



# Trustees Annual Report and Accounts

**Year ending 31st March 2022**



# Contents

Introduction, Trustees and Governance .....	1
Chairperson's message.....	3
CEO's message.....	4
Our Vision, Mission and Strategic Aims.....	5
Key Achievements this year .....	6
Our Values .....	7
Our Landscape.....	8
Our Staff Team .....	10
Our Volunteer Mentors .....	11
Map of Programmes .....	14
Our Values in Action.....	15
Creative Drama Workshops in HMPYOI Brinsford .....	18
Mentoring Outcomes.....	20
Partners.....	21
Allocation of Resources .....	21
Principal Sources of Funds .....	22
Policy on Reserves 2021-2022.....	23
Accounts and Financial Statements.....	25
Independent Examiners Report.....	33

# 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.

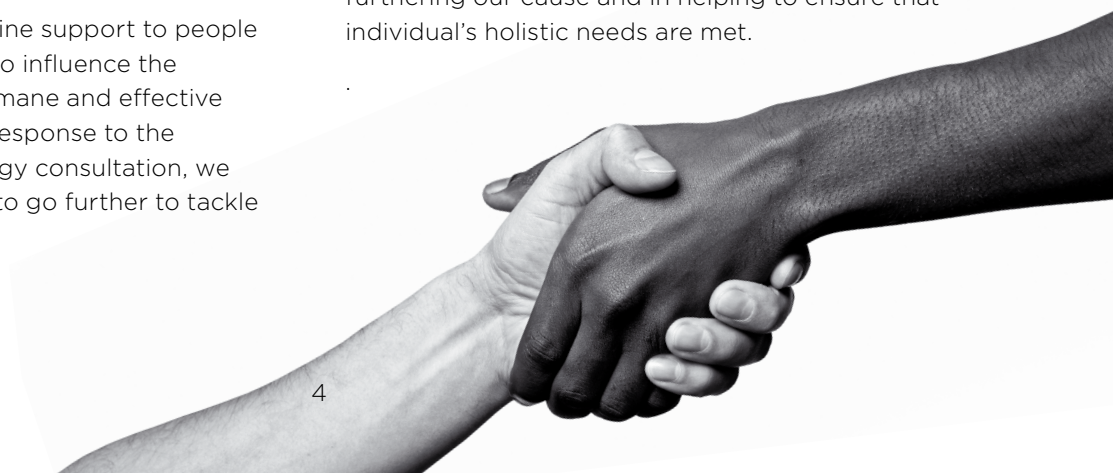
## “ We look forward to further influencing policy on prisons...”

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.

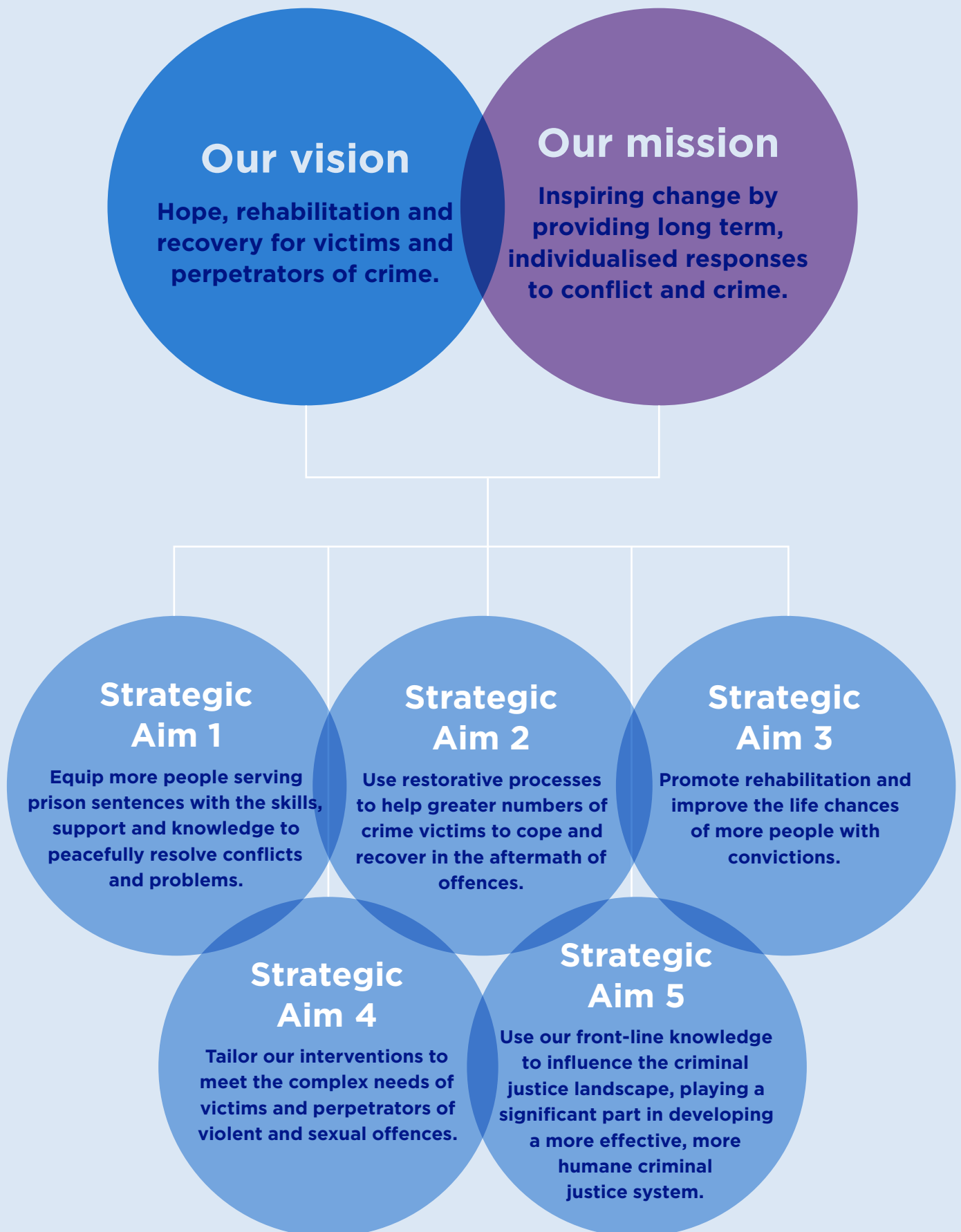
As well as delivering front line support to people this year, we have worked to influence the development of a more humane and effective criminal justice system. In response to the government's prison strategy consultation, we have highlighted the need to go further to tackle

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;

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;

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;

Creative drama workshops to

# 66

**YOUNG PEOPLE SERVING SENTENCES AT HMPYOI BRINSFORD**

One to one mentoring support to

# 40

**PEOPLE SERVING SENTENCES IN PRISON OR IN THE COMMUNITY**

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 2026<sup>1</sup>. 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 reside<sup>2</sup>.

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 2022<sup>3</sup>. 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."*<sup>4</sup>

## Probation

Coming out of the Covid-19 pandemic and the Exceptional Delivery Models (EDMs) arrangements, the Probation Service was overhauled on 26 June 2021<sup>5</sup>. This saw the unification of the National Probation Service with 21 Community Rehabilitation Companies and the launch of National Standards<sup>6</sup>. This all-encompassing restructure integrated and modernised delivery models and saw 8000 staff transitions.<sup>7</sup>

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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](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](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](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 actions<sup>8</sup> and high-profile police conduct investigations<sup>9</sup> 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 2023<sup>10</sup>. 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.

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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 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)

# 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 £
<b>Income and endowments from:</b>					
Donations and legacies	3	297,968	211,800	509,768	458,877
<b>Total</b>		297,968	211,800	509,768	458,877
<b>Expenditure on:</b>					
Charitable activities	4	322,349	194,239	516,588	413,461
<b>Total</b>		322,349	194,239	516,588	413,461
<b>Net income/(expenditure)</b>		(24,381)	17,561	(6,820)	45,416
<b>Net movement in funds</b>		(24,381)	17,561	(6,820)	45,416
<b>Reconciliation of Funds</b>					
Total funds brought forward		113,608	5,779	119,387	73,971
<b>Total funds carried forward</b>		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 £
<b>Current assets</b>					
Debtors	7	83,960		48,054	
Cash at bank and in hand		40,606		130,662	
<b>Total current assets</b>		124,566		178,716	
<b>Current Liabilities</b>					
Creditors: Amounts falling due within one year	8	11,999		59,329	
<b>Net current assets</b>			112,567		119,387
<b>Net assets</b>			112,567		119,387
<b>The funds of the charity</b>					
Restricted income funds	9		23,340		5,779
Unrestricted income funds	10		89,227		113,608
<b>Total charity funds</b>			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 £
<b>Net income/(expenditure) for the year</b>		(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)
<b>Cash flows from operating activities</b>		(90,056)		31,319
<b>Change in cash and cash equivalents in the year</b>		(90,056)		31,319
Cash and cash equivalents at the beginning of the year		130,662		99,343
<b>Total cash and cash equivalents at the end of the year</b>		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 2022 £	Total funds 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 £
<b>Staff and Volunteer Costs</b>				
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
<b>Administration and Other Costs</b>				
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
<b>Total</b>	<b>322,349</b>	<b>194,239</b>	<b>516,588</b>	<b>413,461</b>

## 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 £
<b>Designated Fund</b>					
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)
<b>General funds</b>	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 £
<b>Restricted funds</b>		
Current assets	23,340	5,779
<b>Unrestricted funds</b>		
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

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