these issues as the biggest challenge across the criminal justice system workforce:

“We have found some worrying levels of inexperience across the CJS and in some areas significant problems retaining staff...While we acknowledge the steps that have been taken to recruit new staff, we are concerned that the loss of

experienced personnel offers limited opportunities for new starters to learn from seasoned colleagues. As a result, many find themselves navigating a high-pressure environment without adequate support and supervision to develop their skills.”¹³

These issues are all exacerbated by the funding picture.

The social and economic cost of crime is estimated by the government to be £58.9bn every year¹⁴. The average annual cost of prison places has increased over recent years, from £35,182 in 2015/16 to £51,724 in 2022/23. HMPPS investment has ultimately seen real term reduction in resource investment of 5.3% since 2010, with additional capital investment for new prison places allocated through past spending reviews to build new prison places largely unspent to date¹⁵. When inflation is taken into consideration, overall spend on courts, probation, prisons and victim’s services has reduced by over 15% since 2009/10¹⁶. Conversely, spending on policing by the Home Office has increased in real terms by nearly 17% since 2015/16¹⁷.

None of these challenges can be addressed in isolation; **a whole of system, whole of society approach by the government and its partners is needed to prevent future victims by reducing crime and addressing reoffending.** Alongside greater long-term investment in public services and more coherent, equitable approaches to sentencing, increased community support for people who have offended or been victims of crime will be vital to reducing reoffending and build healthier, safer communities. Whilst continuing to provide vital evidence-based tools and approaches like restorative justice, creative psychotherapies and mentoring for more victims and offenders, Belong will continue its work to influence policy makers towards these key outcomes.

10 HM Inspectorate of Probation Annual Report 2022-23, [Probation-Annual-Report-2022-2023-slides-1.pdf \(justiceinspectorates.gov.uk\)](#)

11 Offender management in custody – post-release. A thematic inspection by HM Inspectorate of Probation March 2023. [A-thematic-inspection-of-Offender-Management-in-Custody---post-release-v1.01.pdf \(justiceinspectorates.gov.uk\)](#)

12 HM Inspectorate of Probation Annual Report 2022–23, page 18, [HM Inspectorate of Probation Annual Report 2022/2023 \(justiceinspectorates.gov.uk\)](#)

13 Criminal Justice Joint Inspection, Efficiency Spotlight Report: The impact of recruitment and retention on the Criminal Justice System, February 2024. [2024-02-09-Joint-Efficiency-Spotlight-Report-1.pdf \(justiceinspectorates.gov.uk\)](#)

14 [Crime statistics – Criminal justice system statistics – Justice Data](#)

15 Estimates day: the spending of Ministry of Justice on His Majesty’s Prisons and Probation Service, Debate Pack 29 June 2023 Number CDP-2023/0146, House of Commons Library [CDP-2023-0146.pdf \(parliament.uk\)](#)

16 Justice short changed: Public funding of the justice system in England and Wales, 2009/10 to 2022/23, September 2024, page 9, [Bar-Council-Justice-short-changed-Sept-2024.pdf \(barcouncil.org.uk\)](#)

17 Police funding for England and Wales 2015 to 2024, [Police funding for England and Wales 2015 to 2024 – GOV.UK \(www.gov.uk\)](#)

Key Achievements this Year

This year we worked from within **12** prisons and young offenders institutions, and supported **448** people through our programmes.

168

PEOPLE ENGAGED WITH US THROUGH RESTORATIVE JUSTICE INTERVENTIONS, **210** people engaged in one to one mentoring including support with conflict resolution skills, and **55** individuals engaged in creative psychotherapy interventions.

55

YOUNG ADULTS COMPLETED THE 4-6 MONTHS, PLAN A programme starting at HMPYOI Isis and HMPYOI Feltham, and continuing after release where needed.

38

AS WELL AS THIS, WE ENGAGED **38** CRIMINAL JUSTICE PROFESSIONALS in Restorative Justice Facilitator and Mediation training.

65%

OF OUR PROGRAMME PARTICIPANTS WERE FROM GLOBAL MAJORITY ETHNICITIES, **38%** were aged 18 to 25 years old.

MOST OF OUR PROGRAMME PARTICIPANTS ENGAGE WITH US OVER AT LEAST **3 MONTHS**.

Examples of Our Work

(Please note names have been changed to protect individual's privacy)

From Self Harm and Violence to Mental Wellbeing and Positive Relationships

Jakari was 18 years old when he started to engage with the PLAN A programme in prison. He'd been convicted for a violent offence and was struggling with spells of self-harm. He shared having been a long-term carer for his parent before prison. Members of his family had also been stabbed during his childhood.

Jakari well with creative psychotherapy right away, attending all 15 of his hour-long sessions. He learned about trauma responses and how past experiences, socioeconomic factors and societal expectations can impact decision making and emotions. Jakari also showed interest in learning more about neuropsychology and furthering his understanding of his ADHD diagnosis. Jakari's creative output indicated a great desire to move forward and think carefully about life beyond his prison sentence. Jakari moved on to the second strand of PLAN A; 18 sessions of restorative practice. He was very hesitant about the idea of engaging with the victim of his offence, still caught up in his justification for what had taken place and very far from being able to give a heartfelt apology. He shared a sense that he had to 'eat or be eaten', and with his additional caring responsibilities at home, he was under a lot of pressure to provide. Through exploring loss, influences, victimhood and the ripple effect, Jakari developed stronger empathy and changed his thinking around his previous choices. He expressed a desire to train as a Youth Worker and contribute towards making his neighbourhood safer for future generations. His prison records showed that he was avoiding violent situations and that he had stopped self-harming.

The final stage of PLAN A was one to one mentoring, over a 16-week period. Jakari shared his new self-awareness, empathy and commitment to a crime free future with his mentor. Together they explored practical goals as well as reflections on the past. Family, friends and relationships became a key focus of their sessions. Jakari was completing a maths course and his mentor esupported him with this, providing consistent encouragement and ensuring he had everything he needed to do his work.

Through engaging with PLAN A, Jakari accepted responsibility, improved his wellbeing, understood more context around victimhood and crime, and developed ways of moving forward. Belong continues to support Jakari and we hope to see him through to his eventual release.

Improving Empathy and Securing Employment in Prison through the PLAN A Programme

With no previous experience of 1-to-1 psychotherapy, at the start of PLAN A, Deon felt unable to accept his situation serving a long sentence for a violent offence, and was keen to avoid talking about the past. His therapy sessions focussed initially on creative activities, slowly building a sense of trust. Over four months, he was able to uncover his shame and regret around the impact of his actions, and to face difficult truths. As his confidence in the process and his artistic output grew stronger, he was able to take responsibility with less shame, and begin to think about his future goals.

Building on the strong foundation he'd set in therapy, Deon was ready to engage with restorative practice sessions. These came to centre on writing a restorative letter to the victim and their family – though not to be sent, this letter was key in understanding the nuances of victimhood, responsibility and healing. Deon felt that the victim's family would be angry with him, and worked with the restorative justice facilitator to explore the emotions that could be behind this anger. Deon was sincere and open throughout the process, and his understanding of others grew over the course of the intervention.

Deon continued engaging with PLAN A, and was paired with a mentor. Over the course of their sessions, Deon and his mentor built a good relationship, creating space for reflection, and vulnerability, as well as practical support for his plans. His mentor supported Deon in accessing prison-based employment and training opportunities, and he finished PLAN A with a strong resolve to play a positive part in his community, both in prison and on release.

Rebuilding Relationships after Prison Violence

Two prisoners Wamele and Ahmed had a fight and had to be kept apart from each other, with Ahmed having to remain in the segregation unit following this. On talking to a Belong mediator, both men shared concerns that the other may want to retaliate against them and that further violence could therefore happen.

Although Wamele felt victimised by Ahmed, he also felt remorseful that he had created the conflict initially. He was willing to resolve the conflict with Ahmed, if Ahmed was willing to do this too. Ahmed was reflective about the situation and appreciated that Wamele was willing to move forwards positively.

After the mediator undertook a risk assessment to ensure a mediation could be facilitated safely, a face-to-face meeting took place. Both prisoners talked through their disagreement and saw each other's perspective. Wamele apologised for starting the conflict and Ahmed apologised for using violence. Both men had a positive relationship with each other and were able to continue their sentences on the same wing as before.

Shuttle Mediation after Threats made to a Prison Nurse

Leon, whilst serving his prison sentence, had threatened and been abusive to a mental health nurse in a meeting where he was unhappy with the outcome. He had flipped a table and chair towards them. On speaking with the restorative justice facilitator, Leon explained that he had taken a conversation the wrong way and had misinterpreted what the nurse had said to him. He showed remorse for his actions and worried that he had ruined his working relationship with the nurse.

On speaking with the nurse, the restorative justice explained Leon's perspective and that he regretted his behaviour. The nurse accepted this and appreciated that Leon had shown remorse for his actions. When Leon next saw the nurse, he apologised to them and continued to be supported by the mental health nurse in future appointments. The restorative justice facilitator followed up the incident by supporting Leon on a one-to-one basis to complete Belong's conflict resolution toolkit over several weeks. This helped Leon to grow his self-awareness and increase his ability to stay calm and avoid aggression even when things do not go his way.

Overcoming Anxiety and Improving Self-Awareness whilst on Probation

Ayana was a young woman of dual heritage with three children who were in foster care at the start of her engaging with Me-time, having been referred by her probation officer. Ayana suffered from anxiety and preferred to access sessions online. For the first six weeks her mood was up and down as was her engagement with the sessions. Over the six months Ayana worked with Belong, sessions became a space where Ayana expressed her emotions and frustrations about the lack of safety she felt her daughter was being afforded. She reflected on this with her therapist and it was apparent that Ayana was experiencing a parallel process about her own lack of safety as a child in care. It was clear that this was a doubly painful and traumatising experience for her, and she used the sessions well to process these and other feelings.

Me-Time offered Ayana opportunity to identify unconscious processes, and the use of psycho-education enabled greater understanding of her thoughts, habits and reactions. Ayana ended the sessions sharing that she felt better placed to progress with her life and achieve positive outcomes.

From Isolation and Shame to Re-integrating with Family after Prison Release

In the first session Liam told his mentor about his bisexuality, how it had influenced his offence and his experience of custody. He had been moved to HMP Brixton from another establishment as he had been 'outed' by a staff member and had been the victim of homophobic bullying. In the sessions that followed, Liam's mentor provided a safe space for him to be authentic. They were also able to put Liam in touch with the prison's equalities manager. Adel was keen to live openly upon release, and him and his mentor discussed what it might be like to tell his family about his sexuality. Together, they worked on applications to LGBTQ+ specific support groups near where Liam would be moving to, such as an affordable therapy and creative writing classes, one of Liam's artistic outlets, for gay and bisexual men.

When he was released in summer, Liam went to an Approved Premises in London and continued engaging with his mentor in the community. Liam reached out to his family members and told some of them about his bisexuality. He reported that

members of his immediate family had mostly been accepting and had supported him in his telling them of this news. Liam stopped working with his mentor in early 2025 when he had received his employment qualifications and felt comfortable reaching out to his family for support, instead of his mentor.

Addressing Substance Misuse with Support from Prison Mentor

Charlie started mentoring wanting to increase his chances of finding stable employment, to continue accessing drug recovery support in the community and to be a better father to his children. Charlie and his mentor discussed familial relationships and he told his mentor about his experience of grieving his mother and how this had negatively impacted his substance misuse and subsequent offending behaviour. As the sessions continued, Charlie spoke more about the relationship between his drug use and offending behaviour. Together, Charlie and his mentor looked at problem solving

techniques and coping strategies for drug use. They did a gains and losses exercise and spoke about building a list of achievements to look back on to increase Tino's self-belief as a sober person.

In the final few sessions Charlie was beginning to feel anxious about his release. He had been accepted to a rehab in his preferred area, which he was glad about. However, he felt unworthy of further support, mistrustful of the progress he had made, and anxious as to what living at a rehabilitation centre would be like, saying he did not think he would feel totally free.

Charlie's mentor reminded him of the good work he had done and helped Charlie feel proud of the steps he had already taken to meet his long-term goals. Charlie and his mentor made lists of good things coming soon: seeing his kids again, moving to stable housing, going somewhere he could continue working towards bettering his life. In the final session before release Charlie's anxiety had decreased; he told his mentor that he felt he had a much better understanding of himself and was ready for his next steps forward.



“The RJ facilitator helped me think of about both sides in a conflict and not only my own.”

Feedback from Programme Participants

PRISON STAFF MEMBERS WHO ENGAGED WITH BELONG AFTER BEING HARMED BY INCIDENTS IN PRISON SAID...

“I have a very positive outlook on the restorative justice process, (it) cleared up the situation and found a solution to prevent incidents like this occurring again.”

“The RJ process was all I needed and meant I could finally bring things to a close. Through the RJ process I was also able to see that increased CCTV and safety measures were put in place after what happened to me.”

PEOPLE IN PRISON SUPPORTED BY BELONG THIS YEAR SAID...

“It was helpful when I needed it most. I enjoyed it, it was something different, it got me through the day, a different way to spend time. It helped some areas, like suicidal thoughts.”

“literally all my needs were met (through the mentoring support), could not fault you for one thing, it's not often you have that in the prison system.”

“Having a mentor checking in on me made me feel like I wasn't alone in prison.”

“Restorative practice sessions 100% positively influenced my thinking about my offence and my general attitude.”

“The RJ facilitator helped me think of about both sides in a conflict and not only my own.”

“Creative psychotherapy sessions helped me to understand my feelings better, to open up about them and to be more open to receiving help.”

“My behaviour is better now because of what I learned in restorative practice sessions. I've developed empathy and I think about others more.”

“(The mentoring) is a lot of help, the most I've had in prison, I've got the most out of these sessions of anything, I felt really supported.”

“I understand myself more since working with (Belong).”

PEOPLE ON PROBATION SUPPORTED BY BELONG THIS YEAR SAID...

“Talking therapy really helped me, it was good to talk openly, with proactive advice given.”

“When I started therapy, I was very up and down, now when I have down days, I manage it better from the skills I have learnt in therapy.”

“I wouldn't say I'm still exactly where I want to be, (since engaging with Belong) I'm definitely much better with relationships, moods and challenges.”

“The therapy sessions gave me the support I needed.”

Where We Are

Prison, through-the-gate and community mentoring interventions for young people and adults, delivered across England, including in Birmingham, Leeds, London, HMP Brixton, HMPYOI Foston Hall, HMP Rochester, HMP Full Sutton, HMP Wayland, HMP Highdown and HMP Belmarsh).



HMP Featherstone
Restorative Justice service for adults
(Wolverhampton WV10 7PU)



East of England Probation
Me-Time, a creative psychotherapy programme for adults on probation from Global Majority ethnicities
(Hertfordshire HP3 ONZ)



HMP The Mount
Restorative Justice service for adults
(Hertfordshire HP3 ONZ)



HMPYOI Feltham
PLAN A - (Restorative Justice, mentoring and creative psychotherapy interventions for young adults
(Feltham TW13 4NP)



HMP Coldingley
Restorative Justice service for adults
(Woking GU24 9EX)



HMPYOI Isis
PLAN A - Restorative justice, mentoring and creative psychotherapy interventions for young adults
(London SE28 0FG)

Staff Team

Belong's work continues to thrive through the exceptional efforts and commitment of all Belong's diverse, talented, tenacious, and inspirational staff team. There is a detailed introduction to our senior management team and some information about our wider staff team here.

Esther

CEO

Esther has worked for over two decades with people from disadvantaged groups, including those who have offended or been victims of crime. With an academic background in law and psychotherapy, she gained an understanding of wider issues in criminal justice globally by working in Zambian prisons early in her career.

In 2010, Esther co-founded Belong. Under her leadership the organisation has achieved sustained growth as well as a solid track record in supporting the rehabilitation of people with criminal convictions and helping those on the receiving end of crime to cope and recover.

Esther is an active influencer of criminal justice policy and practice, driven by her vision of an effective, non-discriminatory, humane criminal justice system. She has participated on Belong's behalf in expert panels on key topics relevant to criminal justice policy and practice, as well as in media pieces with BBC London, BBC Radio 4, South London Press, Colourful Radio, the Big Issue, Third Sector Magazine and National Prison Radio.



Approaching his work with determination, hope, patience and resilience, Sam has a sound working knowledge of the principles of mentoring and restorative justice and psychotherapy. He has experience of supporting service users facing multiple disadvantages, from a variety of cultural backgrounds, to move forward towards their positive goals.

As Head of Programmes, Sam is a confident communicator who develops Belong's excellent connections within several UK regions including with police and crime commissioners, other voluntary sector groups, probation units and prisons. He works with the CEO to oversee and develop Belong's mentoring, restorative justice and psychotherapy interventions, ensuring that safeguarding and risk management processes are implemented consistently across the organisation.

Moriam

Lead Psychotherapist

Moriam is an HCPC accredited Art Psychotherapist and Clinical Supervisor.

She employs a psychodynamic, person centred, integrated approach within her clinical work and is passionate about offering access to the arts and psychotherapy for all, as well as raising the profile of marginalised narratives. Her trauma-informed focus enables her to support individuals impacted by trauma experiences in their early or later life. She has extensive experience working with complex clients, as well as of strategic planning and capacity building. Within Belong she offers and promotes a therapeutic practice that offers sensitivity and professionalism, as well as cultural awareness and responsiveness.

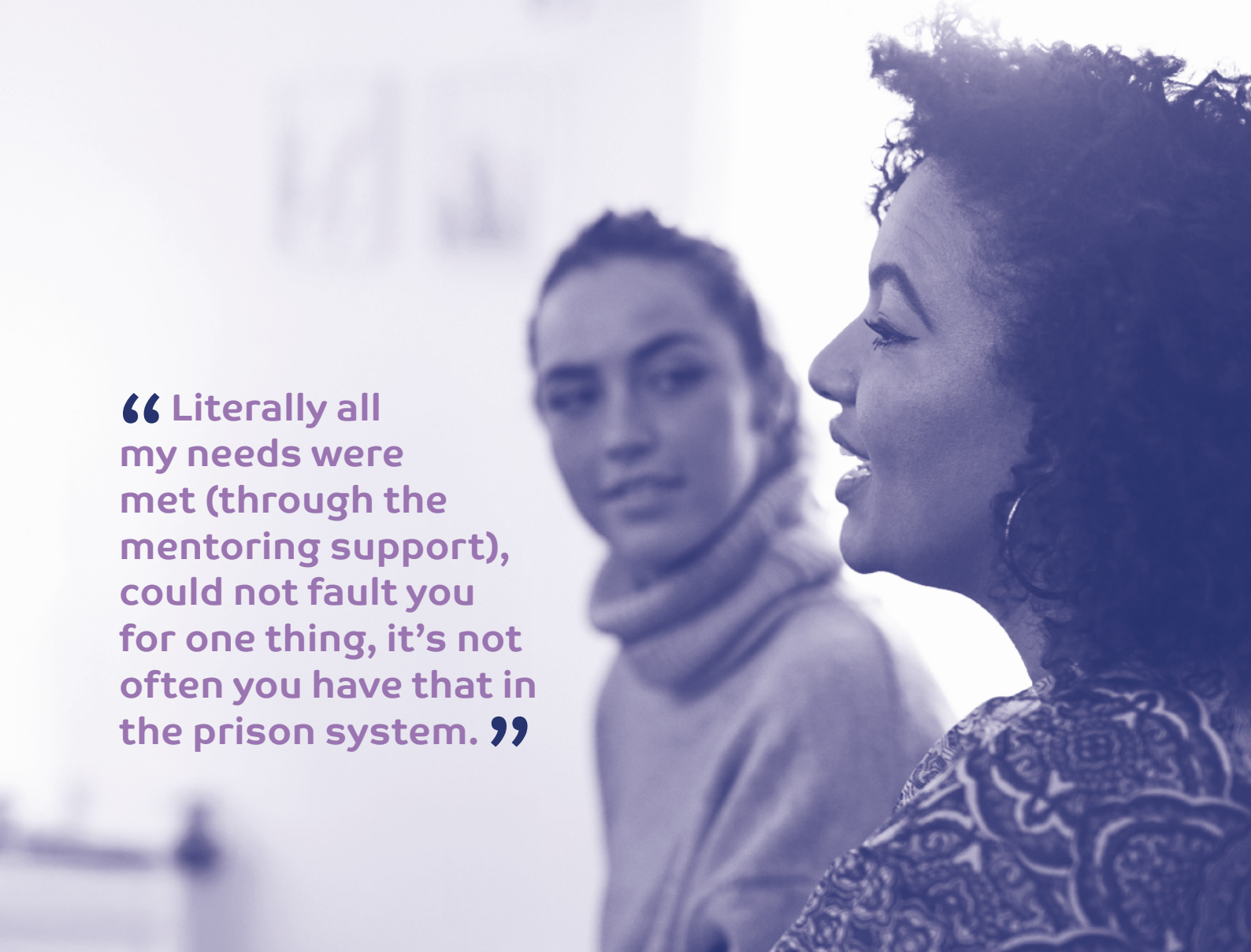


Sam

Head of Programmes

Sam has worked for Belong since 2017, when he established our restorative justice services at HMP Coldingley and began managing our prison and community mentoring interventions. With a background in public sector crime reduction, Sam has developed a thorough understanding of the complex factors underlying victimisation and offending.





“ Literally all my needs were met (through the mentoring support), could not fault you for one thing, it’s not often you have that in the prison system. ”

Wider staff team

Belong’s staff team this year includes six service managers, one service coordinator, two creative psychotherapists and three restorative justice practitioners. The team manages and delivers Belong’s restorative justice, mentoring and psychotherapy interventions in prisons and communities. They each have an in-depth grasp of the complex, multiple and intersecting disadvantages facing people with criminal convictions, and those who have been victims of crime. Belong’s team apply trauma informed approaches to ensure that people accessing our support can achieve the best possible future for themselves.

Team members have academic and professional qualifications in subjects such as dance movement psychotherapy, criminology, community justice and psychology. Before joining Belong, many had already worked within the criminal justice and voluntary sector for at least five years. Our staff team are driven by the desire to see individuals thrive, regardless of their past.

Our team have built lasting professional relationships with a range of other organisations in prisons and communities. They are committed to multi-agency working, maintaining efficient office management systems, and reporting effectively on service performance. The team meet together at least every two months to share learning, challenges and successes in their work.

“ Belong’s team apply trauma informed approaches to ensure that people accessing our support can achieve the best possible future for themselves. ”

Volunteer Mentoring Spotlight: Stella's Journey with Belong

Stella, a Family Psychotherapist who moved to the UK a decade ago, shares her experience of volunteering as a mentor with Belong. Originally from Greece, Stella has been working within the NHS since her arrival but felt a need to reconnect with her ideological roots and advocacy work. Back in Greece, she was actively involved in fundraising and initiatives to improve the lives of people in custody, an experience that shaped her perspective on justice and human dignity.

After learning about Belong through friends and colleagues, Stella reached out to the team in 2023. Though not recruiting at the time, the organisation's responsiveness and openness impressed her. By autumn, Stella joined Belong's volunteer team, drawn to its commitment to systemic change and restorative justice. Stella highlights the comprehensive training and support offered by Belong. She attended training days at Feltham and Brixton, which combined experiential, interactive, and didactic elements. This preparation equipped her with the tools to navigate the criminal justice system effectively while building confidence and understanding.

Belong's tailored support stood out, with staff ensuring volunteers felt heard and empowered. Stella appreciated the team's flexibility in adapting processes to meet individual needs, both for volunteers and mentees. For example, when a mentee needed emotional support over administrative tasks, Stella's decision to prioritise their well-being was met with understanding and encouragement.

Stella's work with Belong has also prompted reflections on the differences between the Greek and UK criminal justice systems. While acknowledging challenges such as resource limitations and overcrowding in UK prisons, Stella finds the environment far more hopeful and supportive than in Greece, where resources are even scarcer and conditions dire. She sees potential for systemic change, particularly through initiatives like Belong's that focus on education, employment, and reintegration.

For Stella, the most meaningful part of her role is giving people in custody the chance to feel heard and respected. She emphasises the importance of seeing individuals as more than their crimes,

helping them reconnect with their identities and envision a positive future. Establishing trust allows for open conversations about challenges and supports mentees in breaking cycles of negative interactions within the prison system and beyond.

“ ...giving people in custody the chance to feel heard and respected. ”

Working in a male prison as a female volunteer initially felt daunting, but Stella's confidence has grown with time and support from Belong. She's also faced the challenge of reconciling different narratives between mentees and prison staff. By providing mentees with a safe space to share and communicating their progress to staff, Stella helps bridge gaps and foster a more holistic understanding of individuals' needs. Stella hopes to see increased training for prison staff in mental health and restorative practices, believing these could encourage positive behaviours and reduce recidivism. She recognises the systemic challenges posed by limited resources but remains optimistic about the impact of initiatives like Belong's.

Stella's journey with Belong has been both rewarding and refreshing. Balancing a challenging NHS role with her volunteer work, she values the opportunity to contribute to systemic change while growing personally and professionally. As she continues to mentor and advocate, Stella is inspired by Belong's commitment to justice and its tailored, human-centred approach.

Principal Sources of Funds

Belong has continued to achieve sustainable growth as well as high quality financial performance. We are very grateful to our financial supporters this year who have included:



The
Peter Lilley
Memorial
Foundation

The
Tresanton
Trust

The
Chesterhill
Charitable
Trust

Allocation of Resources

Belong aims to carry out programmes in community areas and prisons where there is most need for them. These include areas and prisons in which there are high crime or conflict rates, high reoffending rates, problems with specific types of crime or conflict, where there is high deprivation and where there are few other services effectively targeting these problems. The organisation identifies such areas and custodial establishments through web-based research, reviewing statistics and attending multi-agency conferences and partnership meetings.

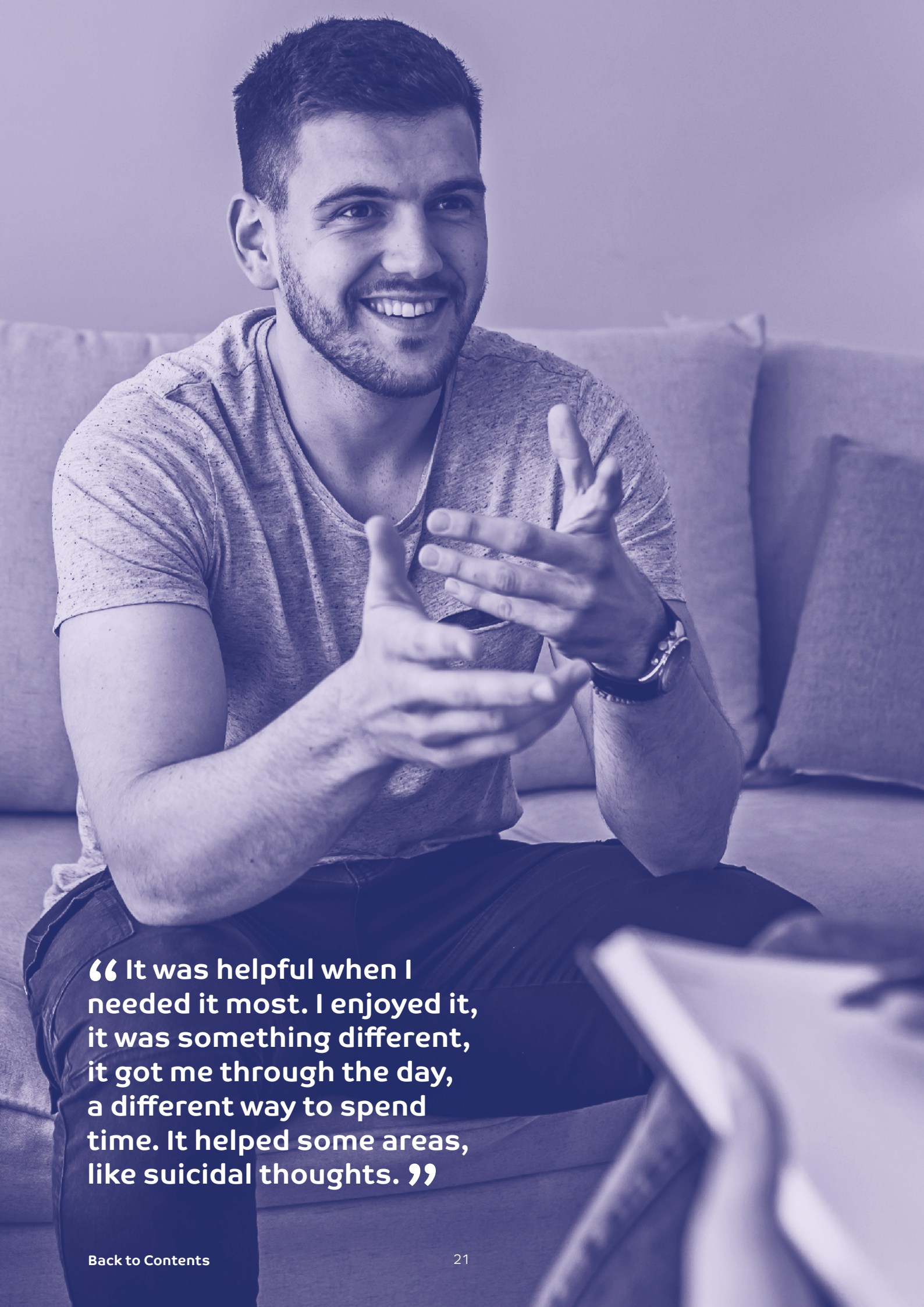
Once appropriate areas and prisons within which to carry out programmes have been identified, Belong's trustees and/or staff team work to build relationships with local criminal justice organisations such as police teams, probation teams, youth offending services and staff teams within identified communities and/or prisons. At this stage we identify, in consultation with these bodies, more specifically what type(s) of programmes are needed in the area or prison that Belong could provide. We then seek to create these programmes and seek sustainable funding for them. We also identify projects to carry out via researching current tender and grant funding opportunities that are available for specific pieces of work in specific areas. If Belong's resources permit, we then bid for these opportunities.

“...we identify, in consultation with these bodies, more specifically what type(s) of programmes are needed in the area or prison that Belong could provide.”

Only individuals who fulfil certain criteria can access some of our services. The criteria we currently use are:

- **Age related;** As part of the PLAN A programme at HMPYOI Isis we offer psychotherapy to those aged 18 years old and mentoring and restorative justice to those aged 18 to 25 years. At HMPYOI Feltham we offer psychotherapy, mentoring and restorative justice to those aged 18 to 25 years old.
- **Offence type related;** At HMPYOI Feltham and HMPYOI Isis we prioritise those with convictions for violent offences for psychotherapy, mentoring and restorative justice interventions as part of PLAN A.
- **Circumstance related;** In HMPYOI Isis, HMP The Mount and HMP Coldingley we can work with anyone who has been involved in a conflict or incident in the prisons. As part of our PLAN A programme in HMPYOI Feltham and HMPYOI Isis and mentoring programme at HMP Brixton, we prioritise those being released from prison within 3–6 months.
- **Ethnicity related;** As part of our Me-time psychotherapy programme delivered with Hertfordshire and Bedfordshire probation, we support people on probation from Global Majority ethnicities.

These criteria are defined by Belong, through consultation with funders. We regularly review these criteria so that they can be adapted if necessary.

A man with a beard and short dark hair is sitting on a light-colored couch. He is wearing a grey t-shirt and dark pants. He is smiling broadly and clapping his hands together. He is wearing a watch on his left wrist. The background is a plain, light-colored wall.

“ It was helpful when I needed it most. I enjoyed it, it was something different, it got me through the day, a different way to spend time. It helped some areas, like suicidal thoughts. ”

Policy on Reserves

Policy Statement

Belong aims to put the needs of victims and perpetrators of crime at the heart of all that we do. Our vision is of a world where there is hope, rehabilitation and recovery for victims and perpetrators of crime. Providing long term, individualised responses to conflict and crime is core to our mission at Belong.

Our reserves policy aims to ensure that our work to deliver our vision and mission is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required.

We have calculated an appropriate reserves range for our organisation of between 2 months (minimum level) and 4 months (maximum level). This includes free and restricted reserves.

Policy background

Charity law requires any income received by a charity to be spent within a reasonable period of receipt. Trustees of Belong must be able to justify the holding of income as reserves. The Charity Commission's guidance on reserves states: *"There is no single level or even a range of reserves that is right for all charities. Any target set by trustees for the level of reserves to be held should reflect the particular circumstances of the individual charity. To do this, trustees need to know why the charity should hold reserves and, having identified those needs, the trustees should consider how much should be held to meet them."*

This policy sets out our policy on free reserves, which are defined as unrestricted funds excluding fixed assets and defined benefit pensions. These free reserves include short-term investment balances, cash and other working capital balances.

As part of effective financial management, we hold reserves to ensure we can appropriately manage key financial risks, as laid out in this policy. In this policy we have also set out our plans for investing our reserves, monitoring our reserves levels and reviewing our reserves policy.

Key Financial Risks

Unexpected loss of funding

Belong's income from grant and contract funding has increased significantly in recent years, with potential for more growth. Our grant and contract agreements do not hold us legally to financial account for delivering outcomes, i.e. there are not penalties for non-delivery, but there is the potential for unexpected contract or grant termination with associated costs of exit that would bring. Holding some reserves against the risk of unexpected contract or grant termination, is prudent. This ensures we can continue to meet our staff and running costs for two to four months in the event of a significant loss of funding. It also ensures that we can meet these costs for two to four months in the eventuality that the charity needed to close.

Belong receives significant restricted funds. These fall outside of the definition of free reserves. However, in addition to our free reserves we have set aside appropriate amounts within our restricted fund budgets to allow us to account for changes to expenditure levels due to circumstances such as unexpected contract or grant termination, liabilities for staff members redundancy; maternity/ paternity/ adoption leave; disability leave; and sickness absence leave.

Financial loss due to fraud or misallocation of funds

Financial loss due to fraud or misallocation of funds is a risk that is mitigated by our financial controls framework and associated policies. These have been subject to a full scale review this year in order to ensure compatibility with our continued growth as a charity. It is unlikely that any single instance of fraud would be material.

Reliance on limited sources of income

Belong has good diversification of income sources. Income has grown in recent years and expenditure levels can be materially adjusted within a 12-month period to fit revised funding levels if needed.

There is limited reliance on any one donor or funder. We continue to invest in managing funder relationships effectively and in appropriate project management resources to mitigate delivery risks.



“ My behaviour is better now because of what I learned in restorative practice sessions. I’ve developed empathy and I think about others more. ”

Working Capital

Pre financing arrangements are in place on most of our grants. This mitigates a significant drawdown on working capital and liquidity because of taking on contract which is mostly paid monthly in arrears.

Our cash flow is managed by matching the timing of incoming and outgoing resources appropriately. Our cash flow projections based on secured income for 2024–25 allowed us to be able to cover unexpected events, such as a delay in income. A significant change in our overall grant and contract financing mix could result in a need to finance short term liquidity from reserves. However, there is no current requirement to make allowance within the reserves range for this.

Long-term commitments

Although we have long-term financial commitments with our staff, these commitments will be funded exclusively through future cash inflows. Future expenditure will be set in line with future income, and therefore specific long-term funds have not been set aside within reserves.

There is no current requirement to make allowance within the reserves range for future plans and commitments.

Using Reserves

Belong’s trustee board are responsible for ensuring that the charity holds a sufficient level

of reserves. Reserves must not be used, under any circumstances, without the prior written agreement of the board of trustees. Any decision to use Belong’s reserves may be made only in a meeting of the trustees, where a quorum is present, and where a majority of that quorum of trustees agree. Such decisions must be clearly minuted, along with their rationale.

Investing Reserves

Belong’s reserves may be needed as cash in the short to medium term. In the future we may invest our reserves in order to obtain a financial return for the charity, however, ensure that these investments allow us to readily access our reserves as cash, when needed.

Monitoring and compliance

Reserves levels and forecasts will be monitored as part of bimonthly corporate financial reporting, with regular reports provided to the Board of Trustees.

If reserves move significantly away from target, specifically below the minimum range (resource constrained) or above the maximum range (opportunity constrained) then a recovery plan will be prepared by the CEO in conjunction with the Treasurer for consideration by Trustees.

Accounts for the year ended 31st March 2025

Statement of Financial Activities (including Income and Expenditure Account) For the year ended 31st March 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Income from:				
Donations and legacies	3	557,878	265,258	823,136
Investments	4	481	–	481
Total income		558,359	265,258	823,617
Expenditure on:				
Raising funds	5	–	10,836	10,836
Charitable activities	6	504,290	240,968	745,258
Total expenditure		504,290	251,804	756,094
Net income/(expenditure)		54,069	13,454	67,523
Transfers between funds		–	–	–
Net movement in funds		54,069	13,454	67,523
Reconciliation of Funds:				
Fund balances at 1 April 2024		129,033	28,898	157,931
Fund balances at 31 March 2025		183,102	42,352	225,454

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

Statement of Financial Activities (including Income and Expenditure Account) For the year ended 31st March 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:				
Donations and legacies	3	446,818	277,465	724,283
Investments	4	–	–	–
Total income		446,818	277,465	724,283
Expenditure on:				
Raising funds		–	–	–
Charitable activities		462,774	267,725	730,499
Total expenditure		462,774	267,725	730,499
Net income/(expenditure)		(15,956)	9,740	(6,216)
Transfers between funds		(2,463)	2,463	–
Net movement in funds		(18,419)	12,203	(6,216)
Reconciliation of Funds:				
Fund balances at 1 April 2023		147,452	16,695	164,147
Fund balances at 31 March 2024		129,033	28,898	157,931

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

Balance Sheet as at 31st March 2025

	Notes	2025	2024
		£	£
Current assets			
Debtors	10	110,121	97,480
Cash at bank and in hand		176,271	154,578
Total current assets		286,392	252,058
Creditors: Amounts falling due within one year			
	11	(60,938)	(94,127)
Net current assets		225,454	157,931
The funds of the charity			
Restricted income funds	14	42,352	28,898
Unrestricted income funds	15	183,102	129,033
		225,454	157,931

The financial statements were approved by the trustees on 22nd September 2025



Jack Campbell Tracey (Jan 29, 2026 15:50:44 GMT)

Dr J Tracey

Chair of Trustees

Statement of Cash Flows for the year ended 31st March 2025

	Notes	2025	2025
		£	£
Cash flows from operating activities			
Cash (absorbed by)/generated from operations	18	21,212	(4,027)
Investing activities			
Investment income received		481	–
Net cash generated from investing activities		481	–
Net cash generated from financing activities		–	–
Net (decrease)/increase in cash and cash equivalents		21,693	(4,027)
Cash and cash equivalents at beginning of the year		154,578	158,605
Cash and cash equivalents at end of year		176,271	154,578

Notes to the Financial Statements

1. Accounting policies

Charity information

Belong: Making Justice Happen is a charity registered with the Charitable incorporated organisation (CE009755) registered with the Charity Commission of England and Wales. The registered office is Capital Office, Kemp House, 152–160 City Road, London, EC1V 2NX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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 charity is a Public Benefit Entity as defined by FRS 102.

The financial statements 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 the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies are received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the Charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income is included when receivable.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts

payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Taxation

The charity is exempt from taxation on its income and gains where they are applied for charitable purposes. Irrecoverable VAT is included in the cost of the goods or services on which it was charged.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Other donations and grants	557,878	265,258	823,136	446,818	277,465	724,283

4. Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	481	-

5. Expenditure on raising funds

	Restricted funds 2025 £	Restricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	10,836	-

6. Expenditure on charitable activities

	Expenditure 2025 £	Expenditure 2024 £
Direct Costs		
Staff costs	627,144	601,142
Accountancy fees	12,806	6,660
Meeting room hire	5,131	3,978
Recruitment costs	5,196	5,318
Insurance	3,629	2,856
Staff training	10,151	10,883
Travel – National	40,455	51,105
Bank charges	1,366	1,384
Advertising & marketing	801	2,235
Freelance staff	3,047	6,163
Volunteer expenses	1,414	3,857
IT Software and Consumables	7,248	11,298
Therapy, Mentoring/RJ resources	4,103	4,846
Subscriptions	2,900	1,439
Clinical supervision	12,660	11,920
Other charitable expenditure	7,207	5,415
	745,258	730,499
Analysis by fund		
Unrestricted funds	504,290	462,774
Restricted funds	240,968	267,725
	745,258	730,499

7. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8. Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charity staff	15	15

Employment costs	2025 £	2024 £
Wages and salaries	556,329	536,541
Social security costs	54,064	51,515
Other pension costs	13,251	13,086
	623,644	601,142

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,000 to £70,000	–	2
£70,001 to £80,000	1	–

Remuneration of key management personnel

The remuneration of the 3 key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	177,579	180,364

9. Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

10. Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	45,501	51,589
Other debtors	64,620	45,891
	110,121	97,480

11. Creditors: amounts falling due within one year

Amounts falling due within one year:	Notes	2025 £	2024 £
Other taxation and social security		2,215	19,424
Deferred income	12	52,427	72,153
Accruals and deferred income		6,296	2,550
		<u>60,938</u>	<u>94,127</u>

12. Deferred income

	2025 £	2024 £
Other deferred income	<u>52,427</u>	<u>72,153</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	<u>52,427</u>	<u>72,153</u>
Movements in the year:		
Deferred income at 1 April 2024	72,153	103,895
Released from previous periods	(54,753)	(86,495)
Resources deferred in the year	<u>35,027</u>	<u>54,753</u>
Deferred income at 31 March 2025	<u>52,427</u>	<u>72,153</u>

Income is deferred, and then released in the period in which it is attributable.

13. Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	<u>13,251</u>	<u>13,086</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

14. Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
AB Charitable Trust	(266)	17,850	(17,035)	–	549
Amplify Run	1,800	–	–	–	1,800
Awards for All	2	–	–	–	2
Big Lottery Feltham Plan A	1,912	64,782	(60,982)	–	5,712
Children in Need	10,317	39,989	(49,349)	–	957
Children in Need Covid 19 Booster	5	–	–	–	5
East England Probation	178	38,886	(37,471)	–	1,593
London Community Foundation	11	–	–	–	11
Paul Hamlyn Foundation	2,218	33,000	(21,574)	–	13,644
Surrey Community Foundation Emergency Covid 19	16	–	–	–	16
Swire Charitable Trust	1,542	24,167	(23,214)	–	2,495
TTA Newham MOPAC	3,153	–	(2,792)	–	361
Tudor Trust	8,010	32,000	(39,387)	–	623
MOPAC Feltham	–	14,584	–	–	14,584
	28,898	265,258	(251,804)	–	42,352

14. Restricted funds (Continued)

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
AB Charitable Trust	1,167	17,850	(19,283)	–	(266)
Amplify Run	–	1,800	–	–	1,800
Awards for All	1,321	–	(1,319)	–	2
Big Lottery Feltham Plan A	–	59,510	(57,598)	–	1,912
CAF Resilience	(402)	–	–	402	–
Charles Hayward Foundation	1,447	–	(1,481)	34	–
Children in Need	3,802	41,956	(35,441)	–	10,317
Children in Need Covid 19 Booster	5	–	–	–	5
East England Probation	5,649	–	(5,471)	–	178
Herts Community Foundation Therapy Grant	117	5,797	(6,346)	432	–
HMPPS Covid Response Grant	(177)	–	–	177	–
London Community Foundation	11	–	–	–	11
MOPAC's Young Londoners' Programme	(1,418)	–	–	1,418	–
Paul Hamlyn Foundation	(5,993)	33,252	(25,041)	–	2,218
Surrey Community Foundation Emergency Covid 19	16	–	–	–	16
Swire Charitable Trust	11,059	32,300	(41,817)	–	1,542
TTA Newham MOPAC	1,669	45,000	(43,516)	–	3,153
Tudor Trust	(1,578)	40,000	(30,412)	–	8,010
	16,695	277,465	(267,725)	2,463	28,898

The specific purposes for which the funds are to be applied are as follows:

Unforeseen staff liabilities regarding management and delivery staff for each project, including redundancy, sick pay, parental leave pay, or any other activities related to violence reduction at each respective prison.

15. Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Designated Fund					
HMPYOI Isis	7,786	–	–	–	7,786
HMP Coldingley	11,440	–	–	–	11,440
HMP The Mount	8,273	–	–	–	8,273
HMP Wormwood Scrubs	3,559	–	–	–	3,559
General funds	97,975	558,359	(504,290)	–	152,044
	129,033	558,359	(504,290)		183,102

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Designated Fund					
HMPYOI Isis	7,786	–	–	–	7,786
HMP Coldingley	11,440	–	–	–	11,440
HMP The Mount	8,273	–	–	–	8,273
HMP Wormwood Scrubs	3,559	–	–	–	3,559
General funds	116,394	446,818	(462,774)	(2,463)	97,975
	147,452	446,818	(462,774)	(2,463)	129,033

15. Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
		£	£
At 31 March 2025:			
Current assets/(liabilities)	183,102	42,352	225,454
	183,102	42,352	225,454

16. Analysis of net assets between funds (Continued)

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 March 2024:			
Current assets/(liabilities)	129,033	28,898	157,931
	<u>129,033</u>	<u>28,898</u>	<u>157,931</u>

17. Related party transactions

There were no disclosable related party transactions during the year (2024–none).

18. Cash (absorbed by)/generated from operations

	2025	2024
	£	£
Surplus/(deficit) for the year	67,523	(6,216)
Adjustments for:		
Investment income recognised in statement of financial activities	(481)	–
Movements in working capital:		
Decrease/(increase) in debtors	(12,641)	29,680
Increase in creditors	(13,463)	4,251
(Decrease)/increase in deferred income	(19,726)	(31,742)
Cash (absorbed by)/generated from operations	<u>21,212</u>	<u>(4,027)</u>

19. Analysis of changes in net funds

The charity had no material debt during the year.

Independent Examiner's Report To the Trustees of Belong: Making Justice Happen

I report to the trustees on my examination of the financial statements of Belong: Making Justice Happen (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 financial statements in accordance with the requirements of the Charities Act 2011.

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. 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.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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 financial statements to be reached.



Philip Handley FCA

**Institute of Chartered Accountants
in England and Wales**

HSKS Greenhalgh Ltd
Charlotte House
Stanier Way
The Wyvern Business Park
Derby DE21 6BF

Dated: 29/01/2026.....

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Belong: Making Justice Happen

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Registered charity number: 1172293X

belongmakingjusticehappen.co.uk

BELONG
MAKING JUSTICE HAPPEN











Belong Annual Report and Accounts 2024-25 Final

Final Audit Report

2026-01-29

Created:	2026-01-28
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2026-01-29 - 14:36:32 GMT
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BELONG: MAKING JUSTICE HAPPEN

England & Wales - Charity number 1172293

Accounts

Trustees Annual Report and Accounts

For the year ended 31 March 2024



Charity registration number 1172293

Company number CE009755

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Legal and Administrative Information

Charity Number

1172293

Principal Address

Capital Office, Kemp House,
152 – 160 City Road, London, EC1V 2NX

Trustees

Mr F Ingham
Dr Geoff Paul
Mr Daniel Marsh
Ms Anne Gallacher
Ms Jennifer Holroyd
Mr Richard Kent
Ms Jo Egan
Ms Sian Beynon
Mr Frankco Harris

Independent examiner

Philip Handley FCA
HSKS Greenhalgh Ltd
Charlotte House
Stanier Way
The Wyvern Business Park
Derby DE21 6BF

Structure, governance and management

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr F Ingham
Ms Emma Stuart (Resigned 1 April 2024)
Dr Geoff Paul
Ms Caroline Havers (Resigned 1 September 2024)
Mr Matthew Parris (Resigned 30 November 2023)
Mr Daniel Marsh
Ms Jemima Roe (Resigned 31 August 2023)
Ms Anne Gallacher
Mrs Jennifer Holroyd
Mr Richard Kent
Mr Edward Bowie (Resigned 1 April 2024)
Ms Jo Egan
Ms Sian Beynon
Mr Frankco Harris

Recruitment and appointment of trustees

The trustees are recruited via an open, competitive recruitment process and appointed in a general meeting or by existing trustees. In selecting persons to be appointed as trustees, the existing trustees consider the benefits of appointing a person who through occupation, employment or otherwise has special knowledge of the area or who is otherwise able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects and the management of the charity.

Trustees' Report

The trustees present their annual report and financial statements for the year ended 31 March 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 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)" (effective 1 January 2019).

Objectives and activities

Belong is an incorporated charity, governed by a constitution which was adopted on 15th December 2016 and registered as a charitable organisation on 28th March 2017. The incorporated charity was set up to further the purposes of Belong London, an unincorporated charity which was registered as a charitable organisation on 19th July 2011. The charity is managed by the trustees who meet regularly to consider the progress of the charity and to consider its future direction and activities. The day-to-day operation of the charity is delegated to the CEO who is supported by the other members of staff and volunteers.

The charity's purposes, as laid out in its constitution are:

1. To promote for the benefit of the public in the UK and its communities, with a view to the preservation of public order, the provision of services for mediation and conciliation between people, organisations and groups who are involved in disputes or conflicts where that dispute or conflict results from or may lead to acts of anti-social behaviour, crime, vandalism, racial abuse or breach of the peace.
2. To promote for the benefit of the public in the UK, the provision of services for mediation and conciliation between victims of crime and offenders, with a view to the preservation of public order, and for the preservation and protection of the well-being of such victims and the rehabilitation of such offenders.

3. To promote social inclusion among prisoners, ex-offenders, and their families who are socially excluded from society, or parts of society, because of their past or current involvement in the criminal justice system or the involvement of a family member(s) by:

- providing information to support and enable prisoners, ex-offenders, and their families to identify and access education, employment, training and/or recreational opportunities;
- providing mentoring support to enable prisoners, ex-offenders, and their families to develop self-confidence, self-awareness, empathy and life skills such as budgeting, communication, conflict resolution, goal setting and reflective thinking;
- and providing psychotherapeutic support to enable prisoners, ex-offenders, and their families to process experiences of trauma, better manage emotional and mental health problems and improve their emotional and mental wellbeing.

The charity has developed its vision, mission, values and strategic aims to cohere with its charitable purposes, in consultation with beneficiaries, funders, volunteers, staff members and trustees.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Chair and CEO's Message

Belong's team this year have supported people who have been victims and those who have offended, amid an increasingly challenging criminal justice system. Within this system, Belong offers a unique opportunity to individuals who engage in our programmes, to see themselves and be seen by others, as whole people – with needs, histories and contexts that are beyond and beneath experiences of victimisation or behavioural choices that have harmed others.

Every person who participates in a Belong programme is recognised as having value, worth and an identity that no one else can match. Whilst evidence-based, and scalable, Belong's interventions are always tailored to each unique participant, and built on foundations of trust and respect. Although we operate in a strained and difficult system, as we continue to persevere with this approach, we know that there is so much that our beneficiaries can accomplish as we work alongside them with support, courage and endurance. As we move into next year, we will further welcome people who have committed or been victims of offences to lead us in developing a more effective, humane criminal justice system, as well as even better support programmes.

We are immensely grateful to all our funders and supporters, who make it possible for us to work with our beneficiaries to drive change and hope. Our huge thanks go to the Swire Charitable Trust, Charles Hayward Foundation, National Big Lottery, Home Office, Children in Need, London and Bedfordshire Offices for Policing and Crime, Tudor Trust, Paul Hamlyn Foundation, AB Charitable Trust, Tresanton Trust, Ministry of Justice, Garfield Weston Foundation, Robin Corbett Foundation, UK Youth, Peter Lilley Memorial Foundation and Chesterhill Charitable Trust.

The trustees' report was approved by the Board of Trustees.

Ms Jo Egan

Co-Chair of Trustees

Date: **Jan 30, 2025**

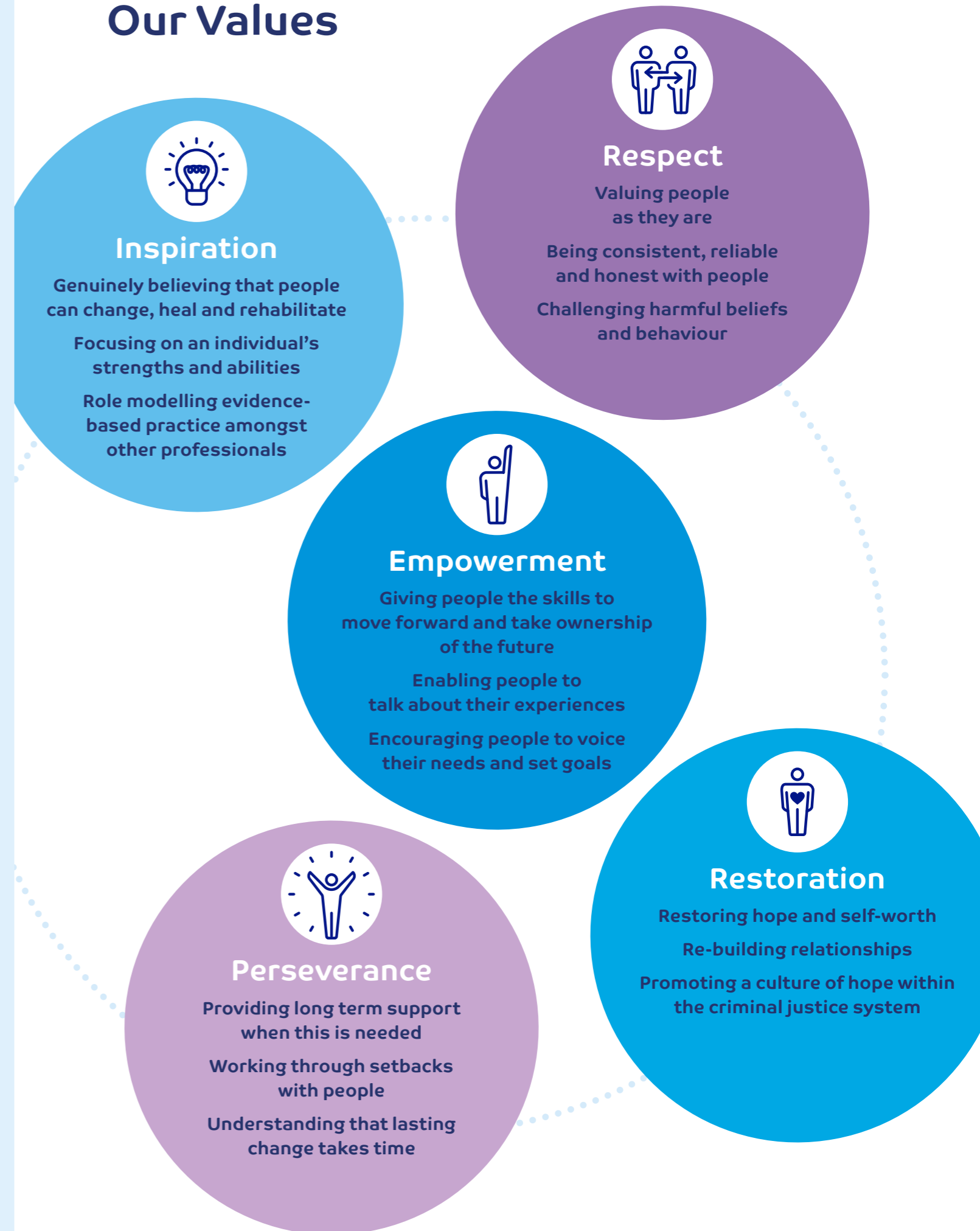
Mr Frankco Harris

Co-Chair of Trustees

Vision, Mission & Strategic Aims



Our Values



Belong's Landscape

The Criminal Justice System in England and Wales is continuing to face significant, growing challenges. **Policing, courts, victims' services, prison and probation units are under strain, with a concerning decline in day-to-day performance and strategic effectiveness.**

In the year ending March 2024, police forces recorded 5.4 million offences in England and Wales, 4.5 million of which were victim-based offences. The latest Victims Survey enquired into the experiences of over 3000 people who have been victims of crime over the past three years across England and Wales. 70% of victims surveyed felt that their crime was not investigated thoroughly enough and nearly half were dissatisfied with the overall police response to their crime. Whilst most victims felt that they had enough support during the court process, only 38% believed that the criminal justice system was fair, just over a quarter believed it was effective and 23% believed that they could receive justice by reporting a crime.

With one of the highest incarceration rates for comparable societies, in March 2024, the prison population in England and Wales was 87,869, almost 6% higher than at the same time in 2020 at 82,990. The Ministry of Justice predicts further rises in the prison population by March 2027, ranging from 93,100 to 106,300 and far outstripping current capacity in the estate.

Violence and self-harm in prisons are on the rise in both male and female establishments. The rate of self-harm incidents are now the highest since government records began at 829 per 1,000 prisoners, equalling 70,875 reported incidents in the year ending December 2023. Rates for women are even worse at 5,624 per 1,000 prisoners. Assaults have also risen significantly. In the year ending December 2023, overall assaults were up 28% from the previous year at a rate of 315 per 1,000 prisoners.

Whilst average custodial sentence lengths have seen a small rise in recent years (up to 20.9 months in 2023), there are a **huge number of prisoners serving very short sentences**. In 2023 56% custodial sentences handed down were for 12 months or less. It is well established through research that short sentences in our system can be damaging to rehabilitative efforts. Reoffending rates alone tell a compelling story here. Ministry of Justice data shows that in 56% of adults released from custodial sentences of less than 12 months reoffended within a year, compared to 21% of adults who had served sentences of 12 months or more.

The Probation Service is under significant pressure with over 238,765 people under supervision at the end of 2023. HM Inspector of Probation (HMIP) annual report 2022–23 found that almost all probation divisions it inspected required improvement across the main performance indicators. This is clearly having an impact on outcomes for people on probation as they end their time in custody and transition into the community. After studying the offender management in custody model (OMiC), the inspectorate found in their sample cases that one in ten people were released homeless, only 40% of people were released to settled accommodation, and 30% of cases reviewed saw people recalled to custody only nine months after release.

Workforce challenges in the prison and probation services are some of the most acute in public service. Whilst the probation service has recruited large numbers of new trainee officers since the service was reunified under the civil service, vacancy rates in 2023 averaged at 29% against the target staffing position. This is partly because retention is relatively poor in the service, with about a 7% resignation rate, about a third of whom had 5 years or more experience. And experience matters in this part of the service. To become a qualified probation officer takes 15 to 21 months with a significant amount of supervision and input from qualified colleagues. If both new-recruit rates and vacancies are high, this puts a real strain on the workforce – many of whom are dealing with a caseload of over 50 individuals at any one time.

Despite a big push in recruitment across the sector since the Covid 19 pandemic, **poor retention and inexperience seriously hinder effectiveness.** In February 2024, a Criminal Justice Joint Inspection report noted highlighted these issues as the biggest challenge across the criminal justice system workforce:

“ We have found some worrying levels of inexperience across the CJS and in some areas significant problems retaining staff... While we acknowledge the steps that have been taken to recruit new staff, we are concerned that the loss of experienced personnel offers limited opportunities for new starters to learn from seasoned colleagues. As a result, many find themselves navigating a high-pressure environment without adequate support and supervision to develop their skills. ”





These issues are all exacerbated by the funding picture. The social and economic cost of crime is estimated by the government to be £58.9bn every year. The average annual cost of prison places has increased over recent years, from £35,182 in 2015/16 to £51,724 in 2022/23. HMPPS investment has ultimately seen real term reduction in resource investment of 5.3% since 2010, with additional capital investment for new prison places allocated through past spending reviews to build new prison places largely unspent to date. When inflation is taken into consideration, overall spend on courts, probation, prisons and victim’s services has reduced by over 15% since 2009/10. Conversely, spending on policing by the Home Office has increased in real terms by nearly 17% since 2015/16.

None of these challenges can be addressed in isolation; **a whole of system, whole of society approach by the government and its partners is needed to prevent future victims by reducing crime and addressing reoffending.** Alongside greater long-term investment in public services and more coherent, equitable approaches to sentencing, increased community support for people who have offended or been victims of crime will be vital to reducing reoffending and build healthier, safer communities. Whilst continuing to provide vital evidence-based tools and approaches like restorative justice, creative psychotherapies and mentoring for more victims and offenders, Belong will continue its work to influence policy makers towards these key outcomes.

Key Achievements this Year

We have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees and senior management team have considered how planned activities will contribute to the public benefit and the charity’s aims and objectives. We increased our reach from supporting 446 individuals in 2022–23, to supporting 775 people in 2023–24. During 2023–24 we worked from within 11 prisons and young offender’s institutions, as well as in several communities, delivering:

RESTORATIVE JUSTICE AND ONE TO ONE SUPPORT FOR

620

PRISONERS AND PRISON STAFF who were victims or perpetrators in violent or antisocial behaviour incidents at HMPYOI Isis, HMP The Mount, HMP Featherstone and HMP Coldingley.

TRAIN THE TRAINER MEDIATION TRAINING FOR

8

PRISON STAFF AND MANAGERS at HMP Bedford, and Restorative Approaches training for 9 staff at HMPYOI Isis.

MENTORING, PSYCHOTHERAPY AND RESTORATIVE JUSTICE INTERVENTIONS TO

50

YOUNG PEOPLE AGED 18–21 in the community or serving sentences at HMPYOI Feltham and HMPYOI Isis, as part of the Prison Life And New Achievements (PLAN A) programme.

RESTORATIVE APPROACHES TRAINING TO

11

STAFF AND COMMUNITY STAKEHOLDERS as part of the North London Community Violence Reduction project “HomeCooked”

ONE TO ONE MENTORING, RESTORATIVE PRACTICE OR PSYCHOTHERAPY SUPPORT TO

60

PEOPLE SERVING PRISON and community sentences.

RESTORATIVE APPROACHES TRAINING TO

17

ST CHRISTOPHERS FELLOWSHIP TEAM MEMBERS as part of the Alternatives to Custody London Accommodation Pathfinder pilot.

Achievements and Performance

Significant activities and achievements against objectives

45% of the 775 individuals we supported were young people aged between 18 and 25 years and **60%** were from Global Majority Ethnic Backgrounds.

We have utilised our frontline knowledge to help develop a more effective, humane criminal justice landscape, promoting greater availability of restorative justice, mentoring and psychotherapy for harmers and victims of crime at key influencing events including:

Clinks Annual Conference 2023 on Making Race and Justice Everybody's Business – we raised awareness of findings from our consultation on the experiences of Black men in prison during Covid-19, and from our work at HMPYOI Isis and HMPYOI Feltham where young Black and Asian men form 60–70% of the prison population.

- **Mint House Conference 2023 on Communicating Restorative Justice** – our Chief Executive presented on Communicating Restorative Justice to People who Harm
- **Restorative Justice Council Annual Conference** – our Chief Executive presented on Harnessing the Power of RJ; Next steps for National Policy

Resolving conflicts between men serving sentences at HMP Coldingley

Julio was assaulted by a fellow prisoner Callum while they were both waiting to see the prison GP. Callum later said he'd done this because Julio had threatened him. Prison staff were concerned that Julio could retaliate against Callum, extending and continuing the conflict.

Following one-to-one sessions with Belong's RJ practitioner, both men agreed to take part in a face-to-face RJ meeting, so that the situation could be resolved without further violence. Before bringing the men together, the RJ facilitator ensured they both felt comfortable going ahead and understood that the meeting would be run in line with RJ principles of neutrality, fairness, respect and concern for all.

During the meeting between Callum and Julio, both men apologised for their part in the incident, despite there still being some disagreement about

what exactly happened. At the end of the meeting, they were invited to shake hands as they had initially requested. They ended up hugging each other which clearly showed they had put the issue behind them. Both men then continued to reside on the same unit and work towards planning for their release.

Psychotherapy as part of the PLAN A programme at HMPYOI Isis

Dayo took part in one-to-one creative psychotherapy sessions over 5 months as part of our PLAN A program, which we have been able to expand into HMPYOI Isis this year. Dayo begun psychotherapeutic intervention with a stance that therapy would not help him but he was willing to give it a try. During therapy he explored themes of relationships, communication, life in prison, responsibility, past life experiences, substances, adulthood, change, progress, violence, gang culture, acting out behaviour, social pressure, religion, sexuality, deportation, safety, care, trust, shame, guilt, justice, exclusion, otherness, self-image and identity.

Dayo initially expressed strong beliefs around the usefulness of violence in community or prison to secure safety and order. There was also a tendency for Dayo to support the idea of eye for an eye and the need for punishment for wrongdoing, oftentimes highlighting Dayo's belief of having to atone for his crimes. Despite his beliefs he was able to engage in meaningful debate, as well as listen, be curious and ask questions. This progressed to Dayo explaining how instead of using violence to deal with a conflict he had on his prison unit, he chose to use negotiation and boundaries. This showed Dayo's development and maturity.

Dayo did not initially believe in his ability to be empathetic or flexible, but every session highlighted his ability to think of others and grow in confidence. During therapy he began making conscious choices to utilise his critical thinking and systemic understanding of how his actions affect

others to make more informed and wiser decisions. He improved his ability to take a step back and deconstruct his own harmful core beliefs. Dayo reviewed his engagement with this psychotherapy positively and agreed to take part in the mentoring and RJ strands of PLAN-A.

Building relationships between prison officers and men serving sentences at HMP Featherstone

Mohammed had recently started serving a sentence at HMP Featherstone. A conversation he had with Officer Okot about delays with his belongings arriving at the prison escalated into a heated exchange whereby Mohammed was rude and abusive to Officer Okot, and then assaulted him. A hearing was held a few days later so that a prison Governor could ensure Mohammed was held to account for his actions. The situation was referred to Belong's restorative justice service and I initially spoke to both Officer Okot and Mohammed separately. In telling me what had happened and how he'd been impacted, Officer Okot said that he and Mohammed had built a good rapport after Mohammed's arrival at the prison, and that he was therefore shocked when Mohammed had assaulted him. The incident had worried his family, and he had considered finding another job as a result. He expressed that he would like to know why Mohammed had acted that way when he had been trying to help him.

When I talked to Mohammed, he took responsibility for his actions and wanted to apologise to Officer Okot for the harm he had caused. He also wanted Officer Okot to know that he didn't have anything personal against him but that he had been extremely stressed and frustrated that day about not having his belongings. I was able to share this information with Officer Okot on Mohammed's behalf. Following this, they both agreed to put the incident behind them and move forward, maintaining a professional relationship.

Psychotherapy for people on probation from Global Majority backgrounds

On referral to the Me-time psychotherapy programme, Jermaine said he'd never taken part in psychotherapy before. We discussed his preconceptions of therapy and the limited access there is to mental health support in the community. Jermaine stated he

had never spoken about his feelings and saw the benefits of sharing his burdens and emotions with someone non-biased and non-judgemental.

During the therapy sessions he reflected on his racially traumatic experiences at school and how those experiences still affected him. He worked through difficult feelings about the impact on him of the media's negative representation of Black men and boys. I offered containing and supportive creative activities during the process where Jermaine further explored themes of identity, belonging, heritage, family, positive/negative role models and experiences of being marginalised individually, societally, institutionally.

Community mentoring with probation

Alexandru was referred to Belong's mentoring programme in the community by his probation officer. He had limited English language skills and needed support with practical tasks like paying bills and making appointments with his GP. His mentor was able to provide practical advice and helped to increase Alexandru's confidence to complete these tasks independently.

Whilst engaging with his mentor, Alexandru was involved in the process of seeking contact with and building a relationship with his son. His mentor assisted him to understand and work through the process. This was a challenging time for Alexandru and his mentor provided emotional support which Alexandru said helped him to refrain from drug abuse to escape his feelings. At the end of the mentoring process, Alexandru commented how much his mentor had helped him and how grateful he was.

Mentoring at HMP Brixton

Isamu was referred to the Belong mentor service at HMP Brixton by staff in the Employment Hub. Isamu was approaching his release and requested help with his CV, something he had never done before. His mentor helped him to complete a high-quality CV and supported him to write a disclosure letter, where Isamu explained the circumstances around his previous offences, detailing the positive changes he had made since then and his ambitions for the future. Isamu stated he found support with these tasks helpful and intended to use both in his search for employment.

Shortly after his release, Isamu expressed that he felt that he had achieved everything he set out to with his mentor. Isamu described his Belong mentor as kind, respectful and delivering on what they offered.

Feedback from Programme Participants

VICTIMS OF CRIME AND PRISON STAFF MEMBERS WHO WERE HARMED BY INCIDENTS IN PRISON SAID...

“I really appreciate the fact that (the Belong team) support and care about me. It has been the best thing in my life...I often think back to how kind and respectful (the RJ facilitators) were to me. Its one of the fondest memories I have, despite the circumstances.... Working with the psychotherapy service has helped me massively and shown me that there is good in this world.”

“The shuttle mediation allowed the opportunity to share our views and perceptions without provoking further conflict. This then naturally led to an apology from the (person in prison) and my acknowledgement that there may have been some misunderstanding and an opportunity to learn from this.”

“I took part in a mediation with a prisoner after an incident. It helped clear the air and voice things that we may not have had a chance to say, whilst in a calm and controlled environment. It helped me rebuild my rapport with the prisoner. (The facilitator) was very professional and helpful and made me feel at ease throughout the process. I found (the process) helpful.”

PEOPLE IN PRISON SUPPORTED BY BELONG THIS YEAR SAID...

“(PLAN A therapy sessions) pushed me to become a better version of myself and stopped me from hindering who I can become and what I can do with my life. (They) made me realise jail isn't the end of me. PLAN A was the most unique programme I've done. There aren't many programmes that care about your wellbeing or how to be a better version of yourself but this programme did that, 100%.”

“PLAN A helped me understand everything about my offence, my emotions, the consequences and victim awareness... it was respectful and there were good boundaries in place. Before PLAN A I just did things but now I think about the consequences. It also helped me to consider what other people are thinking.”

“(The RJ facilitator) helped me unpack my offence... and made me think... (My mentor) listens to me and then goes away and thinks about what I have said, and when he sees me the following week he talks to me about how he has thought about our previous conversation. I would never have imagined talking to let alone working with someone so different from me but I can see that he really cares... we are both learning from each other and that is new for me and makes me feel worthwhile.”

“(Therapy sessions) were like getting constructive feedback... in a one-to-one space where I didn't feel embarrassed about anyone else's opinion.”

“The RJ helped me to realise that it's not wise or clever to let things build up, and to talk openly and honestly.”

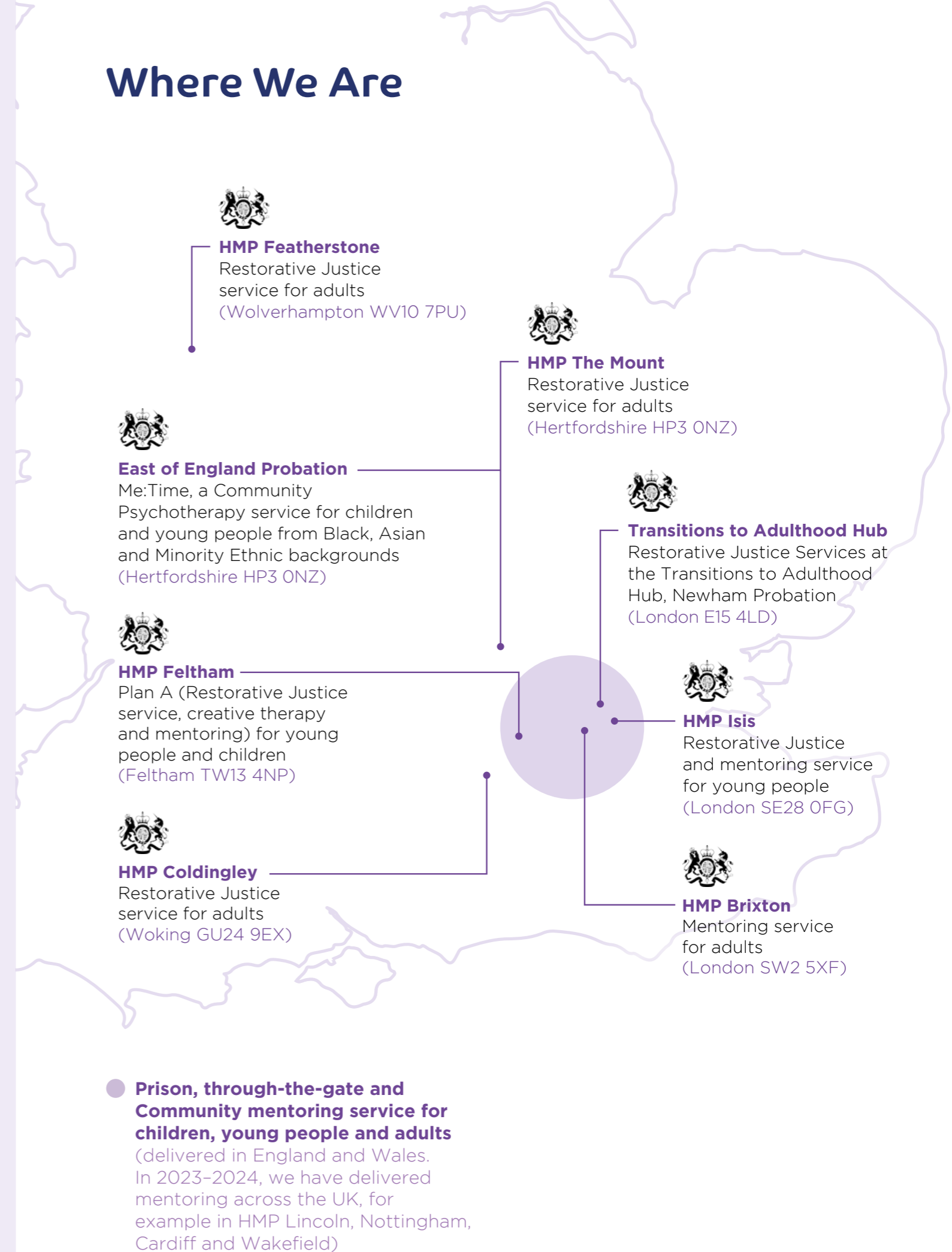
PEOPLE ON PROBATION SUPPORTED BY BELONG THIS YEAR SAID...

“(My PLAN A mentor) is someone to lean on when I need help, I don't get any other support. Her support feels important. She listens to me, is open, doesn't judge. I wouldn't engage if I didn't feel like I was being helped. I would still like the support to continue.”

“The RJ service helped me gain a wider perspective on the consequences of my actions.”

“(The RJ service) has helped me to change my way of thinking and stay out of trouble after many years of offending... It's lifechanging, a second chance to correct wrongdoings.”

Where We Are



Staff Team

We could not have continued our work during 2023–24 without our skilled, dedicated, and dynamic staff team! There is a detailed introduction to our senior management team and some information about our wider staff team here.

Esther

CEO

Esther has worked for over two decades with people from disadvantaged groups, in particular with those who have offended or been victims of crime. With an academic background in law and psychotherapy, she gained an understanding of wider issues in criminal justice globally by working in a number of African prisons early in her career.



In 2010, Esther co-founded Belong. Under her leadership the organisation has achieved sustained growth as well as a solid track record in supporting the rehabilitation of people with criminal convictions, and helping those on the receiving end of crime to cope and recover.

Esther is an active influencer of criminal justice policy and practice, driven by her vision of an effective, non-discriminatory, humane criminal justice system. She has participated on Belong's behalf in expert panels on key topics relevant to criminal justice policy and practice, as well as in media pieces with BBC London, BBC Radio 4, South London Press, Colourful Radio, the Big Issue, Third Sector Magazine and National Prison Radio.

Outside of Belong, Esther enjoys spending time with friends and family, in nature, cooking, swimming and cycling.

Hannah

Head of Development

Hannah was first drawn to the criminal justice sector whilst volunteering at a Prison Visitors' Centre at HMP Durham and seeing first-hand the challenges faced by the family and friends of people in prison.



She is passionate about working towards a more humane and just criminal justice system.

She joined Belong in 2016, bringing significant experience of front line, middle management and senior management positions in public sector prisons. She has an excellent working knowledge of the interplay between vulnerability and risk, as well as an established track record of building rapport and trust with individuals from a range of backgrounds.

A strategic, creative thinker, Hannah provides proactive, enthusiastic and supportive leadership. She works with the Chief Executive and Development team to publish policy responses, write influential blogs, develop Belong's relationships with other key organisations and maintain sustainable, multi-year funding for the organisation.

Sam

Head of Programmes

Sam has worked for Belong since 2017, when he established our restorative justice services at HMP Coldingley and began managing our prison and community mentoring interventions. With a background in public sector crime reduction, Sam has developed a thorough understanding of the complex factors underlying victimisation and offending.

Approaching his work with determination, hope, patience and resilience, Sam has a sound working knowledge of the principles of mentoring and restorative justice and psychotherapy. He has experience of supporting service users facing multiple disadvantages, from a variety of cultural backgrounds, to cope and move forward towards their positive goals.



As Head of Programmes, Sam is a confident communicator who develops Belong's excellent connections within several UK regions including with police and crime commissioners, other voluntary sector groups, safer neighbourhood boards and prisons. He works with the Chief Executive to oversee and develop Belong's mentoring, restorative justice and psychotherapy interventions, ensuring that safeguarding and risk management processes are implemented consistently across the organisation.

Wider staff team

Belong's staff team this year includes four service managers, two service coordinators, three creative psychotherapists and one restorative justice practitioner. The team is responsible for managing and delivering the organisation's restorative justice, mentoring and psychotherapy interventions in prisons and communities. They each have an in-depth grasp of the complex, multiple and intersecting disadvantages facing

people with criminal convictions, and those who have been victims of crime. Belong's team apply trauma informed approaches to ensure that people accessing our support can achieve the best possible future for themselves.

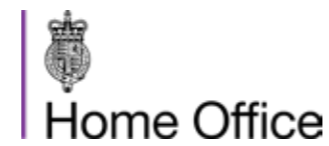
Members of the team have academic and professional qualifications in subjects such as dance movement psychotherapy, drama psychotherapy, criminology, community justice and psychology. Before joining Belong, many had already worked within the criminal justice and voluntary sector for at least five years. Our staff team are driven by the desire to see individuals thrive, regardless of their past.

In their positions with Belong, our team have built lasting professional relationships with a range of other organisations in prisons and communities. They are committed to multi-agency working, maintaining efficient office management systems, and reporting effectively on service performance. The team meet together at least every two months to share learning, challenges and successes in their work.

“ Our staff team are driven by the desire to see individuals thrive, regardless of their past. ”

Principal Sources of Funds

Belong has continued to achieve sustainable growth as well as high quality financial performance. We are very grateful to our financial supporters this year who have included:



The Peter Lilley Memorial Foundation

The Tresanton Trust

The Chesterhill Charitable Trust

Financial Review

Significant factors

Allocation of resources

Belong aims to carry out programmes in community areas and prisons where there is most need for them. These include areas and prisons in which there are high crime or conflict rates, high reoffending rates, problems with specific types of crime or conflict, where there is high deprivation and where there are few other services effectively targeting these problems. The organisation identifies such areas and custodial establishments through web-based research, reviewing statistics and attending multi-agency conferences and partnership meetings.

Once appropriate areas and prisons within which to carry out programmes have been identified, Belong's trustees and/or staff team work to build relationships with local criminal justice organisations such as police teams, probation teams, youth offending services and staff teams within identified communities and/or prisons. At this stage we identify, in consultation with these bodies, more specifically what type(s) of programmes are needed in the area or prison that Belong could provide. We then seek to create these programmes and seek sustainable funding for them. We also identify projects to carry out via researching current tender and grant funding opportunities that are available for specific pieces of work in specific areas. If Belong's resources permit, we then bid for these opportunities.

Only individuals who fulfil certain criteria can access some of our services. The criteria we currently use are:

- **Age related;** As part of the PLAN A programme at HMPYOI Isis we offer psychotherapy to those aged 18 years old and mentoring and restorative justice to those aged 18 to 25 years. At HMPYOI Feltham we offer psychotherapy, mentoring and restorative justice to those aged 18 to 25 years old.
- **Offence type related;** At HMPYOI Feltham and HMPYOI Isis we prioritise those with convictions for violent offences for psychotherapy, mentoring and restorative justice interventions as part of PLAN A.

- **Circumstance related;** In HMPYOI Isis, HMP The Mount and HMP Coldingley we can work with anyone who has been involved in a conflict or incident in the prisons. As part of our PLAN A programme in HMPYOI Feltham and HMPYOI Isis and mentoring programme at HMP Brixton, we prioritise those being released from prison within 3–6 months.
- **Ethnicity related;** As part of our Me-time psychotherapy programme delivered with Hertfordshire and Bedfordshire probation, we support people on probation from Global Majority ethnicities.

These criteria are defined by Belong, through consultation with funders. We regularly review these criteria so that they can be adapted if necessary.

Monitoring and compliance

Reserves levels and forecasts will be monitored as part of bimonthly corporate financial reporting, with regular reports provided to the Board of Trustees.

If reserves move significantly away from target, specifically below the minimum range (resource constrained) or above the maximum range (opportunity constrained) then a recovery plan will be prepared by the CEO in conjunction with the Treasurer for consideration by Trustees.

Reserves policy

Belong aims to put the needs of victims and perpetrators of crime at the heart of all that we do. Our vision is of a world where there is hope, rehabilitation and recovery for victims and perpetrators of crime. Providing long term, individualised responses to conflict and crime is core to our mission at Belong.

Our reserves policy aims to ensure that our work to deliver our vision and mission is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required.

We have calculated an appropriate reserves range for our organisation of between 2 months (minimum level) and 4 months (maximum level). This includes free and restricted reserves.

Policy background

Charity law requires any income received by a charity to be spent within a reasonable period of receipt. Trustees of Belong must be able to justify the holding of income as reserves. The Charity Commission's guidance on reserves states: "There is no single level or even a range of reserves that is right for all charities. Any target set by trustees for the level of reserves to be held should reflect the particular circumstances of the individual charity. To do this, trustees need to know why the charity should hold reserves and, having identified those needs, the trustees should consider how much should be held to meet them."

This policy sets out our policy on free reserves, which are defined as unrestricted funds excluding fixed assets and defined benefit pensions. These free reserves include short-term investment balances, cash and other working capital balances.

As part of effective financial management, we hold reserves to ensure we can appropriately manage key financial risks, as laid out in this policy. In this policy we have also set out our plans for investing our reserves, monitoring our reserves levels and reviewing our reserves policy.

Using reserves

Belong's trustee board are responsible for ensuring that the charity holds a sufficient level of reserves. Reserves must not be used, under any circumstances, without the prior written agreement of the board of trustees. Any decision to use Belong's reserves may be made only in a meeting of the trustees, where a quorum is present, and where a majority of that quorum of trustees are in agreement. Such decisions must be clearly minuted, along with their rationale.

Investing reserves

Belong's reserves may be needed as cash in the short to medium term. In the future we may invest our reserves in order to obtain a financial return for the charity, however ensure that these investments allow us to readily access our reserves as cash, when needed.

Principal funding sources

Principal sources of funds

Belong has continued to achieve sustainable growth as well as high quality financial performance.

Major risks

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Unexpected loss of funding

Belong's income from grant and contract funding has increased significantly in recent years, with potential for more growth. Our grant and contract agreements do not hold us legally to financial account for delivering outcomes, i.e. there are not penalties for non-delivery, but there is the potential for unexpected contract or grant termination with associated costs of exit that would bring. Holding some reserves against the risk of unexpected contract or grant termination, is prudent. This ensures we can continue to meet our staff and running costs for two to four months in the event of a significant loss of funding. It also ensures that we can meet these costs for two to four months in the eventuality that the charity needed to close.

Belong receives significant restricted funds. These fall outside of the definition of free reserves. However, in addition to our free reserves we have set aside appropriate amounts within our restricted fund budgets to allow us to account for changes to expenditure levels due to circumstances such as unexpected contract or grant termination, liabilities for staff members redundancy; maternity/ paternity/ adoption leave; disability leave; and sickness absence leave.

Financial loss due to fraud or misallocation of funds

Financial loss due to fraud or misallocation of funds is a risk that is mitigated by our financial controls framework and associated policies. These have been subject to a full scale review this year in order to ensure compatibility with our continued growth as a charity. It is unlikely that any single instance of fraud would be material.



Reliance on limited sources of income

Belong has good diversification of income sources. Income has grown in recent years and expenditure levels can be materially adjusted within a 12-month period to fit revised funding levels if needed.

There is limited reliance on any one donor or funder. We continue to invest in managing funder relationships effectively and in appropriate project management resources to mitigate delivery risks.

Working Capital

Pre financing arrangements are in place on most of our grants. This mitigates a significant drawdown on working capital and liquidity because of taking on contracts which are mostly paid monthly in arrears.

Our cash flow is managed by matching the timing of incoming and outgoing resources appropriately.

Our cash flow projections based on secured income for 2023–24 allowed us to be able to cover unexpected events, such as a delay in income. A significant change in our overall grant and contract financing mix could result in a need to finance short term liquidity from reserves. However, there is no current requirement to make allowance within the reserves range for this.

Long-term commitments

Although we have long-term financial commitments with our staff, these commitments will be funded exclusively through future cash inflows. Future expenditure will be set in line with future income, and therefore specific long-term funds have not been set aside within reserves.

There is no current requirement to make allowance within the reserves range for future plans and commitments.

Accounts for the year ended 31st March 2024

Statement of Financial Activities (including Income and Expenditure Account) For the year ended 31st March 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:				
Donations and legacies	3	446,818	277,465	724,283
Investments	4	-	-	-
Total income		446,818	277,465	724,283
Expenditure on:				
Charitable activities	5	462,774	267,725	730,499
Total expenditure		462,774	267,725	730,499
Net income/(expenditure)		(15,956)	9,740	(6,216)
Transfers between funds		(2,463)	2,463	-
Net movement in funds		(18,419)	12,203	(6,216)
Reconciliation of Funds:				
Fund balances at 1 April 2023		147,452	16,695	164,147
Fund balances at 31 March 2024		129,033	28,898	157,931

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

Statement of Financial Activities (including Income and Expenditure Account) For the year ended 31st March 2023


	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:				
Donations and legacies	3	434,202	256,174	690,376
Investments	4	759	-	759
Total income		434,961	256,174	691,135
Expenditure on:				
Charitable activities	5	380,295	259,260	639,555
Total expenditure		380,295	259,260	639,555
Net income/(expenditure)		54,666	(3,086)	51,580
Transfers between funds		3,559	(3,559)	-
Net movement in funds		58,225	(6,645)	51,580
Reconciliation of Funds:				
Fund balances at 1 April 2023		89,227	23,340	112,567
Fund balances at 31 March 2024		147,452	16,695	164,147

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

Balance Sheet as at 31st March 2024


	Notes	2024		2023	
		£	£	£	£
Current assets					
Debtors	9	97,480		127,160	
Cash at bank and in hand		154,578		158,605	
Total current assets		252,058		285,765	
Creditors: Amounts falling due within one year					
	10	(94,127)		(121,618)	
Net current assets			157,931		164,147
The funds of the charity					
Restricted income funds	13		28,898		16,695
Unrestricted income funds	14		129,033		147,452
			157,931		164,147

The financial statements were approved by the trustees on **Jan 30, 2025**


Jo Egan (Jan 30, 2025 07:39 GMT)

Ms Jo Egan

Trustee


Frankco Harris (Jan 30, 2025 05:01 AST)

Mr Frankco Harris

Trustee

Statement of Cash Flows for the year ended 31st March 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	18		(4,027)		117,240
Investing activities					
Investment income received				759	
Net cash generated from investing activities			-		759
Net cash generated from financing activities					
			-		-
Net (decrease)/increase in cash and cash equivalents			(4,027)		117,999
Cash and cash equivalents at beginning of the year			158,605		40,606
Cash and cash equivalents at end of year			154,578		158,605

Notes to the Financial Statements

1. Accounting policies

Charity information

Belong: Making Justice Happen is a charity registered with the Charitable incorporated organisation (CE009755) registered with the Charity Commission of England and Wales. The registered office is Capital Office, Kemp House, 152–160 City Road, London, EC1V 2NX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements 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 the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Donations and legacies are received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the Charity, are recognised when the charity becomes unconditionally entitled to the grant.

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income is included when receivable.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Taxation

The charity is exempt from taxation on its income and gains where they are applied for charitable purposes. Irrecoverable VAT is included in the cost of the goods or services on which it was charged.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Income from donations and legacies

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Other donations and grants	446,818	277,465	724,283	434,202	256,174	690,376

4. Income from investments

	Unrestricted funds 2024	Unrestricted funds 2023
	£	£
Interest receivable	-	759

5. Expenditure on charitable activities

	2024	2023
	£	£
Direct Costs		
Staff costs	601,142	535,003
Accountancy fees	6,660	6,502
Meeting room hire	3,978	4,387
Covid 19 equipment	-	100
Recruitment costs	5,318	9,025
Insurance	2,856	2,159
Staff training	10,883	11,896
Travel – National	51,105	35,288
Bank charges	1,384	612
Advertising & marketing	2,235	5,219
Freelance staff	6,163	1,390
Volunteer expenses	3,857	4,077
IT Software and Consumables	11,298	7,730
Therapy, Mentoring/RJ resources	4,846	729
Subscriptions	1,439	474
Clinical supervision	11,920	9,315
Other charitable expenditure	5,415	5,649
	<u>730,499</u>	<u>639,555</u>
Analysis by fund		
Unrestricted funds	462,774	380,295
Restricted funds	267,725	259,260
	<u>730,499</u>	<u>639,555</u>

6. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

7. Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Charity staff	15	15

Employment costs	2024	2023
	£	£
Wages and salaries	536,541	476,361
Social security costs	51,515	45,586
Other pension costs	13,086	11,566
	<u>601,142</u>	<u>533,513</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,000 to £70,000	2	-

Remuneration of key management personnel

The remuneration of the 3 key management personnel was as follows:

	2024	2023
	£	£
Aggregate compensation	180,364	136,410

8. Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

9. Debtors

Amounts falling due within one year:	2024	2023
	£	£
Trade debtors	51,589	24,455
Other debtors	45,891	102,704
Prepayments and accrued income	-	1
	<u>97,480</u>	<u>127,160</u>

10. Creditors: amounts falling due within one year

Amounts falling due within one year:	Notes	2024 £	2023 £
Other taxation and social security		19,424	16,337
Deferred income	11	72,153	103,895
Accruals and deferred income		2,550	1,386
		94,127	121,618

11. Deferred income

	2024 £	2023 £
Other deferred income	72,153	103,895

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	72,153	103,895
Movements in the year:		
Deferred income at 1 April 2023	103,895	-
Released from previous periods	(86,495)	-
Resources deferred in the year	54,753	103,895
Deferred income at 31 March 2024	72,153	103,895

Income is deferred, and then released in the period in which it is attributable.

12. Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	13,086	11,566

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

13. Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
AB Charitable Trust	1,167	17,850	(19,283)	-	(266)
Amplify Run	-	1,800	-	-	1,800
Awards for All	1,321	-	(1,319)	-	2
Big Lottery Feltham Plan A	-	59,510	(57,598)	-	1,912
CAF Resilience	(402)	-	-	402	-
Charles Hayward Foundation	1,447	-	(1,481)	34	-
Children in Need	3,802	41,956	(35,441)	-	10,317
Children in Need Covid 19 Booster	5	-	-	-	5
East England Probation	5,649	-	(5,471)	-	178
Herts Community Foundation Therapy Grant	117	5,797	(6,346)	432	-
HMPPS Covid Response Grant	(177)	-	-	177	-
London Community Foundation	11	-	-	-	11
MOPAC's Young Londoners' Programme	(1,418)	-	-	1,418	-
Paul Hamlyn Foundation	(5,993)	33,252	(25,041)	-	2,218
Surrey Community Foundation Emergency Covid 19	16	-	-	-	16
Swire Charitable Trust	11,059	32,300	(41,817)	-	1,542
TTA Newham MOPAC	1,669	45,000	(43,516)	-	3,153
Tudor Trust	(1,578)	40,000	(30,412)	-	8,010
	16,695	277,465	(267,725)	2,463	28,898

13. Restricted funds (Continued)

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2023 £
AB Charitable Trust	6,833	8,500	(14,166)	-	1,167
Awards for All	-	5,508	(4,187)	-	1,321
CAF Resilience	(402)	-	-	-	(402)
Charles Hayward Foundation	-	22,600	(21,153)	-	1,447
Children in Need	8,891	56,861	(61,950)	-	3,802
Children in Need Covid 19 booster	5	-	-	-	5
East England Probation	-	9,937	(4,288)	-	5,649
Herts Community Foundation Therapy Grant	-	4,140	(4,023)	-	117
HMP Wormwood Scrubs	3,559	-	-	(3,559)	-
HMPPS Covid Response Grant	(177)	-	-	-	(177)
London Community Foundation	11	-	-	-	11
MOPAC's Young Londoners' Programme	5,388	32,930	(39,736)	-	(1,418)
Paul Hamlyn Foundation	-	30,000	(35,993)	-	(5,993)
Surrey Community Foundation Emergency Covid 19	16	-	-	-	16
Swire Charitable Trust	875	14,700	(4,516)	-	11,059
TTA Newham MOPAC	(1,659)	44,998	(41,670)	-	1,669
Tudor Trust	-	26,000	(27,578)	-	(1,578)
	23,340	256,174	(259,260)	(3,559)	16,695

The specific purposes for which the funds are to be applied are as follows:

Unforeseen staff liabilities regarding management and delivery staff for each project, including redundancy, sick pay, parental leave pay, or any other activities related to violence reduction at each respective prison.

14. Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Designated Fund					
HMPYOI Isis	7,786	-	-	-	7,786
HMP Coldingley	11,440	-	-	-	11,440
HMP The Mount	8,273	-	-	-	8,273
HMP Wormwood Scrubs	3,559	-	-	-	3,559
General funds	116,394	446,818	(462,774)	(2,463)	97,975
	147,452	446,818	(462,774)	(2,463)	129,033

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2023 £
Designated Fund					
HMPYOI Isis	7,786	-	-	-	7,786
HMP Coldingley	11,440	-	-	-	11,440
HMP The Mount	8,273	-	-	-	8,273
HMP Wormwood Scrubs	-	-	-	3,559	3,559
General funds	61,728	434,961	(380,295)	-	116,394
	89,227	434,961	(380,295)	3,559	147,452

15. Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Current assets/(liabilities)	129,033	28,898	157,931
	129,033	28,898	157,931

15. Analysis of net assets between funds (Continued)

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
		£	£
At 31 March 2023:			
Current assets/(liabilities)	147,452	16,695	164,147
	147,452	16,695	164,147

16. Prior period adjustment

The comparative unrestricted funds note has been restated as it erroneously stated income received and resources expended, which had not been designated by the Trustees.

17. Related party transactions

There were no disclosable related party transactions during the year (2023 – none).

17. Cash (absorbed by)/generated from operations

	2024	2023
	£	£
(Deficit)/surplus for the year	(6,216)	51,580
Adjustments for:		
Investment income recognised in statement of financial activities	-	(759)
Movements in working capital:		
Decrease/(increase) in debtors	29,680	(43,200)
Increase in creditors	4,251	5,724
(Decrease)/increase in deferred income	(31,742)	103,895
Cash (absorbed by)/generated from operations	(4,027)	117,240

18. Analysis of changes in net funds

The charity had no material debt during the year.

Independent Examiner's Report To the Trustees of Belong: Making Justice Happen

I report to the trustees on my examination of the financial statements of Belong: Making Justice Happen (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 financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission 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.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements to be reached.

HSKS Greenhalgh Ltd

Philip Handley FCA

**Institute of Chartered Accountants
in England and Wales**

HSKS Greenhalgh Ltd

Charlotte House

Stanier Way

The Wyvern Business Park

Derby

DE21 6BF

Dated: **Jan.30, 2025**











Belong Annual Report and Accounts 2023-24 V9


Final Audit Report


2025-01-30


Created:	2025-01-29
By:	Esther Wanjie (estherwanjienyeko@gmail.com)
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2025-01-30 - 3:25:33 PM GMT

BELONG: MAKING JUSTICE HAPPEN

England & Wales - Charity number 1172293

Accounts

Trustees Annual Report and Accounts

Year ending 31st March 2023



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Introduction, Trustees and Governance

The trustees present their report and accounts for the year ended 31st March 2023. The accounts comply with the requirements of the Charities Act 2011, Financial Reporting Standard 102 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and Admin Information

Charity Name

Belong: Making Justice Happen

Charity Number

1172293

Registered Office and Principal Address

Capital Office, Kemp House,
152 – 160 City Road, London, EC1V 2NX

Charity Trustees

Ms Emma Stuart

Mr Fred Ingham (Co-Treasurer)

Mr Matthew Parris (Co-Treasurer)

Dr Geoff Paul

Ms Caroline Havers

Mr Daniel Marsh

Ms Jemima Roe

Ms Anne Gallacher

Mrs Jennifer Holroyd

Mr Richard Kent

Mr Edward Bowie

Ms Jo Egan

Ms Sian Beynon

Mr Frankco Harris

Organisation

Belong is an incorporated charity, governed by a constitution which was adopted on 15th December 2016 and registered as a charitable organisation on 28th March 2017. The incorporated charity was set up to further the purposes of Belong London, an unincorporated charity which was registered as a charitable organisation on 19th July 2011. The charity is managed by the trustees who meet regularly to consider the progress of the charity and to consider its future direction and activities. The day-to-day operation of the charity is delegated to the CEO who is supported by the other members of staff and volunteers.

Trustee Appointments

The trustees are recruited via an open, competitive recruitment process and appointed in a general meeting or by existing trustees. In selecting persons to be appointed as trustees, the existing trustees consider the benefits of appointing a person who through occupation, employment or otherwise has special knowledge of the area or who is otherwise able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects and the management of the charity.

Charitable Purposes

The charity's purposes, as laid out in its constitution are:

1. To promote for the benefit of the public in the UK and its communities, with a view to the preservation of public order, the provision of services for mediation and conciliation between people, organisations and groups who are involved in disputes or conflicts where that dispute or conflict results from or may lead to acts of anti-social behaviour, crime, vandalism, racial abuse or breach of the peace.
2. To promote for the benefit of the public in the UK, the provision of services for mediation and conciliation between victims of crime and offenders, with a view to the preservation of public order, and for the preservation and protection of the well-being of such victims and the rehabilitation of such offenders.
3. To promote social inclusion among prisoners, ex-offenders, and their families who are socially excluded from society, or parts of society,

because of their past or current involvement in the criminal justice system or the involvement of a family member(s) by:

- providing information to support to enable prisoners, ex-offenders, and their families to identify and access education, employment, training and/or recreational opportunities;
- providing mentoring support to enable prisoners, ex-offenders, and their families to develop self-confidence, self-awareness, empathy and life skills such as budgeting, communication, conflict resolution, goal setting and reflective thinking;
- and providing psychotherapeutic support to enable prisoners, ex-offenders, and their families to process experiences of trauma, better manage emotional and mental health problems and improve their emotional and mental wellbeing.

The charity has developed its vision, mission, values and strategic aims to cohere with its charitable purposes, in consultation with beneficiaries, funders, volunteers, staff members and trustees.



Chair and CEO's Message

We celebrate both our eleventh anniversary and our evolving sustainable growth as we move into 2023-24 and beyond. Building on established foundations, Belong is continuing to deliver psychotherapy interventions, restorative justice and much needed one to one mentoring support to people serving prison and community sentences, as well as to those impacted by offences. Alongside this, we have provided training and support for criminal justice professionals including prison officers, prison manager and probation staff. We have promoted the wider use of restorative justice, one to one mentoring and psychotherapy within the UK criminal justice sector, particularly in prisons and in response to crimes committed by children and young people.

This year all parts of the criminal justice sector have continued to face change and challenge. Police, courts, probation and prisons experienced delays in due process, curtailment in rehabilitative opportunities, and increased adverse physical and mental health experiences. Belong's work continues to thrive through the exceptional efforts and commitment of all Belong's diverse, talented, tenacious, and inspirational staff, trustees and volunteers.

We extend a special thank you to our funders and partners without whom we could not enable rehabilitation and hope for victims and perpetrators of crime: The Ministry of Justice, The Home Office, Swire Charitable Trust, Charles Hayward Foundation, The Big Lottery, Children in Need, London Mayor's Office for Police and Crime, Tudor Trust, Paul Hamlyn Foundation, The AB Charitable Trust, The Tresanton Trust, Garfield Weston Foundation, Robin Corbett Foundation, UK Youth, The Peter Lilley Memorial Foundation, The Chesterhill Charitable Trust, and Hertfordshire Community Foundation.

“ Belong's work continues to thrive through the exceptional efforts and commitment of all Belong's diverse, talented, tenacious, and inspirational staff, trustees and volunteers ”

Our Vision, Mission & Strategic Aims

Our vision

Hope, rehabilitation and recovery for victims and perpetrators of crime.

Our mission

Inspiring change by providing long term, individualised responses to conflict and crime.

Strategic Aim Two

Use restorative processes to help greater numbers of crime victims to cope and recover in the aftermath of offences.

Strategic Aim One

Equip more people serving prison sentences with the skills, support and knowledge to peacefully resolve conflicts and problems.

Strategic Aim Three

Promote rehabilitation and improve the life chances of more people with convictions.

Strategic Aim Four

Tailor our interventions to meet the complex needs of victims and perpetrators of violent and sexual offences.

Strategic Aim Five

Use our front-line knowledge to influence the criminal justice landscape, playing a significant part in developing a more effective, more humane criminal justice system.

Our Values



Inspiration

Genuinely believing that people can change, heal and rehabilitate

Focusing on individual's strengths and abilities

Role modelling evidence-based practice amongst other professionals



Respect

Accepting people as they are

Being consistent, open and honest with people

Challenging harmful beliefs and behaviour



Empowerment

Giving people the skills to move forward and take ownership of the future

Enabling people to talk about their experiences

Encouraging people to voice their needs and set goals



Restoration

Restoring hope and self-worth

Re-building relationships

Promoting a culture of hope within criminal justice systems



Patience

Providing long term support when this is needed

Working through setbacks with people

Understanding that lasting change takes time

Our Landscape

The criminal justice system has continued to face several challenges following the COVID-19 pandemic. In 2022, the courts operated at full capacity for a second year in an attempt to clear the criminal court backlog due to the pandemic. As prisons continued to transition back to normal regimes, there was a significant increase in incidences of Release On Temporary Licence (ROTL), and the number of people supervised by the Probation Service also rose toward pre-pandemic levels.

Prisons

On 30 June 2022, the prison population stood at 80,659 – a 3% increase from the same period the year before and the first time it has surpassed 80,000 since March 2020. Current predictions project 98,500 people in prison by 2026¹. The Ministry of Justice (MOJ) expects fewer people to be released from prison as there is a shift toward longer prison sentences.

The remand and sentenced populations continue an upward trend, and there has been an increase in prison recalls. In 2022, 13,409 represents the highest June remand population since 2008. The sentenced population also increased to the highest level since 2016 by 3% (to 66,480). Between January – March 2022, there were 5,544 licence recalls – 33% involved further offending, 70% involved non-compliance, 28% involved failure to keep in touch, and 24% involved failure to reside².

Prisons continue to face challenges with overcrowding, rising levels of violence and

self-harm, substance misuse and deteriorating physical conditions. These challenges are compounded by cuts to funding and difficulties with the recruitment and retention of prison staff.

The rates of assaults and serious assaults in prisons have increased by 13% and 12%, respectively – with 163 prisoner-on-prisoner assaults and 97 assaults on staff per 1,000 prisoners for the year leading up to March 2022³. The rate of self-harm has also increased by 4% in the same period. Trends show considerable gender differences, with higher rates of assaults and self-harm in female establishments.

The MOJ has set out an ambitious refurbishment and expansion plan to create more prison places to improve prison conditions for effective rehabilitation and to tackle crime. Under the ‘Prison Build Programme’, the opening of the new HMP Five Wells and HMP Fosse will add 20,000 more prison places by the mid-2020s. There are also plans to make prisons safer by: “tackling violence, preventing harm and promoting good order and discipline.”

“There are plans to make prisons safer by tackling violence, preventing harm and promoting good order and discipline.”

1 <https://prisonreformtrust.org.uk/wp-content/uploads/2022/02/Winter-2022-Factfile.pdf>

2 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1094703/OMSQ-Q1-2022.pdf

3 <https://data.justice.gov.uk/prisons>



Probation

Coming out of the Covid-19 pandemic and the Exceptional Delivery Models (EDMs) arrangements, the Probation Service was overhauled on 26 June 2021⁴. This saw the unification of the National Probation Service with 21 Community Rehabilitation Companies and the launch of National Standards⁵. This all-encompassing restructure integrated and modernised delivery models and saw 8,000 staff transitions.⁶

Policing

Policing is in crisis due to strained relations with the public, resulting in reduced trust. High-profile failures, including crimes by officers, have eroded confidence, stemming from systemic issues within the police service and criminal justice system. Concerns encompass an inadequate focus on public priorities, victim dissatisfaction, and a declining perception of police effectiveness. The Metropolitan Police (Met) faces challenges like an £0.7 billion budget reduction (18% budget decrease), closure of 126 stations, and loss of staff. While traditional volume crimes decrease, serious offences like violence and sexual crimes rise (31% of all crimes in 2022-23) amid declining public trust from 89% in 2016 to 66% in 2022, disproportionately affecting Black and mixed ethnic groups.

4 <https://www.gov.uk/government/publications/strengthening-probation-building-confidence-monthly-bulletin/probation-service-change-bulletin-issue-11-march-2022>
5 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1086362/National_Standards_update_june_2022_final.docx
6 <https://www.gov.uk/government/publications/strengthening-probation-building-confidence-monthly-bulletin/probation-service-change-bulletin-issue-11-march-2022>

Where we are



HMP Featherstone
Restorative Justice
Service for adults
(Wolverhampton WV10 7PU)



HMP The Mount
Restorative Justice
service for adults
(Hertfordshire HP3 ONZ)



East of England Probation
Me:Time, a Community
Psychotherapy service for children
and young people from Black, Asian
and Minority Ethnic backgrounds
(Hertfordshire HP3 ONZ)



Transitions to Adulthood Hub
Restorative Justice Services at
the Transitions to Adulthood
Hub, Newham Probation
(London E15 4LD)



HMP Feltham
Plan A (Restorative Justice
service, creative therapy
and mentoring) for young
people and children
(Feltham TW13 4NP)



HMP Isis
Restorative Justice
and mentoring service
for young people
(London SE28 0FG)



HMP Coldingley
Restorative Justice
service for adults
(Woking GU24 9EX)



HMP Brixton
Mentoring service
for adults
(London SW2 5XF)

- **Prison, through-the-gate and Community mentoring service for children, young people and adults**
(delivered in England and Wales. In 2022-2023, we have delivered mentoring across the UK, for example in HMP Lincoln, Nottingham, Cardiff and Wakefield)

Staff Team

We could not have continued our work during 2022-23 without our skilled, dedicated, and dynamic staff team! There is a detailed introduction to our senior management team and some information about our wider staff team here.

Esther

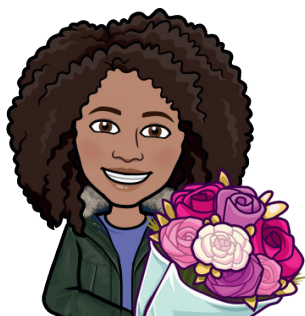
CEO

Esther has worked for over two decades with people from disadvantaged groups, in particular with those who have offended or been victims of crime. With an academic background in law and psychotherapy, she gained an understanding of wider issues in criminal justice globally by working in a number of African prisons early in her career.

In 2010, Esther co-founded Belong. Under her leadership the organisation has achieved sustained growth as well as a solid track record in supporting the rehabilitation of people with criminal convictions, and helping those on the receiving end of crime to cope and recover.

Esther is an active influencer of criminal justice policy and practice, driven by her vision of an effective, non-discriminatory, humane criminal justice system. She has participated on Belong's behalf in expert panels on key topics relevant to criminal justice policy and practice, as well as in media pieces with BBC London, BBC Radio 4, South London Press, Colourful Radio, the Big Issue, Third Sector Magazine and National Prison Radio.

Outside of Belong, Esther enjoys spending time with friends and family, in nature, cooking, swimming and cycling.



She is passionate about working towards a more humane and just criminal justice system.

She joined Belong in 2016, bringing significant experience of front line, middle management and senior management positions in public sector prisons. She has an excellent working knowledge of the interplay between vulnerability and risk, as well as an established track record of building rapport and trust with individuals from a range of backgrounds.

A strategic, creative thinker, Hannah provides proactive, enthusiastic and supportive leadership. She works with the Chief Executive and Development team to publish policy responses, write influential blogs, develop Belong's relationships with other key organisations and maintain sustainable, multi-year funding for the organisation.

Hannah

Head of Development

Hannah was first drawn to the criminal justice sector whilst volunteering at a Prison Visitors' Centre at HMP Durham and seeing first-hand the challenges faced by the family and friends of people in prison.



Sam

Head of Programmes

Sam has worked for Belong since 2017, when he established our restorative justice services at HMP Coldingley and began managing our prison and community mentoring interventions. With a background in public sector crime reduction, Sam has developed a thorough understanding of the complex factors underlying victimisation and offending.

Approaching his work with determination, hope, patience and resilience, Sam has a sound working knowledge of the principles of mentoring and restorative justice and psychotherapy. He has experience of supporting service users facing multiple disadvantages, from a variety of cultural backgrounds, to cope and move forward towards their positive goals.

As Head of Programmes, Sam is a confident communicator who develops Belong's excellent





connections within several UK regions including with police and crime commissioners, other voluntary sector groups, safer neighbourhood boards and prisons. He works with the Chief Executive to oversee and develop Belong's mentoring, restorative justice and psychotherapy interventions, ensuring that safeguarding and risk management processes are implemented consistently across the organisation.

Wider staff team

Belong's staff team this year includes four service managers, two service coordinators, three creative psychotherapists and one restorative justice practitioner. The team is responsible for managing and delivering the organisation's restorative justice, mentoring and psychotherapy interventions in prisons and communities. They each have an in-depth grasp of the complex, multiple and intersecting disadvantages facing people with criminal convictions, and those who

have been victims of crime. Belong's team apply trauma informed approaches to ensure that people accessing our support can achieve the best possible future for themselves.

Members of the team have academic and professional qualifications in subjects such as dance movement psychotherapy, drama psychotherapy, criminology, community justice and psychology. Before joining Belong, many had already worked within the criminal justice and voluntary sector for at least five years. Our staff team are driven by the desire to see individuals thrive, regardless of their past.

In their positions with Belong, our team have built lasting professional relationships with a range of other organisations in prisons and communities. They are committed to multi-agency working, maintaining efficient office management systems, and reporting effectively on service performance. The team meet together at least every two months to share learning, challenges and successes in their work.

“ Our staff team are driven by the desire to see individuals thrive, regardless of their past. ”

Key Achievements this Year

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees and senior management team have considered how planned activities will contribute to the public benefit and charity's aims and objectives. During 2022- 23 we supported 446 people. We worked from within 12 prisons and several communities, delivering:

RESTORATIVE JUSTICE AND ONE-TO-ONE SUPPORT FOR

338

PRISONERS AND STAFF MEMBERS who were victims or perpetrators in violent or antisocial behaviour incidents at HMPYOI Isis, HMP The Mount, HMPYOI Brinsford, HMP Featherstone and HMP Coldingley

RESTORATIVE JUSTICE INTERVENTIONS TO

11

YOUNG PEOPLE AGED 18-25 who were supervised by Newham Probation in London as part of the Youth to Adulthood Hub Pilot

MENTORING, PSYCHOTHERAPY AND RESTORATIVE JUSTICE INTERVENTIONS TO

61

YOUNG PEOPLE AGED 18-21 in the community or serving sentences at HMPYOI Feltham, as part of the Prison Life And New Achievements (PLAN A) programme

ONE-TO-ONE MENTORING SUPPORT TO

27

PEOPLE SERVING SENTENCES in HMP Brixton, HMP Lowdham Grange, HMP Highdown, HMP Cardiff, HMP Lincoln and in communities

TRAIN THE TRAINER MEDIATION TRAINING FOR

9

PRISON STAFF AND MANAGERS at HMP Winchester

OF THE PEOPLE WE SUPPORTED THIS YEAR

68%

WERE AGED UNDER 30, and

65%

WERE FROM BLACK, ASIAN AND MINORITY ETHNIC BACKGROUNDS

Examples of Our Work

Psychotherapy

We met Omar, a 22 year old Asian British male whilst he was being held in custody, with an uncertain immigration status. Omar was struggling with managing serving a custodial sentence, and not knowing if and when he was going to be deported, and to which country. Omar has always struggled with conflict, and as a result, was getting in multiple conflicts with officers, and wasn't able to focus on engaging with anything positively in the prison.

A Belong Creative Psychotherapist was able to offer a short-term one-to-one intervention to Omar. The sessions were able to support Omar to unpick, process and reflect on his frustrations around the power dynamics of being a prisoner and often feeling powerless- such as not knowing which country he will be deported to, if he will have any friends or family there, what job will he get, will he be safe? Underneath the anger stemmed multiple complex feelings; alienation, loss of self/others, claustrophobia, loneliness, uncertainty, and fear. Omar disclosed in the sessions that he had depression, anxiety, insomnia, and PTSD. We supported Omar to get medical help with insomnia whilst he was in prison.

Omar stated how although it has only been a few sessions, they had helped him to offload his frustrations and anxieties and has prevented potential acts of violence against an officer, committing further offences, risking segregation and causing further harm.

Omar was suddenly taken to a high tribunal immigration court where his deportation was then overruled, given a right of stay. He was then transferred back to the prison and to a different wing, and released into the community within 3 weeks.

Peer Mentoring RJ Services

There was a fight between Sean and Aaron in the workshops – neither would say what this was over to prison staff. Sean has 20+ years left of his sentence, and is out of area, so felt quite vulnerable. Sean wanted to engage in Restorative Justice to resolve the fight. However, when Belong approached Aaron, he didn't want to – he said the fight was their way of dealing with things, and it was now over and done with.

Since then, Aaron has had many of his associates leave HMP Featherstone, and he has started to self-isolate due to getting harassed by other prisoners on the landing. He would like a move to the ISFL (Incentivised Substance Free Living Unit) but Sean already resides on there. Conflict Coach Peer Supporters, recruited, trained and supported by Belong, went to see them both to give them another chance to engage. With the support of Belong, the peer supporters conducted shuttle mediation between Sean and Aaron. This has enabled Sean to move on the same unit as Aaron, whilst ensuring they both feel safe within the establishment, and giving staff the confidence that no further issues will occur. Whilst resolving their practical issues, it also helped to deal with the incident at its root.

Peer supporters can sometimes engage their peers in ways that uniformed or paid staff can't. They can sometimes understand each other and their positions, and sometimes are able to relate to one another in ways in which it's hard for people who haven't been in prison to.

“ Peer supporters can sometimes engage their peers in ways that uniformed or paid staff can't ”

Youth to Adulthood Hub

Geoff was referred to Belong's Restorative Justice service offered at the Youth to Adulthood Hub, by his Probation Practitioner (PP) in May 2022, following committing an offence of sexual harm against a minor. Using restorative principles, Geoff was referred because it was identified that he would benefit from working on his general victim awareness, and from support in strengthening relationships. Geoff has become estranged from his family after being arrested, and was ex communicated from the Jehovahs Witness Community that he had grown up in.

Geoff opened up and engaged in the service, being supported through 12 sessions. The support offered was individualised and holistic, in line with evidence that this approach best supports young people aged 18-25.

Geoff was highly engaged and motivated throughout their sessions and demonstrated a real commitment to the work even at times when he found it to be challenging. Time was taken to build rapport with Geoff which enabled trust to build between them, and over time allowing Geoff to start reflecting on himself and his situation, as well as showing his authentic self and expressing his real thoughts and feelings. Through Geoff's engagement with the Belong practitioner, he developed his emotional resilience and ability to cope with difficulties and challenges. He used the RJ sessions to discuss difficult thoughts and emotions and used the sessions to challenge his own beliefs and choices that he had made. Geoff became more able to talk about difficult issues and to express his feelings during the sessions. The sessions not only helped him build his confidence but his own sense of self and identity.

Geoff fed back the following:

- He liked how every session was different.
- The Belong facilitator helped him to see things from a different perspective and different viewpoints.
- His thinking was challenged, and he was able to apply learnt knowledge.
- Offering flexible session times was really helpful.
- Checking in each session on his well-being was really important and appreciated.
- The facilitator was passionate, listened and did not judge him.
- Geoff felt supported even when the session material felt challenging.

PLAN A

Lawrence was referred to Belong's PLAN A programme at HMPYOI Feltham to engage in Restorative Practice work with a Belong Practitioner. We started working with Lawrence in November 2020, and he had 20 Restorative Practice sessions with Belong until October 2021, working through Covid over a longer period of time supporting Lawrence.

He then started working with a mentor in May 2022 in the lead-up to his release, as well as engaging with therapy interventions.

Lawrence had been in prison a long time, and had a lot of anxieties about his upcoming release. He was nervous about managing his mental health, which declined during the first lockdown, when he experienced depression and anxiety for the first time. Initially, mentoring sessions helped Lawrence manage his mental health, build his self-esteem, self-worth and self-confidence. Once Lawrence was managing his mental health better, mentoring sessions became focused on helping him to access education pathways, in preparation for release. Lawrence and his mentor also worked on Lawrence's social skills, including him being around other young adult's. Lawrence spent the last month of his sentence on 'enhanced' privileges. Lawrence used to get in a lot of fights in custody, but it's clear from his ability to gain his enhanced status in the lead up to his release how much he's been able to turn his life around.

Lawrence's mentor has continued working with him in the community. Since he has been out of prison, his mentor has helped him to access creative writing courses and creative events, which Lawrence is passionate about. His mentor was able to take him to see the West End play "For black boys who have considered suicide when the hue gets too heavy". They have been to other events together, which have helped Lawrence's confidence in re-integrating back into community, after so long in prison. His mentor has also liaised with his social worker to offer support with housing and has helped with phone calls to make appointments so he could gain confidence and independence to do his own.

Lawrence is still out of prison, and living a crime free life, with support from Belong.

Jay and Officer Cole: RJ at HMP The Mount

Belong were made aware of an incident that had happened on the wing. Jay had made threats to assault Officer Cole after they had refused to let him through a door to the opposite side of the wing he lived on. While officers were trying to de-escalate the situation Jay continued to threaten to fight and assault Officer Cole whilst getting into their personal space until other staff intervened. Following this incident, due to the levels of aggression Jay was moved to a different wing.

The day after this incident Jay was being escorted down the walkway alongside the exercise yard of his previous wing that Officer Cole was working on. When Jay saw Officer Cole in the exercise yard he racially abused them and stated he would assault them when he next saw them before being walked back to his wing. After a risk assessment was completed, Belong were asked to visit Jay and Officer Cole to offer restorative justice services.

Belong spoke to both Jay and Officer Cole about the incidents and shuttle mediation was complete by passing messages between parties through Belong. This explored what happened, the thoughts and feelings they had at the time of both incidents, and now. This also covered the impact this has had on them, the other person and the wider community and also what needed to be done to repair the harm caused.

After a number of meetings, Belong was able to support both parties to have their feelings heard. Initially, the Officer felt unsure about sharing his thoughts and feelings. The Officer stated that they felt it was not safe in their role as an Officer to show that level of vulnerability, but over time, was able to work through these feelings, with support from Belong. Themes of race, masculinity and power were explored throughout the sessions. At this time it was considered that a face to face restorative meeting would have been appropriate. However, due to an outbreak of Covid-19 in the prison this was not possible. Officer Cole was happy with the work completed and grateful to know that if they were to come across Jay in the prison that there would be no issues. They agreed it would be fine for Jay to be polite and speak to them and they would be polite back. Belong followed up this process with both Jay and Officer Cole. They reported that they had come across each other and that Jay had said "hello" to Officer Cole and been polite to them. Officer Cole stated that they had not felt concerned by Jay and that everything had been fine.

This case had a positive outcome and it was positive that Belong were able to work through this during restricted regimes and the inability to hold face to face meetings due to Covid. It was positive that Belong were able to work alongside the Custodial Manager to see Jay given there were concerns with his behaviour and the potential threat to staff. Through shuttle mediation we were able to challenge Jay and help develop his conflict resolution skills as well as build on his empathy and understanding of the impact of his words and behaviour. Officer Cole gave feedback that he had felt supported by Belong and the shuttle mediation had put him at ease to work on different wings in the prison where he may come across Jay moving forward.

Mentoring

Aadan was referred to the Belong mentor service at HMP/YOI Isis after engaging with a Belong restorative justice practitioner, following being assaulted not long after arriving at the prison.

Aadan felt he could not engage with education or other courses due to his gang issues which meant limited time out of his cell and interacting with others.

Aadan engaged consistently and often attended sessions with a lot on his mind and used meetings to offload his thoughts and feelings in safe space and receive advice and guidance from this mentor.

He brought thoughtful opinions and subjects discussed included race, youth violence and gang culture. Aadan was often keen to discuss events in the news as well as the experiences of his younger siblings who he often reported trying to guide, based on his own experiences. He responded well to being challenged by his mentor on certain viewpoints.

With help from his mentor, Aadan completed the Alternatives to Violence, Facing up to Conflict distance learning course. Through this course, Aadan reflected on his previous behaviour, what he would do differently and made positive changes for the future.

During his time engaging with the service, Belong observed Aadan increased confidence and maturity as well as improved relationships with staff and family.

Aadan reflected in his feedback form that the mentor service helped him with his views, attitude, and perspective.

Allocation of Resources

Belong aims to carry out programmes in community areas and prisons where there is most need for them. These include areas and prisons in which there are high crime or conflict rates, high reoffending rates, problems with specific types of crime or conflict, where there is high deprivation and where there are few other services effectively targeting these problems. The organisation identifies such areas and custodial establishments through web-based research, reviewing statistics and attending multi-agency conferences and partnership meetings.

Once appropriate areas and prisons within which to carry out programmes have been identified, Belong's trustees and/or staff team work to build relationships with local criminal justice organisations such as police teams, probation teams, youth offending services and staff teams within identified communities and/or prisons. At this stage we identify, in consultation with these bodies, more specifically what type(s) of programmes are needed in the area or prison that Belong could provide. We then seek to create these programmes and seek sustainable funding for them. We also identify projects to carry out via researching current tender and grant funding opportunities that are available for specific pieces of work in specific areas. If Belong's resources permit, we then bid for these opportunities.

Individuals who fulfil certain criteria can access our services. The criteria we currently use are as follows:

- Age related, e.g. at HMYOI Feltham we have funding to work with those aged under 18 years old.
- Circumstance related, e.g. in HMPYOI Isis, HMP The Mount and HMP Coldingley we can work with anyone who has been involved in a conflict or incident in custody.

These criteria are defined by Belong, through consultation with potential funders and with other criminal justice organisations. We regularly review these criteria so that they can be adapted if necessary.



Principal Sources of Funds

Belong has continued to achieve sustainable growth as well as high quality financial performance. We are very grateful to our financial supporters this year who have included:



The
Peter Lilley
Memorial
Foundation

The
Tresanton
Trust

The
Chesterhill
Charitable
Trust



Policy on Reserves

1. Policy Statement

Belong aims to put the needs of victims and perpetrators of crime at the heart of all that we do. Our vision is of a world where there is hope, rehabilitation and recovery for victims and perpetrators of crime. Providing long term, individualised responses to conflict and crime is core to our mission at Belong.

Our reserves policy aims to ensure that our work to deliver our vision and mission is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required.

We have calculated an appropriate reserves range for our organisation of between 2 months (minimum level) and 4 months (maximum level). This includes free and restricted reserves.

2. Policy Background

Charity law requires any income received by a charity to be spent within a reasonable period of receipt. Trustees of Belong must be able to justify the holding of income as reserves. The Charity Commission's guidance on reserves states: "There

is no single level or even a range of reserves that is right for all charities. Any target set by trustees for the level of reserves to be held should reflect the particular circumstances of the individual charity. To do this, trustees need to know why the charity should hold reserves and, having identified those needs, the trustees should consider how much should be held to meet them."

This policy sets out our policy on free reserves, which are defined as unrestricted funds excluding fixed assets and defined benefit pensions. These free reserves include short-term investment balances, cash and other working capital balances.

As part of effective financial management, we hold reserves to ensure we can appropriately manage key financial risks, as laid out in this policy. In this policy we have also set out our plans for investing our reserves, monitoring our reserves levels and reviewing our reserves policy.

3. Key Financial Risks

3a. Unexpected loss of funding

Belong's income from grant and contract funding has increased significantly in recent years, with

potential for more growth. Our grant and contract agreements do not hold us legally to financial account for delivering outcomes, i.e. there are not penalties for non-delivery, but there is the potential for unexpected contract or grant termination with associated costs of exit that would bring. Holding some reserves against the risk of unexpected contract or grant termination, is prudent. This ensures we can continue to meet our staff and running costs for two to four months in the event of a significant loss of funding. It also ensures that we can meet these costs for two to four months in the eventuality that the charity needed to close.

Belong receives significant restricted funds. These fall outside of the definition of free reserves. However, in addition to our free reserves we have set aside appropriate amounts within our restricted fund budgets to allow us to account for changes to expenditure levels due to circumstances such as unexpected contract or grant termination, liabilities for staff members redundancy; maternity/ paternity/ adoption leave; disability leave; and sickness absence leave.

3b. Financial loss due to fraud or misallocation of funds

Financial loss due to fraud or misallocation of funds is a risk that is mitigated by our financial controls framework and associated policies. These have been subject to a full scale review this year in order to ensure compatibility with our continued growth as a charity. It is unlikely that any single instance of fraud would be material.

3c. Reliance on limited sources of income

Belong has good diversification of income sources. Income has grown in recent years and expenditure levels can be materially adjusted within a 12-month period to fit revised funding levels if needed.

There is limited reliance on any one donor or funder. We continue to invest in managing funder relationships effectively and in appropriate project management resources to mitigate delivery risks.

3d. Working Capital

Pre financing arrangements are in place on most of our grants. This mitigates a significant drawdown on working capital and liquidity because of taking on contract which is mostly paid monthly in arrears.

Our cash flow is managed by matching the timing of incoming and outgoing resources appropriately. Our cash flow projections based on secured income for 2022 – 23 allowed us to be

able to cover unexpected events, such as a delay in income. A significant change in our overall grant and contract financing mix could result in a need to finance short term liquidity from reserves. However, there is no current requirement to make allowance within the reserves range for this.

3e. Long-term commitments

Although we have long-term financial commitments with our staff, these commitments will be funded exclusively through future cash inflows. Future expenditure will be set in line with future income, and therefore specific long-term funds have not been set aside within reserves.

There is no current requirement to make allowance within the reserves range for future plans and commitments.

4. Using Reserves

Belong's trustee board are responsible for ensuring that the charity holds a sufficient level of reserves. Reserves must not be used, under any circumstances, without the prior written agreement of the board of trustees. Any decision to use Belong's reserves may be made only in a meeting of the trustees, where a quorum is present, and where a majority of that quorum of trustees are in agreement. Such decisions must be clearly minuted, along with their rationale.

5. Investing Reserves

Belong's reserves may be needed as cash in the short to medium term. In the future we may invest our reserves in order to obtain a financial return for the charity, however ensure that these investments allow us to readily access our reserves as cash, when needed.

6. Monitoring and compliance

Reserves levels and forecasts will be monitored as part of bimonthly corporate financial reporting, with regular reports provided to the Board of Trustees.

If reserves move significantly away from target, specifically below the minimum range (resource constrained) or above the maximum range (opportunity constrained) then a recovery plan will be prepared by the CEO in conjunction with the Treasurer for consideration by Trustees.

Accounts for the year ended 31st March 2023

Statement of Financial Activities (including Income and Expenditure Account) For the year ended 31st March 2023

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income and endowments from:					
Donations and legacies	3	434,202	256,174	690,376	509,768
Investments	4	759	-	759	-
Total		434,961	256,174	691,135	509,768
Expenditure on:					
Charitable activities	7	380,295	259,260	639,555	516,588
Total		380,295	259,260	639,555	516,588
Net income/(expenditure)		54,666	(3,086)	51,580	(6,820)
Transfers between funds		3,559	(3,559)	-	-
Net movement in funds		58,225	(6,645)	51,580	(6,820)
Reconciliation of Funds					
Total funds brought forward		89,227	23,340	112,567	119,387
Total funds carried forward		147,452	16,695	164,147	112,567

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 22 to 26 form part of these accounts.

Balance Sheet as at 31st March 2023

	Notes	2023	2022
		£	£
Current assets			
Debtors	8	127,160	83,960
Cash at bank and in hand		158,605	40,606
Total current assets		285,765	124,566
Current Liabilities			
Creditors: Amounts falling due within one year			
Income in Advance		103,895	2,930
Bank loans and overdrafts		-	15
Taxation and social security		13,740	-
Other creditors		3,983	9,054
Net current assets		164,147	112,567
Net assets		164,147	112,567
The funds of the charity			
Restricted income funds	9	16,695	23,340
Unrestricted income funds	10	147,452	89,227
Total charity funds		164,147	112,567

The financial statements were approved by the trustees, authorised for issue and are signed on their behalf by:

Chair of Trustees **Emma Stuart**


Emma Stuart (Jan 30, 2024 12:43 GMT)

Date: **30/01/2024**

The notes on pages 22 to 26 form part of these accounts.

Cash Flow Statement for the year ended 31st March 2023

	2023	2022
£	£	£
Net income/(expenditure) for the year	51,580	(6,820)
Adjustments for:		
(Increase)/decrease in debtors	(43,200)	(35,906)
(Decrease)/increase in creditors	109,619	(47,330)
	66,419	(83,236)
Cash flows from operating activities	117,999	(90,056)
Change in cash and cash equivalents in the year	117,999	(90,056)
Cash and cash equivalents at the beginning of the year	40,606	130,662
Total cash and cash equivalents at the end of the year	158,605	40,606

Notes to the accounts

1. Accounting policies

In preparing the accounts the following accounting policies have been complied with:

- a) 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) (effective 1 January 2019) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.
- b) Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Trust.
- d) Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- e) Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.
- f) All incoming resources are included in the Statement of Financial Activities when the Trust is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
 - i) Donations and legacies are received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the Trust, are recognised when the charity becomes unconditionally entitled to the grant.
 - ii) Investment income is included when receivable.
 - iii) Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- g) Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:
 - i) Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
 - ii) All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- h) All fixed assets costing over £1,000 are initially recorded at cost and depreciated over their useful economic life.
- i) The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the Trust. The annual contributions payable are charged to the Statement of Financial Activities.

2. Taxation

The charity is exempt from taxation on its income and gains where they are applied for charitable purposes. Irrecoverable VAT is included in the cost of the goods or services on which it was charged.

3. Income and endowments from: Donations and legacies

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Other donations and grants	434,202	256,174	690,376	509,768
Total	434,202	256,174	690,376	509,768

4. Income and endowments from: Donations and legacies

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Interest	759	-	759	-
Total	759	-	759	-

5. Employee information

No employee received emoluments in excess of £60,000 during the year (2021: nil). Employee costs during the period were as follows:

	2023 £	2022 £
Wages and salaries	476,361	397,836
Social security costs	45,586	34,742
Other pension costs	11,566	9,433
	533,513	442,011

The average number of people employed during the period was as follows:

	2023	2022
Charity staff	15.0	13.0

6. Trustee information

No trustee received remuneration (2022: none) or was reimbursed expenses (2022: nil) during the year.

7. Expenditure on: Charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Staff and Volunteer Costs				
Salaries	270,647	205,714	476,361	397,836
Social security	26,404	19,182	45,586	34,742
Pension costs	6,672	4,894	11,566	9,433
Freelance staff	1,390	-	1,390	4,170
Staff training	7,028	4,868	11,896	7,831
Volunteer training	843	207	1,050	494
Volunteer expenses	3,364	713	4,077	819
Staff subsistence	4	3	7	344
Work accommodation	753	-	753	827
Travel - National	29,579	5,709	35,288	8,223
Recruitment costs	7,430	1,595	9,025	4,198
Clinical supervision	2,870	6,445	9,315	9,265
Staff mentoring expenses	460	277	737	2,265
Covid 19 Service user equipment	23	-	23	3,380
Covid 19 Staff and volunteer equipment	77	-	77	1,649
Administration and Other Costs				
Advertising & marketing	1,032	4,187	5,219	1,272
Accountancy fees	6,126	376	6,502	6,971
Bank charges	612	-	612	5
Terapy, Mentoring/RJ resources	539	190	729	-
General expenses	653	54	707	4,240
Insurance	860	1,299	2,159	1,888
Interest	-	-	-	43
Meeting room hire	3,654	733	4,387	1,463
Monitoring and reporting	-	-	-	2,028
Printing & stationery	1,289	183	1,472	2,230
Postage	-	9	9	-
Quality assurance	792	378	1,170	5,277
IT Software and consumables	6,799	931	7,730	4,271
Repairs & maintenance	-	945	945	-
Subscriptions	324	150	474	565
Telephone & internet	71	218	289	859
Total	380,295	259,260	639,555	516,588

8. Debtors

	2023	2022
	£	£
Prepayments and other debtors	1	1
Income in arrears	127,159	83,959
	127,160	83,960

9. Restricted income funds

	Balance at 1 April 2022	Income	Expend -iture	Transfers	Balance at 31 March 2023
	£	£	£	£	£
AB Charitable Trust	6,833	8,500	(14,166)	-	1,167
Awards for All	-	5,508	(4,187)	-	1,321
CAF Resilience	(402)	-	-	-	(402)
Charles Hayward Foundation	-	22,600	(21,153)	-	1,447
Children in Need	8,891	56,861	(61,950)	-	3,802
Children in Need Covid 19 booster	5	-	-	-	5
East England Probation	-	9,937	(4,288)	-	5,649
Herts Community Foundation Therapy Grant	-	4,140	(4,023)	-	117
HMP Wormwood Scrubs	3,559	-	-	(3,559)	-
HMPPS Covid Response Grant	(177)	-	-	-	(177)
London Community Foundation	11	-	-	-	11
MOPAC's Young Londoners' Programme	5,388	32,930	(39,736)	-	(1,418)
Paul Hamlyn Foundation	-	30,000	(35,993)	-	(5,993)
Surrey Community Foundation Emergency Covid 19	16	-	-	-	16
Swire Charitable Trust	875	14,700	(4,516)	-	11,059
TTA Newham MOPAC	(1,659)	44,998	(41,670)	-	1,669
Tudor Trust	-	26,000	(27,578)	-	(1,578)
	23,340	256,174	(259,260)	(3,559)	16,695

10. Unrestricted income funds

	Balance at 1 April 2022 £	Income £	Expend- -iture £	Transfers £	Balance at 31 March 2023 £
Designated Fund					
HMPYOI Isis	7,786	66,000	(68,888)	-	4,898
HMP Coldingley	11,440	56,114	(55,074)	-	12,480
HMP The Mount	8,273	59,605	(54,681)	-	13,197
HMP Wormwood Scrubs	-	-	-	3,559	3,559
General funds	61,728	253,242	(201,652)	-	113,318
	<u>89,227</u>	<u>434,961</u>	<u>(380,295)</u>	<u>3,559</u>	<u>147,452</u>

Included in the income to the General funds is £43,390 which was from the Tresanton Trust.

11. Analysis of net assets between funds

	2023 £	2022 £
Restricted funds		
Current assets	16,695	23,340
Unrestricted funds		
Current assets	147,452	89,227
	<u>164,147</u>	<u>112,567</u>

12. Related Parties

There were no transactions with related parties in the current or prior year which require disclosure.

13. Controlling Parties

The charity is controlled by the trustees.

14. Other Information

The charity is a Charitable Incorporated Organisation unincorporated trust with its registered office at Capital Office, Kemp House, 152-160 City Road, London, EC1V 2NX.

Independent Examiner's Report

I report to the charity trustees on my examination of the accounts of Belong; Making Justice Happen 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 Charity Act 2011 (the 2011 Act).

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

Independent examiner's statement – matter of concern identified.

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 Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared accounts in accordance with the Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no other 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) regulation 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.

Philip A Handley FCA

Institute of Chartered Accountants
in England and Wales

HSKSG
Chartered Accountants
18 St Christopher's Way
Pride Park
Derby
DE24 8JY



Date: **30/01/2024**









Belong Annual Report and Accounts 2022-23

Final Audit Report

2024-01-30

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BELONG: MAKING JUSTICE HAPPEN

England & Wales - Charity number 1172293

Accounts

The logo for 'belong' features the word in a white, lowercase, sans-serif font. It is positioned within two overlapping circles of different shades of purple. The larger circle is a lighter shade, and the smaller one is a darker shade, creating a layered effect behind the text.

belong

Making
justice
happen

Trustees Annual Report and Accounts

Year ending 31st March 2022



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Introduction

The trustees present their report and accounts for the year ended 31st March 2022. The accounts comply with the requirements of the Charities Act 2011, Financial Reporting Standard 102 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and admin information

Charity name

Belong: Making Justice Happen

Charity number

1172293

Charity Trustees

Ms Emma Stuart

Mr Fredrick Ingham (Co-Treasurer)

Mr Matthew Parris (Co-Treasurer)

Dr Geoffrey Paul

Ms Caroline Havers

Mr Daniel Marsh

Ms Jemima Roe

Ms Anne Gallacher

Mrs Jennifer Holroyd

Mr Richard Kent

Mr Edward Bowie

Ms Joanne Egan (from 10/03/22)

Ms Sian Beynon (from 10/03/22)

Mr Frankco Harris (from 10/03/22)

Ms Lyndsey Morris (to 31/10/22)

Registered office and principal address

Capital Office, Kemp House
152-160 City Road, London EC1V 2NX

Organisation

Belong is an incorporated charity, governed by a constitution which was adopted on 15th December 2016 and registered as a charitable organisation on 28th March 2017. The incorporated charity was set up to further the purposes of Belong London, an unincorporated charity which was registered as a charitable organisation on 19th July 2011. The charity is managed by the trustees who meet regularly to consider the progress of the charity and to consider its future direction and activities. The day-to-day operation of the charity is delegated to the CEO who is supported by the other members of staff and volunteers.

Trustee appointments

The trustees are recruited via open, competitive recruitment process and appointed in a general meeting or by existing trustees. In selecting persons to be appointed as trustees, the existing trustees consider the benefits of appointing a person who through occupation, employment or otherwise has special knowledge of the area or who is otherwise able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects and the management of the charity.

Charitable purposes

The charity's purposes, as laid out in its constitution are:

1. To promote for the benefit of the public in the UK and its communities, with a view to the preservation of public order, the provision of services for mediation and conciliation between people, organisations and groups who are involved in disputes or conflicts where that dispute or conflict results from or may lead to acts of anti-social behaviour, crime, vandalism, racial abuse or breach of the peace.
2. To promote for the benefit of the public in the UK, the provision of services for mediation and conciliation between victims of crime and offenders, with a view to the preservation of public order, and for the preservation and protection of the well-being of such victims and the rehabilitation of such offenders.
3. To promote social inclusion among prisoners, ex-offenders, and their families who are socially excluded from society, or parts of society, because of their past or current involvement in the criminal justice system or the involvement of a family member(s) by:

- providing information to support to enable prisoners, ex-offenders, and their families to identify and access education, employment, training and/or recreational opportunities;
- providing mentoring support to enable prisoners, ex-offenders, and their families to develop self-confidence, self-awareness, empathy and life skills such as budgeting, communication, conflict resolution, goal setting and reflective thinking;
- and providing psychotherapeutic support to enable prisoners, ex-offenders, and their families to process experiences of trauma, better manage emotional and mental health problems and improve their emotional and mental wellbeing.

The charity has developed its vision, mission, values and strategic aims to cohere with its charitable purposes, in consultation with beneficiaries, funders, volunteers, staff members and trustees.



Chairperson's message



Belong not only persevered through the pandemic but strengthened its roots and grew. We held firm the space for those that need it most, offering hope through psychotherapy, restorative justice and mentoring. The pandemic took too much from too many. For those in the criminal justice system it deprived opportunities for justice, healing and rehabilitation. The criminal justice system continues to experience difficulties in meeting the needs of survivors and perpetrators of crime, with staffing pressures being acutely felt in our police, courts, prisons and probation. Belong and charities like it, have never been more needed by survivors, perpetrators, the criminal justice system itself and society. Belong empowers and bears witness to the strength, creativity and growth of individuals who have experienced trauma and deprivation, as they move beyond the causes and effects of crime. We have emerged into the post pandemic world with them, growing our expertise and reach to restore hope in more people, places and lives.

Both the prison and probation population are growing steadily along with sentence lengths. This is a deeply troubling direction. Research from across the globe and over decades consistently shows that increasing severity of punishment neither deters criminal activity nor contributes to the prevention of recidivism. We also know that those from our Black and Minority Ethnic communities, and those from our lower social economic backgrounds are more likely to be convicted and punished more harshly. Belong believes that the most effective responses to crime are those that take account of societal factors and are centred in individualised care and support held together by mutual respect.

Belong responded to criminal justice trends by increasing our strategic aspirations, to go where the need is and inspire change. We are reaching more young people and adults in the community and prisons; we are supporting more criminal justice professionals with training. Belong works in prisons as there is an extensive need there, however the earlier an intervention, the more of a person's potential can be unlocked. Belong

will continue to grow its reach in community interventions and with young people and adults on the threshold of crime and criminalisation.

“ Belong is a vibrant community of staff, volunteers, beneficiaries and supporters.”

Belong is a vibrant community of staff, volunteers, beneficiaries and supporters. Each is living the values of Inspiration, Respect, Empowerment, Perseverance and Restoration in their own unique and beautiful way. We have brought you some of their experiences in this report, that you too may share and witness the power of these values in action, the work of Belong.

I thank our staff, volunteers, beneficiaries, trustees and supporters for their contributions, their action and motivation to make change happen, to make justice happen.

CEO's message

For people who have convictions or who have survived being on the receiving end of crime, this year has been full of multiple, complex obstacles. Whilst Covid-19 restrictions have lifted in many communities, significant pressures on support services for witnesses, survivors and perpetrators of crime have continued. It has been incredible to see so many people affected by crime, continuing to engage with and trust Belong's team, despite facing severe challenges and disadvantages. Our team have offered support and presence, bearing witness to hope growing in individual's lives.



This year we were able to restart much of our face-to-face work, some of which had to be paused or adapted for remote delivery last year. We were also able to re-start recruiting and training new volunteer mentors, having had to pause this too during the pandemic. I am proud of the value, warmth and consistency that our volunteers show to those accessing our support.

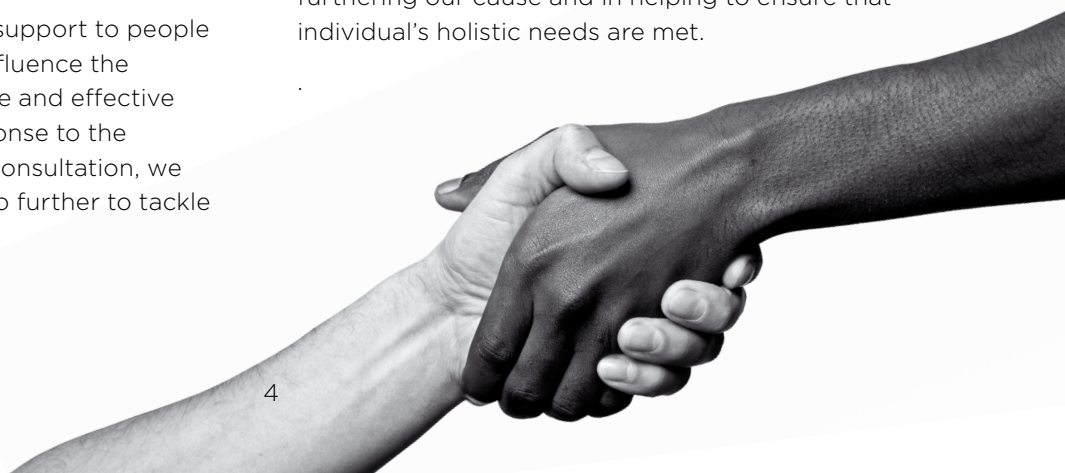
“ We look forward to further influencing policy on prisons...”

Our expansion into other areas of the UK, in line with our renewed strategy launched at the start of 2022, further progressed this year in our provision of creative drama workshops and conflict coaching support to young adults serving at HMPYOI Brinsford, in Wolverhampton. The energy, motivation and skill that the young adult participants brought to these settings reinforced our shared belief that with the right support, people can move forward after committing offences.

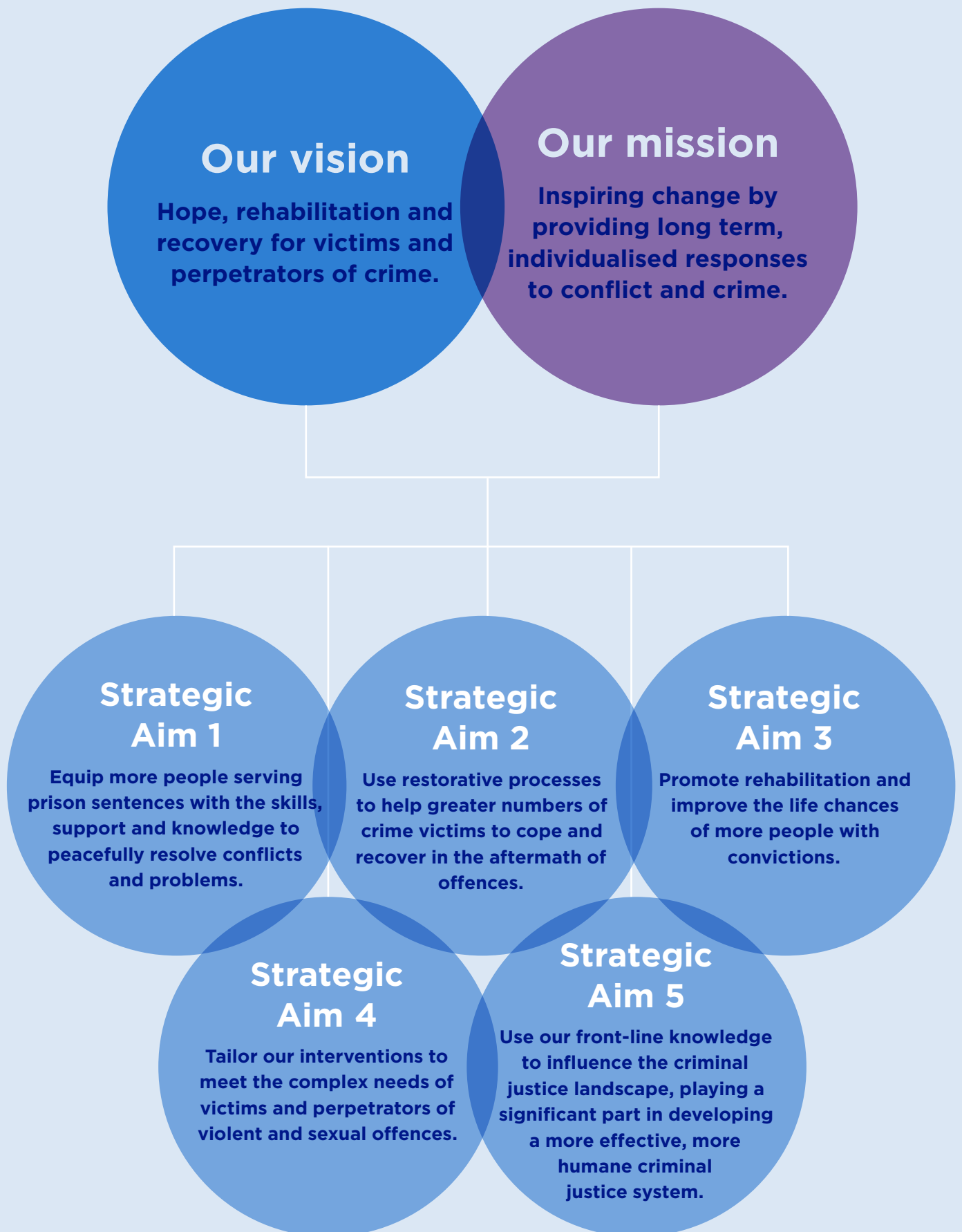
As well as delivering front line support to people this year, we have worked to influence the development of a more humane and effective criminal justice system. In response to the government's prison strategy consultation, we have highlighted the need to go further to tackle

the root causes of crime, including mental health, poverty, and inequality. We have emphasised how important it is to prioritise early intervention so that individuals can overcome issues before they reach prison. Whilst we have supported government plans to increase the individualised, trauma informed support for women in prison, we have urged for the extension of these plans towards young people and men in prison. We look forward to further influencing policy on prisons, as well as shaping policy on community support for people who have committed, witnessed or survived offences.

To our staff members, volunteers and trustees – thank you for the expertise, drive and compassion that you have brought to our work this year. I have the greatest respect for your professionalism and dedication. To our funders and financial supporters, I hugely appreciate your generosity in enabling us to take forward our vision of hope, rehabilitation and recovery for people who have been harmed by crime and those who have committed crimes. To our colleagues and partners who have worked alongside us this year – I am sincerely grateful for your collaboration in furthering our cause and in helping to ensure that individual's holistic needs are met.



Our Vision, Mission and Strategic Aims



Key Achievements this Year

During 2021-22 we expanded our provision and worked from within eight prisons and young offender's institutions, delivering:

Restorative justice and one to one support for

615

PRISONERS

who were involved in violent or antisocial behaviour incidents at HMPYOI Isis, HMP Wormwood Scrubs, HMP The Mount, HMPYOI Brinsford and HMP Coldingley;

Creative drama workshops to

66

YOUNG PEOPLE SERVING SENTENCES AT HMPYOI BRINSFORD

Restorative justice and one to one support for

30

PRISON STAFF MEMBERS

who were victims of violent or antisocial behaviour incidents at HMPYOI Isis, HMP Wormwood Scrubs, HMP The Mount and HMP Coldingley;

One to one mentoring support to

40

PEOPLE SERVING SENTENCES IN PRISON OR IN THE COMMUNITY

Mentoring, psychotherapy and restorative justice interventions to

35

YOUNG PEOPLE AGED 18-21

in the community or serving sentences at HMPYOI Feltham, as part of the Prison Life And New Achievements (PLAN A) programme;

Train the trainer mediation training for

12

PRISON STAFF AND MANAGERS AT HMPYOI AYLESBURY

68%

OF OUR SERVICE USERS WERE AGED UNDER 30 YEARS OLD

65%

OF OUR SERVICE USERS WERE FROM BLACK, ASIAN AND MINORITY ETHNIC BACKGROUNDS

Our values



Inspiration

Genuinely believing that people can change, heal and rehabilitate

Focusing on individual's strengths and abilities

Role modelling evidence-based practice amongst other professionals



Respect

Valuing people as they are

Being consistent, reliable and honest with people

Challenging harmful beliefs and behaviour



Empowerment

Giving people the skills to move forward and take ownership of the future

Enabling people to talk about their experiences

Encouraging people to voice their needs and set goals



Perseverance

Providing long term support when this is needed

Working through setbacks with people

Understanding that lasting change takes time



Restoration

Restoring hope and self-worth

Re-building relationships

Promoting a culture of hope within the criminal justice system

Our landscape

Overview

The criminal justice system has continued to face several challenges following the COVID-19 pandemic. In 2022, the courts operated at full capacity for a second year in an attempt to clear the criminal court backlog due to the pandemic. As prisons continued to transition back to normal regimes, there was a significant increase in incidences of Release On Temporary Licence (ROTL), and the number of people supervised by the Probation Service also rose toward pre-pandemic levels.

Prisons

On 30 June 2022, the prison population stood at 80,659 – a 3% increase from the same period the year before and the first time it has surpassed 80,000 since March 2020. Current predictions project 98,500 people in prison by 2026¹. The Ministry of Justice (MOJ) expects fewer people to be released from prison as there is a shift toward longer prison sentences.

The remand and sentenced populations continue an upward trend, and there has been an increase in prison recalls. In 2022, 13,409 represents the highest June remand population since 2008. The sentenced population also increased to the highest level since 2016 by 3% (to 66,480). Between January – March 2022, there were 5,544 licence recalls – 33% involved further offending, 70% involved non-compliance, 28% involved failure to keep in touch, and 24% involved failure to reside².

Prisons continue to face challenges with overcrowding, rising levels of violence and self-harm, substance misuse and deteriorating physical conditions. These challenges are compounded by cuts to funding and difficulties with the recruitment and retention of prison staff.

The rates of assaults and serious assaults in prisons have increased by 13% and 12%, respectively – with 163 prisoner-on-prisoner assaults and 97 assaults on staff per 1,000 prisoners for the year leading up to March 2022³. The rate of self-harm has also increased by 4% in the same period. Trends show considerable gender differences, with higher rates of assaults and self-harm in female establishments.

The MOJ has set out an ambitious refurbishment and expansion plan to create more prison places to improve prison conditions for effective rehabilitation and to tackle crime. Under the ‘Prison Build Programme’, the opening of the new HMP Five Wells and HMP Fosse will add 20,000 more prison places by the mid-2020s. There are also plans to make prisons safer by: *“tackling violence, preventing harm and promoting good order and discipline.”*⁴

Probation

Coming out of the Covid-19 pandemic and the Exceptional Delivery Models (EDMs) arrangements, the Probation Service was overhauled on 26 June 2021⁵. This saw the unification of the National Probation Service with 21 Community Rehabilitation Companies and the launch of National Standards⁶. This all-encompassing restructure integrated and modernised delivery models and saw 8000 staff transitions.⁷

1 <https://prisonreformtrust.org.uk/wp-content/uploads/2022/02/Winter-2022-Factfile.pdf>

2 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1094703/OMSQ-Q1-2022.pdf

3 <https://data.justice.gov.uk/prisons>

4 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1038765/prisons-strategy-white-paper.pdf

5 <https://www.gov.uk/government/publications/strengthening-probation-building-confidence-monthly-bulletin/probation-service-change-bulletin-issue-11-march-2022>

6 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1086362/National_Standards_update_june_2022_final.docx

7 <https://www.gov.uk/government/publications/strengthening-probation-building-confidence-monthly-bulletin/probation-service-change-bulletin-issue-11-march-2022>

Policing

Sarah Everard's murder, continuing racial disparity in police actions⁸ and high-profile police conduct investigations⁹ have tested public confidence in policing. The year also saw the second-highest number of new police officers since records

began meaning the government is on target to recruit 20,000 more officers by 2023¹⁰. Training and supervision for this influx of officers has seen additional pressure on resources and an increasing reliance on inexperienced staff filling front-line positions. 'In 2023-24, 38% of police officers nationally will have less than five years experience (compared to 12% in 2014-15).' ONS, March 2022.

8 <https://www.theguardian.com/commentisfree/2022/sep/29/police-dalian-atkinson>

9 <https://www.policeconduct.gov.uk/investigations/inappropriate-conduct-charing-cross-police-station-metropolitan-police>

10 <https://www.nao.org.uk/press-releases/the-police-uplift-programme/>



Our staff team



Esther
Belong Director



Debi
Service Manager



Becky
Restorative Justice
Manager



Hannah
Development
Manager



Samuel
Service Manager



Brian
Restorative Justice
Practitioner



Lisa
Service
Coordinator



Lila
Service Manager



Eleonora
Creative Arts
Psychotherapist



Matthew
Project Coordinator



Hayley
Development Officer

Our CEO is a senior restorative justice practitioner with over two decades of experience working with people who have offended and/or been a victim of crime, and over a decade of senior management experience. Before setting up Belong with our co-Founder in 2010, our CEO gained an understanding of issues in criminal justice globally by working in several African prisons. Other Belong staff members possess a wealth of expertise in

project, financial and staff management as well as in work with disadvantaged people, including young people, people serving sentences in prison and those with mental health problems. The team have robust knowledge and experience of risk management and safeguarding processes and share a genuine desire to help make positive change possible for people who have offended or been victims of crime.

Our Volunteer Mentors

An important part of the work delivered by Belong is the services carried out by volunteers working in prisons and delivering through the gate support in the community.

Annie, one of Belong's Trustees, visited Isis Prison, which houses 18–25-year-old males, to find out more about the services the volunteers deliver.

Sabrina, one of the volunteers, welcomed Annie and talked her through the wide range of resources they have available to provide support to the young people:

- Overcoming difficulties with managing anger and/or resolving conflicts;
- Resolving any relationship problems they face pre and post release;
- Building up budgeting skills and resolving debts;
- Accessing information about opportunities within their local community post release;
- Applying for employment, education, training and leisure activities;
- Writing good quality CVs and criminal records disclosure statements, and practicing interview skills;
- Engaging with relevant services in their community such as healthcare, probation, job centres.

"We ask everyone to complete a simple assessment at the first meeting so that we can work out a tailored programme based on their individual needs. We repeat this at the end of the programme so we can understand what worked well and anything we can learn to improve the service going forward".

“ I was reluctant in the beginning but you have pointed me in the right direction and it has been very helpful.” Mentee feedback

"However, sometimes you just need to take time to find some way of connecting" explains Sabrina. "I discovered that one of my mentees was interested in music, so I spent time explaining the keyboard and teaching him how to read music. It is important to try and encourage an interest to focus on whilst in prison, as well as something they can take with them back into the community".

The Safety and Equalities Governor spent some time with Annie. "We have over 600 young people here, 76.5% from ethnic minority backgrounds. We know there are deep rooted issues with systemic racism within the justice system, so many of our young men have received disproportionate sentences compared to their white counterparts. Many of them arrive with mental health issues and a deep distrust of the criminal justice system, so may not engage with prison staff or even their peers. Volunteers can often reach out to them, have conversations, build relationships and encourage participation in positive activities".

“ ...if there is anything someone wants to work on about themselves, their mentor will help. For me this was conflict and mental health.” Mentee feedback

"The prison allows us to continue with support if mentees are in segregation", continues Sabrina. Having someone to listen to them and give them a chance to explore their anger and frustration can help to give them a more objective view about the incident.

“ It was good to have someone out of the system I could talk to.” Mentee feedback

“...to talk to someone without feeling like I was being judged.” Mentee feedback

“Conflict resolution is really important, many need to learn how to channel their anger in a non-violent way”.

“The Facing Up To Conflict course opened my eyes to how to deal with conflict positively.”

Mentee feedback

“I have also continued to work with some mentees on release, working in conjunction with probation. It all feels really worthwhile when you see someone start to rebuild their life and stay out of trouble”



“Lockdown was very challenging period; it was extremely difficult for prisoners to go out of their cells at any point. Many felt abandoned and were particularly vulnerable. However, I was able to correspond

by email which provided some level of support during this difficult time”. **Sabrina**

Joana, another mentor at the prison explains “Some of the prisoners have grown up with no positive role models, some in multiple care homes, some with no father figure, others in violent households.

“Many have never had an adult in their lives who has been able to spend one to one time with them, just taking time to listen and understand...”

“Helped me to think differently. It is someone to chat with when you are struggling with different things.” Mentee feedback

“One of my mentees opened up to me and talked about his childhood where he was beaten for every misdemeanour, he grew up thinking violence was the norm. I feel so lucky to have grown up in a supportive family and to have had many positive opportunities in life: it is rewarding to be able to provide some help to others who have not had that experience”.

“Having a mentor gives you the chance to be yourself. I felt like I could say what I wanted without any backlash.” Mentee feedback

Annie also spoke with some of the Prison Officers “I can see the positive effect the volunteers have on the lads; they have a calming influence on the often angry and frustrated young men”.

“Education, continues Joana, “can be a really important outlet. For some this can just be basic reading, writing or arithmetic, which they missed out on in school”.

“I learned new skills like how to write a cover letter and disclosure letter. My mentor also helped me to make phone calls I didn't feel comfortable making on my own”. Mentee feedback

“Encouraging them to join one of the courses provided by the prison can make quite a difference to their life, some feel that society has given up on them and they give up on themselves”

“My mentor helped to build my confidence, I've never asked for help before so this has helped me to be able to ask in the future.” Mentee feedback

“I was really pleased to be able to help one of my mentees apply and be accepted on an open university course. We spent some time choosing his courses based on his interests. Once the course started, I helped him with coursework, researching topics on his behalf. As I was in the middle of a degree at the time, I was able to guide him through the academic framework required for coursework. I also empathised with his frustrations – one of which was having to hand write coursework then type it up later during education sessions. After sharing this with my manager, we managed to get access to a laptop through the education department, which helped to ease some of his anxiety and frustration, and meant that he didn't have to duplicate his efforts”.

“ It's improved my life, it's given me more confidence to do things for myself.”

Mentee feedback



“I feel so lucky to have grown up in a supportive family and to have had many positive opportunities in life, it is rewarding to be able to provide some help to others who have not had that experience”. **Joana**

The mentoring service at HMPYOI Isis is funded by the Tresanton Trust who approached Belong to offer the funding after listening to a discussion on a BBC radio 4 programme between our CEO, the Prison Governor and a prisoner.

With thanks to the prison staff and volunteers for taking the time to speak to Annie, and to the mentees who shared their feedback on the services they received.

“ It's a good place to go and get advice and just have someone to talk to. Jail don't really do nothing for you, but mentoring helps.” **Mentee feedback**



Where we are



HMP Brinsford

Creative workshops and conflict coaching service for young people (Wolverhampton WV10 7PY)



HMP The Mount

Restorative Justice service for adults (Hertfordshire HP3 ONZ)



HMP Isis

Restorative Justice and mentoring service for young people (London SE28 0FG)



HMP Wormwood Scrubs

Restorative Justice service for adults (London W12 0AN)



HMP Feltham

Plan A (Restorative Justice service, creative therapy and mentoring) for young people and children (Feltham TW13 4NP)



HMP Brixton

Mentoring service for adults (London SW2 5XF)



HMP Coldingley

Restorative Justice service for adults (Woking GU24 9EX)



- **'Me Time'** Community Psychotherapy service for children and young people (London Boroughs)
- **Community Mentoring service for children, young people and adults** (London Boroughs)

Our Values in Action

Inspiration in Action

Belong were approached by HMP Aylesbury for us to train their staff using our mediation train-the-trainers package. This would enable HMP Aylesbury staff to train prisoner reps to become peer mediators, who could use their skills to positively respond to conflict in the prison. We agreed to deliver this training over 3 sessions at the end of 2021. Due to the impact of Covid-19 on prison regimes during this time, completing the delivery of the training did not come without its own logistical difficulties. With perseverance from HMP Aylesbury, we were able to complete our final session in 2022 when it was safe to allow visitors in the prison again.

Belong were able to work with an enthusiastic and passionate group of staff to up-skill and train them in the following areas: the benefits and principles of mediation, the skills, knowledge and qualities of mediators, identifying interests, injustices and options for mediation, avoiding problems and following up mediation, as well as the roles shame and trauma play in conflict. Finally, the training helps them to practise role playing the running of a restorative mediation themselves. In feedback forms, staff stated they enjoyed most the “informative and unique delivery style” and they felt offering mediation and training reps would be “very valuable here.”

It was rewarding for Belong to be able to support and inspire staff with examples of their own real life case studies, practise and experience of overcoming barriers when setting up a peer mediation service in a prison. We have had further communication with the participants since the training to support them in overcoming their own barriers and the logistics of getting a mediation service up and running safely in the prison. Belong received positive feedback from the staff that took part in the training, stating they were most looking forward to “the opportunity of bringing people together in a positive way to resolve conflict.” Belong were excited by the energy, commitment, and drive from the staff we trained. We hope HMP Aylesbury enjoy implementing their mediation service, whilst knowing we are still there to support them along the way if they need this.

Respect in Action

I started working with Mo early this year as part of my work in the community at the Youth to Adulthood hub in Newham. Mo was initially sceptical about the restorative work, stating he would engage only to get his ‘Rehabilitation Activity Requirement’ days taken off his order. This I did not entirely believe to be the case. The first time we met we had shared a joke (I misidentified him as someone else I was due to meet that day). This joke was ongoing the first few times we met and even though he kept referring to ‘working with me to knock days off his order’ – I knew this shared interaction showed there was trust building between us already and that this was a show of him keeping his guard up rather than not caring about addressing the past and working on himself.

“ The ‘respect’ we have for each other is the cement that is reinforcing it ”

Over the first few sessions with Mo, I learnt about his offence, his current situation, the changes he had made since the sentencing, how it has affected his day-to-day life and impacted on his family. We were able to talk open and honestly about these issues and this opened more dialogue about his family; his dad's struggle with bi-polar and how this has impacted massively on the family, both financially and mentally. He was able to share that this pushed him out of the family home and onto the streets and has in turn made him want to do well for himself, pushing him to go to university to study law, so he can eventually provide for his family. On one occasion since, I have appropriately shared a similar experience of my own with him. Mo said he likes that I listen and do not judge him. This has helped strengthened his input into the restorative work that has followed and has been the bricks that have been building our relationship thus far. The ‘respect’ we have for each other is the cement that is reinforcing it.

Empowerment in Action

Dayo was offered 1:1 client led Creative Therapy and engaged well in this offer, utilising the space and creative tools that were on offer. Dayo needed support around his management of anger, and to process some of his life experiences which reflected multiple experiences of being in the criminal justice system. At the beginning of the work together, the therapy became a place where Dayo could explore emotions and be a place of consistency and support. The therapy sessions were an opportunity for Dayo and the therapist to build a positive safe relationship with another. The weekly sessions incorporated elements of art making, story work, use of images, play, and practicing psychoeducational tools. All the sessions are client led which enables the young adult to feel empowered in their own process.

“ This in turn ensured Dayo was truly listened to... ”

The work around Dayo's anger involved practicing psychoeducational tools such as meditation and breathwork at different moments of the intervention. This enabled Dayo to begin feeling empowered to practice these tools to support moments of heightened emotions. In turn this also encouraged Dayo to begin considering alternative ways to communicate that moved away from just anger.

Later on in the therapy work Dayo was able to begin voicing his own needs to the therapist which enabled the therapist to do some advocacy work alongside Dayo. This in turn ensured Dayo was truly listened to, heard and his needs were being met and he was able to move forward with a sense of true empowerment.

The therapy work was able to continue during Dayo's transition from prison back out into the community. This enabled a consistency that can feel critical during a transition period which is often chaotic. This also enabled the therapist to build relationships with other professionals who were supporting Dayo in the community, and ensuring Dayo's voice remained at the forefront of decisions/conversations had.

As the work began to come to a close Dayo was able to use the space to begin thinking about the 'future Dayo' and what this looked like, something Dayo had not previously had space to consider.

Perseverance in Action

Perseverance is at the heart of Belong's work and crucial to the support that we offer individuals who find themselves in the Criminal Justice System, for example as part of our PLAN A programme, delivered in HMP/YOI Feltham and in the community. PLAN A aims to help young adults tackle negative/ traumatic experiences through creative therapy, build empathy in 1-1 victim awareness/Restorative Justice sessions, and develop positive motivations and life skills through mentoring support.

Jamoye started engaging on the PLAN A programme in one-to-one Creative Therapy sessions and Restorative Justice sessions from April 2021-December 2021 up until his release into the community. This support continued in the community for a short period before he then disengaged with us, but during this time we continued to support his mum, working with his Community Offender Manager and other professionals in his life. Jamoye was recalled back to prison and our crucial support was able to continue despite him being located at a different establishment. We were able to maintain contact with Jamoye through Email a Prisoner as well as through legal visits, seeing him every 4-6 weeks. The support is currently ongoing despite all of these setbacks as we acknowledge that lasting change takes time. Being able to continue the support during these transition periods for Jamoye which have often been chaotic and challenging, enables a consistency that is critical. It has communicated to Jamoye that we have not given up on him and that we are still here to help him make positive changes to his life. Jamoye fed back to me on a recent visit to see him that he was grateful for my continued support and that I had not abandoned him or given up on him.





Restoration in Action

Abdul was referred to Belong by PACT following a number of incidents of threatening behaviour towards staff in prison. He was also struggling to deal with past trauma, the recent passing of his father, substance misuse issues and desperately wanting to rebuild a relationship with his mother.

Abdul was in prison for a number of offences, one of which was an Actual Bodily Harm (ABH), where his mum was the victim. Abdul explained that he had been recently starting to communicate with his mum over the phone and via letter and it was confirmed Belong could support him with this.

Belong engaged in a number of one-to-one sessions with Abdul. Through the sessions, we established the difficulties in the relationship with his mum, his past, and how he takes full responsibility for his actions and understands the impact on both his mum and other members of the family. Abdul was happy for contact to be made with his mum via Belong and so this was done via phone calls to her on a regular basis. Belong supported both Abdul and his mother to work on repairing their relationship - this had already been underway but was given structure and guidance by Belong's restorative approach.

Abdul engaged weekly in sessions also completing Belongs Trauma workbook which he stated he found very useful. Abdul and his mum's communication via the phone increased and in December 2021 Abdul was transferred

to HMP Norwich to be closer to his mum ahead of his release. Belong continued supporting both Abdul and his mother via video link and a visit in person prior to his release. Abdul was met by his mother upon release in June 2022 and is working well alongside probation and continuing to rebuild his relationship.

Rohan was referred to Belong in October 2021 following threats to assault another prisoner and a period of time spent in the prison's care and separation unit where he caused severe injuries to his face by punching himself.

Rohan engaged with Belong initially by taking part in a reflective session about his relationships with staff at the prison. Rohan also engaged in shuttle mediation with the prisoner who had allegedly been threatened. This allowed both Rohan and the other prisoner to repair their relationship and negotiate the misunderstanding that had led to the threats being made.

Rohan had initially been reluctant to engage with support services and was struggling with substance misuse and managing his emotions. He appreciated the consistency of Belong's support each week and used the time to reflect on how he had managed situations and eventually he engaged with additional support to combat his substance misuse problems and began full time employment in the prison. Rohan continues to work with Belong. He is now three months substance free and continues to work full time. Rohan says he now feels optimistic and hopeful about his future.

Creative Drama Workshops at HMPYOI Brinsford

Our Creative Workshops at HMYOI Brinsford provided the opportunity for young people to engage in creative, challenging, meaningful activity.

As HMPYOI Brinsford began to ease its Covid-19 lockdown restrictions (implemented in May 2020 in order to curb the spread of Covid-19), Belong were commissioned to deliver a series of creative workshops within the prison, over 6-months. Our consultation exercise prior to delivering the workshops identified that young people at HMP/YOI Brinsford were anxious about engaging in group-based activity, after not having done so for the duration of Covid-19 lockdown. The drama workshops provided a

supported opportunity for young people to engage in creative, meaningful activity.

From June-November 2021, Belong facilitated 11 inspiring creative workshops, and 2 one-to-one creative interventions to 66 young people residing at HMPYOI Brinsford. Each creative workshop ran for 1-week, resulting in a performance to peers and staff working within the prison at the end of the week. The workshops were designed to strengthen participants' engagement, confidence levels and self-esteem.



Two Creative Practitioners facilitated the sessions, raising awareness of the opportunity to take part by displaying materials in public areas, handing out leaflets, and outreach work on prison wings. We targeted the workshops to those that were hardest to reach. Out of the 66 young people who engaged in the workshops, 20 were reported to be members of organised crime groups, 18 were care experienced, 13 were considered to have a learning difficulty and/or disability, 2 were on Assessment, Care in Custody and Teamwork documents, and 5 were placed on Challenge, Support and Intervention Plans at the time of their workshop.

The workshops took an asset-based, user focused approach. Initial sessions used generative research methods, engaging participants in creative activities which supported them to work as a team to identify topics themselves that they wanted to explore throughout the week. Themes explored during workshops included racism, Covid-19, gang violence, bullying, domestic violence, self-harm, and mental health. Participants were encouraged to facilitate parts of the sessions themselves, and were included in choosing creative methodology. Workshops used improvisation, rap, game play, and mask-making.

2 participants who took part in a workshop were later supported to undertake the role of 'Drama Mentors', supporting their peer to engage, and helping to facilitate workshops with the Creative Practitioners.

In order to evaluate the impact of the service on young people, participants were provided with an anonymous feedback form, alongside the opportunity to engage in one-to-one reflection sessions with the Creative Practitioners. Participants fed back that the drama workshops helped them to process experiences of trauma, improve communication and conflict resolution skills, improve their mental and emotional well-being, and learn to express and manage difficult thoughts and feelings, as indicated in the feedback quotes below:

"With my disabilities, I prefer things being hands on. So, through role play and improvisation, I learnt more that way than in mainstream Education"

"We built confidence together. Especially for the performance. I was very nervous but proud for doing it"

"I reflected a lot. I shouldn't have done what I did. Not thinking has put me in jail. Always think before you act. Drama made me rethink my actions."

"I'd love to leave and be the opposite of a bad person. I've had enough of all of that; I want to sort things out"

Performances were attended by peers, operational and non-operational staff, and prison management. Audience members were given the opportunity to provide anonymous or non-anonymous feedback. 100% of the feedback was positive, with staff commenting:

"It's really nice to see people in a positive light. Don't underestimate how this can help you when you are released" - Offender Management

"I would like to express my thanks to the quality and bravery of the students. To encourage our residents into purposeful activity and have responsibility for output is something we need more of at Brinsford" - Operational staff

"In my opinion, this is one of the best services we currently offer as part of our regime. They have been fun, emotive and insightful and helpful in developing trusting and improved relationships. On behalf of Brinsford I thank the practitioners for their commitment, enthusiasm and inspiration" - Senior Leadership.

This financial year we published an internal evaluation of the creative workshops delivered at HMPYOI Brinsford, which you can read here: <http://www.belongmakingjusticehappen.co.uk/resources/brinsfordreport.pdf>.

“ I reflected a lot. I shouldn't have done what I did. Not thinking has put me in jail. Always think before you act. Drama made me rethink my actions.”

Mentoring Outcomes

This year, we internally evaluated individual's progress against our mentoring programme's intended outcomes via three different evaluation tools which we also use to monitor the impact of our other programmes. 35 people who had accessed mentoring at HMPYOI Isis and in the community between Autumn 2020 and March 2022, had also consented to completing our evaluation tools:

1. **Crime Pics II:** This is a widely used, fully validated questionnaire for examining, and detecting changes in people's attitudes to offending. Crime Pics II was offered to mentoring participants who consented, to complete at the start of mentoring, three monthly during mentoring, and at the end of the mentoring process.
2. **Well-being questionnaire:** Our well-being questionnaire combines measures from the short version of the Warwick-Edinburgh Mental Well-Being Scales (WEMWBS), the Personal well-being ONS4 survey and an Interpersonal trust measure from the European social survey Round 6. The well-being questionnaire was offered to mentoring participants who consented, to complete at the start of mentoring, three monthly during mentoring, and at the end of the mentoring process.
3. **A feedback form** - this was offered to mentoring participants who consented, to complete at the end of mentoring.

In addition to measuring individual's progress using these evaluation tools, we analysed data collected via individual's mentoring session records and via prison and probation databases, to help identify

whether individuals have progressed in achieving our evaluation outcomes.

We found that, during and after engaging with mentoring support:

- 66% of mentoring participants increased their engagement in education, training and employment;
- 49% made with problems in their lives, for example with housing, finance, benefits and substance misuse.
- 48% increased their engagement with positive activities in their community;

43% of the people who engaged with mentoring made progress in three of these areas. However, some mentoring participants only requested mentoring support with accessing employment, training and education and did not identify problems in other areas of their lives. This meant that for those individuals, this is the area that mentoring support focused on. Improvements that participants made in all these areas contributed to the mentoring programme's overall goal of enable people who have offended, to move towards crime free lives.



Partners

In delivering our interventions during 2021-22, we continued to work with several key criminal justice bodies including Her Majesty's Prison and Probation Service, the National Probation Service, Community Rehabilitation companies, Hertfordshire Police, the Metropolitan Police, St Giles Trust, Oxleas Interventions, PACT, The Forward Trust, and Why Me? Belong is an active member of Clinks, the Criminal Justice Alliance and the Restorative Justice Council. We continue to maintain strong working relationships with a wide

range of organisations in local communities and individual prisons, where Belong refer and signpost beneficiaries to additional support.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees consider how planned activities will contribute to the public benefit and the aims and objectives they have set.

“ Belong is committed to carrying out programmes in community areas and prisons where there is most need for them.”

Allocation of Resources

Belong is committed to carrying out programmes in community areas and prisons where there is most need for them. These include areas and prisons in which there are high crime or conflict rates, high reoffending rates, problems with specific types of crime or conflict, where there is high deprivation and where there are few other services effectively targeting these problems. The organisation identifies such areas and custodial establishments through web-based research, reviewing statistics and attending multi agency conferences and partnership meetings.

Once appropriate areas and prisons within which to carry out programmes have been identified, Belong's trustees and/or staff team work to build relationships with local criminal justice organisations such as police teams, probation teams, youth offending services and staff teams within identified communities and/or prisons. At this stage we identify, in consultation with these bodies, more specifically what type(s) of programmes are needed in the area or prison that Belong could provide. We then seek to create

these programmes and seek sustainable funding for them. We also identify projects to carry out via researching current tender and grant funding opportunities that are available for specific pieces of work in specific areas. If Belong's resources permit, we then bid for these opportunities.

Individuals who fulfil certain criteria can access our services. The criteria we currently use are as follows:

- Age related, e.g. at HMYOI Feltham we have funding to work with those aged under 18 years old.
- Circumstance related, e.g. in HMPYOI Isis, HMP The Mount and HMP Coldingley we can work with anyone who has been involved in a conflict or incident in custody.

This criteria is defined by Belong, through consultation with potential funders and with other criminal justice organisations. We regularly review these criteria so that they can be adapted if necessary.

Principal Sources of Funds

Belong has continued to achieve sustainable growth as well as high quality financial performance. We are very grateful to our financial supporters this year who have included:



The Tresanton Trust

The Peter Lilley Memorial Foundation

The Chesterhill Charitable Trust

Policy on Reserves 2021-2022

This policy was agreed in December 2020, by Belong's Board of Trustees, to apply to the financial year 2021-22.

1. Policy Statement

Belong aims to put the needs of victims and perpetrators of crime at the heart of all that we do. Our vision is of a world where there is hope, rehabilitation and recovery for victims and perpetrators of crime. Providing long term, individualised responses to conflict and crime is core to our mission at Belong.

Our reserves policy aims to ensure that our work to deliver our vision and mission is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required.

We have calculated an appropriate reserves range for our organisation which is broken down as follows.

Free Reserves Range		£
Minimum level (equivalent to 2 months running costs when added together to restricted reserves)		37,000
Range		37,000
Maximum level (equivalent to 4 months running costs when added together to restricted reserves)		74,000

2. Policy Background

Charity law requires any income received by a charity to be spent within a reasonable period of receipt. Trustees of Belong must be able to justify the holding of income as reserves. The Charity Commission's guidance on reserves states: "There is no single level or even a range of reserves that is

right for all charities. Any target set by trustees for the level of reserves to be held should reflect the particular circumstances of the individual charity. To do this, trustees need to know why the charity should hold reserves and, having identified those needs, the trustees should consider how much should be held to meet them."

This policy sets out our policy on free reserves, which are defined as unrestricted funds excluding fixed assets and defined benefit pensions. These free reserves include short-term investment balances, cash and other working capital balances.

As part of effective financial management, we hold reserves to ensure we can appropriately manage key financial risks, as laid out in this policy. In this policy we have also set out our plans for investing our reserves, monitoring our reserves levels and reviewing our reserves policy.

3. Key Financial Risks

3a. Unexpected loss of funding

Belong's income from grant and contract funding has increased significantly in recent years, with potential for more growth. Our grant and contract agreements do not hold us legally to financial account for delivering outcomes, i.e. there are not penalties for non-delivery, but there is the potential for unexpected contract or grant termination with associated costs of exit that would bring. Holding some reserves against the risk of unexpected contract or grant termination, is prudent. This ensures we can continue to meet our staff and running costs for two to four months in the event of a significant loss of funding. It also ensures that we can meet these costs for two to four months in the eventuality that the charity needed to close.

Belong receives significant restricted funds. These fall outside of the definition of free reserves. However, in addition to our free reserves we have set aside appropriate amounts within our restricted fund budgets to allow us to account for changes to expenditure levels due to circumstances such as unexpected contract or grant termination, liabilities for staff members redundancy; maternity/ paternity/ adoption leave; disability leave; and sickness absence leave. The total amount set out in restricted fund budgets to account for such changes is £34,000 at the 2021-22 financial year end.

3b. Financial loss due to fraud or misallocation of funds

Financial loss due to fraud or misallocation of funds is a risk that is mitigated by our financial controls framework and associated policies. These have been subject to a full scale review this year in order to ensure compatibility with our continued growth as a charity. It is unlikely that any single instance of fraud would be material.

3c. Reliance on limited sources of income

Belong has good diversification of income sources. Income has grown in recent years and expenditure levels can be materially adjusted within a 12-month period to fit revised funding levels if needed.

There is limited reliance on any one donor or funder. We continue to invest in managing funder relationships effectively and in appropriate project management resources to mitigate delivery risks.

3d. Working Capital

Pre financing arrangements are in place on most of our grants. This mitigates a significant drawdown on working capital and liquidity as a result of taking on grant funding. Most contracts we hold however, are paid monthly in arrears. During 2020-21, approximately 75% of funding is received in advance of expenditure and 25% in arrears. During 2021-22, it is anticipated that there will be a 50-50 split between income received in advance and in arrears of expenditure.

Our cash flow is managed by matching the timing of incoming and outgoing resources appropriately. Our cash flow projections based on secured income for 2020-21 allow us to be able to cover unexpected events, such as a delay in income. A significant change in our overall grant and contract financing mix could result in a need to finance short term liquidity from reserves. However, there is no current requirement to make allowance within the reserves range for this.

3e. Long-term commitments

Although we have long-term financial commitments with our staff, these commitments will be funded exclusively through future cash inflows. Future expenditure will be set in line with future income, and therefore specific long-term funds have not been set aside within reserves.

There is no current requirement to make allowance within the reserves range for future plans and commitments.

4. Using Reserves

Belong's trustee board are responsible for ensuring that the charity holds a sufficient level of reserves. Reserves must not be used, under any circumstances, without the prior written agreement of the board of trustees. Any decision to use Belong's reserves may be made only in a meeting of the trustees, where a quorum is present, and where a majority of that quorum of trustees are in agreement. Such decisions must be clearly minuted, along with their rationale.

5. Investing Reserves

Belong's reserves may be needed as cash in the short to medium term. We may invest our reserves in order to obtain a financial return for the charity, however ensure that these investments allow us to readily access our reserves as cash, when needed.

If it is deemed beneficial we will therefore hold an appropriate amount in a UK bank or building society in an interest bearing account linked to our charity's current account, allowing for same-day money transfer if needed.

6. Monitoring and compliance

Reserves levels and forecasts will be monitored as part of bimonthly corporate financial reporting, with regular reports provided to the Board of Trustees.

If reserves move significantly away from target, specifically below the minimum range (resource constrained) or above the maximum range (opportunity constrained) then a recovery plan will be prepared by the CEO in conjunction with the Treasurer for consideration by Trustees.

7. Review and maintenance

This policy is due to be reviewed by December 2022.

Accounts for the year ended 31st March 2022

Statement of financial activities (including Income and Expenditure Account) for the year ended 31st March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:					
Donations and legacies	3	297,968	211,800	509,768	458,877
Total		297,968	211,800	509,768	458,877
Expenditure on:					
Charitable activities	4	322,349	194,239	516,588	413,461
Total		322,349	194,239	516,588	413,461
Net income/(expenditure)		(24,381)	17,561	(6,820)	45,416
Net movement in funds		(24,381)	17,561	(6,820)	45,416
Reconciliation of Funds					
Total funds brought forward		113,608	5,779	119,387	73,971
Total funds carried forward		89,227	23,340	112,567	119,387

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on page 28 form part of these accounts..

Balance Sheet as at 31st March 2022

	Notes	£	2022 £	£	2021 £
Current assets					
Debtors	7	83,960		48,054	
Cash at bank and in hand		40,606		130,662	
Total current assets		124,566		178,716	
Current Liabilities					
Creditors: Amounts falling due within one year	8	11,999		59,329	
Net current assets			112,567		119,387
Net assets			112,567		119,387
The funds of the charity					
Restricted income funds	9		23,340		5,779
Unrestricted income funds	10		89,227		113,608
Total charity funds			112,567		119,387

The financial statements were approved by the trustees, authorised for issue and are signed on their behalf by:

Emma Stuart

Emma Stuart (Jan 18, 2023 17:19 GMT)

Emma Stuart

Trustee

Date: Jan 18, 2023

The notes on page 28 form part of these accounts.

Cash Flow Statement for the year ended 31st March 2022

	£	2022 £	£	2021 £
Net income/(expenditure) for the year		(6,820)		45,416
Adjustments for: (Increase)/decrease in debtors	(35,906)		(24,207)	
(Decrease)/increase in creditors	(47,330)		10,110	
		(83,236)		(14,097)
Cash flows from operating activities		(90,056)		31,319
Change in cash and cash equivalents in the year		(90,056)		31,319
Cash and cash equivalents at the beginning of the year		130,662		99,343
Total cash and cash equivalents at the end of the year		40,606		130,662

Notes to the accounts

1. Accounting policies

In preparing the accounts the following accounting policies have been complied with:

- a) 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) (effective 1 January 2019) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.
- b) Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Trust.
- d) Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- e) Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.
- f) All incoming resources are included in the Statement of Financial Activities when the Trust is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
 - i) Donations and legacies are received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the Trust, are recognised when the charity becomes unconditionally entitled to the grant.
 - ii) Investment income is included when receivable.
 - iii) Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- g) Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:
 - i) Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
 - ii) All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- h) All fixed assets costing over £1,000 are initially recorded at cost and depreciated over their useful economic life.
- i) The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the Trust. The annual contributions payable are charged to the Statement of Financial Activities.

2. Taxation

The charity is exempt from taxation on its income and gains where they are applied for charitable purposes. Irrecoverable VAT is included in the cost of the goods or services on which it was charged.

3. Income and endowments from: Donations and legacies

	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	2022	2021
			£	£
Other donations and grants	297,968	211,800	509,768	458,877

4. Expenditure on: Charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Staff and Volunteer Costs				
Salaries	237,663	160,173	397,836	308,369
Social security	21,802	12,940	34,742	25,524
Pension costs	5,785	3,648	9,433	7,238
Freelance staff	3,420	750	4,170	-
Staff training	6,153	1,678	7,831	2,485
Volunteer training	62	432	494	-
Staff subsistence	341	3	344	99
Work accommodation	827	-	827	-
Travel – National	6,641	1,582	8,223	3,640
Volunteer expense claims	538	281	819	442
Recruitment costs	2,613	1,585	4,198	2,251
Clinical supervision	4,970	4,295	9,265	6,470
Staff mentoring expenses	1,711	554	2,265	-
HR services	-	-	-	900
Covid-19 Service user equipment	2,380	1,000	3,380	28,896
Covid-19 Staff and volunteer equipment	1,542	107	1,649	3,300
Administration and Other Costs				
Advertising & marketing	1,120	152	1,272	319
Accountancy fees	6,593	378	6,971	5,615
Bank charges	5	-	5	-
Consulting	-	-	-	9
General expenses	2,825	1,415	4,240	741
Insurance	1,888	-	1,888	2,578
Interest	43	-	43	-
Meeting room hire	576	887	1,463	-
Monitoring and reporting	1,788	240	2,028	-
Printing & stationery	2,230	-	2,230	1,466
Postage	-	-	-	28
Quality assurance	5,277	-	5,277	-
IT Software and consumables	2,737	1,534	4,271	9,647
Repairs & maintenance	-	-	-	667
Subscriptions	440	125	565	1,707
Telephone & internet	379	480	859	1,070
Total	322,349	194,239	516,588	413,461

5. Employee information

No employee received emoluments in excess of £60,000 during the year (2021: nil).

Employee costs during the period were as follows:

	2022 £	2021 £
Wages and salaries	397,836	308,369
Social security costs	34,742	25,524
Other pension costs	9,433	7,238
	442,011	341,131

The average number of people employed during the period was as follows:

	2022	2021
Charity staff	13.0	11.0

6. Trustee information

No trustee received remuneration (2021: none) or was reimbursed expenses (2021: nil) during the year.

7. Debtors

	2022 £	2021 £
Prepayments and other debtors	1	590
Income in arrears	83,959	47,464
	83,960	48,054

8. Creditors: Amounts falling due within one year

	2022 £	2021 £
Bank loans and overdrafts	15	-
Taxation and social security	-	16,038
Other creditors	11,984	43,291
	11,999	59,329

9. Restricted income funds

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
AB Charitable Trust	(392)	15,000	(7,775)	-	6,833
CAF Resilience	(402)	-	-	-	(402)
Children in Need	2,655	66,145	(59,909)	-	8,891
Children in Need Covid 19 booster	5	-	-	-	5
HMP Wormwood Scrubs	1,460	50,085	(47,986)	-	3,559
MOPAC's Young Londoners' Programme	2,442	56,570	(53,624)	-	5,388
HMPPS Covid Response Grant	(16)	-	(161)	-	(177)
London Community Foundation	11	-	-	-	11
Surrey Community Foundation Emergency Covid 19	16	-	-	-	16
Swire Charitable Trust	-	24,000	(23,125)	-	875
TTA Newham MOPAC	-	-	(1,659)	-	(1,659)
	5,779	211,800	(194,239)	-	23,340

10. Unrestricted income funds

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Designated Fund					
HMPYOI Isis	19,391	66,000	(77,605)	-	7,786
HMP Coldingley	15,267	56,439	(60,266)	-	11,440
HMP The Mount	9,293	56,880	(57,900)	-	8,273
BBC Appeal	-	21,858	(188)	-	21,670
DDP	1,614	15,467	(15,430)	-	1,651
HMPYOI Aylesbury	-	9,900	(3,389)	-	6,511
HMPYOI Brinsford (drama)	-	37,839	(36,194)	-	1,645
HMPYOI Brinsford (coaching)	-	30,021	(31,487)	-	(1,466)
General funds	68,043	3,564	(39,890)	-	31,717
	113,608	297,968	(322,349)	-	89,227

11. Analysis of net assets between funds

	2022 £	2021 £
Restricted funds		
Current assets	23,340	5,779
Unrestricted funds		
Current assets	89,227	113,608
	112,567	119,387

12. Related Parties

There were no transactions with related parties in the current or prior year which require disclosure.

13. Controlling Parties

The charity is controlled by the trustees.

14. Other Information

The charity is an unincorporated trust with its registered office at Capital Office, Kemp House, 152-160 City Road, London, EC1V 2NX.

Independent Examiner's Report to the Trustees of Belong: Making Justice Happen

I report on the accounts of the charity for the year ended 31st March 2022, which are set out on pages 25 to 32

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

David Burton

David Burton (Jan 23, 2023 14:56 GMT)

David Burton

A member of the Chartered Institute of Public Finance and Accountancy

133 Wear Bay Road
Folkestone
Kent CT19 6PL

Date: **Jan 23, 2023**











Belong Annual Report and Accounts 2021-22 FINAL signed

Final Audit Report

2023-01-23

Created:	2023-01-18
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BELONG: MAKING JUSTICE HAPPEN

England & Wales - Charity number 1172293

Accounts



Making
justice
happen

Trustees Annual Report and Accounts

Year ending 31st March 2021

Registered Charity 1172293



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Introduction

The trustees present their report and accounts for the year ended 31st March 2021. The accounts comply with the requirements of the Charities Act 2011, Financial Reporting Standard 102 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and admin information

Charity name

Belong: Making Justice Happen

Charity number

1172293

Charity Trustees

Ms Emma Stuart (Chair Person from Dec 2020)

Mr Nicholas Massey (Chair Person until Dec 2020)

Mr Fred Ingham (Co-Treasurer)

Mr Matthew Parris (Co-Treasurer)

Dr Geoff Paul (from November 2020)

Ms Caroline Havers (from November 2020)

Mr Daniel Marsh (from August 2020)

Ms Jemima Roe (from August 2020)

Ms Annie Gallacher

Ms Marike Koppenol

Ms Jennifer Holroyd

Mr Richard Kent

Mr Edward Bowie

Ms Lyndsey Morris

Registered office and principal address

Capital Office
Kemp House
152 - 160 City Road
London
EC1V 2NX

Organisation

Belong is an incorporated charity, governed by a constitution which was adopted on 15th December 2016 and registered as a charitable organisation on 28th March 2017. The incorporated charity was set up in order to further the purposes of Belong London, an unincorporated charity which was registered as a charitable organisation on 19th July 2011. The charity is managed by the trustees who meet regularly to consider the progress of the charity and to consider its future direction and activities. The day-to-day operation of the charity is delegated to the CEO who is supported by the other members of staff and volunteers

Trustee appointments

The trustees are recruited via open, competitive recruitment process and appointed in a general meeting or by existing trustees. In selecting persons to be appointed as trustees, the existing trustees take into account the benefits of appointing a person who through occupation, employment or otherwise has special knowledge of the area or who is otherwise able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects and the management of the charity.

Charitable purposes

The charity's purposes, as laid out in its constitution are:

1. To promote for the benefit of the public in the UK and its communities, with a view to the preservation of public order, the provision of services for mediation and conciliation between

people, organisations and groups who are involved in disputes or conflicts where that dispute or conflict results from or may lead to acts of anti-social behaviour, crime, vandalism, racial abuse or breach of the peace.

2. To promote for the benefit of the public in the UK, the provision of services for mediation and conciliation between victims of crime and offenders, with a view to the preservation of public order, and for the preservation and protection of the well-being of such victims and the rehabilitation of such offenders.
3. To promote social inclusion among prisoners, ex-offenders, and their families who are socially excluded from society, or parts of society, as a result of their past or current involvement in the criminal justice system or the involvement of a family member(s) by:
 - providing information to support to enable prisoners, ex-offenders, and their families to

identify and access education, employment, training and/or recreational opportunities;

- providing mentoring support to enable prisoners, ex-offenders, and their families to develop self-confidence, self-awareness, empathy and life skills such as budgeting, communication, conflict resolution, goal setting and reflective thinking;
- and providing psychotherapeutic support to enable prisoners, ex-offenders, and their families to process experiences of trauma, better manage emotional and mental health problems and improve their emotional and mental wellbeing.

The charity has developed its vision, mission, values and strategic aims to cohere with its charitable purposes, in consultation with beneficiaries, funders, volunteers, staff members and trustees

Chairperson's message

I am delighted and honoured to have joined Belong as Chair of Trustees in December 2020. I arrived when much of our extraordinary and effective response to Covid was fully underway.



The Trustee Board and I are grateful for the considered and caring leadership of my predecessor Nicholas Massey, who guided Belong through the emergence of the Covid threat and resulting restrictions. We also thank Nicholas for his tenure as Chair, during which Belong increased in size and reach.

Belong celebrates both our tenth anniversary and our continued growth as we move into 2021 and beyond. Building on our established foundations, we have been busy mobilising psychotherapeutic support to young offenders in the community, drama facilitated interventions and peer led violence reduction interventions in prisons. Belong thrives under the exceptional leadership of our inspirational CEO and Founder Esther Wanjie-Nyeko, and the combined efforts and commitment of all Belong's talented, tenacious, and wonderful staff and volunteers.

As you and I personally experienced change and challenge during Covid, so have all parts of the criminal justice sector. Police, courts, probation and prisons experienced delays in due process, curtailment in rehabilitative opportunities, and increased adverse physical and mental health experiences. In keeping with Belong's 10-year history of responsive delivery and commitment to our service users, we were able to adapt to continue to deliver psychotherapeutic interventions, restorative justice and much needed support to prisoners, post release and community sentenced offenders and the staff who care for them.

2020 - 2021 also marked an unprecedented social awakening to lived experiences marked by racial disparities in the UK. We listened first, to understand more, considering how to be appropriate allies. Our team facilitated workshops for BAME prisoners, shared the learning with

prison managers, produced a motivational short film broadcast in prisons, and designed BAME specific groupwork interventions. Our findings, Collaborating with people from *Black, Asian and Minority Ethnic Backgrounds in Prison: Covid-19 & Beyond*, are available on our website belongmakingjusticehappen.co.uk

We are grateful to our prison service partners, who worked inclusively with us to ensure that our services were provided to prisoners wherever and however they could be, whilst maintaining everyone's safety. We are equally grateful to our probation and community partners for enabling us to continue to meet needs within the community. Thank You, Prison Service, National Probation Service, Community Rehabilitation Companies, Hertfordshire Police, Metropolitan Police, St Giles Trust, Oxleas Interventions, PACT, The Forward Trust, and Why Me?

As we stand on the threshold of a post Covid era, Belong are growing in number, partnerships and aspirations, and meeting the rising need for our work. We welcome new Psychotherapists, Facilitators, and a Development Officer to our growing team to make this happen. We extend a special thank you to our funders who are enabling rehabilitation and hope for victims and perpetrators of crime: The Ministry of Justice, The Home Office, Children in Need, London Mayor's Office for Police and Crime, The AB Charitable Trust, The Tresanton Trust, The Peter Lilley Memorial Foundation, The Chesterhill Charitable Trust, London Community Foundation, Surrey Community Foundation, Hertfordshire Community Foundation, The Austin Hope Foundation.

And so, we look forwards to our continued growth in the certainty that compassionate support for victims and offenders leads to greater healing, a possibility to which we all deserve to Belong.

CEO's message

When I first found out about Covid-19 in February 2020, I expected that it would be a softer, quicker blow. Yet we now know that the magnitude of Covid-19's impact on prisons, probation, crime levels and the experiences of victims of crime will take years to understand, unravel and repair.



If the pandemic has brought us one thing, it is a reminder that life, health, freedom; none of these are promised, each can be brutally, unexpectedly lost. This year all of us in Belong supported others through loss – and individually, we each experienced our own losses. Somehow, we made it to the end of the year stronger than ever before. We did this by pulling even tighter together as a team, by remaining hopeful, and by keeping our focus firmly on the men and women, boys and girls, teenagers and young adults, who are at the heart of our mission.

Our work this year with all these individuals has been crucial. The assistance provided by our front line staff and volunteers has been a lifeline

to many people whose suffering as a result of Covid-19 is unimaginable. Over 2020-21, the support needs of those who have committed or been victims of crimes have become deeper, more complex, and more entrenched. Covid-19 restrictions mean that support is increasingly difficult to access. Disproportionality in our criminal justice system continues insidiously to limit the life chances of individuals from Black, Asian and Minority Ethnic backgrounds. The weight of prejudice and discrimination within our criminal justice processes and institutions seems heavier than it was in the world that we knew before the Covid-19 pandemic. Our task as we approach the future is greater than ever.

As we close this year, I would like to extend my sincere thanks and gratitude to everyone in Belong. To our trustees, our staff and our volunteers – there are no words to capture how much I appreciate your daily, continued commitment to the individuals that we support. I am indescribably proud to have the privilege of working with you all. My appreciation and heartfelt thanks also goes out to our funders, who give us the resources that we extend out to help those in the criminal justice system who need us. We are grateful for your generosity and the support you have continued to

show us as we have sought to reach those most in need. To our colleagues and partners; those of you in prisons, in probation, in police teams, in other charities and small businesses – thank you for walking alongside us, for sharing the challenges we face and for uniting with us as we work to meet individual's needs in our criminal justice system. It is vital that people who have committed offences and who have been victims of crime can access rehabilitation and recovery – you all give me hope that together we will continue to make this possible for as many individuals as we can.



Our values



Inspiration

Genuinely believing that people can change, heal and rehabilitate

Focusing on individual's strengths and abilities

Role modelling evidence-based practice amongst other professionals



Respect

Accepting people as they are

Being consistent, open and honest with people

Challenging harmful beliefs and behaviour



Empowerment

Giving people the skills to move forward and take ownership of the future

Enabling people to talk about their experiences

Encouraging people to voice their needs and set goals



Restoration

Restoring hope and self-worth

Re-building relationships

Promoting a culture of hope within criminal justice systems



Patience

Providing long term support when this is needed

Working through setbacks with people

Understanding that lasting change takes time

Our landscape

In November 2011 the prison population reached its highest level of just over 88,000. As at 26 June 2020, the total prison population was 79,453, likely as a result of fewer receptions, courts running at lower capacity and crime being lower during the Covid-19 restrictions. Projections forecast that the prison population will be around 81,700 by June 2023.

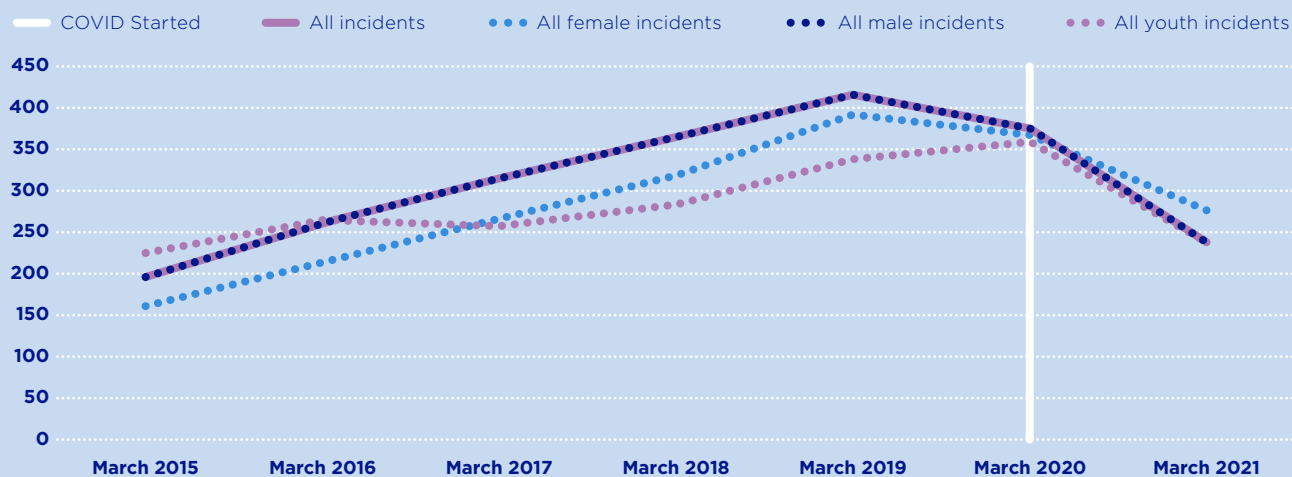
Fines remained the most common sentence, accounting for 78% of all sentences. Of all offenders sentenced in the latest year, 7% received a community sentence, 7% immediate custody, 3% a suspended sentence, and 3% were given a conditional discharge. A greater proportion of offenders (33%) received immediate custody for indictable offences than any other sentence outcome.

As at August 2020, the average custodial sentence length has increased across most offence groups over the latest year, to 22.2 months for indictable offences and 2.7 months for summary offences.¹

Convictions for violent offences had risen 10% on the previous year. Convictions for sexual offences had fallen 10% on the previous year.²

Rates of violence per 1000 in UK prisons have been steadily increasing amongst male, female and young offender populations since 2015, inclusive of assaults on one another and staff. Violence in prison contributes to the traumatising and re-traumatising of prisoners and staff, creating and compounding both adverse mental health effects, social isolation and pro-criminal behaviours. Violence in prisons is likely a contributory factor in staff attrition and absence.³

Assaults per 1000 individuals



The downturn in violence is likely attributable to the ‘lockdown’ regimes used as a preventative Covid-19 measure. Prisoners were confined to their cells whilst education, work, resettlement, Gym, exercise, association and in person visits were curtailed.

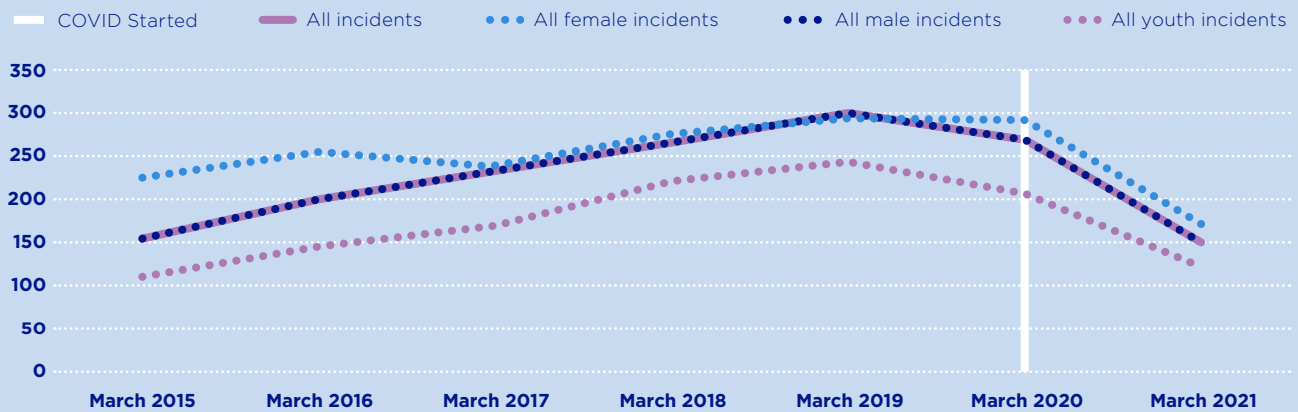
Restorative Justice, Psychotherapy and mentoring support can help reduce recidivism and the long term detrimental effects of victimisation, imprisonment, stigma and shame.

1 Sturge, G. 2020 “UK Prison Population Statistics” House of Commons Library, Briefing Paper Number CBP-04334

2 MOJ. 2020 “Criminal Justice Statistics quarterly”

3 Safety in Custody Quarterly, up to March 2021 www.gov.uk/government

Individual on individual assaults per 1000



The Ministry of Justice, found that in a randomised control trial of the use of restorative justice with adult offenders:

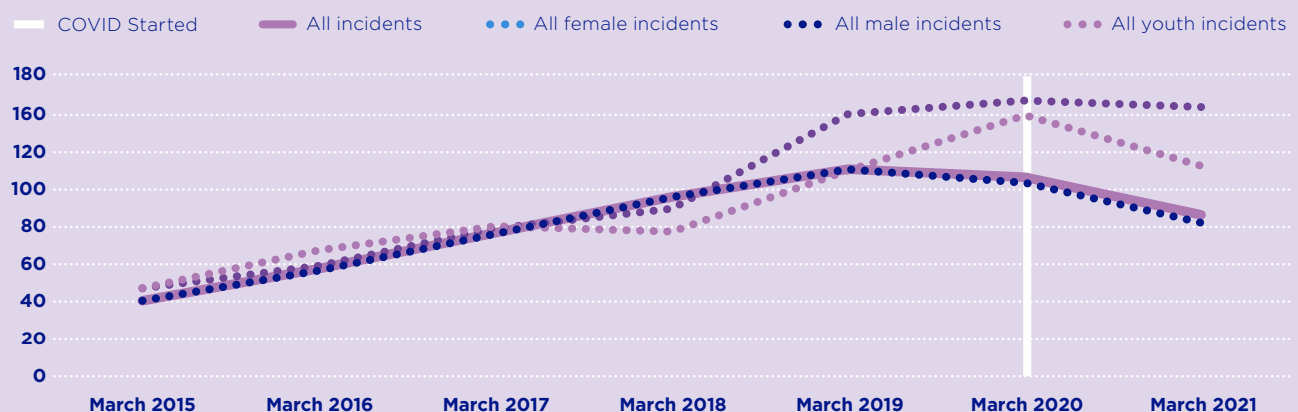
- The majority of victims chose to participate in face to face meetings with the offender, when offered by a trained facilitator.
- 85% of victims who took part were satisfied with the process.
- Restorative justice reduced the frequency of reoffending, leading to £9 in savings to the criminal justice system for every £1 spent on restorative justice.

The government’s analysis of this research has concluded that restorative justice reduces the frequency of reoffending by 14%.⁴

The first major meta-analysis of psychotherapy outcomes included almost 400 studies and found that the outcomes of those receiving psychotherapy were far superior to those who were not (Smith and Glass, 1977).

These findings have consistently been supported by hundreds of subsequent meta-analyses demonstrating the clear clinical benefits of psychotherapy (Wampold and Imel, 2015).⁵

Assaults on staff per 1000 individuals



4 restorativejustice.org.uk

5 UK Council for Psychotherapy (UKCP) www.psychotherapy.org.uk

Our staff team



Esther
CEO



Hannah
Development
Manager



Becky
Restorative Justice
Manager



Samuel
Restorative Justice
Manager



Debi
Service
Manager



Archana
Dance Movement
Psychotherapist



Brian
Restorative Justice
Practitioner



Lila
Restorative Justice
Manager



Lisa
Service
Coordinator



Eleonora
Creative Arts
Psychotherapist



Matthew
Service
Coordinator

Our CEO is a senior restorative justice practitioner with two decades of experience working with people who have offended and/or been a victim of crime, and over a decade of senior management experience. Before setting up Belong with our co-Founder in 2010, our CEO gained an understanding of issues in criminal justice globally by working in a number of African prisons. Other Belong staff members possess a wealth of expertise in

project, financial and staff management as well as in work with disadvantaged people, including young people, people serving sentences in prison and those with mental health problems. The team have robust knowledge and experience of risk management processes and share a genuine desire to help make positive change possible for people who have offended or been victims of crime.

Our volunteers

We have a strong track record of recruiting, training and supporting volunteers from a range of backgrounds to provide assistance to people in prison and ex-offenders in the community.

Our volunteer recruitment is undertaken in line with our Safer Recruitment and Single Equalities Policies. Volunteer roles are widely advertised to all sections of the community via national and regional press and social media networks. Successful participation in our bespoke training and induction package is a key part of the selection process for volunteers.

All volunteers also achieve enhanced Disclosure and Barring Service and Prison Security vetting before undertaking their roles. The backgrounds

of the volunteers that have been recruited onto our programmes include having studied for an undergraduate and/or postgraduate degree in a relevant area (psychology, sociology, counselling and/or criminology), having worked for youth offending teams, having worked in schools or having previously been a mentor.

You can read a wonderful blog on our website about Cynthia, one of our volunteers: www.belongmakingjusticehappen.co.uk/cynthia.html

Our year in numbers

During 2020-21 we expanded our provision and worked from within seven prisons and young offender's institutions, delivering:

Restorative justice and one to one support for 557 PRISONERS

who perpetrated violent or antisocial behaviour incidents at HMPYOI Isis, HMP Wormwood Scrubs, HMP The Mount and HMP Coldingley

Restorative justice and one to one support for 59 PRISON STAFF MEMBERS

who were victims of violent or antisocial behaviour incidents at HMPYOI Isis, HMP Wormwood Scrubs, HMP The Mount and HMP Coldingley

Mentoring and psychotherapy interventions to 28 YOUNG PEOPLE AGED 18-21

serving custodial sentences at HMPYOI Feltham, as part of the Prison Life And New Achievements (PLAN A) programme

A consultation and needs analysis with 34 BLACK, ASIAN & MINORITY ETHNIC PRISONERS

at HMPYOI Isis, HMP The Mount and HMPYOI Aylesbury exploring the impact on them of racial inequality and Covid-19

A creative competition with 16 PRISONERS AND PRISON STAFF MEMBERS

at HMP The Mount, encouraging people in prison to explore and express their feelings during lockdown.

In cell support via emotional wellbeing, creativity and conflict resolution toolkits, distributed to OVER 1,000 PEOPLE

in HMPYOI Isis, HMPYOI Feltham, HMP Wormwood Scrubs, HMP The Mount, HMP Hewell and HMP Coldingley prisons. These have included a range of resources, including puzzles, games, and other creative tools- paints, paper, letter writing kits

Resettlement support to over 700 PEOPLE

on their release from prison, via hygiene release kits including essential items such as face masks, hand gels, food vouchers and multivitamins

Where we are



HMP Brinsford

Creative workshops and conflict coaching service for young people (Wolverhampton WV10 7PY)



HMP The Mount

Restorative Justice service for adults (Hertfordshire HP3 0NZ)



HMP Isis

Restorative Justice and mentoring service for young people (London SE28 0FG)



HMP Wormwood Scrubs

Restorative Justice service for adults (London W12 0AN)



HMP Feltham

Plan A (Restorative Justice service, creative therapy and mentoring) for young people and children (Feltham TW13 4NP)



HMP Brixton

Mentoring service for adults (London SW2 5XF)



HMP Coldingley

Restorative Justice service for adults (Woking GU24 9EX)



- **'Me Time'** Community Psychotherapy service for children and young people (London Boroughs)
- **Community Mentoring service for children, young people and adults** (London Boroughs)

Responding to the Covid-19 pandemic

My Covid Existence

It was the 2nd from last Tuesday in March the actual date was 23,
The government put out a nationwide news bulletin, addressed to all and sundry
That due to the threat of Covid-19, we'll all have to go on total lock-down,
No more visits from any friends or family, would we see.

My last oral parole review had been adjourned from the 10th of February,
So I instinctively know this new situation could add at least a few more years,
Before I'd likely to be freed.

On July 13th, I would have already served 15 years in jail on a 2 and a half year tariff, IPP.
They say we're all in this together but already what seems to be clearly evident
About this new disease is that it seems to be most deadly to those of BAME, like me.

I came away aged 35, and last October reached the tender age of fifty,
Doubt I'll be seeing freedom til I reach the age of 53,
Locked up inside, with no fortune nor fame,
When will they release me? When I'm broken bald and lame?

I still have a dream of becoming something in life,
Success is my most prominent aim
My Achilles heel of getting high and drunk and into social strife,
Is a part of my past I now truly must tame

While Covid-19 runs rampage throughout society like the silent killer,
no one knows yet what's fully in store,
It's capable of killing the wealthy, though takes a higher toll amongst the poor,
I try to remember I'm not alone as I lay down to bow, kneel and put my forehead
to the floor.

God I pray, when might you enable me to walk out those prison gates?
So glad to close behind me, my old prison cell door.
Or will I be buried from her in a box, put 6 ft down below amongst the destitute & poor
Covid-19 has worsened my daily plight,
Diminishing what light had been in sight,
Yet I refuse to be crushed and will never give up my fight.

Though this unfortunate vile virus has surely on my shoulders extra stresses are piled
I wish I could go back to my old self when I awoke up cheerfully with a get go and a smile
But sadly my good spirit at times now has deserted me, at times
I feel like I'd be better off to walk the condemned man's green mile,
But I know I have to find inner strength now, after all I'm a grown man now,
and no longer a child

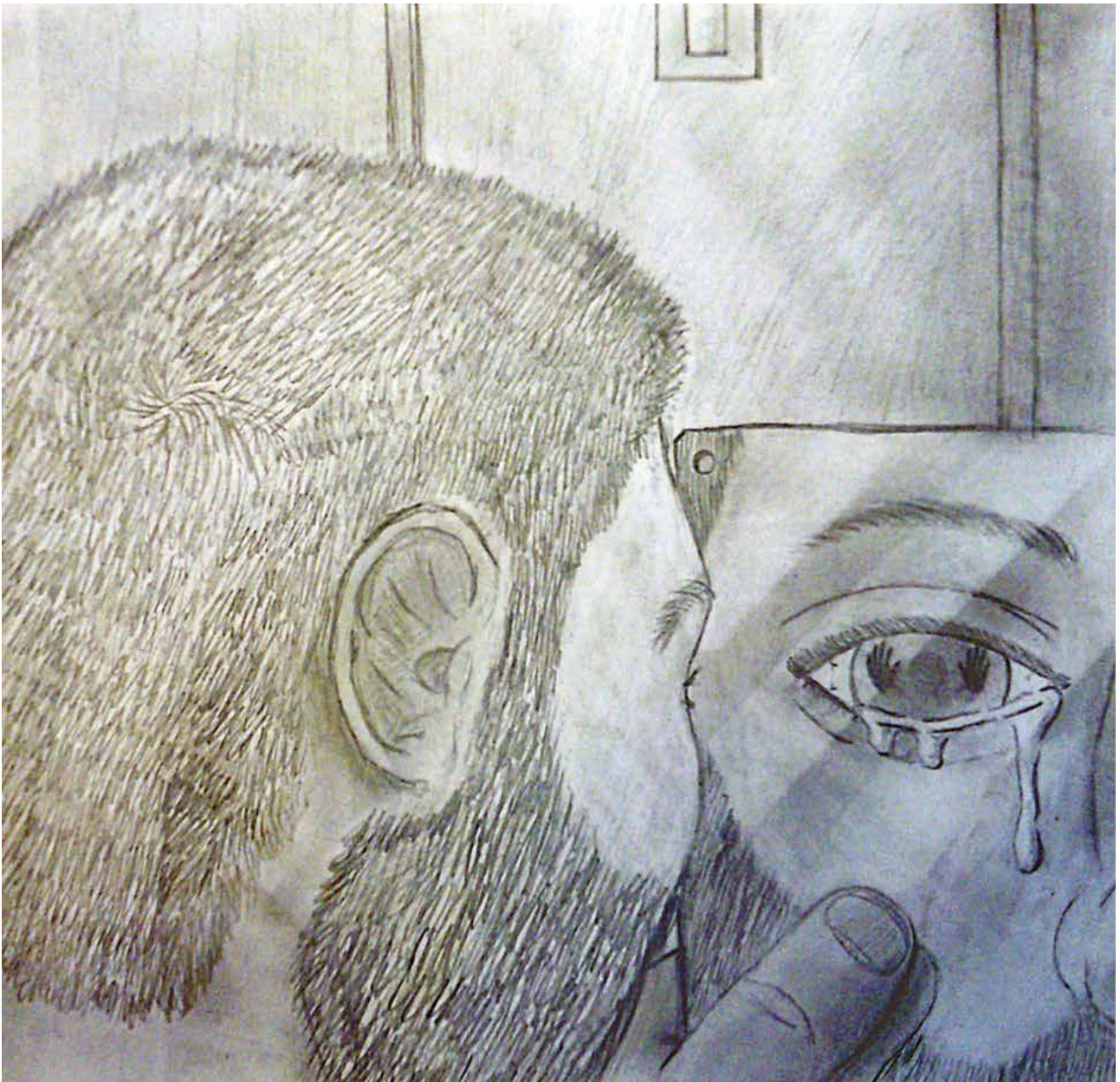
05/06/20

The Mount went silent and ghostly
Nobody walking about, staff mostly
The usual hum had disappeared
No noise except birds it feels weird

Looking out seeing no planes
Kites and Crows having free range
Nature enjoying the peace and quiet
Crows the only things causing a riot

The virus has changed the world forever
It's something we thought would happen never
People have died, the count is rising
Trees the only things moving on the horizon

The view outside has just stood still
Luckily I'm healthy and haven't been ill
This virus is deadly that we know
But hopefully a cure will make it go





△ feeling happy
at times

△ neutral feeling
most the time

△ Anger
at times



Fallen on strange times

As you know the regime is changing
On Fowler wing the staff are amazing
There empathetic, considerate with lots of patience
Considering times have fallen the strangest

It's not segregation but more separation
We stand united clapping for carers with appreciation
Unprecedented times and loads of speculation

23 hour lockdown is hard being an understatement
Missing family on visits having to use imagination
Mental health affected with no exaggeration
Getting wages without being at my work placement
But won't complain with the pandemic raging
One day we will look back having made it

Jail ain't great but the Mount is safe
Well done to staff and residents for being brave
With our friends made on the spurs we stay
Everyone is caring being here is a safe place
We conquered a virus face to face
Together we stood tall as one race
All knowing the light is at the end of the tunnel

Now we rebuild without no more trouble
It's crucial the economy builds without rubble
So everyone pray together and also
Remember no matter how hard times got
We were all in the same bubble

Feedback from prisoners who received Covid-19 support from Belong

Thank you for taking the time to send this pack, loneliness is my greatest enemy, so having something to do is very helpful to me.

Receiving the packs made me feel happy and very emotional as it shows someone cares... this gave me a bit of hope whilst unwell... Thanks for your work!

I was not expecting anything but was grateful for the art supplies to use as it is something I like to do. Thank you for the distraction pack, I found the contents useful. As I use art and poetry for distraction techniques and coping strategies.

Receiving the packs made me feel very happy, it felt like Christmas... thank you so much for the pack, it really made my day. Everything is amazing, keep up the good work.

Receiving the packs made me feel that people do care when I'm having a bad time... it's nice that there is help for us who need it.

Receiving the packs made me feel a part of something and listened to... I just want to say thank you.

Thank you for taking the time to send me this pack, loneliness is my greatest enemy so having something to do is very helpful to me.

Receiving the packs made me feel less stressed and more happier.

Receiving the packs made me feel quite surprised, wasn't expecting them to be as good, thank you I learned some great crafts to teach my kids.

Receiving the packs made me feel like someone cares as I don't have any outside support... I found this really useful as I have E.U.P.D and struggle a lot in prison with my thoughts and emotions. I have no outside support so this is a massive help for me. Thank you so so much.

Restorative approaches in prisons

Our restorative justice services at HMPYOI Isis, HMP Wormwood Scrubs, HMP The Mount and HMP Coldingley were deemed as essential by the prison service at the beginning of the Covid-19 pandemic.

Our staff therefore continued to deliver these services throughout the year. At each prison, we offered restorative interventions to perpetrators and victims of harm in the aftermath of antisocial behaviour and violent incidents in prisons. Support was delivered in a Covid-19 secure manner, using social distancing, enhanced hygiene measures, PPE and in cell telephony as appropriate.

We facilitated safe communication between perpetrators and victims of violence or antisocial behaviour. Communication was in person, via shuttle mediation or by letter and focused on resolving conflicts and repairing harm that had been caused by violence and antisocial behaviour. After interventions and where it wasn't possible for individuals to communicate, we provided one to one support to those impacted by violence and ASB, to help individuals cope and recover. We also provided one to one support to perpetrators of violence and antisocial behaviour to help them to increase their conflict resolution skills, decrease impulsivity and aggression and use non-violent ways of achieving their goals. In addition, our team delivered restorative justice facilitator training for prison managers and prison officers at HMPYOI Isis, and for prisoners at HMP Coldingley and HMP The Mount.

Our work at HMP Coldingley, HMP The Mount and HMPYOI Isis achieved the Restorative Services Quality Mark in May 2019. This financial year we published an internal evaluation of the restorative justice work delivered at HMP The Mount during 2018-2021. You can read this here: www.belongmakingjusticehappen.co.uk/resources/TheMountEval.pdf

Evaluations of the restorative justice work that we have delivered at HMPYOI Isis and HMP Coldingley, published during previous financial years, are also available on our website.

As part of our evaluations, each prison's incident reporting system was used to explore whether behavioural changes had taken place amongst participants in restorative justice processes.

We focused in particular on exploring whether participants who had perpetrated violence and antisocial behaviour in custody and engaged with the restorative approaches service changed their behaviour after working with us. Each prison's incident reporting system enabled us to analyse data on individual's reported involvement in custodial violence and antisocial behaviour during the three months before engagement with our restorative justice services. We then compared this with data on their reported involvement in custodial violence and antisocial behaviour during the three months after they had engaged with the service. To date we have looked at this data in regards to 72 participants across HMP The Mount, HMP Coldingley and HMPYOI Isis. We found that amongst these participants

- Involvement in violence decreased by 89%
- Involvement in threatening and antisocial behaviour decreased by 63%

This indicates that significant reductions in custodial violent and antisocial behaviour are associated with engagement with our restorative approaches services.

Case study 1

An assault took place by Shaun and Si on Carl in HMPYOI Isis. This was the result of an earlier assault on Shaun involving Carl which took place when they were still in the community. Carl was 20 years old and was serving his third adult sentence – all had been for gang related violence and he was generally angry and upset about the assault on him. He was distrustful of the help offered and of the Belong RJ (restorative justice) facilitator. Time was spent working with him on his feelings and mindset, which for him was to retaliate and seek retribution. He was gradually able to put these feelings aside and finally offered to meet Shaun and Si face to face to try and reconcile.

Shaun was already working with Belong following another incident involving an assault on him and he understood the benefit of an RJ meeting. Si's consent to the RJ process was harder to achieve, he had joined in the assault on Carl to help Shaun and so thought Carl would

have it in for him because it wasn't his fight to begin with.

It took a number of messages between Si and Carl and added reassurance by Shaun for him to get on board – but eventually he did. The restorative conference that took place was the first at HMPYOI Isis and facilitated by Belong that involved more than two participants. It was a success with all men treating each other with respect and understanding – and it enabled them to reconcile a difficult and complex situation.

Shaun is now in the community and studying at a London University and much happier with life, Carl is on a recall for the sentence he was serving when he engaged with us – but following a catch up conversation is more mature in his mindset and looking for longer lasting changes. Si is serving a sentence which ran consecutively with his original one in another establishment so we have not been able to have contact with him since his transfer; he is due for release early in 2021.

Case study 2

Ashley arrived at HMPYOI Isis on a manslaughter charge – he was then 18, and is now nearly 21. He was known to Belong fairly early in his sentence as an instigator of a group assault in the Islamic prayers session. Ashley was easy to talk to, however he found it hard to reflect on or to take responsibility for his actions.

Ashley was on a wing in the establishment with a number of his associates and as such he felt a debt of loyalty to them – a theme that was picked up following other incidents of a similar nature, i.e. fights / assaults. Over time Ashley started to identify the pattern in his repeat behaviours, and although he still identified loyalty and anxiety as the two main drivers of his negative behaviour, he was beginning to become tired of the consequences of his actions. With the help of the CSIP (Challenge Support Intervention Programme) at HMPYOI Isis, and continued work with Belong

and other agencies, Ashley recognised a pathway to aim for; namely a recategorisation for an open conditions (D cat) prison – which he knew would only be possible if he was able to move to the 'enhanced wing' and be away from his associates and the loyalty he felt to them.

Another goal was to achieve a wing based job that would enable him to avoid being dragged into potential trouble and to engage in mindfulness based work which would help his recategorisation. Through his hard work, Ashley achieved his enhanced status in the following months and was moved to the enhanced wing and has been in a steady wing cleaning role for about 6 months. His initial recategorisation review was turned down but he was able to manage his expectations with new found patience, and hopefully by the time the next recategorisation is due he will be ready and successful.

Case study 3

Junior came to HMPYOI Isis after going through around half a dozen separate transfers from one establishment to another over the course of about a year. Throughout this time he was involved in numerous incidents of disorder including fighting, staff assaults and property damage. He was 21 years old when I first met him and had come over from Portugal when he was a teenager with no family. We met after he was involved in two fights over the course of two days – both assaults on other people.

It was clear from the first conversation he was angry with the system and this was a big contributor to his negative behaviours. He admitted also he had issues with his anger and this was picked up by his POM (prison offender manager) – who had made a referral request to place him on a violence based change programme in another establishment.

Over the first few weeks of us meeting we discussed the pathway he was aiming for and the expectations of him if he was going to be accepted on the programme. He was untrusting of achieving his goal and this made him anxious and impatient and still prone to the actions he used to resorting to when things become difficult emotionally for him. We started working on a short conflict based course – and he engaged very well and as the trust built between us he noticeably started to reduce his negative behaviours. This was helped by the CSIP (Challenge Support Intervention Support) initiative – and his appointed case manager (a Custody Manager at HMPYOI Isis) who helped to make him feel like he had a purpose and could be part of something bigger – which is what I think is all he wanted all along. Junior went on to get his transfer and placement on the KAISEN course – and is by all accounts doing very well.

Case study 4

Aaron came to HMPYOI Isis at around 19 years of age having received a long sentence for a violent gang related offence, but was then the recipient of a group based attack. After doing the initial risk assessment I was made aware that Aaron had been diagnosed as being on the ‘Autistic Disorder Spectrum’ – as I have previous experience of working in education in a special needs/learning difficulties & disabilities environment – I had a better idea of how to approach initial conversations.

From the outset, Aaron was polite and respectful and willing to engage with me and talk about what he wanted to achieve during his sentence. It became clear from early conversations with him and his POM (prison offender manager) that he was vulnerable to being easily coerced and manipulated by others.

Aaron was keen to get settled quickly in the prison environment so he could get a job, and take up the opportunity of courses, his aim was to meet the requirements of him getting his parole (which was then around 3 years in the future). Belong provided him with a one to one mentor and he is engaging with the programme.

Throughout the time working with him, Aaron has refrained from being the instigator of any instances of violence and disorder, only being involved in one other incident again as the victim. He has tried very hard to change his behaviour by taking part in change programmes and education based activities, and as a result Aaron has achieved ‘enhanced status’, twice (losing it once due to minor wing based negative behaviours) and continues to strive towards his parole hearing in the early part of 2022. He hasn’t yet achieved the job he has wanted for so long – but I think he will get there in the end.

Support for young people in HMPYOI Feltham and the community

In 2020–21 Belong adapted our delivery of Prison Life and New Achievements (PLAN A) at HMYOI Feltham, in order to comply with Covid-19 restrictions.

PLAN A is an innovative programme that enables young people to engage with mentoring, restorative approaches and creative psychotherapy interventions whilst they are serving custodial sentences.

Mentoring

One-to-one support to help young people build their confidence and deal with issues relating to accommodation; education, training and employment; health; drugs and alcohol; finance, benefit and debt; children and families; attitudes, thinking and behaviour. Our mentors are volunteers who are trained via our bespoke criminal justice training programme, and receive full support and supervision from our staff team.

Creative therapy

Group and one-to-one sessions that help people to process experiences of trauma; improve communication and conflict resolution skills; improve their mental and emotional well-

being; learn to express and manage difficult thoughts and feelings.

Restorative approaches

Where it is safe and both parties are willing, restorative approaches give victims of harm chances to communicate with harmers in order to explain the impact of offending on them and have their questions answered. This helps people who have committed offences to develop empathy, learn about the impact of their offending on others and find ways of making amends or restoring relationships.

PLAN A has been funded at HMPYOI Feltham since 2016 by Children in Need. During 2019–20, we secured an additional three years of funding from the London Mayor's Office for Policing and Crime, to expand our delivery of PLAN A at HMPYOI Feltham. In delivering PLAN A during 2020–21, we have received generous in-kind support from HMPYOI Feltham, in their provision of office space, meeting rooms, telephony and internet access and security arrangements for Belong's staff team based at the prison.

Community and remote mentoring for adults

The Coronavirus pandemic has brought many challenges to our mentoring services for adults in prison and in the community, however by utilising our resources and working with other agencies we have overcome these and ensured our service reaches those who need it.

In 2020 the mentoring service at HMPYOI Isis, funded by The Tresanton Trust, was deemed as essential by the prison service and therefore mentors were allowed onto the prison wings to conduct sessions as usual. At this time, other face to face programmes, like education, were suspended, with prisoners being sent workbooks to complete in their cells rather than attending the classroom. As a result our mentors gave prisoners the option of bringing their workbooks to mentoring session to assist them in the absence of a teacher, which some men found very useful.

In January 2021 HMPYOI Isis made the decision to suspend face to face meetings between mentors and prisoners as a result of the Coronavirus pandemic until April 2021. Fortunately all individuals at HMPYOI Isis have access to in cell phones, meaning we could stay in contact on a regular basis. This allowed vital support to continue and with the help of officers at the prison we could safely transfer paperwork when needed.

Coronavirus restrictions have also impacted our community mentoring work. We have all had to adapt to remote working which has brought challenges in terms of service users engagement and building rapport, both of which are usually better when meetings can take place face to face. Where this has not been possible we have used phone and video calls to maintain contact.

In addition, restrictions have also meant at times venues like cafe's and libraries, where we would usually conduct sessions, have been unavailable. As a result we have worked closely with probation officers to use probation buildings to facilitate sessions. Our presence in their offices has given us the chance to inform others about our service and lead to other referrals.

As well as these practical considerations for our service, we have also seen the impact on our services users in terms of their mental health and their support networks. Restrictions have meant development for those in the community has

become even harder because of limited options for jobs and opportunities for them to engage in their communities. This has meant our service has been more important than ever in providing consistent support to those we work with.

Coronavirus restrictions have also meant a delay in our service being established at HMP Brixton, therefore we haven't reached as many service users as we would have liked to in the prison setting. However, this has meant that we have been able to support more service users in the community.

Many of our service users have complex needs, such as mental health issues, substance misuse issues, relationships issues and employment issues. To provide the best support possible we have built relationships with other organisations that offer specific assistance in some of these areas as well as providing our own support.

Our case loads have been very varied, which has meant we have worked with people whose needs and therefore their engagement, can often be unpredictable. Despite this, we have consistently been there for them.

Our mentors have completed existing toolkits with prisoners including the Belong created Money Management Toolkit, and the Alternatives to Violence Project distance learning course, Facing up to Conflict, as well as creating new ones such as the Conflict Resolution Toolkit and the Trauma workbook. These toolkits have been particularly important as Coronavirus restrictions have suspended some activities and programmes in prisons, meaning services users have had less opportunity to engage in other pursuits and toolkits have become a welcome distraction and a learning resource.

Facing up to Conflict

Facing up to Conflict is a 6 week course created by Alternatives to Violence Project (AVP).

Belong has an agreement with AVP that we can facilitate their work with our service users. The course helps service users to understand their emotions better, improve their self-esteem, know how to manage conflict without fighting, or avoiding it, communicate better with other people, find solutions to problems and learn to trust other people more. Some of our service users have found it difficult to think about these areas, especially as they have often experienced conflict in a negative way, but our mentors have guided them through the course.

One service user who completed the course said it had been “really useful” and said he was a lot better at “communicating with other people, including listening and speaking up for myself” and “knowing the things that matter most to me.” He also rated the course “excellent” overall.

Conflict resolution toolkit

The conflict resolution was created to help service users deal with conflict in a healthy and useful way. It encouraged them to reflect on previous conflicts they had been involved in or witness in order to help them react positively to conflict they may face in the future. The toolkit was adapted for three different age groups 15 - 18, 18 - 25 and 25+. One service user who completed the 18 - 25 Conflict Resolution Toolkit who had received a charge of GBH while in prison for another offence said “The toolkit was eye opening. When you’re in a conflict situation it’s difficult to stop and think but completing this toolkit gave me the chance to reflect, see situations from a different point of view and think about the consequences of my actions.”

Money Management

The money management in cell pack, created by Belong allows services users to explore their wants and needs, set financial goals and learn how to budget. One service user who completed this had often struggled with debt issues as a result of his drug use. He suggested the toolkit helped him to ‘understand the value of money and the importance of budgeting.’

Trauma workbook

The trauma workbook was created to help those who have experienced trauma to understand the affects and help them process it. The

trauma workbooks provides service users with a description of what trauma is, an explanation of the affects it can have as well as information on treatment available as well as some practical grounding techniques and relaxation activities.

Employment

We have assisted service users with creating CVs and writing disclosure letters as well as providing information on careers and how to preform job searches. In one instance a service user informed me they had been offered a trial shift at a car cleaning company. Unfortunately the service user was reluctant to go for it because they had limited clothing and were worried others at the company would notice this, causing them embarrassment. We discussed these concerns with the service user and suggested the income from the job would allow them to buy more clothes. We also discussed the possibility of a clothing grant with the service user’s probation officer, which they were eligible for. As a result, the service user attended the trial shift and successfully secured employment.

Accommodation

We have also assisted service users to find suitable accommodation. One service user we worked with found it difficult to know where to start with accommodation options. After speaking to their probation officer to gain an understanding of the service users budget, we used sessions to search for housing through websites. The service user said assisting them to send messages to agents and landlords had been helpful as it was not something they felt motivated to do on their own.

Referrals to other services

We have also worked closely with service users to refer them to other services they may not necessarily have been aware of or had the confidence to contact on their own. We assisted one service user who had been referred to ARK Resettlement Services. His probation officer had made the initial referral but he was nervous about following up with them. His mentor and him called them together in one of their sessions and as a result, his referral was accepted and he is now receiving support to find accommodation.

Impact of Covid-19 and racial inequality on prisoners

Part way through the first Covid-19 lockdown, news emerged about people from Black, Asian and Minority Ethnic backgrounds being more vulnerable to Covid-19. This coincided with the killing of George Floyd in the US. There was then a significant rise in anti-racism movements and global Black Lives Matter rallies and demonstrations. At this highly emotive time, most of our staff were continuing to work in prisons delivering essential front line services.

We were very aware of the experiences of prisoners from Black, Asian and Minority Ethnic backgrounds, and sought to learn more about their current thoughts and feelings, about the support they needed, and the role that Belong could play.

From our conversations with them, it was clear that many prisoners were devastated by the killing of George Floyd; and concerned about the news we were hearing that Covid-19 was disproportionately impacting people from Black, Asian and Minority Ethnic Backgrounds.

Some were impacted by their own experiences of grief and losing loved ones to Covid-19, and some were inspired and motivated by the Black Lives Matter movement that was gaining momentum across the world. Prisoners wanted to talk, debate and explore these events, but with Covid-19 restrictions in place, there was little opportunity to do so.

Using our Clinks and Ministry of Justice Covid-19 response grant, Belong launched a consultation to provide a space for prisoners from Black, Asian and minority ethnic backgrounds to explore their feelings around current events and discuss what they need to move forward. The consultation also aimed to explore prisoners ideas for positive change and determine how Belong and other organisations in the criminal justice system can collaborate with them to achieve those aims.

When we asked prisoners to share their thoughts, feelings and ideas about the future, many felt hopeless about things ever changing. However, participants also expressed a motivation to be involved in change and some hope for the future.

The overwhelming finding from the first round of consultations was that prisoners were grateful for a place to talk about their experiences and felt that there was very little other opportunity to do so. Prisoners spoke about wanting more one-to-one spaces to reflect with peers or professionals, as well as to speak with others who shared similar lived experiences, thoughts and feelings. Many expressed that their lived experiences and learning could be useful to others, and there was a strong sense of wanting to create connections and effect change.

Prisoner's also suggested a number of improvements that could be made to the prison environment. For example, more equality in job opportunities in custody; improvements in the formal complaints system, and access to affordable Afro-Caribbean hair and skin products.

Participants highlighted a need for more positive role models to come into prisons, and suggested community figures who also supported anti-racism. As a result, Belong collaborated on a film featuring some of those role models, which we have begun to show in prisons, using it during group workshops.

Partners

In delivering services during 2020- 21, we continued to work with several key criminal justice bodies

Partners include Her Majesty's Prison and Probation Service, the National Probation Service, Community Rehabilitation companies, Hertfordshire Police, the Metropolitan Police, St Giles Trust, Oxleas Interventions, PACT, The Forward Trust, and Why Me?.

Belong is an active member of Clinks, the Criminal Justice Alliance and the Restorative Justice Council. We continue to maintain strong working relationships with a wide range of

organisations in local communities and individual prisons, where Belong refer and signpost service users to additional support.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees consider how planned activities will contribute to the public benefit and the aims and objectives they have set.

Allocation of resources

Belong is committed to carrying out programmes in community areas and prisons where there is most need for them.

These include areas and prisons in which there are high crime or conflict rates, high reoffending rates, problems with specific types of crime or conflict, where there is high deprivation and where there are few other services effectively targeting these problems. The organisation identifies such areas and custodial establishments through web based research, reviewing statistics and attending multi agency conferences and partnership meetings.

Once appropriate areas and prisons within which to carry out programmes have been identified, Belong's trustees and/or staff team work to build relationships with local criminal justice organisations such as police teams, probation teams, youth offending services and staff teams within identified communities and/or prisons. At this stage we identify, in consultation with these bodies, more specifically what type(s) of programmes are needed in the area or prison that Belong could provide. We then seek to create these programmes and seek sustainable funding

for them. We also identify projects to carry out via researching current tender and grant funding opportunities that are available for specific pieces of work in specific areas. If Belong's resources permit, we then bid for these opportunities.

Individuals who fulfil certain criteria can access our services. The criteria we currently use are as follows:

- Age related, e.g. at HMYOI Feltham we have funding to work with those aged under 18 years old.
- Circumstance related, e.g. in HMPYOI Isis, HMP The Mount and HMP Coldingley we can work with anyone who has been involved in a conflict or incident in custody.

This criteria is defined by Belong, through consultation with potential funders and with other criminal justice organisations. We regularly review these criteria so that they can be adapted if necessary.

Principal sources of funds

Belong has continued to achieve sustainable growth as well as high quality financial performance. We are very grateful to our financial supporters this year who have included:



The Tresanton Trust

The Peter Lilley Memorial Foundation

The Chesterhill Charitable Trust

Policy on reserves

Belong's reserve policy is developed to allow the organisation to cover any of the following eventualities:

- A source of income, e.g. a grant, not being renewed. Funds are needed to give the trustees and employees time to deal with this scenario.
- Covering unforeseen day-to-day operational costs, e.g. employing temporary staff to cover a long-term sick absence.
- The risk of unforeseen emergency or other unexpected need for funds, e.g. an unforeseen large item of spend or finding 'seed funding' for an urgent project.

The target reserve level for this financial year is sufficient to fund at least three months of operational and staffing costs. The target is determined annually as a proportion of Belong's annual budget. The budget is developed in response to confirmed funding streams and contracted activity levels, and is agreed by the Board of Trustees each year. If, at year-end, all required organisational activities have been completed and the reserve target has been achieved from resulting surpluses, remaining balances will be scrutinised by the Board for further investment/financial management decisions.

Accounts for the year ended 31st March 2021

Statement of financial activities (including Income and Expenditure Account) for the year ended 31st March 2021

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:					
Donations and legacies	3	235,505	223,372	458,877	316,620
Total		235,505	223,372	458,877	316,620
Expenditure on:					
Charitable activities	4	186,954	226,507	413,461	284,379
Total		186,954	226,507	413,461	284,379
Net income/(expenditure)		48,551	(3,135)	45,416	32,241
Transfers between funds		7,169	(7,169)	-	-
Net movement in funds		55,720	(10,304)	45,416	32,241
Reconciliation of Funds					
Total funds brought forward		56,274	17,697	73,971	41,730
Total funds carried forward		111,994	7,393	119,387	73,971

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 27 to 31 form part of these accounts.

Balance Sheet as at 31st March 2021

	Notes	£	2021 £	£	2020 £
Current assets					
Debtors	7	48,054		23,847	
Cash at bank and in hand		130,662		99,343	
Total current assets		178,716		123,190	
Current Liabilities					
Creditors: Amounts falling due within one year	8	59,329		49,219	
Net current assets			119,387		73,971
Net assets			119,387		73,971
The funds of the charity					
Restricted income funds	9		7,393		17,697
Unrestricted income funds	10		111,994		56,274
Total charity funds			119,387		73,971

The financial statements were approved by the trustees, authorised for issue and are signed on their behalf by:



Trustee

Date: 15.11.21

The notes from page 27 to 31 form part of these accounts.

Notes to the accounts

1. Accounting policies

In preparing the accounts the following accounting policies have been complied with:

- a) 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) (effective 1 January 2019) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.
- b) Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Trust. Unrestricted funds include a revaluation reserve representing the restatement of freehold property at market value.
- d) Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- e) Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.
- f) All incoming resources are included in the Statement of Financial Activities when the Trust is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
 - i) Donations and legacies are received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the Trust, are recognised when the charity becomes unconditionally entitled to the grant.
 - ii) Investment income is included when receivable.
 - iii) Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- g) Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:
 - i) Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
 - ii) All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- h) All fixed assets costing over £1,000 are initially recorded at cost and depreciated over their useful economic life.
- i) The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the Trust. The annual contributions payable are charged to the Statement of Financial Activities.

2. Taxation

The charity is exempt from taxation on its income and gains where they are applied for charitable purposes. Irrecoverable VAT is included in the cost of the goods or services on which it was charged.

3. Income and endowments from: Donations and legacies

	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	2021	2020
			£	£
Other donations and grants	235,505	223,372	458,877	316,620

4. Expenditure on: Charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Staff and Volunteer Costs				
Salaries	153,011	155,358	308,369	216,601
Social security	13,351	12,173	25,524	17,814
Pension costs	3,729	3,509	7,238	5,047
Staff Training	162	2,323	2,485	6,522
Volunteer Training	-	-	-	599
Staff subsistence	-	99	99	-
Travel - National	1,648	1,992	3,640	12,897
Volunteer Expense Claims	382	60	442	961
Recruitment Costs	880	1,371	2,251	5,528
Clinical Supervision	3,550	2,920	6,470	4,309
HR services	900	-	900	-
Covid-19 Service user equipment	791	28,105	28,896	-
Covid-19 Staff and volunteer equipment	542	2,758	3,300	-
Administration and Other Costs				
Advertising & Marketing	319	-	319	1,517
Accountancy fees	3,963	1,652	5,615	4,480
Payroll fees	-	-	-	600
Software	-	-	-	211
Legal expenses	-	-	-	-
Consulting	-	9	9	234
General Expenses	470	271	741	6,766
Insurance	1,400	1,178	2,578	-
Printing & Stationery	20	1,446	1,466	293
Postage	14	14	28	-
IT Software and Consumables	449	9,198	9,647	-
Repairs & Maintenance	-	667	667	-
Subscriptions	825	882	1,707	-
Telephone & Internet	548	522	1,070	-
Total	186,954	226,507	413,461	284,379

5. Employee information

No employee received emoluments in excess of £60,000 during the year (2020: nil).

Employee costs during the period were as follows:

	2021 £	2020 £
Wages and salaries	308,369	216,601
Social security costs	25,524	17,814
Other pension costs	7,238	5,047
	<u>341,131</u>	<u>239,462</u>

The average number of people employed during the period was as follows:

	2021	2020
Charity staff	<u>11.0</u>	<u>9.0</u>

6. Trustee information

No trustee received remuneration (2020: none) or was reimbursed expenses (2020: nil) during the year.

7. Debtors

	2021 £	2020 £
Prepayments and other debtors	590	2,130
Income in arrears	47,464	21,717
	<u>48,054</u>	<u>23,847</u>

8. Creditors: Amounts falling due within one year

	2021 £	2020 £
Taxation and social security	16,038	6,232
Other creditors	43,291	42,987
	<u>59,329</u>	<u>49,219</u>

9. Restricted income funds

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
AB Charitable Trust	(291)	5,787	(5,888)	-	(392)
CAF Resilience	-	10,000	(10,402)	-	(402)
Children in Need	(1,756)	61,873	(57,462)	-	2,655
Children in Need Covid-19 booster	-	3,000	(2,995)	-	5
DDP	65	2,400	(851)	-	1,614
HMP Coldingley	2,908	-	-	(2,908)	-
HMP The Mount	4,261	-	-	(4,261)	-
HMP Wormwood Scrubs	1,491	49,912	(49,943)	-	1,460
Herts Community Foundation	-	5,000	(5,000)	-	-
MOPA's Young Londoners' Programme	11,019	48,000	(56,577)	-	2,442
HMPPS Covid Response Grant	-	9,900	(9,916)	-	(16)
London Community Foundation	-	24,500	(24,489)	-	11
Surrey Community Foundation Emergency Covid-19	-	3,000	(2,984)	-	16
	<u>17,697</u>	<u>223,372</u>	<u>(226,507)</u>	<u>(7,169)</u>	<u>7,393</u>

The HMP Coldingley fund and the HMP The Mount fund included amounts to meet the charity's liability for redundancy costs when the projects ended. The projects are now funded as unrestricted designated funds and therefore the provisions for liabilities has been transferred to those funds.

10. Unrestricted income funds

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Designated Fund					
- HMPYOI Isis	9,660	66,150	(56,419)	-	19,391
- HMP Coldingley	-	58,300	(45,941)	2,908	15,267
- HMP The Mount	-	56,880	(51,848)	4,261	9,293
General funds	46,614	54,175	(32,746)	-	68,043
	56,274	235,505	(186,954)	7,169	111,994

See note 9 above for details of the transfer during the year.

Included in the income to the General funds is £50,000 which was from the Tresanton Trust.

11. Analysis of net assets between funds

	2020 £	2021 £
Restricted funds		
Current assets	7,393	17,697
Unrestricted funds		
Current assets	111,994	56,274
	119,387	73,971

12. Related Parties

There were no transactions with related parties in the current or prior year which require disclosure.

13. Controlling Parties

The charity is controlled by the trustees.

14. Other Information

The charity is an unincorporated trust with its registered office at Capital Office, Kemp House, 152-160 City Road, London, EC1V 2NX.

Independent Examiner's Report to the Trustees of Belong: Making Justice Happen

I report on the accounts of the charity for the year ended 31st March 2021, which are set out on pages 25 to 31

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that

would be required in an audit and, consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

David Burton

David Burton

A member of the Chartered Institute of Public Finance and Accountancy

133 Wear Bay Road
Folkestone
Kent
CT19 6PL

Date: 15.11.21

