STANDOUT PROGRAMMES

England & Wales · Charity number 1177813

Details

Other names	STANDOUT
Status	Registered
Legal form	Charitable company
Company number	11257739
Registered	2018-04-04
Register	View on the Charity Commission register

Contact

Address	StandOut Unit 225 China Works 100 Black Prince Road Vauxhall London SE1 7SJ
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Website	www.standout.org.uk

Activities

Objects: THE OBJECTS OF THE CHARITY ARE:THE TRAINING, CARE, AND REHABILITATION OF PEOPLE IN PRISON AND PEOPLE WITH A CONVICTION BY PROVIDING ADVICE, ASSISTANCE AND SUPPORT AND ORGANISING EDUCATIONAL PROGRAMMES AND OTHER ACTIVITIES, AND SUPPORTING THE PROVISION OF THE SAME, AS A MEANS OF:HELPING PEOPLE IN PRISON AND PEOPLE WITH A CONVICTION TO ADVANCE IN LIFE BY DEVELOPING THEIR SKILLS TO ENABLE THEM TO INTEGRATE INTO AND PARTICIPATE IN SOCIETY AS INDEPENDENT AND RESPONSIBLE INDIVIDUALS THROUGH;ADVANCING EDUCATION; ANDRELIEVING UNEMPLOYMENT AMONG PEOPLE WHO HAVE BEEN IN PRISON OR HAD A CONVICTION, INCLUDING THROUGH ASSISTING THEM TO FIND EMPLOYMENT AND TO OTHERWISE REHABILITATE THEMSELVES;AS AN EXPRESSION OF THE CHRISTIAN LIFE AND FAITH.

Activities: The StandOut Programme is an innovative approach to training, coaching and supporting people preparing for release from prison. It operates in three stages:an intensive course delivered in prison in the lead up to release; on-going support up to the point of release; and continued support after release into employment, education or training.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£952,756	£999,109	£290,002	20
2024-03-31	£860,137	£789,685	£336,356	15
2023-03-31	£497,211	£525,974	-	-
2022-03-31	£390,553	£382,468	-	-
2021-03-31	£428,667	£249,503	-	-

Trustees

Name	Role	Appointed
JOLYON CHARLES EDWARD FROUD	Chair	2018-03-13
Andrew William Hughes		2024-12-13
Brendan Ross		2025-10-16
Claire Burnell		2023-07-19
ELIZABETH SARAH DELACAVE		2018-03-13
Jamie Guy Lockhart Giles		2024-03-13
Jonathan Benedict Whyte		2024-03-13
Rev Fernando Carrillo		2024-12-13

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STANDOUT PROGRAMMES

England & Wales - Charity number 1177813

Accounts

StandOut

ANNUAL REPORT

2024/2025





“Having seen first-hand the work of StandOut and the transformative effect it has on the individuals they work with; I only wish every prison could have access to this programme. The outcomes speak for themselves. This is truly inspiring, pioneering work, and we need more of it in prisons.”

Rosie Brown, Co-CEO of COOK

Our purpose	3
Our values	5
Introduction from our chair	7
Our activities and performance	11
StandOut in numbers	12
Our programme	13
Our impact	18
Our influence	20
Our infrastructure	22
Our fundraising and income generation	26
The year ahead	29
Governance and finance	32
Trustees’ report and financial statements	35

OUR PURPOSE



People leaving prison need the best possible chance to rebuild their lives if they are to move out of the justice system for good.

For many people, the key to achieving that is long-term holistic support through a relationship based on trust.

StandOut is an award-winning charity that empowers people to make positive change, realise their potential, and rebuild their lives after prison.

"For me coming together with others and interaction makes me feel a part of life. The course is spot on with its subjects, that help myself grow and have or bring back the basic tools we need to communicate and integrate back into society – something I think we lose and take for granted."

Our unique programme begins in prison with coaching and practical support and continues after release, for as long as someone needs us. On our intensive course in prison, people can discover who they are and what they want to achieve. It's here that they develop a relationship with StandOut that forms the foundations of our work with them after prison.

Each journey is individual, and leaving prison isn't easy. It's why StandOut provides one-to-one coaching and support that bridges the transition between prison and the community. We are determined that more people leaving prison are empowered to make positive change that has an impact on them, their families, and society.

We are pleased to present our annual report showing how we have worked to achieve our objectives over the last year.

"I enjoyed the course. I meant what I said in my graduation presentation "the most important course I've took part in". I really like how coaches have a genuine interest in our progression and are so informed. The whole process was useful, and I gained so many tools and strategies. It has given me more confidence."

OUR VALUES



At StandOut we aim to live out our values in every aspect of our programme delivery and wider organisational life. They inform and strengthen our work in the continuing day-to-day as much as in how we approach questions of strategic development; and from how the team works together as much as how we work with our partner prisons and in the delivery of the StandOut programme.

Champions



We are people first

- We are about people before process.
- We recognise that life has not had the same starting point for all, and seek to meet and work with people where they are at.
- We believe the best in people, empowering them to reach their potential.
- We believe change requires courage.

Connected



We are stronger together

- We are relational and believe we need others to succeed in work and in life.
- We believe in the power of partnership, collaborating in every aspect of our work.
- We are one team, we don't do this alone.

Committed



We are in it for the long haul

- Life is complicated and there is rarely a quick fix.
- We offer consistent support for as long as is needed.
- Our door is always open, for the highs and the lows.
- We are seeking to provoke long term change.

First Class



We aim for excellence

- We give our absolute best.
- We challenge the status quo.
- We believe a culture of reflection, development and feedback facilitates growth.
- We aim to lead by example in our approach, professionalism and results.

Courageous



We embrace challenge

- We are bold and hold to our values.
- We take calculated risk.
- We are resilient in the face of difficulty.
- We stand up for what is right.

"I appreciate all the support and work the team has done for me. When I'm out I will be very reliable and very motivated, and a main goal is I will never return here."

INTRODUCTION FROM OUR CHAIR



We present our annual report and accounts for the year ending March 2025 at a time when prisons are ever present in the news, all too often with headlines that challenge us all.



Against that backdrop, I am pleased to share another busy and successful year at StandOut.

This year saw a change in government and a new Minister for Prisons, Probation and Reducing Reoffending, James Timpson, whose appointment brought a sense of hope and possibility to the justice sector. Yet the crisis in our prisons continues to roll on, with London's inner-city prisons at the sharp end. At StandOut, we see first-hand the impact of the ongoing crisis on those who live and work in them.

This includes StandOut team members, whose safety and wellbeing is paramount and has been a key focus of the past year. I am always blown away by the professionalism, skill and commitment the team show daily, finding solutions to seemingly intractable problems and navigating changes in prison regimes and personnel – always holding the interests of our participants uppermost.

This year, following an inspection by His Majesty's Inspectorate of Prisons (HMIP), one of our partner prisons – HMP Wandsworth – received an Urgent Notification. The inspection revealed failings across several areas, and a new Governor has taken steps to remedy the problems identified. StandOut's response is to continue with business as usual – keeping the needs of people in the prison who are preparing for release as our focus. As is our value, we are committed to them.

It is eight years since we piloted the StandOut course. As time goes on, we increasingly see how we can use our experiences to ensure we meet the needs of participants, but also how we can work together with our partner prisons, collaborating with senior leaders and staff to support their wider aims.

The confidence those years have brought also underpins our influencing work, and, over the last year – in line

with our newly adopted value, courageous – we have intentionally developed our voice in this space. Over the past months, we have taken up opportunities to contribute to a number of policy consultations, through which we have been able to speak with confidence of the experiences of our participants and our team.

We believe our voice is strengthened by our independence. StandOut continues to seek vital charitable funding to further our mission and enable us to deliver the high-quality long-term support that we know people leaving prison need. We are grateful for the generous support of all our funders who empower us to develop the StandOut model and who have partnered with us as we continue to progress this important work.

Our annual report is an important place for me to record the Trustees' thanks to our whole team, whose enthusiasm for, and dedication to, our values and mission has made StandOut the well-respected organisation it has become.

It is right that each year we also record our thanks to everyone who has partnered with us in this work, whether as a volunteer, funder, prison partner, employer partner or supporter. Whether large or small, an organisation or an individual, we are grateful for your commitment to StandOut and to our mission. And it is right that every year I record our deep thanks to the men we work with in prison and in the community, who trust StandOut as they take important steps towards a future they want to be different. It is a privilege to be invited to work with them.



Alex

For Alex, 2024 was a tough year. But he immersed himself in the StandOut course, which helped him talk about his challenges and ask for help.

Alex was released in December, but within a few weeks was recalled to prison. Issues with housing, that were out of his control, led to him being street homeless, and therefore in breach of his licence conditions.

Since he was recalled to a StandOut partner prison, our coaches could meet with him to find out what had gone wrong and figure out what support he'd need to ensure things worked out better next time. There and then, Alex and his coaches decided they would meet him at the prison gates on his release date and support him through it.

When he was transferred to a non-StandOut prison, coaches kept in touch with him via Email a Prisoner. Alex used the next six months to participate in counselling, train as a baker, and set up his own support network for release. Then, in July, when he was released, coaches met Alex at the prison gates. They took him clothes, toiletries and a mobile phone, accompanied him to his first probation appointment, and helped him settle into his housing. The probation appointment was pivotal; coaches supported Alex to explain to the probation officer the circumstances around his recall and his aspiration to make a success of his release.

Alex has experienced some ups and downs in the community, but he is doing really well. He is in private rented accommodation and, while he prepares himself for employment, is pursuing art in his spare time.

OUR ACTIVITIES AND PERFORMANCE



"It has opened my mind to what's out there."

"I now have the privilege of seeing StandOut operate across London in some places which are not always the easiest to operate. They make it work and do a brilliant job of offering socially excluded men a future. The growth in confidence that men who work with them experience is powerful to witness, and I know they change lives."

Ian Blakeman, Prison Group Director – London, HM Prison Service

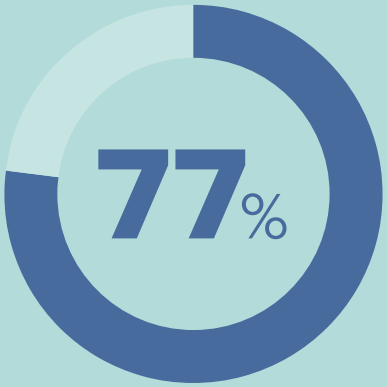
"You inspire us to help ourselves."

STANDOUT IN NUMBERS

126 participants completed our **3-week course.**

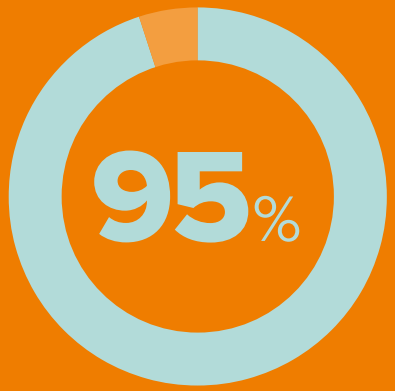
We ran **12** of these **courses.**

People we work with are **half as likely to reoffend** within a year of release.

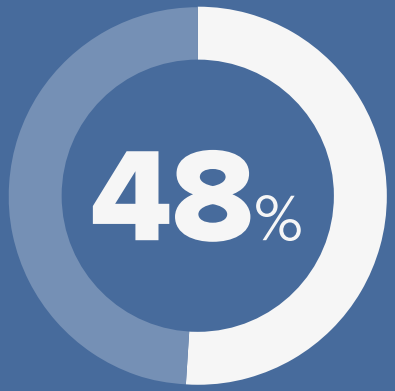


of participants in the programme reported an **improvement in their mental wellbeing.***

227 **grants** with average value £41 and **63** **release packs.**

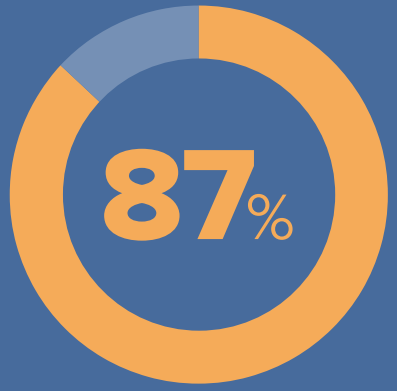


of participants would **'definitely recommend' the course** to others awaiting release.



of participants who engage with our support on release, and are able to access work, are **in employment within six months.**

461 participants worked with us **in the community.**



of participants reported an **increase in their speaking and listening skills,** and **85**% reported an **increase in their teamwork skills,** upon completion of the course.

18 **post-course workshops** held.

19 **attendees** at **4** **Career Hubs** with **8** **employer partners.**

320 **volunteers** supported our 3-week courses with **452** **volunteer sessions,** offering **1,356** **volunteer hours.**

* Using the **Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)**, the median increase in total score was six points. An increase of more than three is considered 'significant/meaningful'.

OUR PROGRAMME

The StandOut programme has three phases: the StandOut course, preparation for release, and post-release support and coaching.

"I attended the last StandOut graduation and was blown away by the confidence of those who had gone through the programme, some of the learners had previously completed my 'Learn to Advise' course and it was amazing to see how their skills and confidence had grown on the StandOut course. A true lesson in personal development!"

Alexandra Walker, Trainer/Assessor at St Giles Trust

The StandOut course

Support begins in prison with an intensive 12-day course to prepare people for life outside. In 2024-25, we delivered 12 courses to 126 men across our three partner prisons: HMPs Wandsworth, Pentonville and Wormwood Scrubs. Group work is combined with in-depth one-to-one sessions so coaches can get to know each person's needs and hopes for the future. The interactive and engaging course includes modules which support participants to:

- Develop positive mindsets and new ways of thinking; build confidence, motivation and self-worth.
- Strengthen essential skills in communication and teamwork.
- Engage with employers who have a positive attitude towards people leaving prison.
- Understand how to navigate practical elements after release, such as working with probation and writing disclosure statements.
- Work with volunteers to develop CVs and interview skills.

"I loved the StandOut course – it helped me in so many ways. I feel grateful that StandOut came to me to do this course and I will be forever thankful for them helping me bring my old self back."

“Volunteering with StandOut is an incredibly rewarding experience. You can clearly see how beneficial the whole programme is when working with participants on their CVs and in mock interviews before seeing them proudly graduate. Colleagues across MoJ who have volunteered with StandOut consistently give positive reviews of their experience. StandOut work closely with us to ensure we can continue to offer volunteering opportunities and help staff to give back. We look forward to continuing to volunteer in the future.”

MOJ volunteer

Volunteering

Bringing the outside world into prison has been part of StandOut’s approach from the start, and we have continued to invite volunteers to support participants during our three-week course in prison. Volunteers inspire participants, building confidence and skills and inspiring hope through positive feedback.

Interest in volunteering with StandOut has continued to grow, and this year has been no different. In 2024-25, 320 people volunteered with StandOut, across a total of 452 volunteer sessions. On average, one session lasts three hours – meaning this year our participants benefited from 1,356 hours of volunteer support during CV workshops, mock interviews, and end of course graduations. Volunteering with StandOut is sessional, making it attractive and accessible for people with work commitments.

In addition to the individuals who approach us, we are grateful to the organisations we have developed partnerships with, whose employees give up their time to volunteer with us.

Employer visits

This year, we also continued to bring employers into prison to meet with our participants. These sessions are not intended to be recruitment events, but instead a chance to raise the aspirations of the people we work with, and to broaden their thinking around the opportunities available to them beyond the prison walls. This remains a popular part of the course. Over the last year we held 12 employer visits and were grateful to partner with: Kilnbridge, MACE, Only A Pavement Away, Social Pantry, Southern Renewals Enterprise, Thames Water, Veolia, and XO Bikes.

“I particularly enjoyed meeting the external volunteers and being helped to build a professional CV and taking the mock interviews.”

Preparation for release

Following the course, coaches continue working with participants to ensure they have the basics in place for release: ID, a bank account, access to accommodation and health services. This is combined with ongoing coaching, group sessions exploring themes identified through discussions with participants, and encouragement to engage with other forms of purposeful activity at the prison.

Our group sessions focus on a range of topics designed to deepen and embed the learning of the course. These have proved very popular, with participants appreciating the opportunity to reflect on the progress they have made. These 18 sessions touched on themes including emotional regulation, empathy, and goal setting, and one featured a visit from Kids Matter to explore parenting. We also held discussions using literature to explore elements of the course, including honesty, imposter syndrome, and resilience. These sessions inspire and motivate participants and cement the relationship with StandOut that will underpin the support we offer after release from prison.

Post-release coaching and support

The hard work really starts when people leave prison. Participant engagement after release remains high. This year, we worked with 461 participants in the community. We consistently see around 65% of those who worked with us in prison engaging



with our coaches for at least six months after release, and 60% are still working with us at the 12-month mark.

Our community support looks different for everyone. It combines practical support and individualised coaching, including help in securing stable housing and benefits applications, addressing issues with family or difficulties with mental health and connecting participants with employers open to hiring those with criminal convictions. For those who are particularly anxious about the day of release and don't have someone to meet them, we are able to provide gate meets, to offer immediate support. Ongoing support after release enables people to develop the stability that is essential if they are to thrive and move forward into employment or education.

To connect on a one-to-one basis with participants in the community, our community coaches build on the relationships and trust created during our in-prison course. Participants first experience StandOut's one-to-one coaching in prison, so they know that any opportunity to work with coaches after release (whether in person, on the phone, or online) will be focused and personalised. Our community coaches supplement this one-to-one coaching with two separate email newsletters; a regular general news update and, separately, 'Opportunities on the Out' – our targeted update on the job market.

Our grants and bursaries are an important component of the support we offer to participants after release. We are able to support people with grants for emergency accommodation for three nights; often the early nights after leaving prison when accommodation provision has failed. Meeting essential needs continues to be a theme and so we also offer pre-loaded travel cards, food bank vouchers, basic supermarket shops, and 'release packs' including clothes and toiletries. We also offer progression grants where assistance is needed, for example to purchase a laptop or tools for work.

Career Hub

Our Career Hubs give the men we are supporting in the community the opportunity to update their CVs, receive coaching support from the team, and meet with employers in a relaxed environment that encourages enquiry and conversation. It's also a space in which mutual mentoring and encouragement takes place, thanks to our participants' shared experience of life after prison.

Over the last year, we held four Career Hubs, with the following employers: Breakthrough, Kilnbridge, No Going Back, Only A Pavement Away, Poppy's Funerals, Thames Water, Veolia, and XO Bikes.

We are also grateful to have continued our partnership with PA Consulting, who have supported Career Hubs through the use of their office space, and the time, knowledge and expertise of their employees who work alongside participants to update CVs, create LinkedIn profiles, or learn job searching skills.

Experts Beyond Bars

We're committed to ensuring that everything we do is grounded in the experiences of people leaving prison. One of the ways we do this is through our Experts Beyond Bars (EBB), a well-established group of participants who are now thriving in life. Every four to six weeks, EBB meet to discuss topical social justice issues, contribute to policy debate, and play a key role in shaping the strategy and direction of StandOut's work, ensuring that it remains rooted in the realities of life after prison.

They offer each other friendship, support, and encouragement and they are always keen to explore opportunities to contribute to StandOut's work. This year, group members contributed to conversations on our fundraising and communications strategies, shared with the MOJ their experiences of maintaining family relationships while in custody, and consulted with social enterprise Well Grounded on the employment of people with convictions. They also participated in training on 'using your voice', in the context of their work at StandOut and their personal and professional lives.

Asad

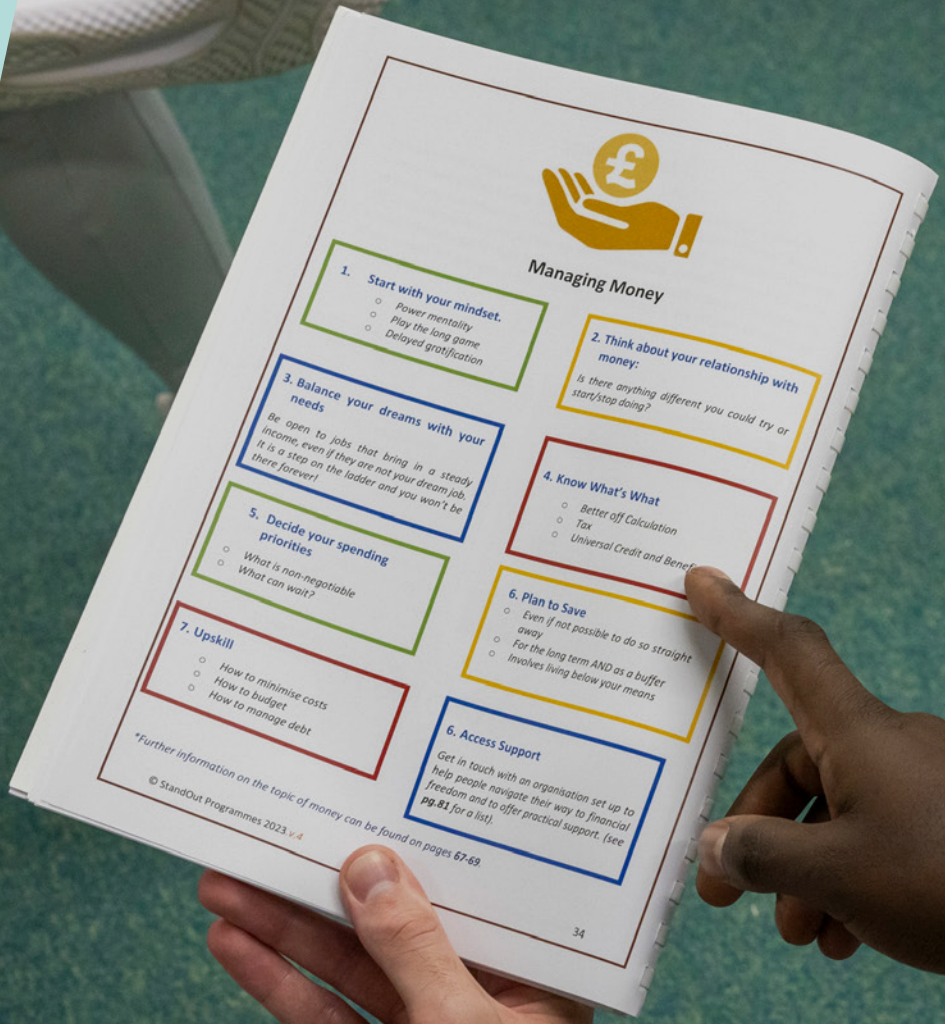
PARTICIPANT STORY

When Asad started the StandOut course in 2024, he was very quiet and found it difficult to speak in the group context.

Asad was managing a lot of health issues and, in a one-to-one with coaches, opened up about his poor mental health. When he disclosed that he was suicidal, coaches opened up an ACCT for him (a process used in prison to support people at risk of self-harm and suicide).

As time went on, he opened up more and more, and by the end of the course he was very keen to give the closing speech at the end of course graduation.

Asad has since become a mentor in painting and decorating. He's more confident, his mental health is a lot better, and he's no longer on an ACCT. When he attends StandOut workshops, he participates in discussions and takes on the role of group leader. In the beginning, our coaches wouldn't see him smile or laugh, but now they regularly do.



OUR IMPACT

Over the last year we have continued to run our programme of coaching and practical support that starts in prison and continues through the gate, into the community, for as long as is needed.

This year we ran slightly fewer courses than planned due in part to unforeseen capacity issues within the prison coaching team and logistical challenges.

A strategic aim this year has been to deepen our work in the community, building our offer and developing a framework for support after release, to ensure the greatest impact. Our approach to casework has therefore been a key focus.

Impact: Deepening our reach
Prove and improve what we do, so that we can offer more people the opportunity to realise their potential and leave the justice system behind for good.

> **"It is clear the work StandOut does with their participants has a major impact in turning the inevitable negativity of life in prison into positive energy and a desire to turn their life around as their release date approaches. I was also impressed that this contact and support network continues post release as I am sure this can be the most vulnerable time for participants as they try and reintroduce themselves to society and potential employers."**
>
> StandOut volunteer

Following the review of our preparation for release and community provision last year, we took the decision to move all community casework to our team of community coaches. This has allowed us to offer consistent support for participants who have been released from prison.

To deliver on this aim, we increased capacity in the community team, recruiting an additional two community coaches and bringing the total to four. With increased capacity has come an increased emphasis on gate meets and encouraging participants to meet with coaches face-to-face in our offices, or at a place that is convenient for them.



“StandOut was such a beneficial course. It’s made a big impact.”

“Everyone coming into prison should experience it.”

By transferring casework from prison to community coaches, we have also freed up prison coaches to begin to explore opportunities to go deeper and widen our impact at our partner prisons – another of our strategic aims. This has enabled us to significantly increase the number of workshops offered to participants who have completed the course and are awaiting release. Overall, the changes are enabling coaches to be more focused and intentional, and to strengthen their work with participants both in prison and in the community.

In line with our business plan, we have continued to have conversations with potential new partner prisons.

Finally, in January, funded through the City Bridge Foundation ‘Bridge Programme’, we began working with Cornish+Grey to review our data collection and identify the different stages StandOut participants go through on their journeys after prison. Through this work we have begun to develop a more nuanced theory of change for our community work, highlighting the specific areas of impact we intend to have in the community and reflecting the progress to developing stability that we know is vital if someone is to thrive in life after prison. The next phase of this work is to review our monitoring and evaluation tools and reporting.

OUR INFLUENCE

In our 2024-26 strategic plan, we adopted both a new value – *courageous* – and with it a more intentional approach to the influencing strand of our strategy.

The two go hand in hand. Having gained considerable knowledge and experience over the seven years since we became a charity in 2018, the time felt right to begin using what we have learned to drive systems change. The aim of our influencing is to inspire a more person-centred approach to policy and practice across the justice system, using our evidence and our participants' experiences to influence decision-makers.

Influence: Driving systems change
Inspire a more person-centred approach to policy and practice across the justice system, using our evidence and our participants' experiences to influence decision-makers.

"The opportunity to volunteer with StandOut was invaluable. It allowed me to step into a role that demanded both empathy and professionalism, giving me a deeper understanding of the complexities involved in the rehabilitation and reintegration process of individuals within the criminal justice system."

StandOut volunteer

With the new government came a rush of opportunities to begin this influencing work. In the final quarter of 2024-25, we responded to several government inquiries. We submitted evidence to: David Gauke's Independent Sentencing Review, the Justice Committee (House of Commons) inquiry into rehabilitation and resettlement: ending the cycle of reoffending, and the Justice and Home Affairs Committee (House of Lords) inquiry into prison culture: governance, leadership and staffing. At the time of writing, the Sentencing Review and Justice and Home Affairs Committee have published their final reports, both of which reflect elements of the evidence StandOut submitted. We await the outcome of the Justice Committee inquiry.

We are especially proud of our response to the Justice and Home Affairs Committee inquiry, which was cited twice in their final report. Our submission was based on a series of interviews with members of our Experts Beyond Bars (EBB) group, who gave up their time to respond insightfully to questions on the issues of Governor visibility

and prisoner-prison officer relationships. We look forward to continuing to centre the voices of those we work with in future policy work.

In November, we hosted a breakfast meeting with HM Chief Inspector of Prisons, Charlie Taylor, about the crisis in our prisons, the window of opportunity for change we find ourselves in, and the significant contributions of small charities like StandOut. It was a fantastic opportunity to gather together a number of StandOut supporters, and other stakeholders, to influence the conversation.

On top of this, Founder and CEO Penny Parker had letters published in The Guardian and The Times in response to articles about the decline in people in prison completing rehabilitative programmes, and the employment of people leaving prison. These are opportunities for StandOut to contribute to the national conversation on our criminal justice system and raise awareness of the work of charities like ours.

Thanks to additional developmental support from Lloyds Bank Foundation's 'Funder Plus' programme, our Communications Lead was able to work with media consultant Philippa Budgen to develop a communications strategy that reflects our commitment to being courageous in our communications. As part of this, our CEO benefited from media training.

We continue to invite volunteers to participate in CV writing and mock interview sessions and attend end of course graduations, and we consider this part of our influencing. We see each engagement with a volunteer or employer partner as a touchpoint, an opportunity to educate them about the criminal justice system and to encourage them to consider the role they do, or could, play in it. Each of us is a stakeholder in our criminal justice system, and its current state is something we should all be concerned about.

As is our strategic aim, we have continued to shape our volunteer opportunities so that they enhance participant experience and change volunteer perspectives. This year, following volunteer feedback, we introduced an online briefing ahead of each volunteering session to ensure volunteers are prepared for their visit. These have been well received and add to the first-class experience volunteers have when working with StandOut.

In May, we celebrated PA Consulting reaching 100 StandOut volunteers. At the time, PA colleagues had filled 130 CV workshop, mock interview, and graduation volunteer slots, and supported four of our Career Hubs. The evening featured a conversation between two PA volunteers (Mohammed and Nelena), former StandOut participant Audi, and Coaching Manager, Amrit – facilitated by PA Partner, Sally Bibb. Panellists reflected on what it means to have volunteering embedded into our programme; from building confidence and making systems change, to simple human connection.

Finally, Founder and CEO, Penny Parker, continues to sit on Employment Advisory Boards (EABs) at HMP Wandsworth and HMP Wormwood Scrubs and, over the year, has participated in Special Interest Groups hosted by Clinks, to share learning with HMPPS. Penny was also invited to speak at Cityforum's 'Transforming Criminal Justice' conference, and StandOut colleagues spoke at events held by PA Foundation and the Skills Builder Partnership – both on the criminal justice system and our work within it. We also continued our partnership with The Longford Trust, running a session with Longford Scholars on an important aspect of our course – communication preferences.

OUR INFRASTRUCTURE

People

This year has seen our team increase to 22 people; 18 full-time, four part-time, and all permanently employed. There are seven members of our operations team, and 14 members of our programmes team – all led by our CEO and Founder, Penny Parker.

Our operations function, in alignment with our business plan, saw two major developments – the first to our communications and the second to our fundraising and data. Over the last year, we have begun in earnest to use our voice and the voices of our participants to drive systems change through our communications and nascent policy work. We also strengthened our fundraising and data function, by appointing a Fundraising Officer to support our Head of Fundraising and Development, and by contracting a consultancy to further develop our Salesforce CRM system.

On the programmes side, we have restructured the team so that a strong spine of leadership runs through it. Our Programmes Director is now supported by our Head of Programmes, who is in turn supported by our Coaching Manager. Additionally, we have

Infrastructure: Strengthening our systems
Champion our staff and their development, and ensure our systems, policies and processes are first class.



"I first became involved with StandOut when I was Governor of HMP Pentonville. The relentless enthusiasm of the team in delivering skills workshops and coaching to prisoners was so evident and I have rarely seen the men so engaged. It was no surprise to me that they were first group back in after the first Covid lockdown and I know they would have been in throughout if it was allowed."

Ian Blakeman, Prison Group Director – London, HM Prison Service

grown our community team to four coaches; a response to our review of our provision in the community undertaken in 2023-24.

This year, we commissioned specialist HR employment law support, which provides us with legal and best practice advice in contractual and legislative matters. We also completed a review of our HR policies and procedures, created a programme to keep them up-to-date, and refreshed our staff handbook. Finally, we conducted a Diversity, Equity, and Inclusion (DEI) and staff engagement survey, which we intend to undertake annually.

Wellbeing

We place significant importance on the training and wellbeing of our team, and we are committed to seeing them thrive both at StandOut and in their lives beyond it.

In addition to annual leave, all team members receive two wellbeing days across the course of the year. In recognition of the challenges working in a prison environment brings, our prison coaches receive a number of additional wellbeing days. So too do our community coaches. Support for our programmes team also comes in the form of bi-weekly clinical supervision – an opportunity to unpack the realities of working on the frontline in a group and one-to-one setting. All team members have access to mental health support where needed and an employee assistance programme.

Training

One of our strategic aims is to design and deliver improved induction processes and ongoing training so that a programmes team career with StandOut offers exceptional professional development for a practitioner in the justice system. In working towards this, we have reviewed and updated our induction documentation, and documentation for six- and 12-month reviews, making the process more streamlined. With our Coaching Manager in post, we have been able to increase the intensity of the observation of and feedback to our coaching team.

In terms of training, all coaches continue to undergo Resurgo's five-day International Coaching Federation (ICF)-accredited Coaching for Leadership course, as well as Mental Health First Aid and suicide prevention training. With several of the coaching team newly in post, and ongoing training a strategic aim, a key focus over the last year has been establishing the foundations of excellent coaching both one-to-one and in the classroom.

On top of the training outlined above, coaches participated in in-house sessions delivered by an ICF-accredited coach on topics such as one-to-one coaching, effective co-coaching, casework management, maintaining professional boundaries, navigating challenging classroom behaviour, and 'spotlight sessions' that focused in on particular pieces of course content. Supplementing this was training on the wider criminal justice system – which gives coaches a better understanding of the experiences of the people with whom we work; from arrest to sentencing.

Working in a trauma-informed way is fundamental to our work and this year the whole staff team participated in a two-day training session with The Nelson Trust on working in a trauma-informed way.

Data and systems

In the spring and summer of 2024, we benefited from six-weeks of pro bono work with business management consultancy, Clarasys. The team at Clarasys investigated how StandOut collects and uses participant data and produced a comprehensive report which identified areas of good practice, drew comparisons with similar charities, and made recommendations. In September, we began working with Hazeldene Solutions, a Salesforce consultancy, to implement the recommended improvements to our data collection and Salesforce CRM, the system we use to record and manage our interactions with participants, donors and stakeholders.

Our journey with participants begins in prison and continues into the community for as long as needed. This long-term commitment means the number of people we work with is always growing. The work we are doing to improve our data collection enables us to better communicate our impact and identify key turning points for participants where we might be able to provide support. On top of this, by simplifying data entry, we free up coaches to spend more time focusing on the individual needs of participants.

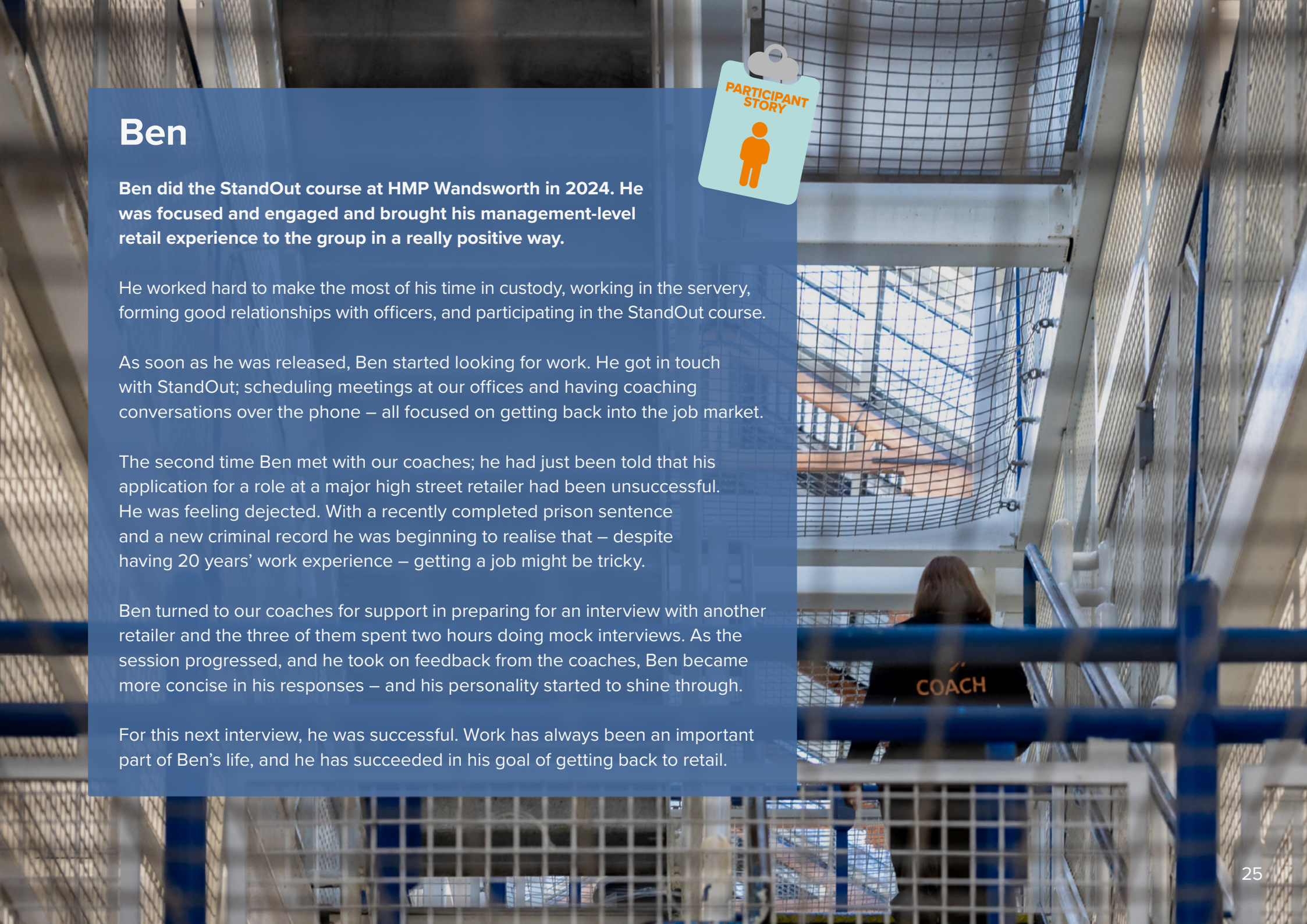
This year, a review of our IT provision and what we need to support our strategic goals resulted in the commissioning of a new IT provider, following a thorough tender process. Our new provider offers improved value for money and quality of service, and we are very satisfied with the partnership.



Governance

Last year, we reported our plan to recruit further members to our Board of Trustees. We are pleased to share that in December, two additional Trustees joined the Board. This has enabled us to strengthen our governance structure even further through the creation of two sub-committees: finance and safeguarding. As a result of these changes, we have seen a greater confidence in decision-making and higher quality, more in-depth reporting.

As well as Trustees, we currently have one Board Adviser. This year, we plan to recruit an additional Board Advisor, this time from our Experts Beyond Bars (EBB) group, to ensure that our work is grounded in the realities of life after prison.



Ben

PARTICIPANT STORY

Ben did the StandOut course at HMP Wandsworth in 2024. He was focused and engaged and brought his management-level retail experience to the group in a really positive way.

He worked hard to make the most of his time in custody, working in the servery, forming good relationships with officers, and participating in the StandOut course.

As soon as he was released, Ben started looking for work. He got in touch with StandOut; scheduling meetings at our offices and having coaching conversations over the phone – all focused on getting back into the job market.

The second time Ben met with our coaches; he had just been told that his application for a role at a major high street retailer had been unsuccessful. He was feeling dejected. With a recently completed prison sentence and a new criminal record he was beginning to realise that – despite having 20 years' work experience – getting a job might be tricky.

Ben turned to our coaches for support in preparing for an interview with another retailer and the three of them spent two hours doing mock interviews. As the session progressed, and he took on feedback from the coaches, Ben became more concise in his responses – and his personality started to shine through.

For this next interview, he was successful. Work has always been an important part of Ben's life, and he has succeeded in his goal of getting back to retail.

OUR FUNDRAISING AND INCOME GENERATION

StandOut continues to fund its work entirely through charitable income, taking no contribution from commissioned statutory sources.

We deliver our programmes free of charge to partner prisons, continuing to believe that this model gives us independence and the ability to focus on long-term, sustainable work, rather than being drawn into the often-short-term nature of commissioning.

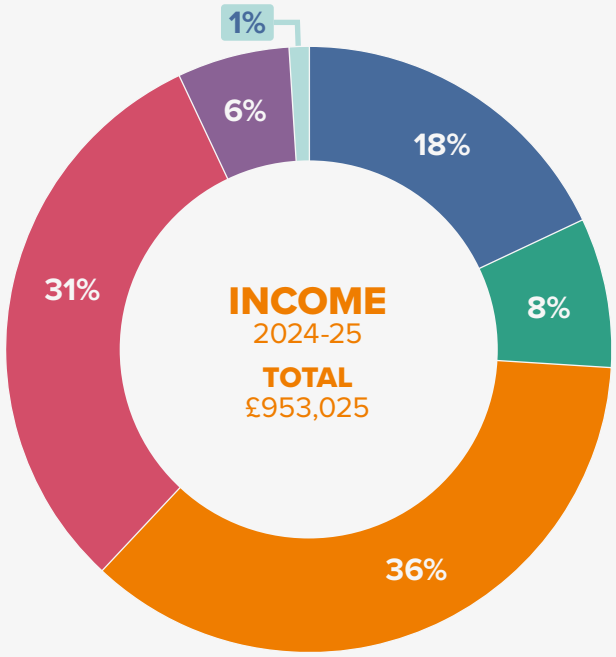
We adopted a two-year income generation strategy in April 2023, which focused on income growth and diversification. We successfully delivered on the overall aims of this strategy, significantly increased our overall income, and began to diversify our income streams. We will extend this strategy for the next financial year and develop a new fundraising strategy from April 2026.

StandOut's income over the year came predominantly from charitable trusts and foundations. We once again had a very successful Big Give Christmas Challenge and continued to benefit from the generosity of a group of committed individual donors.

We had great success through the Royal Parks Half Marathon in October 2024, where 40 runners took on the challenge and raised over £20,000 (including Gift Aid) towards our work. Our heartfelt thanks to all those who took part and committed to raising funds for our programme. We were also the beneficiaries for a second year of the Literary Laughs Christmas Quiz.

We had a large increase in gifts in kind due to a significant piece of pro bono consultancy provided by Clarasys, and our other area of significant growth was through individual giving.

Despite continuing challenges across the sector in raising funds, we grew our income by 11% (£860,137 to £953,025) over the previous year.



- Individual donors (including Gift Aid)
- Big Give
- Trusts and foundations (unrestricted)
- Trusts and foundations (restricted)
- Gifts in kind
- Other (earned income, interest, digital)

Trusts and foundations

We have a number of charitable trusts and foundations who have contributed to our work with a donation of £10,000 or over, including:

- A B Charitable Trust
- The A&O Shearman Foundation
- Belpech Trust
- Cedar House Charitable Trust
- City Bridge Foundation
- The City and Metropolitan Welfare Charity
- The Crucible Foundation
- Garfield Weston Foundation
- The Henry Smith Foundation
- Highway One Trust
- The Joy Family Charitable Trust
- Lloyds Bank Foundation for England and Wales
- Maurice and Hilda Laing Charitable Trust
- National lottery Community Fund
- The PA Foundation
- The Swire Charitable Trust
- The Aurum Charitable Trust
- The Bromley Trust
- The Tudor Trust
- Third House Trust
- The Sherriffs' & Recorder's Fund
- The Waterloo Foundation
- Wimbledon Community Foundation
- The Windfall Foundation



Fundraising regulation

StandOut carries out fundraising primarily through its in-house fundraisers, directly employed by the charity. We contracted a researcher for a fixed period to support the development of our trusts and foundations pipeline in the summer of 2024. Over the year, our fundraising initiatives have included in-person events, direct marketing through email and social media, and engaging with corporate partners, trusts and foundations and high-net-worth individuals.

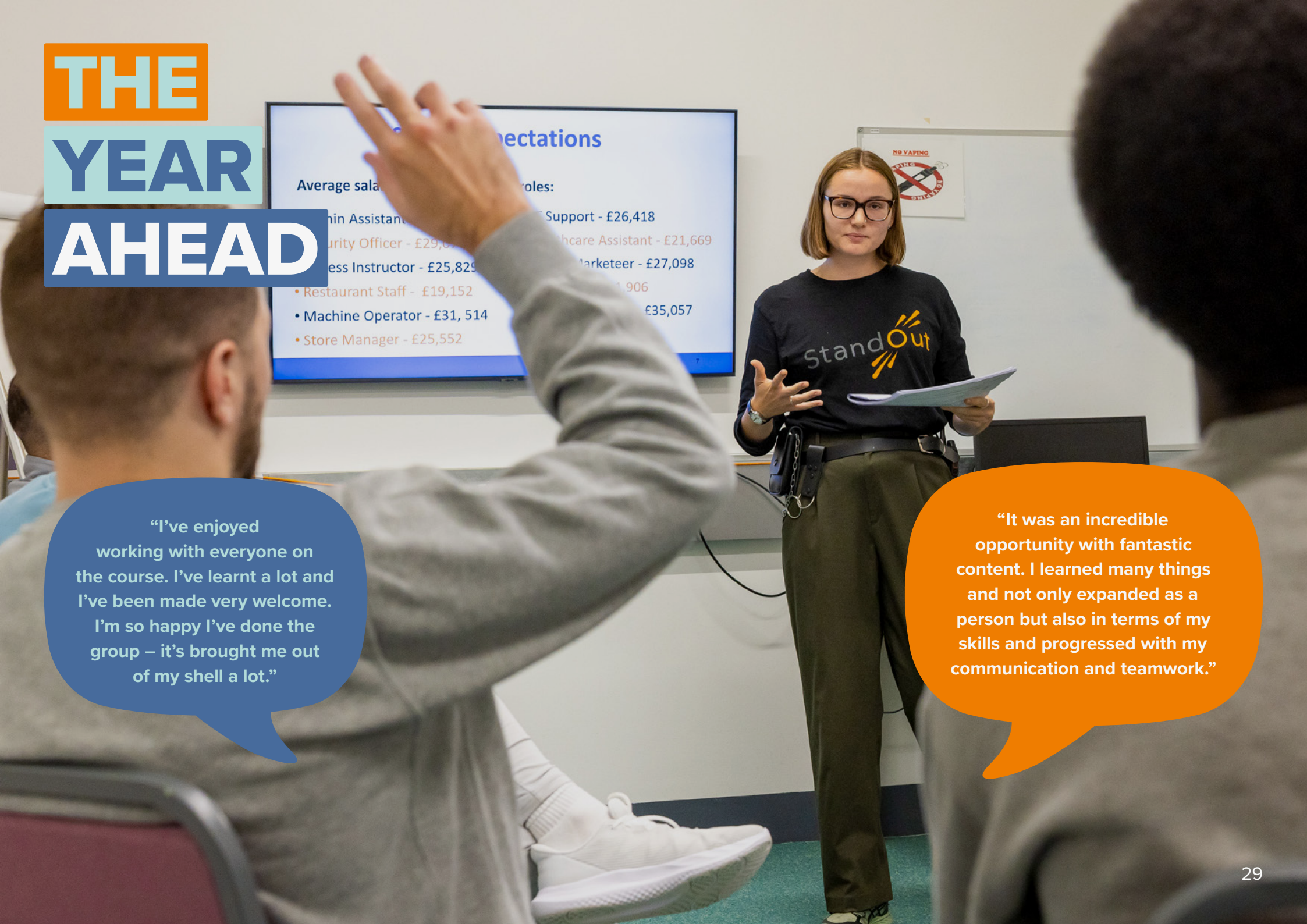
Our fundraising activity and overall strategy are reviewed by the Board of Trustees in exercise of their duties under CC20 Charity Commission guidance. They monitor significant risks and ensure these are being properly addressed.

StandOut continues to be voluntarily registered with the Fundraising Regulator. Although our fundraising expenditure and overall income remains below the threshold, this demonstrates our commitment to treating donors fairly, following the regulator's code of practice and using it to inform our training and fundraising operations.

During the year there were no complaints made about fundraising practice, or any compliance issues.

Two events took place at which funds were raised 'on behalf' of StandOut. The organisers/individual fundraisers were given appropriate guidance about keeping within the regulatory frameworks and all fundraising material was checked by StandOut. Through our work, we are often in contact with vulnerable people. We aim to build relational working into all we do, including our fundraising, and ensure that when we solicit donations, we do not put pressure on people. We do not accept donations from people we believe to be in vulnerable circumstances, and we have an internal due diligence process for any unusual or significant donations. We also commit to following the regulator's 'Fundraising Promise' and treating donors fairly guidance.

THE YEAR AHEAD



"I've enjoyed working with everyone on the course. I've learnt a lot and I've been made very welcome. I'm so happy I've done the group – it's brought me out of my shell a lot."

"It was an incredible opportunity with fantastic content. I learned many things and not only expanded as a person but also in terms of my skills and progressed with my communication and teamwork."

This year, we implemented the first year of our two-year strategic plan for 2024-2026.

Its three themes work together, mutually strengthening and supporting each other:

Impact – Deepening our reach

Prove and improve what we do, so that we can offer more people the opportunity to realise their potential and leave the justice system behind for good.

Influence – Driving systems change

Inspire a more person-centred approach to policy and practice across the justice system, using our evidence and our participants' experiences to influence decision-makers.

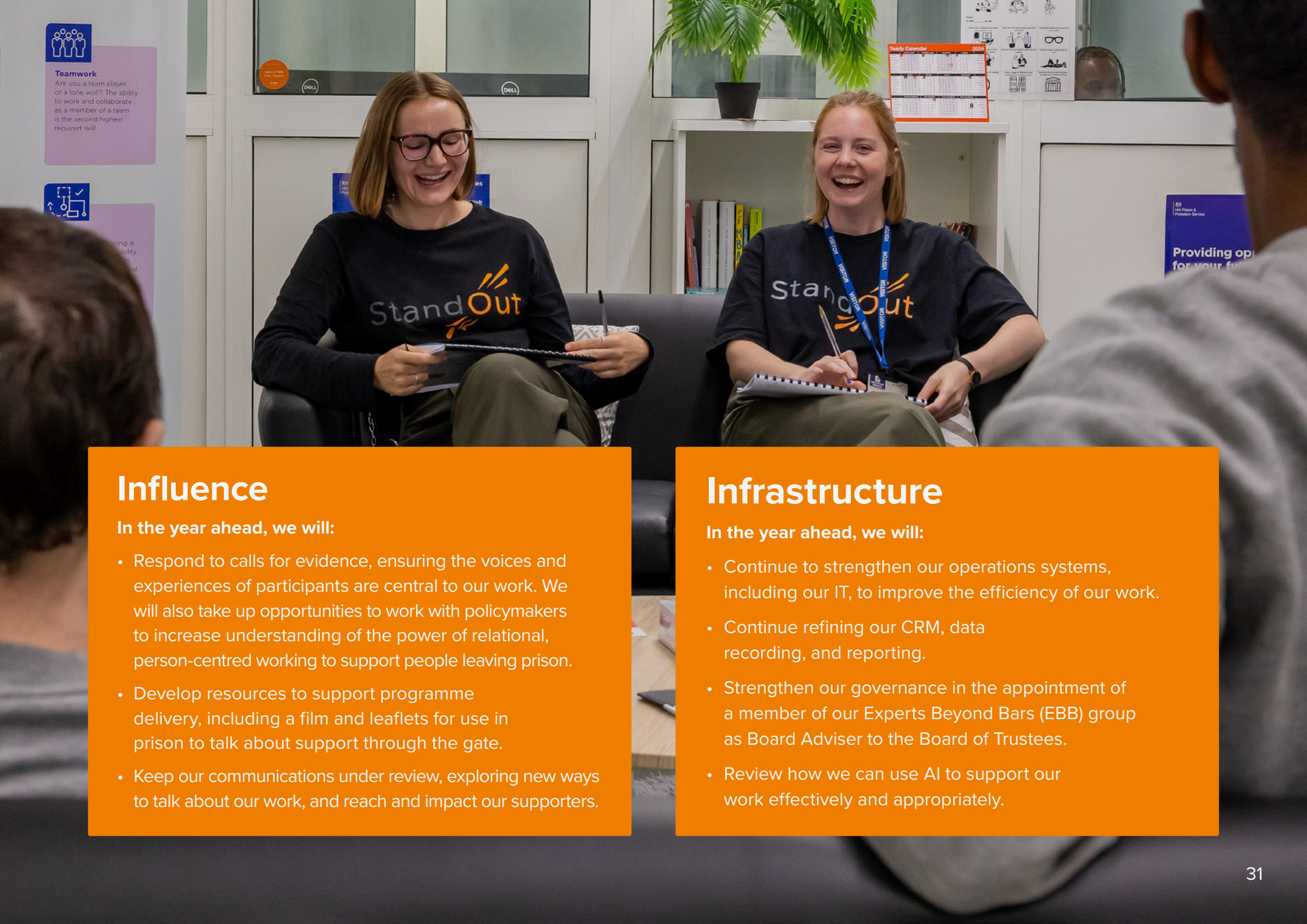
Infrastructure – Strengthening our systems

Champion our staff and their development, and ensure our systems, policies and processes are first class.

Impact

In the year ahead, we will:

- Complete the community case load handover from prison coaches to the enlarged community team.
- Pilot the StandOut course in new settings, implementing our learning as we explore opportunities to reach more people in prison.
- Build on our partnerships with prisons, exploring and trialling ways to embed our work more deeply. This will include increasing the number of workshops delivered to participants who have completed the course and are awaiting release, and increasing the availability of one-to-one coaching.
- With the expanded community team in place, explore new ways of supporting people, increasing face-to-face work and testing new ideas, particularly to address isolation and the challenges of resettling into the community after prison.
- Continue, in all we do, to return to the principle that the most important driver for our work is the needs of the people we work with. We expect those needs to remain as high and as complex as ever, and for the support offered by organisations like StandOut to be as vital as ever for people preparing to face the challenges of life after prison.



Influence

In the year ahead, we will:

- Respond to calls for evidence, ensuring the voices and experiences of participants are central to our work. We will also take up opportunities to work with policymakers to increase understanding of the power of relational, person-centred working to support people leaving prison.
- Develop resources to support programme delivery, including a film and leaflets for use in prison to talk about support through the gate.
- Keep our communications under review, exploring new ways to talk about our work, and reach and impact our supporters.

Infrastructure

In the year ahead, we will:

- Continue to strengthen our operations systems, including our IT, to improve the efficiency of our work.
- Continue refining our CRM, data recording, and reporting.
- Strengthen our governance in the appointment of a member of our Experts Beyond Bars (EBB) group as Board Adviser to the Board of Trustees.
- Review how we can use AI to support our work effectively and appropriately.

GOVERNANCE AND FINANCE



"The staff and all my peers were great, and it has showed me opportunities and how to deal with situations better than I might have previously."

"I enjoyed the course – it challenged and pushed me to do things I would have never done."

Charitable objects

The objects of the charity are the training, care and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through
- Advancing education
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves; as an expression of the Christian life and faith.

Public benefit

The Trustees have complied with their duty under the Charities Act 2011 and have paid due regard to public benefit when preparing this report.

Reserves

The Board's reserves policy is to maintain a minimum level of operating costs in light of the predominant risks to the organisation, specifically a fall in income. We therefore set our Reserves Policy to retain unrestricted reserves of between three months and six months of the following year's budgeted expenditure. Our Unrestricted Reserves being carried forward at the end of the 2024-25 financial year were £238,633, equal to a calculated 3-month expenditure for the 2025-26 year. This is because we do not anticipate any financial risks during the remaining period of the year. The Board has reviewed the current unrestricted reserves of the Charity and considers that the level is sufficient but not excessive.

Risk

The Trustees have undertaken procedures in order to implement SORP 2019 as it is acknowledged best practice for charities. They have undertaken a risk management process, which outlines the key risks of the Charity, relevant control procedures, responsibilities and future actions to be taken. Future monitoring of risk has now become embedded within the overall agreed procedures of the Charity. The Trustees are satisfied that all the major risks to which the Charity is exposed are being reviewed and systems of internal control are being established to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Directors (who are also Trustees for the purposes of charity

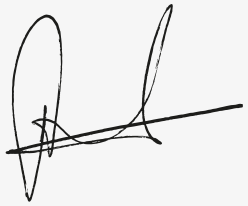
law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 ‘The Financial Reporting Standard applicable in the UK and Republic of Ireland’.

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees/Directors and signed on their behalf by:



Joe Froud, Trustee/Director
28 October 2025

StandOut Programmes

Trustees report and financial statements

For the year ended 31 March 2025

Legal and administrative information

Trustees
Joe Froud
Elizabeth Delacave
Joseph Ewing
Claire Burnell
Jonathan Whyte
Jamie Giles
Andrew Hughes (appointed 13 December 2024)
Fernando Carillo (appointed 13 December 2024)

Independent Examiner
Chris Evans BSc FCA
Cooper Parry Group Limited
Broadwalk House, 5th Floor, 5 Appold Street
Broadgate
London
EC2A 2AG

Charity number: 1177813
Company number: 11257739

Registered office
Unit 225, China Works
Black Prince Road
London, SE1 7SJ

Bankers
Metro Bank
One Southampton Row
London
WC1B 5HA

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Co-Operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Report of the Trustees

The Trustees are pleased to present their report and financial statements for the year ended 31 March 2025. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association 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 2015.

Structure, governance and management

The Charity is a company limited by a guarantee. The Members of the Charity are the Trustees. In the event of the Charity being wound up the liability in respect of the guarantee is limited to £10 per Member.

The Trustees, who are also Directors for the purpose of company law, who served during the year were:
Joe Froud
Elizabeth Delacave
Joseph Ewing
Claire Burnell
Jonathan Whyte
Jamie Giles
Andrew Hughes (appointed 13 December 2024)
Fernando Carillo (appointed 13 December 2024)

Trustees are recruited as and when necessary.

The Board are mindful of their requirements to undertake necessary and relevant training.

The management of the Charity is undertaken by the Trustees. The Trustees are mindful of the need to have adequate controls and procedures to identify and mitigate areas of potential risk.

Objectives and activities

The objectives of the Charity are the training, care, and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through:
- Advancing education.
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves.

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

Independent Examiner's report to the Trustees of StandOut Programmes

I report to the Charity Trustees' on my examination of the accounts of the charitable Company for the year ended 31 March 2025, which are set out on pages 38 to 44

Respective responsibilities of Trustees and Examiner and basis of report

As the Charity Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your Company accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's statement

Since the Company'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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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:

- Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act;
- The accounts do not accord with those records; or
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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.

Chris Evans BSc FCA, Cooper Parry Group Limited, Broadwalk House, 5th Floor, 5 Appold Street, Broadgate, London EC2A 2AG



30 October 2025

Statement of financial activities for the year ended 31 March 2025

	Notes	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Income from:					
Grants and Trusts		346,850	293,543	**640,393**	643,989
Donations/ Gift Aid		304,624	-	**304,624**	207,274
Other		7,738	-	**7,738**	8,874
Total income		659,213	293,543	**952,756**	860,137
Expenditure on:					
Charitable activities	2	602,234	324,425	**926,659**	725,249
Raising funds		67,836	4,614	**72,450**	64,436
Total expenditure		670,070	329,039	**999,109**	789,685
Net movement of funds		-10,858	-35,496	**-46,353**	70,452
Reconciliation of funds					
Brought forward		284,464	51,892	**336,356**	265,904
Total funds carried forward at 31 March 2025		273,606	16,396	**290,002**	336,356

Balance sheet as at 31 March 2025

	Notes	2025 £	2024 £
Fixed assets	3		
Tangible assets		**8,177**	7,760
		8,177	7,760
Current assets			
Cash at Bank and in hand		**352,891**	357,893
Debtors	4	**31,012**	24,938
Total current assets		**383,903**	382,831
Current liabilities			
Amounts falling due within one year	5	**102,078**	54,235
Net current assets		**281,825**	328,596
Total assets less current liabilities		**290,002**	336,356
Funds			
Unrestricted funds		**273,606**	284,464
Restricted funds		**16,396**	51,892
Total funds		**290,002**	336,356

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

a. Ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and

b. Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors and were signed on its behalf by:



Joe Froud, Trustee/Director
28 October 2025

Notes forming part of the financial statements for the year ended 31 March 2025

1. Accounting policies

A summary of principal accounting policies, all of which have been applied consistently throughout the year and the preceding year, is set out below.

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

In applying the Trustees' accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining the carrying amounts of assets and liabilities. The Trustees' judgements, estimates and assumptions are based on the best and most reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to the inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

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, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Critical judgements in applying the company's accounting policies

The critical judgement that the Trustees have made in the process of applying the charity's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

Assessing indicators and impairment

In assessing whether there have been any indicators or impairment of assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience or recoverability. There have been no indicators or impairments identified during the current financial year.

Key sources of estimation uncertainty

Due to the straightforward nature of the activities of the charity, the Trustees do not believe that there are any estimation uncertainties that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Funds structure

Unrestricted funds can be used at the discretion of the Trustees in furtherance of the general objectives of the charity. Restricted funds are available to use subject to restrictions imposed by the donor.

Donation income recognition

Charitable income is recognised on a cash received basis other than where an accruals basis provides a more accurate basis or will give a fairer representation of the underlying nature of the transaction. Income is recognised so far as there is entitlement to the income, it is more than likely that it will be received and the amount is quantifiable.

Other income recognition

Income raised in relation to workshops provided is recognised on an accrual basis, with interest income recognised on a cash received basis.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Gifts in kind

Gifts in kind are recognised in both income and expenditure to reflect the true levels of income and costs.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- Office equipment – 20% on cost
- Computer equipment – 33% on cost

Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the obligation will be required to be settled, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation

at the end of the reporting taking into account the risks and uncertainties surrounding the obligation. Provisions are discounted when the time value of money is material.

Financial instruments

Financial assets and liabilities are recognised when the company becomes party to the contractual provisions of the financial instrument. The company holds basic financial instruments which comprise cash at bank, trade and other receivables and trade and other payables.

Financial assets – classified as basic financial instruments

i. Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held with banks, and other short-term highly liquid investments with original maturities of three months or less.

Going concern

After making enquiries, the Trustees believe that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Based on these assessments, the Trustees have continued to adopt the going concern basis in preparing the financial statements.

2. Total expenditure

	2025 Total £	2024 Total £
Analysis of charitable expenditure Including support costs		
Charitable activities	801,737	600,522
Governance	14,784	21,610
Central costs	110,137	103,117
Total resources expended	**926,659**	**725,249**

3. Tangible fixed assets

	Office equipment	Computer equipment	Total
Cost			
At 1st April 2024	2,429	9,175	11,605
Additions	647	5,619	6,266
At 1st April 2025	3,076	14,794	17,870
Depreciation			
At 1st April 2024	824	3,021	3,844
Charge for year	764	5,085	5,849
At 1st April 2025	1,588	8,106	9,694
Net book value			
At 1st April 2025	**1,488**	**6,688**	**8,177**
At 1st April 2024	1,605	6,155	7,760

4. Debtors

	2025 Total £	2024 Total £
Trade debtors	-	-
Gift Aid receivable	3,162	1,501
Rental deposit	11,173	11,136
Other debtors	680	-
Prepayments	15,997	12,301
Total	**31,012**	**24,938**

5. Creditors: amounts falling due within one year

	2025 Total £	2024 Total £
Trade creditors	25,189	21,857
Social security	4,303	2,891
Deferred income	67,000	25,000
Other creditors	5,586	4,487
Total	**102,078**	**54,235**

6. Trustee remuneration and employee salaries

There were no employees whose annual remuneration was £60,000 or more. No Trustees received remuneration or were reimbursed for expenses in the current period.

	2025 Total £	2024 Total £
Salaries	624,645	482,015
Social security	62,006	42,809
Pensions	24,645	19,001
Total	**711,296**	**543,825**

The average number of employees for the year was 20 (2024: 15).

7. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025 Total £	2024 Total £
Independent examination fee	4,740	4,500

8. Taxation

The charity is exempt from corporation tax on its charitable activities.

9. Status

StandOut Programmes is a registered charity constituted as a company limited by guarantee, and does not have share capital. The liability of each member is limited to £10.

10. Capital commitments

The Trustees are not aware of any capital commitments.

11. Contingent liabilities

The Trustees are not aware of any contingent liabilities.

12. Post balance sheet non-adjusting event

In June 2025, we received confirmation of a 3-year restricted grant from National Lottery Community Fund totalling £443,952, starting in our 2025/26 tax year. This is towards developing our community and post-release work.

StandOut

Get involved

As a charity, we couldn't continue our work without the amazing and generous support of funders, donors, volunteers, and partners.

There are lots of ways to get involved and show your support for StandOut. Scan the QR code or visit our website to find out more.

Join the conversation

info@standout.org.uk
standout.org.uk

Registered with FUNDRAISING REGULATOR

StandOut is the trading name of StandOut Programmes. Registered charity no. 1177813 and company limited by guarantee registered in England and Wales no. 11257739. Photos: All photos © Andy Aitchison, except page 8 © Ian Cuthbert.

STANDOUT PROGRAMMES

England & Wales - Charity number 1177813

Accounts

ANNUAL REPORT 2023-2024



StandOut



Our purpose 3

Our values 6

Introduction from our chair 8

Case studies 11

Our activities and performance 12

StandOut in numbers 13

Our programme 14

Preparation for release 17

Support after prison 17

Experts Beyond Bars 20

StandOut's wider impact 20

Fundraising and income generation 22

Fundraising regulation 24

Operations 25

Governance 26

The year ahead 27

Governance and finance 29

Trustees' report and financial statements 32



OUR PURPOSE

People leaving prison need the best possible chance to rebuild their lives if they are to move out of the justice system for good.

For many people, the key to achieving that is long-term holistic support through a relationship based on trust.

StandOut is an award-winning charity that empowers people to make positive change, realise their potential, and rebuild their lives after prison.

Our unique programme begins in prison with coaching and practical support and continues after release, for as long as someone needs us. On our intensive course in prison, people can discover who they are and what they want to achieve. It's here that they develop a relationship with StandOut that forms the foundations of our work with them after prison.

Each journey is individual, and leaving prison isn't easy. It's why StandOut provides one-to-one coaching and support that bridges the transition between prison and the community. We are determined that more people leaving prison are empowered to make positive change that has an impact on them, their families, and society.

We are pleased to present our annual report showing how we have worked to achieve our objectives over the last year.

> ***"The best thing to happen in prison, life changing. Life looks better with StandOut."***
>
> StandOut participant

> ***"Working with StandOut taught me a lot about myself, and I feel like everything we learnt during the workshop will enable us to find jobs or maybe even careers when we're released from prison."***
>
> StandOut participant

The StandOut programme



In prison

12-day course combining group work with individual sessions



Through the gate

Supporting people either side of the prison gate



Preparation for release

Additional one-to-one coaching and group sessions



In the community

Open-ended support to build stability, for as long as someone needs



OUR VALUES

At StandOut we aim to live out our values in every aspect of our programme delivery and wider organisational life. They inform and strengthen our work in the continuing day-to-day as much as in how we approach questions of strategic development; and from how the team works together as much as how we work with our partner prisons and in the delivery of the StandOut programme.



Champions

We are people first

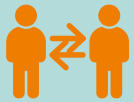
- We are about people before process.
- We recognise that life has not had the same starting point for all, and seek to meet and work with people where they are at.
- We believe the best in people, empowering them to reach their potential.
- We believe change requires courage.



Connected

We are stronger together

- We are relational and believe we need others to succeed in work and in life.
- We believe in the power of partnership, collaborating in every aspect of our work.
- We are one team, we don't do this alone.



Committed

We are in it for the long haul

- Life is complicated and there is rarely a quick fix.
- We offer consistent support for as long as is needed.
- Our door is always open, for the highs and the lows.
- We are seeking to provoke long term change.



First Class

We aim for excellence

- We give our absolute best.
- We challenge the status quo.
- We believe a culture of reflection, development and feedback facilitates growth.
- We aim to lead by example in our approach, professionalism and results.

As we developed our 2024-26 strategic plan, it became clear that there is a fifth value woven into everything that StandOut does – Courageous.



Courageous

We embrace challenge

- We are bold and hold to our values.
- We take calculated risk.
- We are resilient in the face of difficulty.
- We stand up for what is right.



INTRODUCTION FROM OUR CHAIR

It is a pleasure to present our annual report for the year ending March 2024, and to share with you our achievements against our objectives this past year. The last twelve months at StandOut have been busy and successful but, unsurprisingly, not without challenges.

Our work in three large Victorian prisons in London makes us only too aware of the issues affecting prisons, their staff, and the people held there. And the StandOut team navigates those complexities of the prison landscape with the skill, commitment, and professionalism that has exemplified our approach from the start. As chair, I am proud of the work that we have delivered, the lives we have impacted, and the extraordinary determination of our participants.

In 2023-24 we continued to develop as an organisation; strengthening our relationships with HMP Wandsworth and HMP Pentonville – our first two partner prisons – and cementing the one we began in the autumn of 2022 with our third, HMP Wormwood Scrubs. Year on year, we become increasingly confident in our model, and our belief that long-term, person-centred work really delivers.

We know that for this work to be effective, it must hold the needs and experiences of people in prison at its centre. And so, in September 2023 we launched our refreshed curriculum and delivery model, developed in collaboration with our Experts Beyond Bars (EBB) – a group of participants who meet regularly to ensure that our work remains rooted in the realities of life after prison.

Our 12-day course takes place over three weeks; with a week either side during which coaches first recruit participants onto the course,



and then support them with disclosure and planning their next steps. Thanks to the hard work of everyone involved, the curriculum is more rigorous than ever before and continues to offer a unique balance of group work and one-to-one support – with space for the experiences and contributions of our participants always at the centre.

We feel strongly that we must recognise the diverse needs and experiences of the people we work with, and over the last year have doubled down in our efforts to ensure that we meet those different needs and recognise those varying experiences.

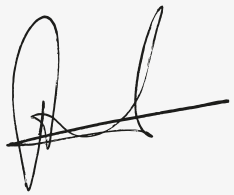
Amid these innovations, however, is our unwavering belief in the core StandOut model – that intensive group and individual work in prison, followed by one-to-one support after release, enables each person to progress in the way that suits them best, and at the pace that works for them. Leaving prison isn't easy, and there are no simple solutions. To succeed, people need personalised, open-ended support that bridges the transition between prison and the community.

As this year came to an end, we were working to create our new strategic plan for 2024-26. With our curriculum refresh complete, in the year ahead we will further develop the support we offer participants who have been released and explore how we might deepen our impact – in and out of prison. Our work will, as ever, continue to be underpinned by our values. Our decision each day to live, breathe, and behave in line with our organisational values is something the StandOut team is proud of.

Our determination to deliver what we know is needed, and what we know works, is only possible due to our financial independence. Being entirely charitably funded enables us to focus on high-quality, long-term interventions, and avoid short-term box ticking. This is only possible because of the generous support of our funders, who have embraced our model and continued to support our growth over the last year.

We are delighted that following Charity Commission approval; our co-founder Penny Parker formally took on the role of CEO this financial year. We'd like to express our thanks and appreciation to her and the whole staff team: without question it is their embrace of StandOut's vision and mission, and their dedication and professionalism that makes StandOut the organisation it is.

And finally, whether you are a volunteer, funder, employer partner, or supporter of any shape or size – thank you. Your support, in whatever form it takes, is vital, and we are grateful for it. But most of all we are thankful to the men we work with, who embrace the opportunity to work with us and commit – daily – to making positive change.



Joe Froud
Chair, StandOut

Will's story

Will completed the StandOut course in 2023; he was very calm, intentional, and motivated throughout.

After he was released early in 2024, Will got in touch to tell us about his ambition to get a job, and to ask for support in making this a reality. He came to our offices for a catch up, and to talk through possible career options and application processes.

Will has dealt with frustrations with tag and license conditions, family relationships, and job rejections. But, with some coaching, has harnessed his incredible resilience to continue to apply for jobs.

Will is now working as a delivery driver. He aspires to do something more aligned with his interests in the future but sees this as a good first step on the career ladder.

Sam's story

Sam completed the StandOut course in 2023. Since release, he has been working as a labourer.

When Sam visited our offices, we helped him to make some housing applications, and to register with a GP so that he could access support for his mental health. Sam also discussed his long-term goals with our coaches, who commented on how committed, engaged, and reflective he was about his future.

Sam is committed to getting into a career in tech, so he has signed up for a training course to help him get there. We supplied him with a laptop, which he says has helped him work towards his goals considerably.

Joe's story

Joe completed the StandOut course in 2024. In the coaching room, he was dedicated, and supportive and encouraging to other participants.

Joe visited StandOut coaches earlier this year. He had remained free from drugs and alcohol and painted a picture of a very sociable and enjoyable life in his community.

While Joe is unable to work, due to his physical health, and did not want to accept financial support from StandOut, he was keen to visit our coaches, who were so pleased to see him on his journey through sobriety and post-release happiness.



OUR ACTIVITIES AND PERFORMANCE

131

participants completed our **3-week course**

14

of these **courses** took place

86%

of participants in the full programme reported an **improvement in their mental wellbeing***

*1-34 points on Warwick–Edinburgh Mental Wellbeing Scale (WEMWBS) with median of 9 points, where 3-8 points is considered 'meaningful'

2x

People we work with are twice as likely to **remain out of prison** 12 months after release

3x

People we work with are over three times **more likely to be in work** than the average prison leaver

7

phase 2 **group session** events were held

107

bursaries with average value £29 and

25

release packs

319

participants supported **in the community**

33

attendees at

9

career hubs with

13

employer partners

381

volunteers supported our 3-week courses, offering

1,143

volunteer hours

Our programme

Our three-week course in prison

This year was the first since the beginning of the pandemic that we were able to deliver our full course in prison over the full 12 months. In 2023-24, we delivered 14 courses to 131 men across our three partner prisons. Our prison coaches have continued to work closely with prison leadership to plan course delivery and operate within changeable prison regimes impacted by continuing staff shortages.

Transfers and early releases have continued to affect our programme delivery. However, our coaches navigate these situations as skilfully as possible and – if a participant has completed most of the course – will contact them at their new prison via Email a Prisoner to reassure them that StandOut's offer of support after release remains.

We have also built on work we started last year to offer our programme to people on remand (those awaiting trial or sentencing in prison) who are likely to be released from court, or a short time after. It has been encouraging to see prisons beginning to recognise the needs of this group, who have historically found that support and meaningful activity has not been open to them.

> ***"We do not do enough to build confidence and resilience in the men we release from our prisons. We often help them to gain qualifications or improve their literacy and numeracy, and we help them to get work experience. But this will only make a difference if the person with these skills believes in themselves and can communicate who they are effectively. What makes StandOut great is their commitment to building that belief, optimism and hope in the people they work with."***
>
> Amy Frost - Governor, HMP Wormwood Scrubs

> ***"Danny has had a remarkable turnaround on A wing. When I first came over, he was difficult, and his behaviour was poor. However, over the past month he completed the StandOut course and has improved his behaviour considerably. (He) has now secured a job as a wing worker and continues to progress. An excellent effort, well done."***
>
> Prison Officer

Curriculum development

This year, we drew on our learnings from the last five years and on the insights of our Experts Beyond Bars (EBB) group to launch our refreshed curriculum. The new curriculum – which now covers vital topics such as money and working with probation – has been well received by participants across our partner prisons. We also worked with The Skills Builder to incorporate aspects of their Essential Skills programme, focusing on developing communication and teamwork skills through our course.

In refining our curriculum and delivery model, we worked with specialists at The Nelson Trust to explore what being trauma-informed could look like for us and sought advice from experts on how best to support our neurodivergent participants in the classroom and beyond. We look forward to continuing to implement what we have learned in the coming year – this is an ongoing journey towards meeting the needs of our participants as best we can.

Volunteer opportunities

Interest in volunteering with StandOut has continued to grow, and this year has been no different. Bringing the outside world into prison has been part of StandOut's approach from the start, and we have continued to invite volunteers to support our participants during our three-week course in prison. In addition to the individuals who approach us, we are grateful to the organisations we have developed partnerships with, whose employees give up their time to volunteer with us.

In 2023-24, 381 people volunteered with StandOut, across a total 246 volunteer sessions. On average, one session lasts three hours – meaning that this year our participants benefited from 1,143 hours of volunteer support during CV workshops, mock interviews, and graduation ceremonies.

We consider this to have two significant, positive impacts; one for the individuals we work with, the other for society and our justice sector more widely. First, it inspires and builds confidence in our participants who get to meet our volunteers, interact with them on a human level, and feel encouraged and motivated by the conversations and positivity that they bring. Second, it spreads knowledge and awareness of the impact of a custodial sentence, engaging people in questions around our justice system and opening their eyes to the potential of people in our prisons, playing a part in a longer-term vision of system change.

> ***"I was so impressed by the presence, confidence and openness of the men. I was touched by how much they had taken in from the course, their willingness to try their best to change their lives and their trust in StandOut for support in their journey. I was also very impressed by the whole team, their groundedness and radiating passion, which clearly fed through the men."***
>
> StandOut volunteer

This year, to ensure that our volunteering opportunities remain valuable for all involved – and run as smoothly as possible – we gathered feedback from volunteers to inform improvements in how we manage this aspect of our work. As a result, we have created bespoke resources to ensure that everyone volunteering



in prison with us has the information they need to feel confident and prepared, and to ensure the safety and security of the prison and the men we work with. This work has been spearheaded by our Partnerships Lead – a post we were able to introduce at the beginning of the year thanks to funding for the role.

Employer visits

This year, we continued to bring employers into prison to meet with our participants. These sessions are not intended to be recruitment events, but instead a chance to raise the aspirations of the people we work with, and to broaden their thinking around the opportunities available to them beyond the prison walls. This remains a popular part of the course. Over the last year we held 14 employer visits and were grateful to partner with: Only A Pavement Away, SISBAN, Elite Project Services, Breakthrough, NASC, Alltask, Morgan Developments, Poppy's, XO Bikes, and Social Pantry.

Preparation for release

After participants have completed our three-week course, our prison coaches continue to support them in their preparation for life after prison, through a combination of one-to-one coaching and group sessions.

Our group sessions focus on a range of topics designed to deepen and embed the learning of the course. These have proved very popular, with participants appreciating the opportunity to reflect on the progress they have made. These seven sessions included visits from XO Bikes and The Prince's Trust, and discussions using literature to explore elements of the course, including attitudes to money, empathy and mindset. These sessions inspire and motivate participants and cement the relationship with StandOut that will underpin the support we offer after release from prison.

In addition to group sessions, coaches continue to deliver one-to-one coaching to participants to help them plan for their release; identifying needs and getting the essentials in place. As with our course, transfers (often at short or no notice) impact this direct one-to-one work, but coaches use Email a Prisoner to stay in touch where possible and remind people that we will be there to support them on release.

> ***"I feel happy, ready for release and looking forward to a new chapter in my life."***
>
> StandOut participant

Support after prison

Leaving prison isn't easy. People are often held back by not having the confidence, resilience, skills, or opportunities to thrive. After prison, StandOut offers personalised support, committed to each individual for as long as they need us. We firmly believe that our unique approach works because it respects the individual, and focuses on their strengths, motivations, and ambitions. This year, we supported 319 participants in the community.

It's critical that key essentials are in place at the point of release. However, someone leaving prison will generally find that some – if not all – of the basics are out of reach once they pass through the prison gates.

Supporting someone newly released from prison with a hot drink and some food, a coaching conversation around next steps, and a release pack containing clean clothes and toiletries can help to ensure that they are not back in prison within days.

For many, the first few weeks out of prison are about meeting crisis needs: sorting accommodation, ID, bank accounts, and re-establishing relationships with family and friends. StandOut coaches offer support with all these things, as well as liaising with professionals, referring to other organisations, and engaging with a participant's support network. Our work during this time involves advocating for participants and 'making things happen' when they hit a brick wall or are struggling to get answers and make progress. Sometimes, though, it can simply be about a coach spending time with a participant, as they are often the only professional that they have a good working relationship with. This leads to coaches regularly supporting people through moments of crisis, until they establish some stability.

When some of the key markers of stability are in place, as well as good mental health and addiction support, coaches can move on to conversations around goals for education, training or employment (ETE). Stability is essential for a person to be able to make and sustain progress.

In the autumn of 2023, we commissioned StandOut co-founder and programme director, Jo Fellows (then working as a consultant) to review the support we offer to participants after they have completed our course, and to make a series of recommendations on improvements to our case working. We ground all that we do in the experiences and needs of people in prison, and so, as part of this project, we hosted focus groups in two different prisons, with men who had not completed the StandOut course. The topic of discussion was the challenges of preparing for release from prison, and we published a blog about some of the themes that came out of that conversation. We are grateful to the men who participated in this exercise, the results of which give us confidence as we look to implement the recommendations of our review in the coming year.

One-to-one coaching

Participant engagement after release is high. We consistently see around 70% of those who worked with us in prison engaging with our coaches for at least six months after release, and 60% are still working with us at the 12-month mark. To connect on a one-to-one basis with our participants in the community, our community coaches build on the relationships and trust created during our in-prison course. Participants first experience StandOut's one-to-one coaching in prison, so they know that any opportunity to work with coaches after release (whether in person, on the phone, or online) will be focused and personalised.

Our community coaches supplement this one-to-one coaching with two separate email newsletters. We send a regular general news update and, separately, 'Opportunities on the Out' – our targeted update on the job market.

Grants, bursaries and practical support

Our grants and bursaries are an important component of the support we offer to participants after release. We are able, for example, to support people with grants for emergency accommodation for three nights; often the early nights after leaving prison when accommodation provision has failed.

Meeting essential needs continues to be a theme and so we also offer pre-loaded travel cards, food bank vouchers, and basic supermarket shops. We also offer progression grants where assistance is needed, for example to purchase a laptop or tools for work.

> ***"On release my StandOut coach gave me a smartphone, took me to railway station. Also provided a detailed list of useful contacts from job search to bus pass application. Assisted me to set up a bank account and provided regular motivational telephone calls."***
>
> StandOut participant

People often leave prison without essentials like clothes and toiletries. We provide StandOut participants in the community with 'release packs' containing items we all need to live with dignity. These can be collected on leaving prison or from our offices at any stage.

Our coaches support participants with a wide range of practical matters, such as applying for ID and bank accounts, making applications to other organisations for financial assistance, accessing healthcare services, and generally reconnecting with life outside of prison.

Career Hub

Our Career Hubs give the men we are supporting in the community the opportunity to update their CVs, receive coaching support from the team, and meet with employers in a relaxed environment that encourages enquiry and conversation. It's also a space in which mutual mentoring and encouragement takes place, thanks to our participants' shared experience of life after prison.

Over the last year, we held nine Career Hubs, with the following employers: Breakthrough, Kilnbridge, Only A Pavement Away, The Village Pub Group, Keltbray, Higgins, GFiE, Iceland, Prospectus, Social Pantry, XO Bikes, Firmdale, and Skills Centre.

We are also grateful to have partnered with PA Consulting, who have supported several Career Hubs through the use of their office space, and the knowledge and expertise of their employees. These modified Career Hubs offer participants the opportunity to experience a professional work environment and to work alongside a volunteer from PA to update a CV, create a LinkedIn profile, or learn job searching skills.

> ***"PA Consulting and The PA Foundation are proud to support StandOut's mission in supporting more people leaving prison to transform their own lives. Our partnership is going from strength to strength: this year we are approaching the milestone of 100 PA volunteers who have taken part in one-to-one CV sessions and mock interviews in prison, and job-search workshops hosted in our offices for those in the community. We love seeing the impact of the partnership through these volunteering opportunities, both for the participants as they begin to reclaim their future, and for PA volunteers who get to help someone facing disadvantage move towards employment. We look forward to sustaining our partnership and continuing to support StandOut in their mission."***
>
> Millie Grant, PA Consulting

Experts Beyond Bars

Experts Beyond Bars (EBB) is a well-established group of former participants who are now thriving in life. Every four to six weeks, EBB discuss a topic related to StandOut, or participate in a discussion with an external guest seeking their insights on a criminal justice topic. They offer each other friendship, support, and encouragement and they are always keen to explore opportunities to contribute to StandOut's work. This year, group members helped refresh our course curriculum, advising on the inclusion of material to address the needs of people preparing for release from prison. These have been incorporated into the curriculum and have landed very positively with participants.

> ***"The key thing StandOut did for me was emotional support - building my confidence, motivation and mindset."***
>
> StandOut participant

StandOut's wider impact

We see each engagement with a volunteer or employer partner as a touchpoint, an opportunity to educate them about the criminal justice system and to encourage them to consider the role that they do, or could, play in it. Each of us is a stakeholder in our criminal justice system, and its current state is something we should all be concerned about.

> ***"I really enjoyed it, and it made me realise how little I know about the prison system and the people in it. I was moved by how much this means to the people who have attended and run the course, and I would like to get more involved."***
>
> StandOut volunteer

In June, we celebrated our fifth anniversary of becoming a registered charity. The supporters' event we held at Salesforce Tower to mark this milestone acted as one of those touchpoints. The event was an opportunity to invite friends of StandOut to 'join the conversation' about what effective rehabilitative support looks like. Ian Bickers, London Prison Group Director; Amy Frost, Governor at HMP Wormwood Scrubs and StandOut Ambassador, Egerton Bayode spoke about the importance of the third sector in prisons.

We also celebrated the achievements of men we have worked with and were delighted to have Steve and Ibrahim talk about their journeys. Both spoke powerfully of the importance of self-belief and mindset and how that has helped them find fulfilling and rewarding roles.

As time goes on, our organisational knowledge and experience grows further, and we are keen to continue sharing that with our peers in the sector, with a view to contributing to systems change. We see this sharing as a means of widening our impact.

Co-Founder and CEO, Penny Parker, continues to sit on Employment Advisory Boards (EABs) at HMP Wandsworth and HMP Wormwood Scrubs and, over the year, has participated in Special Interest Groups hosted by Clinks, to share learning with HMPPS. This year she has



also presented to a range of audiences, including the Ministry of Justice Strategy and Innovation Directorate and the Central London Magistrates' Bench. Invitations to speak provide an opportunity to share the realities of prison, the impact of time in custody, and what good person-centred rehabilitation support should look like.

In November, we built on our relationship with the Longford Trust with a successful one-day workshop for an impressive group of Longford scholars, who inspired us with their determination to develop their skills and embrace coaching support.

> ***"The coaches helped me to believe in myself again and helped me understand my mindset and feelings, and how to move forward positively."***
>
> StandOut participant

> ***"The drive and inspiration it has reinstated in me is priceless."***
>
> StandOut participant

Fundraising and income generation

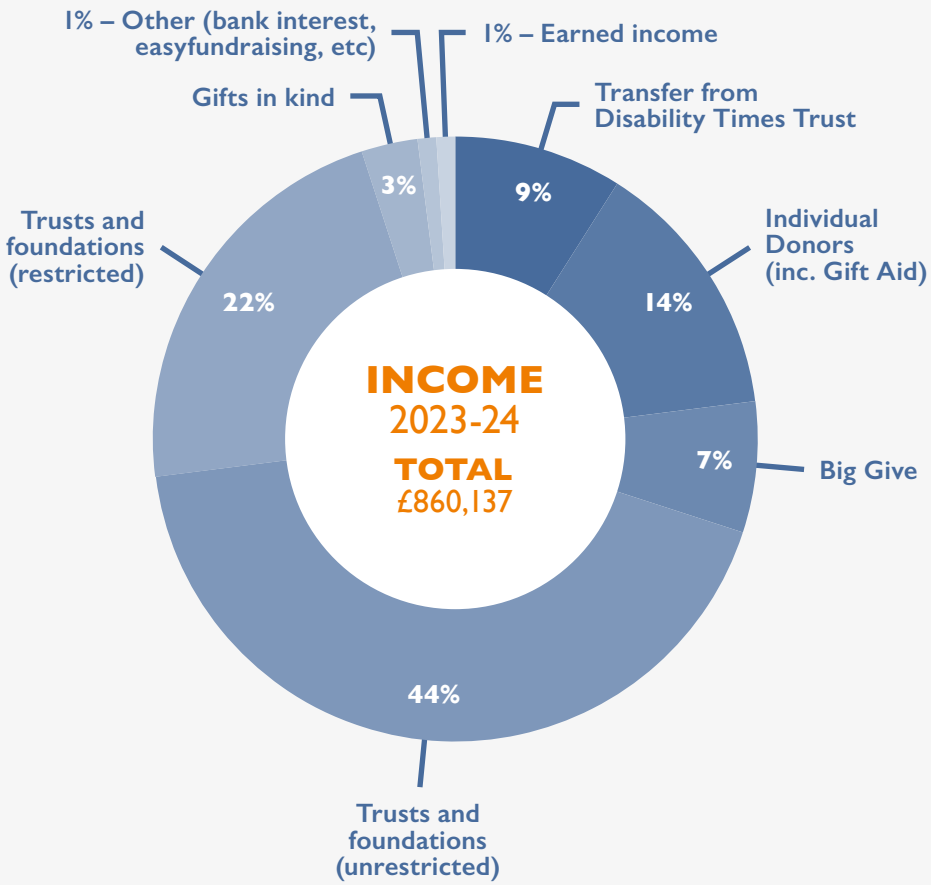
StandOut continues to fund its work entirely through charitable income, taking no contribution from commissioned statutory sources. We deliver our programmes free of charge to partner prisons, continuing to believe that this is the most appropriate way to ensure we can deepen our impact, and prove our model. The independence this gives us allows us to focus on long-term, sustainable work, rather than being drawn into the often-short-term nature of commissioning.

We adopted a two-year income generation strategy in April 2023, which focused on income growth and diversification. We successfully delivered the first year of this strategy, and significantly increased our overall income. However, we have not made as much progress as we had hoped for with corporate partners and individual giving. This will be the focus of 2024/25.

StandOut's income over the year came predominantly from charitable trusts and foundations. But in 2023 we once again had a very successful Big Give Christmas Challenge and continued to benefit from the generosity of a group of committed individual donors. We exceeded our Big Give campaign target and were awarded the Big Give Christmas Challenge Small Charity of the year due to our planning and success.

During the last financial year, we were also the recipients of the residual funds of The Disability Times Trust, a charity which ceased operations following a significant loss of funding and





changes to their leadership. The charity transferred £60,000 in unrestricted funds to our work, and £18,000 in restricted funds to maintain documents until they are due for destruction in 2030.

In September, during one the hottest weekends of the year, members of the StandOut team took on the Thames Bridges Trek – a 25km hike across London - to raise funds for our work. We were also the beneficiaries of donations from two community events; 10x10 philanthropy and Literary Laughs Christmas Quiz. We will be seeking additional community and challenge events in 2024/25 as these have seen significant growth since the world emerged from the pandemic.

Despite continuing challenges across the sector in raising funds, we grew our income by 73% (£497,211 to £860,137) over the previous year. This growth was predominantly through applications to trusts and foundations, which grew by 75% (£323,232 to £565,989).

We are grateful for all support that enables us to continue to deliver our life-changing work and for all our donors and funders.

Trusts and foundations

We have a number of charitable trusts and foundations who have contributed to our work with a donation of over £10,000, including:

- A B Charitable Trust
- The Aurum Charitable Trust
- The Bromley Trust
- Cedar House Charitable Trust
- City Bridge Foundation
- The Crucible Foundation
- The Drapers Company
- Garfield Weston Foundation
- The Henry Smith Charity
- The John Coates Charitable Trust
- The Joy Family Charitable Trust
- Lloyds Bank Foundation for England & Wales
- The Maurice and Hilda Laing Charitable Trust
- Millennium Global Charitable Trust
- The PA Foundation
- The Swire Charitable Trust
- The Tudor Trust
- The Waterloo Foundation
- The Weavers' Company
- Wimbledon Community Foundation
- The Windfall Foundation

Fundraising regulation

StandOut carries out all fundraising through its in-house fundraisers, directly employed by the charity, and has not contracted with third parties for fundraising activities. The types of fundraising initiatives over the year have included in-person events, direct marketing through email and social media, and engaging with corporate partners and with trusts and foundations and high-net-worth individuals.

Our fundraising activity and overall strategy are reviewed by the Board of Trustees in exercise of their duties under CC20 Charity Commission guidance. They monitor significant risks and ensure these are being properly addressed.

StandOut continues to be voluntarily registered with the Fundraising Regulator. Although our fundraising expenditure and overall income remains below the threshold, it shows our commitment to treat donors fairly and follow the regulator's code of practice and use it to inform our training and fundraising operations.

During the year there were no complaints made about fundraising practice, or any compliance issues.

Three events took place at which funds were raised 'on behalf' of StandOut. The organisers/individual fundraisers were given appropriate guidance about keeping within the regulatory frameworks and all fundraising material was checked by StandOut.

Through our work, we are often in contact with vulnerable people. We aim to build relational working into all we do, including our fundraising, and ensure that when we solicit donations, we do not put pressure on people. We do not accept donations from people we believe to be in vulnerable circumstances, and we have an internal due diligence process for any unusual or significant donations. We also commit to following the regulator's 'Fundraising Promise' and treating donors fairly guidance.

Operations

This year, we continued to invest in our infrastructure to ensure our systems and processes work well and, ultimately, support our coaches to deliver the best possible service to our participants.

Key to this has been the recruitment of a part-time finance manager and administrator, and full-time partnerships lead to our operations team. As a result, our financial processes and reporting are more effective, our team better supported in their day-to-day work, and our volunteer numbers much increased. We have also continued to build on our communications; crafting stronger and more consistent conversations with our audiences.

In July, we strengthened our programmes team through the appointment of a programmes manager. In February, we said goodbye to our head of programmes, who had joined StandOut in 2018 as our first prison coach. His departure created space for our co-founder, Jo Fellows, to rejoin the team as programme director, in March.

Our overall headcount this year increased from 13 to 16. To accommodate our growing team, in February, we moved to a more suitable office unit in China Works. Our new space gives the team a more comfortable working environment and, thanks to an internal meeting room, reduces room booking costs. It also enables us to store more clothes, toiletries and other essentials for the participants who come to our office for one-to-one support – sometimes straight from prison.

We aim for excellence in all that we do and, key to this commitment to being 'first class' is our investment in staff training. This year, we continued to send all new coaches on Resurgo's 'Coaching for Leadership' course; a five-day intensive on the foundations of coaching in a group setting. By opening this up to members of the operations team, we further embed our coaching approach across the organisation and create opportunities for connection and collaboration between teams.

The whole team also participated in safeguarding training and in sessions with Mayday Trust on the power of relational case working. On top of this, we conducted an initial review of our safe-working practices, which we will continue to develop in the year ahead.

We have continued to develop our Salesforce CRM, working with a consultant, where necessary, to supplement our in-house capabilities. Our fundraising database is now hosted on Salesforce, which has enabled us to manage our pipeline and planning and improve our reporting. In the latter half of the year, we also moved from Google Workspace to Office 365 to take advantage of its additional cyber-security features. Data will continue to be a theme into the year ahead, as we look at how we report on impact and ensure we are gathering and recording data effectively.

This year, we undertook two significant organisational projects. The first was a review of the support we offer to participants after they have completed our three-week course in prison. Jo Fellows, StandOut co-founder and programme director, but consultant at the time, led on this project. This deep dive into our work, the coaching team, and staffing structure resulted in a series of conclusions and recommendations, which we will implement and report on in the coming year.

The second project was to develop an organisational strategy for 2024-2026. We took this as an opportunity to go back to our founding principles and bring in a range of views. Supported by sector expert, Leah Sellinger, we conducted a stakeholder survey with our partners, among them, prison governors, employer partners, funders, participants, third sector colleagues, and our staff team. With the turbulence of the criminal justice landscape over the previous three years in mind, the board elected to develop a two-year strategy, to be launched in the first quarter of 2024/25.

Governance

An objective for this year was to recruit new trustees to our board of trustees. Over the summer, we undertook a recruitment campaign, which resulted in the formal appointment of two new trustees and a board adviser, in March. Our new appointments bring a range of knowledge, skills and experience to our board, such as addiction treatment, lived experience leadership, and finance and strategy. In the year ahead, we plan to recruit further trustees, in preparation for some of our original trustees stepping down at the end of their terms.





THE YEAR AHEAD

At the beginning of the new financial year, we will launch our strategic plan for the next two years. Its three themes will work together, mutually strengthening and supporting each other:

Impact – Deepening our reach

Prove and improve what we do, so that we can offer more people the opportunity to realise their potential and leave the justice system behind for good.

Influence – Driving systems change

Inspire a more person-centred approach to policy and practice across the justice system, using our evidence and our participants' experiences to influence decision-makers.

Infrastructure – Strengthening our systems

Champion our staff and their development, and ensure our systems, policies and processes are first class.

Key to 'deepening our reach' will be the implementation of the recommendations set out in the recent review of the support we offer to participants after they have completed our course in prison. This includes those who have finished our course and are awaiting release from prison, and those who we have supported through the gate and into the community – and continue to do so for as long as they need us. To implement these recommendations, we anticipate making changes to the structure of the programmes team.

We continue to value the partnerships we have developed with the prisons we work in and believe that these relationships – as well as the quality and relevance of what we do – underpin the successful delivery of the programme.

In the year ahead we intend to continue ongoing conversations with potential new partner prisons. This is an important component of the impact theme of our strategic plan. Whatever we choose to do, we will continue to return to the principle that the most important driver for our work is the needs of the people in prison we work with. We expect those needs to remain as high and as complex as ever, and for the support offered by organisations like StandOut to be as vital as ever for people preparing to face the challenges of life after prison.

We will also be working to increase our influence, using evidence of our impact to increase understanding of the power and importance of relational, person-centred working to support people leaving prison. We will also be building on our communications to strengthen our voice and grow our audience.

Our team are at the heart of our work, and we will be developing our career pathway for coaches to ensure we offer exceptional professional development for someone wanting to develop a career in the justice sector.

These developments will all be supported by further investment in our systems, data gathering and reporting and in our governance systems.



GOVERNANCE AND FINANCE

Charitable objects

The objects of the charity are the training, care and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through
- Advancing education
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves; as an expression of the Christian life and faith.

Public benefit

The Trustees have complied with their duty under the Charities Act 2011 and have paid due regard to public benefit when preparing this report.

Reserves

The Board's reserves policy is to maintain a minimum level of operating costs in light of the predominant risks to the organisation, specifically a fall in income. We therefore set our Reserves Policy to retain unrestricted reserves of between three months and six months of the following year's budgeted expenditure. Our aim is for Unrestricted Reserves at end of 2023-24 financial year of £218,000, at the lower limit of our flexible band. This is because we do not anticipate any financial risks during the remaining period of the year. The Board has reviewed the current unrestricted reserves of the Charity and considers that the level is sufficient but not excessive.

Risk

The Trustees have undertaken procedures in order to implement SORP 2019 as it is acknowledged best practice for charities. They have undertaken a risk management process, which outlines the key risks of the Charity, relevant control procedures, responsibilities and future actions to be taken. Future monitoring of risk has now become embedded within the overall agreed procedures of the Charity. The Trustees are satisfied that all the major risks to which the Charity is exposed are being reviewed and systems of internal control are being established to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence

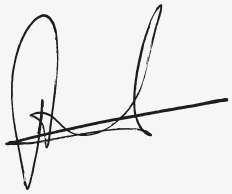
for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Directors (who are also Trustees for the purposes of charity law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees/Directors and signed on their behalf by



Jolyon Froud, Trustee/Director
13 November 2024



Trustees report and financial statements

For the year ended 31 March 2024

Legal and administrative information

Trustees
Claire Burnell
Elizabeth Delacave
Joseph Ewing
Joe Froud
Jamie Giles
Marion Peters
Jonathan Whyte

Independent Examiner
Andrew Jepson FCCA
Cooper Parry Advisory Limited
69-73 Theobalds Road
London
WC1X 8TA

Charity number: 1177813
Company number: 11257739

Registered office
Unit 225, China Works
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London, SE1 7SJ

Bankers
Metro Bank
One Southampton Row
London
WC1B 5HA

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Co-Operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Report of the Trustees

The Trustees are pleased to present their report and financial statements for the year ended 31 March 2024. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association 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 2015.

Structure, governance and management

The Charity is a company limited by a guarantee. The Members of the Charity are the Trustees. In the event of the Charity being wound up the liability in respect of the guarantee is limited to £10 per Member.

The Trustees, who are also Directors for the purpose of company law, who served during the year were:
Jolyon Froud
Marion Peters (resigned 8 December 2023)
Elizabeth Delacave
Joseph Ewing
Claire Burnell (appointed 19 July 2023)
Jonathan Whyte (appointed 13 March 2024)
Jamie Giles (appointed 13 March 2024)

Trustees are recruited as and when necessary.

The Board are mindful of their requirements to undertake necessary and relevant training.

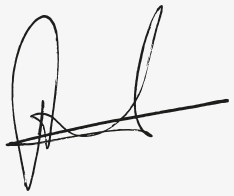
The management of the Charity is undertaken by the Trustees. The Trustees are mindful of the need to have adequate controls and procedures to identify and mitigate areas of potential risk.

Objectives and activities

The objectives of the Charity are the training, care, and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through:
- Advancing education.
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves.

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



Jolyon Froud, Trustee/Director
13 November 2024

Independent Examiner's report to the Trustees of StandOut Programmes

I report to the Charity Trustees' on my examination of the accounts of the charitable Company for the year ended 31 March 2024, which are set out on pages 35 to 40.

Respective responsibilities of Trustees and Examiner and basis of report

As the Charity Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your Company accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's statement

Since the Company'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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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:

- Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act;
- The accounts do not accord with those records; or
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities

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.

Andrew Jepson FCCA
Cooper Parry Advisory Limited
69-73 Theobalds Road, London WC1X 8TA

Signed



Date: 14 November 2024

Statement of financial activities for the year ended 31 March 2024

	Notes	Unrestricted £	Restricted £	**2024 Total £**	2023 Total £
Income from:					
Grants and Trusts		434,595	209,394	**643,989**	323,232
Donations/ Gift Aid		145,710	61,564	**207,274**	164,655
Other		8,874	-	**8,874**	9,324
Total income		589,179	270,958	**860,137**	497,211
Expenditure on:					
Charitable activities	2	425,443	299,806	**725,249**	478,379
Raising funds		60,036	4,400	**64,436**	47,595
Total expenditure		485,479	304,206	**789,685**	525,974
Net movement of funds		103,700	(33,248)	**70,452**	(28,763)
Reconciliation of funds					
Brought forward		180,764	85,140	**265,904**	294,667
Total funds carried forward at 31 March 2023		284,464	51,892	**336,356**	265,904

Balance sheet as at 31 March 2024

	Notes	2024 £	2023 £
Fixed assets	3		
Tangible assets		**7,760**	-
		7,760	-
Current assets			
Cash at Bank and in hand		**357,893**	284,921
Debtors	4	**24,938**	27,792
Total current assets		**382,831**	312,713
Current liabilities			
Amounts falling due within one year	5	**54,235**	46,809
Net current assets		**328,596**	265,904
Total assets less current liabilities		**336,356**	265,904
Funds			
Unrestricted funds		**282,464**	180,764
Restricted funds		**51,892**	85,140
Total funds		**336,356**	265,904

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

a. Ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and

b. Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors and were signed on its behalf by:



Jolyon Froud, Trustee/Director
13 November 2024

Notes forming part of the financial statements for the year ended 31 March 2024

1. Accounting policies

A summary of principal accounting policies, all of which have been applied consistently throughout the year and the preceding year, is set out below.

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

In applying the Trustees' accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining the carrying amounts of assets and liabilities. The Trustees' judgements, estimates and assumptions are based on the best and most reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to the inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

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, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Critical judgements in applying the company's accounting policies

The critical judgement that the Trustees have made in the process of applying the charity's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

Assessing indicators and impairment

In assessing whether there have been any indicators or impairment of assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience or recoverability. There have been no indicators or impairments identified during the current financial year.

Key sources of estimation uncertainty

Due to the straightforward nature of the activities of the charity, the Trustees do not believe that there are any estimation uncertainties that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Funds structure

Unrestricted funds can be used at the discretion of the Trustees in furtherance of the general objectives of the charity. Restricted funds are available to use subject to restrictions imposed by the donor.

Donation income recognition

Charitable income is recognised on a cash received basis other than where an accruals basis provides a more accurate basis or will give a fairer representation of the underlying nature of the transaction. Income is recognised so far as there is entitlement to the income, it is more than likely that it will be received and the amount is quantifiable.

Other income recognition

Income raised in relation to workshops provided is recognised on an accrual basis, with interest income recognised on a cash received basis.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Gifts in kind

Gifts in kind are recognised in both income and expenditure to reflect the true levels of income and costs.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

- Office equipment – 20% on cost
- Computer equipment – 33% on cost

Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the obligation will be required to be settled, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting taking into account the risks and uncertainties surrounding the obligation. Provisions are discounted when the time value of money is material.

Financial instruments

Financial assets and liabilities are recognised when the company becomes party to the contractual provisions of the financial instrument. The company holds basic financial instruments which comprise cash at bank, trade and other receivables and trade and other payables.

Financial assets – classified as basic financial instruments

i. Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held with banks, and other short-term highly liquid investments with original maturities of three months or less.

Going concern

After making enquiries, the Trustees believe that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Based on these assessments, the Trustees have continued to adopt the going concern basis in preparing the financial statements.

2. Total expenditure

	2024 Total £	2023 Total £
Analysis of charitable expenditure Including support costs		
Charitable activities	600,522	414,115
Governance	21,610	7,046
Central costs	103,117	57,218
Total resources expended	725,249	478,379

3. Tangible fixed assets

	Office equipment	Computer equipment	Total
Cost			
At 1st April 2023	-	-	-
Additions	2,429	9,175	11,604
At 1st April 2024	2,429	9,175	11,604
Depreciation			
At 1st April 2023	-	-	-
Charge for year	824	3,020	3,845
At 1st April 2024	824	3,020	3,845
Net book value			
At 1st April 2024	1,605	6,155	7,760
At 1st April 2023	-	-	-

4. Debtors

	2024 Total £	2023 Total £
Trade debtors	-	751
Gift Aid receivable	1,501	11,302
Rental deposit	11,136	8,994
Prepayments	12,301	6,745
	24,938	27,792

5. Creditors: amounts falling due within one year

	2024 Total £	2023 Total £
Trade creditors	21,857	9,430
Social security	2,891	12,208
Deferred income	25,000	25,000
Other creditors	4,487	171
	54,235	46,809

6. Trustee remuneration and employee salaries

There were no employees whose annual remuneration was £60,000 or more. No Trustees received remuneration or were reimbursed for expenses in the current period.

	2024 Total £	2023 Total £
Salaries	482,015	297,297
Social security	42,809	25,705
Pensions	19,001	12,330
	543,825	335,332

The average number of employees for the year was 15 (2023: 19).

7. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024 Total £	2023 Total £
Independent examination fee	4,500	5,460

8. Taxation

The charity is exempt from corporation tax on its charitable activities.

9. Status

StandOut Programmes is a registered charity constituted as a company limited by guarantee, and does not have share capital. The liability of each member is limited to £10.

10. Capital commitments

The Trustees are not aware of any capital commitments.

11. Contingent liabilities

The Trustees are not aware of any contingent liabilities.

StandOut

Get involved

As a charity, we couldn't continue our work without the amazing and generous support of funders, donors, volunteers, and partners.

There are lots of ways to get involved and show your support for StandOut. Scan the QR code or visit our website to find out more.

Join the conversation

info@standout.org.uk
standout.org.uk

StandOut is the trading name of StandOut Programmes. Registered charity no. 1177813 and company limited by guarantee registered in England and Wales no. 11257739.

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Registered with FUNDRAISING REGULATOR

STANDOUT PROGRAMMES

England & Wales - Charity number 1177813

Accounts

StandOut

ANNUAL REPORT

2022-2023





CONTENTS

OUR PURPOSE 3

Our values 4

INTRODUCTION FROM OUR CHAIR 5

John's story 7

OUR ACTIVITIES AND PERFORMANCE 8

StandOut in numbers 9

Programme delivery 10

Volunteer opportunities 11

Curriculum development 12

Support after prison 13

Career Hub 14

Staying in touch 15

Grants, bursaries and practical support 15

StandOut's wider impact 16

Experts Beyond Bars 16

Independent evaluation 17

Fundraising and income generation 18

Fundraising regulation 20

Operations 21

THE YEAR AHEAD 22

GOVERNANCE AND FINANCE 24

Trustees report and financial statements 27

OUR PURPOSE

People leaving prison need the best possible chance to rebuild their lives if they are to move out of the justice system for good.

For many people, the key to achieving that is long-term holistic support through a relationship based on trust.

StandOut is an award-winning charity that empowers people to make positive change, realise their potential, and rebuild their lives after prison.

Our unique programme begins in prison with coaching and practical support and continues after release, for as long as someone needs us. On our intensive course in prison, people can discover who they are in new ways and what they want to achieve. It's here that they develop a relationship with StandOut that forms the foundations of our work with them after prison.

Each journey is individual, and leaving prison isn't easy. It's why StandOut provides one-to-one coaching and support that bridges the transition between prison and the community. We are determined that more people leaving prison are empowered to make positive change that has an impact on them, their families, and society.

At StandOut we aim to live out our values in every aspect of our programme delivery and wider organisational life. They inform and strengthen our work in the continuing day-to-day as much as in how we approach questions of strategic development; and from how the team works together as much as how we work with our partner prisons and in the delivery of the StandOut programme.

We are pleased to present our annual report showing how we have worked to achieve our objectives over the last year.

Our values

Champions: we are people first

- We are about people before process
- We recognise that life has not had the same starting point for all, and seek to meet and work with people where they are at
- We believe the best in people, empowering them to reach their potential
- We believe change requires courage.

Connected: we are stronger together

- We are relational and believe we need others to succeed in work and in life
- We believe in the power of partnership, collaborating in every aspect of our work
- We are one team, we don't do this alone.

Committed: we are in it for the long haul

- Life is complicated and there is rarely a quick fix
- We offer consistent support for as long as is needed
- Our door is always open, for the highs and the lows
- We are seeking to provoke long term change.

First class: we aim for excellence

- We give our absolute best
- We challenge the status quo
- We believe a culture of reflection, development and feedback facilitates growth
- We aim to lead by example in our approach, professionalism and results.



INTRODUCTION FROM OUR CHAIR

Joe Froud

Reflecting on the year ended 31 March 2023, a key achievement is that during the year our coaching teams have been able to return to delivery of the full StandOut programme.

However, life in our partner prisons has not returned yet to pre-Covid levels of activity and is impacted by the high levels of people held on remand waiting for their trials. I am pleased to report that StandOut has continued to respond flexibly to challenges and so this year has included people on remand in our programmes.



As I write, it is clear that the landscape in which StandOut delivers its life-changing programmes is far from 'normal', with reports highlighting the challenging state of prisons across the country where overcrowding and staff shortages are taking a heavy toll on those who live and work there. It is against that backdrop that we report on the last year.

As with previous years, StandOut's work remains charitably funded and both new and existing funders have supported StandOut's growth over the year. That vote of confidence by funders and supporters, at a time of huge need but also a difficult prison landscape in which to work, is a recognition of the skills and dedication of the whole team from staff to trustees. In everything the team does we are encouraged by the determination of the men who it has been a privilege to journey alongside over the last year.

This year has seen us deliver on our strategy, built around three themes:

- **Impact:** our programmes supporting people to fulfil their potential and to leave the criminal justice system for good
- **Infrastructure:** ensuring our model for growth is sustainable
- **Influence:** ensuring StandOut's work and the experiences of our trainees influence wider systems change.

It was a year of two halves in terms of the format of delivery in our partner prisons. After a period of over a year remaining flexible as we navigated the long-tail of covid, from April to September we continued with a format of shorter workshops delivering key employability skills and gradually adding back in our employer and volunteer-led sessions.

In September 2022 we were able to return to delivering our full programme, flexed to run 12 days over three weeks in response to the high numbers of transfers on to other prisons from our partner prisons. We are also really pleased that over the last year we have worked hard to support our partner prisons to meet the emerging needs of men held on remand, whose time in prison had previously been relatively unproductive and, yet, who are often released from court without support. We now have mechanisms in place to help us include people on remand into our programmes and can then also offer them support after prison. Throughout all our work we continue to place high value on being **first class** in all we do. This remains fundamental for us and we believe that working to high standards becomes a game changer in itself, increasing the impact of our work.

The trustees want to record their thanks for the work that Penny Parker has done during the year, leading StandOut. As a co-founder with Jo Fellows, Penny opted to be a trustee and so has not been remunerated for her role over the year. In recognition of the need to build even greater sustainability into StandOut, Penny resigned as a trustee in December 2022, and has operated as an unpaid executive lead since. The trustees also record their thanks and appreciation to the whole staff team. It is their dedication and professionalism, belief in and support for StandOut's values in every aspect of their work, that has taken StandOut to where it is today. I must mention too, StandOut has a growing network of supporters. We are grateful for their encouragement, feedback and financial support that enables us to deliver on our aims and objectives.

John's story

"To be honest I have always been ambitious – a bit of a go-getter since I was young – but I used to channel it in the wrong direction. I was in and out of trouble through my teens, my 20s ... and I wasted a lot of time in prison. My parents moved to this country to make a better life for me and my family so I felt I had let them down in a way.

"As I approached another release date, this time I made a vow and promise to myself and mum that I would channel my ambition in the right direction: to make a transformation and become a better person and role model to my siblings, family and friends. Since getting out of prison in October 2021, I've just been trying to do anything and everything that I can to better myself. In the past, my crimes had always been for financial gain so my main focus has been to gain as many qualifications and skills as possible so that I can build a career for myself and avoid going back to my old ways.

"I read a book once that said you need to break down your main goal into smaller mini goals so I worked out where I wanted to be at 3, 6, 9, 12 months and so on and I've just stuck to that, really.

"Ultimately I want to run my own property business – buying, renovating and selling or renting out properties. But in the shorter term, my goal is to learn everything I need to make a success of it so I'm currently working towards setting up a small handyman business. Since getting out of prison, I took every course and opportunity that was offered to me – StandOut helped me by putting me in contact with PLIAS resettlement, which is a community based nonprofit organisation, who helped me to obtain my CSCS card. Then, I got qualifications in bricklaying, carpentry, electrical installation. I have also been allocated a mentor to help develop my business plan after completing the Prince's Trust Explore Enterprise course.

"To avoid going back down the wrong paths, it was important that I started to earn an income. At first I looked for tradesman jobs such as painting and decorating, bricklaying, tiling and plumbing but I struggled to find someone that was prepared to give me a chance. Instead of sitting around waiting, I decided to get a labouring job in the meantime. I'm also working weekend and night shifts on the railway occasionally. It's consistent work and I've been there for the last couple of months. It is hard work, especially as I'm also working weekend shifts on the railways, but I know I just have to stay focused on my long-term goal and where I want to be in a few years' time.

"It takes a lot to make a transformation. If you are about to leave prison and want to make a change, I'd advise you to think about where you ultimately want to be and then break that down into mini step-by-step goals. Make a plan for each day and stick to it. Try to have people around you who are positive and will help you get to where you want to be. Sometimes that means changing your social circles. Say yes to the opportunities that will help you move closer to your goal.

"My journey isn't over yet but I'm going in the right direction now and excited to be supporting my family and making them proud."

OUR ACTIVITIES AND PERFORMANCE



StandOut in numbers



participants completed our **2 week workshops**. We ran **7** of these workshops.*



participants completed our **3 week courses**. We ran **5** of these courses.



of participants in the full programme reported an **improvement in their mental wellbeing**.**



People we work with are twice as likely **to remain out of prison** 12 months after release.



People we work with are over three times **more likely to be in work** than the average prison leaver.



Phase 2 group session events were held.



bursaries with average value **£36** and **24 release packs**.



attendees at **9 career hubs** with **16 employer partners**.



volunteers supported our 3 week courses, offering **630 volunteer hours**.

* Including the Wormwood Scrubs pilot. ** 1-34 points on Warwick–Edinburgh Mental Wellbeing Scale (WEMWBS) with median of 9 points, where 3-8 points is considered 'meaningful'

Programme delivery

The year breaks down in two halves: from April 2022 to September 2022 we continued to run shorter workshops in HMP Wandsworth and HMP Pentonville. We developed these the year before as a response to the uncertainties of delivery as we emerged from the restrictions placed by covid.

In September 2022, we were really pleased that we were finally able to return to the full StandOut curriculum. We made adjustments to allow this to be delivered within a three-week time-frame to reduce the impact of transfers to new prisons (a result of the pressure on numbers means that men, sometimes even for quite short remaining sentence lengths, can be transferred to HMP Brixton, HMP Highdown or other Cat C prisons).

We reintroduced employer sessions and then volunteer workshops for CVs and mock interviews, which we know add so much more to the experience for a participant on the course.

In line with our strategy to reach more people leaving prison, in April 2022 we reviewed the potential opportunities for StandOut to expand into a third London prison. This exercise shortlisted two potential prisons and after reviewing opportunities with the governors of each prison we agreed to scope and deliver a short pilot course at HMP Wormwood Scrubs. The pilot lead was appointed from the coach team to prepare and deliver a two week pilot programme in November 2022. The pilot was a success, well received by the participants and building encouraging links in the prison. As a result, and with funding in place, we delivered a second programme in March 2023, recruited a co-coach and committed to a full year of course delivery from April 2023.

> **“StandOut as an organisation have done more to unlock potential, by far, than any other group I have seen at HMP Wormwood Scrubs. The 3 week ready for work course, which I have sat in on on many occasions, produces a profound change in those who participate. Men who start the programme with a sense of hopelessness invariably leave with a clear sense of purpose, direction, hope and, crucially, the tools to work towards building a new life. If that alone wasn’t enough, the StandOut team stay close to each person through their time at the prison, helping to coordinate all of the elements of their new life - housing, addiction treatment, ready for work - and again when released. It is this ongoing, through the gate support that gives life-saving support and help to some of the most vulnerable people in society. That they do all this with a permanent sense of optimism and good humour makes them all the more extraordinary. Their methods are fresh and practical and far more dynamic than anything else I have seen. a modern approach to some very old problems.**
>
> Ed Bathgate, Employment Advisory Chair, HMP Wormwood Scrubs

Once participants have completed the course in prison, coaches continue to support them in their preparation for life after prison. This work is a mix of one-to-one coaching sessions as well as opportunities to join employer visits which help maintain motivation. We have also delivered a range of sessions at HMP Pentonville with the Prison Reform Trust.

Volunteer opportunities

With the return to longer delivery in prisons, and the reduction in restrictions in both prison and the community, we have built back our volunteering opportunities. We held our first mock interview session in HMP Wandsworth in July 2022, with 11 volunteers joining us from a mix of partners. This was soon followed by a mock interview session in HMP Pentonville.

From September we were able to offer volunteering across all courses, with two CV workshops, mock interviews and an end of course graduation, all supported by volunteers. This year has seen us build volunteering links with a number of corporate partners, and develop our internal processes to ensure volunteers are prepared for the sessions and know what to expect on the day. This work has been supported internally by a number of staff, and we have confirmed funding for a new Partnerships Lead for the next financial year who will develop this area of our work further.

> **"It was so good seeing these men taking action, being so positive and filled with energy. I am very privileged to have been able to guide them through feedback after the mock interviews but even more importantly be able to speak words of encouragement and hope. From the young man who wants to use his experience to help other young people stay away from crime to the man who wants to build a business to leave an inheritance for his grandchildren... it was indeed a great way to have spent my day!"**
>
> Akinwunmi – StandOut volunteer

> **"I volunteered as I felt that I could use my HR experience to help build the confidence and employability skills of participants. I personally learnt about the power of open and honest dialogue in empathetic conversations and how investment of a few hours of personal time can make a true difference for someone who really needs it."**
>
> Dan, PA Consulting – StandOut volunteer



Curriculum development

An important project that started in September 2022 and that will come to fruition from the coming autumn has been a project to review our curriculum content. The curriculum was created before our first pilot programmes in 2017. While we have included updates and improvements since then, the project is taking a deep look at the material and to ensure it remains relevant, up to date and first class. This exercise included testing ideas and developing new modules with our Experts Beyond Bars Group and we believe will only add to the impact of the course when it is rolled out.

Support after prison

After prison StandOut offers personalised support, **committed** to each individual for as long as he needs us. For many, the first few weeks out of prison can be about meeting crisis needs: sorting accommodation, ID, bank accounts and re-establishing relationships with family and friends. Once those needs are met and life is more stable then coaches can move to conversations about ambitions and goals for employment or training.

In September 2022 we recruited a second community coach to support the growing caseload and developing work to support participants after release from prison. This strengthening of our delivery has also supported the prison teams with two community coaches able to participate in the course in prison and be introduced to participants before release, cementing the relationships with the StandOut team that we know are critical to effective support after prison.

The community team has also focused on connecting with a range of employers and other collaborative partners with the aim of opening up a wider range of opportunities to support people after prison: their scoping of the landscape of what is available after prison has enhanced our offer of tailored one-to-one support that we know is critical for long term success.

Career Hub

We are delighted that our Career Hub, established by the community coach team and trialled last year, has continued to develop. Career Hubs are held roughly monthly and have been hosted at our offices. Men we are supporting after prison are invited and have an opportunity to update their CVs, receive coaching support from the team, and at each Career Hub to meet with employers in a relaxed environment that encourages enquiry and conversation. This unpressured approach to supporting people to make progress has proved successful and we carried out an internal review to inform decisions on how Career Hub might develop this further. As a result Career Hubs now feature two different employers, widening out the range of possible interests for men who attend. Feedback also shows that Career Hubs offer a space for mutual encouragement for men who attend, who report enjoying meeting with others who are also navigating the challenging journey of life after prison.



Staying in touch

StandOut's offer of support after prison is unconditional and open ended. To support the direct relational work the community team have developed two regular newsletters that are sent to men after release. The first is an employment and training focused newsletter, Opportunities on the Out sent monthly with a round up of live roles, support reminders, training and encouragement. In addition, the team has created a dedicated Bulletin with StandOut news and stories from participants that adds another strand to the relationships and staying in touch.

> **"I got released, StandOut stayed in touch. I kept going back to prison and then one day I woke up and thought 'What can I change? Can I change my life?'"**
>
> Jamie – StandOut participant

Grants, bursaries and practical support

We have continued to build on our grants and bursaries programme. Building on the experience of offering support during the pandemic we can now support people with grants for emergency accommodation for three nights, these are most frequently the early nights after leaving prison when accommodation provision has failed. We also now hold a stock of clothing and toiletries and put together release packs for men to collect on leaving prison or from our offices at any stage. These have been supplemented with donated products or goods purchased through In Kind Direct. Meeting essential needs continues to be a theme and so we are also able to support with pre-loaded travel cards, food bank vouchers or to support someone with a basic supermarket shop for essentials. We also continue to offer progression grants where assistance is needed, for example to purchase a laptop or tools for work. There are external sources of funding that coaches can support men to access too – such as the Sheriffs' and Recorders' fund which offers grants to people who have left prison to purchase equipment in preparation for employment. These opportunities to collaborate form an integral part of how StandOut works.

StandOut's wider impact

We increasingly see StandOut's approach being adopted in other settings and are encouraged at the shifting attitudes to the question of employment for people with convictions. We are pleased that we have been able to contribute to the Ministry of Justice project through New Futures Network to set up Employment Advisory Boards at all prisons that release people. Penny Parker has been a founder member of the boards at HMP Wandsworth and HMP Wormwood Scrubs, allowing us to share wisdom and collaborate with others working in and around the prisons to ensure better outcomes and more joined up thinking for people leaving prison. Penny has also led a webinar hosted by the Ministry of Justice's New Futures Network for the Chairs of the Employment Advisory Boards across the country, sharing good practice, advice on working collaboratively with the third sector and underlining the importance of long-term support for people leaving prison.

In March 2023, Alex Rose our Head of Programmes, along with two men who had worked with StandOut in and after prison, co-designed and led a workshop for Unlocked Grads conference on communication skills, sharing ideas from the programme to upskill officers with techniques they could use in conversations on the wing.

Over the year we have also hosted two placements for Unlocked Grads officers. During their two year programme they are offered an optional two week placement and hosting each officer was a beneficial two way information and development opportunity. We aim that they should leave with the experience of deep relational working that we hope will inform their approach to their work on the wings on their return to duty. StandOut benefits from fresh insights and ideas and a short project that they deliver back to the team.

As foreseen in last year's report we have developed our connection with the Longford Trust and have run a range of workshops for Longford scholars, all of whom have had custodial sentences and who are now university students. Working with the Trust has been a positive partnership allowing the programme team to flex their delivery skills in a new setting and broaden the impact of StandOut's approach, with a mix of group and one-to-one coaching sessions for Longford scholars.

Experts Beyond Bars

Experts Beyond Bars (EBB) is our group made up of people we have worked with in prison who meet up every 4-6 weeks, convened by our community team. The group offer friendship, support and encouragement but have also been developing their own impact with sessions advising on the curriculum development project and a session with the team from Revolving Doors on how they can use their voice.

Independent evaluation

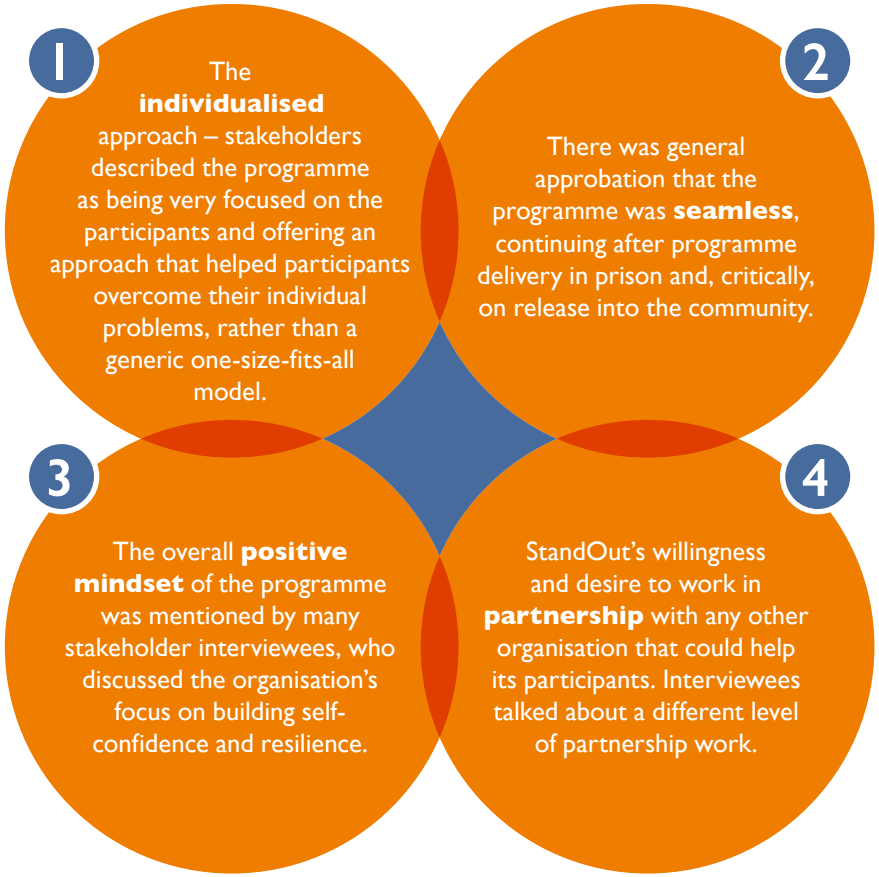
In October 2022 we published the first independent **evaluation** of StandOut's work conducted by criminal justice expert **Russell Webster**. Russell conducted a mix of quantitative and qualitative enquiries into the impact of StandOut's work. While not able to see the delivery of the full programme as the research period pre-dated the return to full delivery, the research reviewed the curriculum and data collected since StandOut's first programme.

The evaluation found that StandOut has developed an impressive and effective programme to help people in prison and on release maximise their chances of living a personally fulfilling and crime-free life.

> **"It is clear that StandOut has developed an effective holistic resettlement model which is valued by prisons, partner organisations and, most importantly, by the participants themselves. The programme is unique in its approach and has proved successful in engaging participants on release and in helping them find work and supporting them in resolving a wide range of difficulties."**
>
> Russell Webster – Independent evaluator

In conjunction with the evaluation we developed a theory of change, working with New Philanthropy Capital and published as part of the evaluation. The theory of change will support further developments, helping us focus on where to invest to increase StandOut's impact.

Russell went on to say: "Stakeholders universally held the view that the StandOut programme was well-designed to help people leaving prison, identifying four critical success factors." These were:



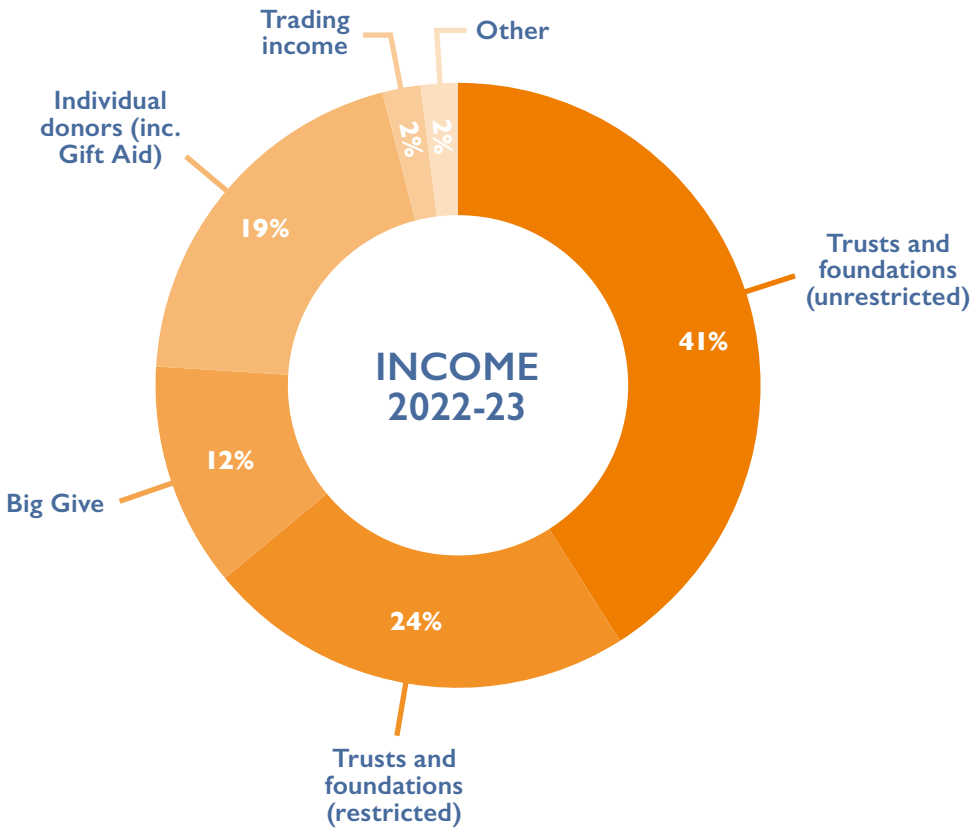
Fundraising and income generation

StandOut continues to fund its work with charitable income, taking no contribution from commissioned statutory sources. We deliver our programmes free of charge to partner prisons and we still believe this is the most appropriate way to operate. This gives us independence and the ability to focus on long term, sustainable work, rather than being drawn into the often-short-term nature of commissioning.

Following the appointment of our first full-time Fundraising Manager in April 2022, we have reviewed our income generation mix and developed a more systematic approach to fundraising. This has included the development of Salesforce CRM and engaging with a range of new potential funders and donors. A two-year income generation strategy is being adopted from April 2023 which outlines our plans for income growth and diversification.

StandOut's income over the year has been predominantly from charitable trusts and foundations, though we continue to have success with the Big Give Christmas Challenge and have a group of committed individual donors. In the Big Give we once again surpassed our original target, extending the aim during the week. We also had our first entrants in the Hackney Half 2022 fundraising on our behalf, which raised our profile as well as funds.

Despite a sector wide concern of the impact of cost of living, we grew our income by 27% (£390,553 to £497,211) over the previous year. This growth was predominantly through applications to trusts and foundations, which grew by 57% (£184,600 to £323,232).



Trusts and foundations make up almost 65% of our overall income, with an increase this year in the proportion which is unrestricted. This gives us more flexibility to deliver our work and support the expansion of our back-office infrastructure. We have seen an increase in our trading income, thanks to a partnership with Longford Trust, and we are keen to explore how we could make this partnership grow, as well as develop new partnerships to deliver training, coaching and skill development sessions.

We would like to thank everyone who has contributed to our work this year, whether through a financial donation, giving up their time as a volunteer or promoting our cause to others. Your continued support of our work means a great deal to both staff at StandOut, and the men we work with, who often comment how much of an impact volunteering and employer engagement has on their confidence and self-belief.

“It was me that walked through the door and handed out my CV, but they gave me the ability. That’s what’s good about StandOut, they don’t do everything for you, they put the power in your hands.”

Chris – StandOut participant

Trusts and foundations

We have a number of charitable trusts and foundations who have contributed to our work with a donation of over £10,000 including:

- AB Charitable Trust
- Aurum Charitable Trust
- The Bromley Trust
- Charles Hayward Foundation
- Garfield Weston Foundation
- The GL Jubilee Foundation
- Goldsmiths Company Charity
- Lloyds Bank Foundation for England and Wales
- The London Community Foundation
- Maurice and Hilda Laing Charitable Trust
- The PA Foundation
- QBE Foundation
- Swire Charitable Trust
- The Tudor Trust
- The Waterloo Foundation
- The Windfall Foundation



Fundraising regulation

This year we took the decision to register with the Fundraising Regulator. Although our income remains below £1 million, it shows our commitment to our donors that we will continue to follow the regulator's code of practice. We also commit to following the regulators 'Fundraising Promise'. StandOut does not contract with third-parties for fundraising activities and uses in-house staff to generate income.

Operations

A key development during the year has been the continued consolidation and development of our infrastructure to support the programme delivery team. In particular this included the appointment of a Head of Operations in October 2022. Together with the Fundraising Manager, these key appointments have supported the development of our leadership team as the key operational decision making team along with our Founder and the Head of Programmes, an internal appointment in January. We started the year with a headcount of seven and it was 12 at the end of the year.

Having returned to using our office space last year, growth in the team alongside increased office use meant that we decided in October 2022 to take advantage of the availability of a larger unit available in our building and so moved units to give about 50% more space in a unit that also offers greater flexibility. It is an important part of our team dynamic that we can regularly work in the same physical space, ensuring learning and mutual support across the team and that we remain **connected**.

We have continued to develop our use of Salesforce as our CRM, managing all aspects of our programme delivery and have started the project to move the management of our fundraising across too. We envisage more work on Salesforce in the year ahead to refine our impact reporting across all areas.

A further development in the team has been the appointment of a communications officer in September 2022. There is still work to do on growing our voice and we have maintained a social media presence on X (formerly known as Twitter), developed our LinkedIn presence and continued with the current pattern of four newsletters a year, and mailings to support the Big Give Christmas Challenge.

We have continued to use consultants to add strength in those areas where we have not yet appointed an employed team, in particular in managing our finance function in expectation of bringing someone on to the team early in the next financial year. With the arrival of a Head of Operations we have wound down the use of a consultant who has supported us since 2019 in that function.

THE YEAR AHEAD



Over the last year the StandOut team has grown significantly. We have accomplished a successful launch at HMP Wormwood Scrubs and have made considerable progress in building out the infrastructure and systems that will be vital to ensure continued progress in line with the strategy.

We continue to value the close partnerships with the prisons we work in which, along with the relevance and quality of what we offer, we believe underpins the successful delivery of the programme and has resulted in StandOut becoming a trusted and valued contributor to the life of those prisons, and of course a vital support to the men who accept the invitation to join the programme. We continue to return to the principle that the most important driver for our work is the needs of the people in prison we work with. Those needs remain as high and as complex as ever, so StandOut's support continues to offer vital support for people as they prepare to face the challenges of the world outside prison.

The year ahead will see further new appointments to the team to support and grow our work, in particular in growing our corporate partnerships. We expect to develop our volunteer processes, establishing a more developed system of induction as we respond to growing interest to support our programme delivery.

In light of the rate of StandOut's development and the wider context of our work, which includes the embedding of new prison roles supporting employment outcomes, along with the development of new funding opportunities and new organisations engaging in this area, we are undertaking a fresh review and strategic planning exercise. This will take place later this year and will be a whole team project, also involving people we have worked with and our stakeholders to ensure that StandOut remains centred on the needs of people in prison but also alive and responsive to new opportunities that may emerge.

While the trustee board has not grown over the year, as the year closed, a new trustee with skills and experience in working with excluded young people and a professional experience supporting people with ADHD agreed to join the board in the summer of 2023. The year ahead will see an open trustee recruitment campaign to bring in new skills and increase the diversity of the board. People interested will be asked to apply in writing. All applicants will be interviewed by a sub-group of the Board, and new members voted in by the existing Trustees by a majority.

With StandOut established in three prisons we are confident that our mission to build a robust organisation is on track and that we have the financial provision in place to satisfy our position and plans for the year ahead.

GOVERNANCE AND FINANCE



Charitable objects

The objects of the charity are the training, care and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through
- Advancing education
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves; as an expression of the Christian life and faith.

Public benefit

The Trustees have complied with their duty under the Charities Act 2011 and have paid due regard to public benefit when preparing this report.

Reserves

The Board's reserves policy is to maintain a minimum level of operating costs in light of the predominant risks to the organisation, specifically a fall in income. The Board has reviewed the current unrestricted reserves of the Charity and considers that the level is sufficient but not excessive. The Charity has unrestricted reserves to cover 6 months operation costs.

Risk

The Trustees have undertaken procedures in order to implement SORP 2019 as it is acknowledged best practice for charities. They have undertaken a risk management process, which outlines the key risks of the Charity, relevant control procedures, responsibilities and future actions to be taken. Future monitoring of risk has now become embedded within the overall agreed procedures of the Charity. The Trustees are satisfied that all the major risks to which the Charity is exposed are being reviewed and systems of internal control are being established to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' responsibility in relation to the financial statements

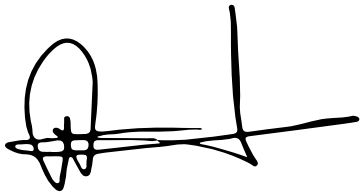
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Directors (who are also Trustees for the purposes of charity law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees/Directors and signed on their behalf by:



Joe Froud, Trustee/Director

Date: 14 November 2023



Trustees report and financial statements

For the year ended 31 March 2023

Legal and administrative information

Trustees
Joe Froud
Marion Peters
Elizabeth Delacave
Joseph Ewing

Independent Examiner
Andrew Jepson FCCA
Haines Watts South East LLP
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WC1X 8TA

Charity number: 1177813
Company number: 11257739

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London, SE1 7SJ

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Metro Bank
One Southampton Row
London
WC1B 5HA

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Report of the Trustees

The Trustees are pleased to present their report and financial statements for the year ended 31 March 2023. The Directors (who are also Trustees for the purposes of charity law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Structure, governance and management

The Charity is a company limited by a guarantee. The Members of the Charity are the Trustees. In the event of the Charity being wound up the liability in respect of the guarantee is limited to £10 per Member.

The Trustees, who are also Directors for the purpose of company law, who served during the year were:
Penny Parker (Resigned on 9 December 2022)
Joe Froud
Marion Peters
Elizabeth Delacave
Joseph Ewing
Trustees are recruited as and when necessary.

The Board are mindful of their requirements to undertake necessary and relevant training.

The management of the Charity is undertaken by the Trustees. The Trustees are mindful of the need to have adequate controls and procedures to identify and mitigate areas of potential risk.

Objectives and activities

The objects of the charity are the training, care and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through
- Advancing education
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves; as an expression of the Christian life and faith.

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

Independent Examiner's report to the Trustees of StandOut Programmes

I report to the Charity Trustees' on my examination of the accounts of the charitable Company for the year ended 31 March 2023, which are set out on pages 30 to 35.

Respective responsibilities of Trustees and Examiner and basis of report

As the Charity Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your Company accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's statement

Since the Company'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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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:

- Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act;
- The accounts do not accord with those records; or
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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.

Andrew Jepson FCCA
Haines Watts South East LLP
69-73 Theobalds Road, London WC1X 8TA

Signed 

Date: 14 November 2023

Statement of financial activities for the year ended 31 March 2023

	Notes	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Income from:					
Grants and Trusts		206,232	117,000	**323,232**	184,600
Donations/ Gift Aid		89,571	75,084	**164,655**	205,233
Other		9,324	-	**9,324**	720
Total income		305,127	192,084	**497,211**	390,553
Expenditure on:					
Charitable activities	2	331,595	146,784	**478,379**	357,922
Raising funds		5,802	41,793	**47,595**	24,546
Total expenditure		337,397	188,577	**525,974**	382,468
Net movement of funds		(32,270)	3,507	**(28,763)**	8,085
Reconciliation of funds					
Brought forward		213,034	81,633	**294,667**	286,582
Total funds carried forward at 31 March 2023		180,764	85,140	**265,904**	294,667

Balance sheet as at 31 March 2023

	Notes	2023 £	2022 £
Current assets			
Cash at bank and in hand		284,921	325,839
Debtors	3	27,792	14,062
Total assets		312,713	339,901
Current liabilities			
Amounts falling due within one year	4	46,809	45,234
Net current assets		265,904	294,667
Total assets less current liabilities		265,904	294,667
Funds			
Unrestricted funds		180,764	213,034
Restricted funds		85,140	81,633
Total funds		265,904	294,667

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

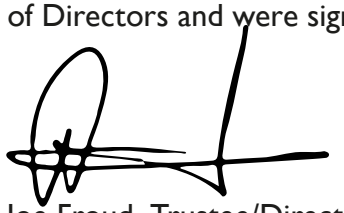
The directors acknowledge their responsibilities for:

a. Ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and

b. Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors and were signed on its behalf by:



Joe Froud, Trustee/Director

Date: 14 November 2023

Notes forming part of the financial statements for the year ended 31 March 2023

1. Accounting policies

A summary of principal accounting policies, all of which have been applied consistently throughout the year and the preceding year, is set out below.

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

In applying the Trustees' accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining the carrying amounts of assets and liabilities. The Trustees' judgements, estimates and assumptions are based on the best and most reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to the inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

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, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Critical judgements in applying the company's accounting policies

The critical judgement that the Trustees have made in the process of applying the charity's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

Assessing indicators and impairment

In assessing whether there have been any indicators or impairment of assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience or recoverability. There have been no indicators or impairments identified during the current financial year.

a. Income

Donation income is recognised in the Statement of Financial Activities once the Charity is entitled to receipt.

b. Expenditure is included on an accruals basis.

c. Funds structure

The funds are made up of both restricted and unrestricted funds.

d. Going concern

The accounts are prepared on the basis that the Trustees have adequate resources to continue to operate.

e. Financial instruments and critical accounting

Estimates and judgements Basic financial instruments including basic financial liabilities – other payables – which are recognised at transaction price.

Cash at bank includes cash held with banks.

In the application of the 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 assumptions are based on experience and other factors that are considered to be relevant. Actual result may differ from these estimates which are reviewed on an ongoing basis and recognised when appropriate.

Key sources of estimation uncertainty

Due to the straightforward nature of the activities of the charity, the Trustees do not believe that there are any estimation uncertainties that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Funds structure

Unrestricted funds can be used at the discretion of the Trustees in furtherance of the general objectives of the charity.

Restricted funds are available to use subject to restrictions imposed by the donor.

Donation income recognition

Charitable income is recognised on a cash received basis other than where an accruals basis provides a more accurate basis or will give a fairer representation of the underlying nature of the transaction. Income is recognised so far as there is entitlement to the income, it is more than likely that it will be received and the amount is quantifiable.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Gifts in kind

Gifts in kind are recognised in both income and expenditure to reflect the true levels of income and costs.

Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the obligation will be required to be settled, and a reliable estimate can be made of the amount of the obligation. The amount recognised

as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting taking into account the risks and uncertainties surrounding the obligation. Provisions are discounted when the time value of money is material.

Financial instruments

Financial assets and liabilities are recognised when the company becomes party to the contractual provisions of the financial instrument. The company holds basic financial instruments which comprise cash at bank, trade and other receivables and trade and other payables.

Financial assets – classified as basic financial instruments

i. Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held with banks, and other short-term highly liquid investments with original maturities of three months or less.

Going concern

After making enquiries, the Trustees believe that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Based on these assessments, the Trustees have continued to adopt the going concern basis in preparing the financial statements.

2. Total expenditure

	2023 Total £	2022 Total £
Analysis of charitable expenditure Including support costs		
Charitable activities	414,115	327,183
Governance	7,046	3,759
Central costs	57,218	26,350
Total resources expended	478,379	357,922

3. Debtors

	2023 Total £	2022 Total £
Trade receivables	751	-
Gift Aid receivable	11,302	4,761
Rental deposit	8,994	4,333
Prepayments	6,745	4,968
	27,792	14,062

4. Creditors: amounts falling due within one year

	2023 Total £	2022 Total £
Trade creditors	9,430	7,498
Social security	12,208	6,607
Deferred income	25,000	30,000
Other creditors	171	1,129
	46,809	45,234

5. Trustee remuneration/ employee salaries

The Trustees receive no remuneration or expenses.

There were no employees whose annual remuneration was £60,000 or more.

No Trustees received remuneration or were reimbursed for expenses in the current period.

	2023 Total £	2022 Total £
Salaries	297,297	219,616
Social security	25,705	17,519
Pensions	12,330	7,431
	335,332	244,566

The average number of employees for the year was 19 (2022: 13).

6. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2023 Total £	2022 Total £
Independent examination fee	5,460	2,520

7. Taxation

The charity is exempt from corporation tax on its charitable activities.

8. Status

StandOut Programmes is a registered charity constituted as a company limited by guarantee, and does not have share capital. The liability of each member is limited to £10.

9. Capital commitments

The Trustees are not aware of any capital commitments.

10. Contingent liabilities

The Trustees are not aware of any contingent liabilities.

StandOut

Get involved

As a charity, we couldn't continue our work without the amazing and generous support of funders, donors, volunteers, and partners.

There are lots of ways to get involved and show your support for StandOut. Scan the QR code or visit our website to find out more.

Join the conversation

info@standout.org.uk
www.standout.org.uk

StandOut is the trading name of StandOut Programmes. Registered charity no. 1177813 and company limited by guarantee registered in England and Wales no. 11257739.
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Registered with FUNDRAISING REGULATOR

STANDOUT PROGRAMMES

England & Wales - Charity number 1177813

Accounts

StandOut Programmes

Trustees Report and Financial Statements

For the year ended 31 March 2022

Charity number 1177813
Company number 11257739

StandOut Programmes
Charity number 1177813
Company registration number 11257739

Contents

Page:	
3	Legal and administrative information
4-12	Report of the Trustees
13	Report of the Independent Examiner
14	Statement of financial activities
15	Balance sheet
16-20	Notes forming part of the financial statements

Legal and administrative information

Trustees:
Penny Parker
Joe Froud
Marion Peters
Elizabeth Delacave
Joseph Ewing

Independent Examiner:
S D Clarke FCA
Haines Watts (City) LLP
New Derwent House
69-73 Theobalds Road
London
WC1X 8TA

Charity number	1177813
Company number	11257739
Registered office	Unit 409, China Works Black Prince Road, London, SE1 7SJ
Bankers	Metro Bank One Southampton Row, London, WC1B 5HA CAF Bank 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Report of the Trustees

The Trustees are pleased to present their report and financial statements for the year ended 31 March 2022. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association 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.

Structure, governance and management

The Charity is a company limited by a guarantee. The Members of the Charity are the Trustees. In the event of the Charity being wound up the liability in respect of the guarantee is limited to £10 per Member.

The Trustees, who are also Directors for the purpose of company law, who served during the year were:

Penny Parker
Joe Froud
Marion Peters
Elizabeth Delacave
Joseph Ewing

Trustees are recruited as and when necessary.

The Board are mindful of their requirements to undertake necessary and relevant training.

The management of the Charity is undertaken by the Trustees.
The Trustees are mindful of the need to have adequate controls and procedures to identify and mitigate areas of potential risk.

Objectives and activities

The objects of the Charity are:
- the training, care, and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:
- helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through;
- advancing education; and
- relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves;

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

Introduction from the Chair of Trustees

When we wrote last year it was in full hope that this financial year, ending in March 2022, would have reflected a "return to normal": of course it is far from that, but nonetheless I am pleased to report that yet again StandOut has defied the odds and developed and advanced while remaining committed to supporting men in our two partner prisons. The work remains principally charitably funded and both new and existing funders have supported StandOut's growth over the year. That vote of confidence by funders and supporters is a recognition of the skills and dedication of the whole team from staff to trustees. In turn, we are encouraged and spurred on by the determination of the men we have been privileged to work with over the last year.

StandOut is an organisation that lives out its values in every aspect of its work and organisational life and they underpin our activity both continuing established work and in how we develop. We *champion* the men we support, working with them to find a path to stability. Being genuinely *collaborative* has enabled us to develop new opportunities to support men and in particular this year as opportunities have opened up, that has included some very positive partnerships with other organisations offering employment or training. As a young organisation we have, from the start, wanted to demonstrate our value of being *committed*, continuing to support men who have completed the Programme. Now as we emerge from covid and resume longer Programme delivery we can see the fruits of that commitment in men who we have now worked with, in some cases for over three years. Lastly, adapting as opportunities developed, and emerging from covid and the extended lockdowns in prisons, we have held to being *first class* in all we do. We believe that, despite the circumstances of the last two years, it has been vital to hold to the highest standards we have set ourselves and to deliver the highest quality programme for the people we exist to serve.

The trustees want to record their thanks for the work that Penny Parker has done during the year, leading StandOut. Penny remains a trustee as at the year end and is not remunerated for her role. The trustees also record their thanks and appreciation to the whole staff team: without their dedication and professionalism, holding to StandOut's values in every aspect of their work, StandOut would not be where it is today. Finally, StandOut has a growing army of supporters who have bought into and understand the vision for this work. We are grateful for their encouragement, feedback and financial support that enables us to deliver on our aims and objectives.

Ezra

Taking part in StandOut gave me something to look forward to every day. I had become very antisocial in prison - I didn't even speak to my cell-mate much. I was still trying to get my head around the feelings of letting myself down... on reflection, I was beating myself up and I shut down. Having to be vocal, articulate and get my points across during the StandOut workshop sparked a little revival in me. I began to find my voice again. As well as improving my confidence, I learnt how to channel my emotions and look at things from a different perspective. StandOut has also helped me to control my mood swings which - to be honest - used to get me in trouble before.
Since leaving prison in Summer 2021, time has gone quickly. After coming off of tag, I was able to apply the tools to control any nerves during job interviews. and I secured a job at a hotel in Birmingham in the financial department.
I had to deal with a lot of nay-sayers but StandOut backed me all the way. I've learnt to expect negativity from some people and now I am able to process those emotions and not let it get to me. I have so much ambition, there are people who don't understand what I am capable of achieving - and that's OK. Their opinions don't matter; I just keep plodding along, go out there and make it happen!

Activities and Performance

The Helpline

As the year started, the Helpline launched in April 2020 in response to the early days of the pandemic was well established in both our partner prisons, HMP Wandsworth and HMP Pentonville. Coaches offered a range of support to men preparing to leave prison, helping them navigate benefits applications, accessing emergency housing, support with food, clothing and other essential items, guidance on Covid lockdown rules and coaching around employment, including drafting CVs over the telephone. This extraordinary service ran for over 15 months until July 2021 when opportunities to return to face to face work opened up and allowed the coaching team to return to important in person support.

As we wound the service down we published a report to give a voice to the experiences of those men who had reached out for support as they sought to navigate the challenging circumstances of leaving prison during the pandemic. The report reflected that there are four key essentials required to be in place in order for someone to settle successfully after prison:

1. Somewhere safe to live is the most important first step
2. People need the basics in order to survive; food, clothes,a means of travel, a smart phone (a lifeline to other support) an ID and a bank account (critical for independent living).
3. Employment can only follow when these markers of stability are in place
4. Long term holistic support based on trusting relationships is key to lasting change.

We are delighted that some of the key findings identified in the report have supported wider campaigns, and resulted in positive change. In particular, adding our voice and the experiences of our trainees resulted in an important change, with the decision in May 2021 to increase the discharge grant, unchanged for 25 years, from £46 to £76. We continue to raise the additional challenges faced by people on remand who receive little in the way of support and whose experiences are exacerbated by the backlog and delays in the criminal justice system.

In total the Helpline received over 4,300 calls and gave coaching support to over 600 men.

Assistance Grants

We have continued to build on the grants programme launched to supplement advice with practical support making a total of 235 grants with an average value of £40 to those who needed immediate support with food, travel or overnight accommodation. The grants scheme continues and has been developed to include larger grants for "progression" opportunities such as training. tools or equipment for trainees.

Holistic Support

The learning from working in the extremely demanding circumstances during the year has flowed through into our wider support after release with the flow of crisis support in the early days after release, moving into life stability support and employment or training support now being a pattern with each trainee navigating their personal journey at the pace that is right for them. This individualised approach, reflects our value of being committed and, although intensive, is vital for it to be meaningful and effective for people.

"I didn't have any connections coming out of prison. StandOut took that first bit of anxiety away - hooked me up with the right people. I've also had to do things for myself but StandOut gave me the resources that I needed to move things forward."
StandOut Helpline caller

Returning to face to face programmes

StandOut aims to empower people leaving prison to fulfill their potential and move out of the criminal justice system for good. We know that to do that effectively involves working with people face to face before they leave prison, and so we were proud to be among the first to deliver face-to-face workshops again in our partner prisons. Starting in HMP Pentonville in May 2021, and then in HMP Wandsworth in July 2021, the coaching teams delivered short two day workshops - a kind of StandOut-lite - that allowed us to remain flexible while prisons were still a way off returning to a pre-pandemic normal. These were incredibly well received and although covering only the essentials, were offered along with the support after release that is part of the full StandOut Programme. Take up for that support after prison remains high at over 85% connecting with the coaches for support after they leave prison. Over the autumn the workshops were gradually extended to four days and from September 2021 we were able to invite employers in to meet trainees and inspire them with the opportunities for employment that might be available on release.

The value of StandOut's work is reflected in new initiatives from the Ministry of Justice including the creation of Employment Boards to be chaired by business leaders able to bring a fresh and innovative perspective to supporting prisons and to make a positive impact on the number of people leaving prison who are in employment after prison. HMP Wandsworth was one of the ten pilot sites for an Employment Board and Penny Parker was invited to join the board. This opportunity to reflect the experiences of StandOut's trainees in a developing project has been really positive and has allowed StandOut to share best practice and to be a key partner supporting the prison's own work to drive change in how many people leaving prison are prepared for employment after prison.

"The entire team's core, whilst inside and out, was to help me feel more humane. Their core, their commitment, their overdelivery, the resilience and the energy stuck with me whilst I was inside, and for three years since as well."
StandOut trainee

The winter upsurge in Covid resulted in further restrictions in prisons and we paused workshops, resuming them again in late January. As the financial year ended the workshops were extended to spread over two weeks incorporating more elements from the full StandOut course as we continued to make steps to get back to full programme.

StandOut is a valued and respected partner in both our partner prisons and the coaching teams have consistently gone above and beyond supporting wider prison agendas and contributing to reporting groups and other agencies. Modeling this collaborative and supportive approach ensures that StandOut impacts at a system level.

Support for trainees post release

The StandOut Programme consists of three phases - a workshop or course, one to one support up to the point of release and vital open ended holistic support to empower people to make lasting change after release.
The focus of our work during lockdowns has led to significant developments in how we approach and offer support after release.

Launch of Career Hub

During the year our Community Coach developed and successfully piloted Career Hub, StandOut's own version of a job club. Researching local job clubs we found that although open to those with convictions, people who had recently left prison nevertheless perceived a barrier. Our Career Hub

is built around the needs of our trainees and so recognises that and is a safe space for trainees to talk about their experiences after prison and to seek advice as well as an opportunity to meet employers, building on our model of offering employer visits as part of the course in prison. The first Career Hub piloted in February and ran a second in March and the early success has established Career Hub as an integral part of our Phase 3 work. Invitations are targeted and two employers invited to join each session. The focus has seen high success rates in terms of take up of training and employment opportunities. This work builds on the regular monthly Opportunities on the Out email that is shared with trainees as well as Bulletin updates, all continuing to maintain support and is valued by trainees even after they have moved on and are thriving.
Over the year we have embedded the idea that work to support trainees after release falls broadly into one of three categories:

crisis support: often in the early days after release and sometimes in response to an event or challenge that arises for a trainee;
life stability support: this may be working with a trainee offering coaching support through the ups and downs of life after prison, encompassing mental health and well-being, recovery from alcohol and substance misuse, accommodation and maintaining a tenancy, family relationships and network groups and wider interests; and
employment, training, or education support: this may be referrals to StandOut's employer or vocational training provider partners, assisting with all aspects of the job search process, self-employment advice and support, writing references or supportive statements for educational admission departments, guidance on disclosing convictions to employers and more. The unique feature of StandOut is that once out of prison coaches offer support at exactly the pace needed by each individual trainee, unlimited in time or sessions.

Experts Beyond Bars - Ensuring trainee voices are heard

An exciting development during the year has been the creation of our self-named Experts Beyond Bars group. This group of up to 12 trainees with a core group of five, are all at different stages of resettling after prison. The group was part of our founding vision, to ensure that StandOut would ensure that trainees' voices would be heard at the centre of the organisation. This group has also developed its wider influencing skills with contributing ideas to the policy team at the Ministry of Justice. Ensuring that lived experience is at the centre of StandOut is a key organisational aim and we are ambitious for how this will develop.

Theory of Change

Understanding the how and wanting to dig into evaluating the StandOut programme has also been a focus of the year. In August 2021 we commenced an important process of developing a Theory of Change working with New Philanthropy Capital (supported with funding from City Bridge) and also commissioned independent criminal justice expert, Russell Webster, to carry out an evaluation of the StandOut Programme. These two important pieces of work, that will support our growth and development, involved workshops, visits to the programme, and a range of interviews and surveys conducted through the year. The interruptions of returns to degrees of lockdown, and the slow return to face-to-face work, mean these two important pieces of work were finished after the year end and will be published in the Autumn of 2022.

Funding

StandOut continues with the pattern of funding its work with grant and donor funding and delivers programmes free of charge to its partner prisons. The trustees continue to believe that at this stage in its development this is the most appropriate approach for the organisation, enabling us to continue to deliver to StandOut's high standards and to flex to meet new needs. Fundraising therefore remains a key objective for StandOut.

We were delighted to start the year by winning the Robin Corbett Award for Prisoner Reintegration. This prestigious award recognises excellence in working with people leaving prison and the financial award and profile-raising with coverage in two national newspapers was a strong start to the year. We were also a runner up for the Criminal Justice Alliance's award for Outstanding Local or Regional Organisation of the Year - again another opportunity to celebrate StandOut's work and unique approach.

During the year we were able to show funders that our agile approach has ensured we were still able to deliver on our aim of supporting people preparing to leave prison. We are delighted to have established relationships with a number of funders as well as having worked with some for the first time in the year.

A significant factor in achieving our fundraising targets was our second public campaign though the Christmas 2021 Big Give. We were delighted to receive matched funding again from the Monday Charitable Trust building on a pledge from a key supporter. Again the campaign passed the initial target and with later additional pledges and further donations surpassed our 2020 total. As well as being grateful for this vote of confidence in StandOut's work, the campaign opens up conversations and opportunities to connect with funders and supporters.

Our grants and trusts fundraising continued through the year reporting to ongoing funders and securing some new grants as funders gradually moved back to their more usual grant models. We are grateful for all our supporters and their interest in StandOut's work and the future of our trainees. In particular, we are delighted to have partnered with a number of charitable trusts and foundations who have supported us with grants of £10,000 and over this year, including: AB Charitable Trust, The Aurum Charitable Trust, The Bromley Trust, The Charles Hayward Foundation, The Goldsmiths' Company Charity, The Maurice and Hilda Laing Charitable Trust, The Swire Charitable Trust, The Tudor Trust and The Waterloo Foundation.

We are also grateful to all those who have generously supported our work during the year with grants or donations under £10,000 as well as support with valuable time and advice.

The financial pressures that are evidently going to impact across all spheres of life will no doubt impact StandOut but the Trustees are confident that our fundraising plans are achievable and our approach is to ensure funding is in place before committing to resource or deliver on new plans.

StandOut is not registered with the Fundraising Regulator, as our income falls below £1million, but follows the Code of Fundraising Practice in all its fundraising activities. StandOut does not contract with third parties to fundraise on-behalf of the charity, and uses employed in-house staff to raise funds for the charitable objectives. There have been no complaints made about fundraising activity in this financial year.

The Trustees therefore aim to retain this independent model which allows us to work to our values and support excellence and innovation.

"StandOut is an extremely professional organisation, well thought of by prison staff and prisoners alike. They support prisoners whilst in custody and continue their support and mentoring upon release, ensuring the best possible support for rehabilitation."
Sarah Bourn, Head of Reducing Reoffending, HMP Pentonville.

Operations

The aim of this year was to consolidate our infrastructure to support the programme delivery team. We made progress across a number of key areas but will be developing more in the year ahead.

A project in the second half of the year was to update our strategy with a three year plan. This ambitious plan to build on StandOut's early success has three strands:

- Impact: our programmes supporting people to fulfill their potential and to leave the criminal justice system for good
- Infrastructure: ensuring our model for growth is sustainable
- Influence: ensuring StandOut's work and the experiences of our trainees influence wider systems change.

We have been pleased to return to using our office space more regularly: learning from each other and supporting each other is core to StandOut's value of being connected but we recognise the impact of the pandemic on flexible working for the team and expect to retain a flexible approach.

Work to develop our Salesforce database has continued through the year, with increased sophistication of our use as a tool to record our programme delivery work and the first steps in place to move our fundraising database on to Salesforce. Another key infrastructure project has been to appoint externally managed IT support and to update the whole team IT hardware. This has increased efficiency and brought improvements to digital security.

We have maintained a rhythm of sending newsletters to supporters through the year and have increased the number of blogs we publish as an important way of giving a voice to StandOut's trainees.

The team has remained broadly stable in numbers through the year. We were unsuccessful in appointing to the operations function but as the financial year ended we increased our resources in fundraising with the appointment of a full time fundraising manager. We expect to see the team grow overall next year with an appointment to a senior operations role, a dedicated communications role and growth in the coaching team. We have continued during the year to use consultants to strengthen our infrastructure in operations and finance.

The year ahead

After a year in which we have worked to consolidate our operations, the strategic plan for the year ahead includes exciting steps to grow StandOut's work into a third London prison, HMP Wormwood Scrubs. The success of our early years and the strong partnerships built with our two current prison partners, mean StandOut is well placed to build on its reputation for excellence. We know that we have the tools in a range of flexible approaches to our programme and in our creative and dedicated team to adapt to changing circumstances should external factors such as covid impact during the year ahead. The driver for our work is always the needs of the people in prison we work with. The needs of those in prison remain as high as ever and the holistic support that StandOut offers is as important as ever as they prepare to face the challenges of the world outside prison.

We also look forward to strategic steps to develop corporate partnerships in the year ahead; this will come along with opportunities to open up volunteer opportunities again, and will align with wider work in the prisons to develop employment focused work.

Conversations have taken place and plans were in place as the year ended to deliver StandOut style coaching support to the Longford Trust and we are delighted to work with a like-minded organisation offering our skills and experience to support their scholars. This is very much in line with the trustees' strategy of developing StandOut's sphere of impact and influence and to trial StandOut's approach in different settings.

We will continue to strengthen our governance and infrastructure in the year ahead. The trustees are exploring how to ensure that trainees' voices and experiences are heard at the heart of decision making throughout StandOut by involving EBB in more aspects of StandOut's development. We end the year with key appointments in fundraising lined up to start early in the new financial year, and a plan to recruit a head of operations to support leadership on the business side of StandOut.

With plans to publish the Theory of Change and Russell Webster's evaluation in the autumn 2022, we are confident that we are continuing to build a robust organisation and that we have the financial provision in place to satisfy our position and plans for the year ahead. While the move out of lockdown continues slowly, we recognise that there may still be unforeseen delays or impacts to our plans and we are grateful to our funders for their continued committed support that makes StandOut possible.

Public Benefit
The Trustees have complied with their duty under the Charities Act 2011 and have paid due regard to public benefit when preparing this report.

Reserves
The Board's reserves policy is to maintain a minimum level of operating costs in light of the predominant risks to the organisation, specifically a fall in income. The Board has reviewed the current unrestricted reserves of the Charity and considers that the level is sufficient but not excessive. The Charity has unrestricted reserves to cover 6 months operation costs.

Risk
The Trustees have undertaken procedures in order to implement SORP 2019 as it is acknowledged best practice for charities. They have undertaken a risk management process, which outlines the key risks of the Charity, relevant control procedures, responsibilities and future actions to be taken. Future monitoring of risk has now become embedded within the overall agreed procedures of the Charity.

The Trustees are satisfied that all the major risks to which the Charity is exposed are being reviewed and systems of internal control are being established to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors (who are also Trustees for the purposes of charity law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees/Directors and signed on their behalf by:

Joe Froud

Joe Froud
Trustee/Director
Date:...Sep 22,..2022

StandOut Programmes
Charity number 1177813
Company registration number 11257739

Independent Examiner's report to the Trustees of StandOut Programmes

I report on the accounts of the charitable company for the year ended 31 March 2022, which are set out on pages 14 to 20.

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;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to 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.

Sam Clarke (Sep 22, 2022 07:05 GMT+1)

Samuel David Clarke FCA
Haines Watts (City) LLP
69-73 Theobalds Road, London, WC1X 8TA
Date: Sep 22, 2022

StandOut Programmes
Statement of Financial Activities for the year ended 31 March 2022

			2022 £	2021 £
Income from	Unrestricted	Restricted	Total	Total
Grants and Trusts	86,600	98,000	184,600	229,838
Donations / Gift Aid	75,233	130,000	205,233	198,797
Other	720	-	720	32
Total income	162,553	228,000	390,553	428,667
Expenditure on				
Charitable Activities-note 2	147,935	209,987	357,922	236,923
Raising Funds	24,546	-	24,546	12,580
Total expenditure	172,481	209,987	382,468	249,503
Net movement in funds	(9,928)	18,013	8,085	179,164
Reconciliation of funds Brought forward	222,962	63,620	286,582	107,418
Total funds carried forward at 31 March 2022	213,034	81,633	294,667	286,582

StandOut Programmes
Balance sheet as at 31 March 2022

	Notes	2022	2021
		£	£
Current Assets			
Cash at Bank and in hand		325,839	275,356
Debtors	3	14,062	17,253
Total assets		339,901	292,609
Current Liabilities			
Amounts falling due within one year	4	45,234	6,027
Net Current Assets		294,667	286,582
Total Assets Less Current Liabilities		294,667	286,582
Funds			
Unrestricted Funds		213,034	222,962
Restricted		81,633	63,620
Total funds		294,667	286,582

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for:
(a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.
The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors on Sep 22, 2022 and were signed on its behalf by:

Joe Froud
Joe Froud (Sep 22, 2022 06:52 GMT+1)
Trustee/Director

StandOut Programmes
Notes forming part of the financial statements for the year ended 31 March 2022

1. Accounting policies

A summary of principal accounting policies, all of which have been applied consistently throughout the year and the preceding year, is set out below.

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

In applying the Trustees' accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining the carrying amounts of assets and liabilities. The Trustees' judgements, estimates and assumptions are based on the best and most reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to the inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

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, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Critical judgements in applying the company's accounting policies

The critical judgement that the Trustees have made in the process of applying the charity's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

Assessing indicators and impairment

In assessing whether there have been any indicators or impairment of assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience or recoverability. There have been no indicators or impairments identified during the current financial year.

(a) Income

Donation income is recognised in the Statement of Financial Activities once the Charity is entitled to receipt.

(b) Expenditure is included on an accruals basis.

StandOut Programmes
Notes forming part of the financial statements for the year ended 31 March 2022

(c) Funds structure
The funds are made up of both restricted and unrestricted funds.

(d) Going concern

The accounts are prepared on the basis that the Trustees have adequate resources to continue to operate.

(e) Financial instruments and Critical accounting estimates and judgements

Basic financial instruments including basic financial liabilities –
other payables – which are recognised at transaction price.

Cash at bank includes cash held with banks.

In the application of the 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 assumptions are based on experience and other factors that are considered to be relevant. Actual result may differ from these estimates which are reviewed on an ongoing basis and recognised when appropriate.

Key sources of estimation uncertainty
Due to the straightforward nature of the activities of the charity, the Trustees do not believe that there are any estimation uncertainties that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Funds Structure
Unrestricted funds can be used at the discretion of the Trustees in furtherance of the general objectives of the charity.

Restricted funds are available to use subject to restrictions imposed by the donor.

Donation income recognition
Charitable income is recognised on a cash received basis other than where an accruals basis provides a more accurate basis or will give a fairer representation of the underlying nature of the transaction. Income is recognised so far as there is entitlement to the income, it is more than likely that it will be received and the amount is quantifiable.

StandOut Programmes
Notes forming part of the financial statements for the year ended 31 March 2022

Expenditure recognition
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Gifts in kind
Gifts in kind are recognised in both income and expenditure to reflect the true levels of income and costs.

Provisions
Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the obligation will be required to be settled, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting taking into account the risks and uncertainties surrounding the obligation. Provisions are discounted when the time value of money is material.

Financial instruments
Financial assets and liabilities are recognised when the company becomes party to the contractual provisions of the financial instrument. The company holds basic financial instruments which comprise cash at bank, trade and other receivables and trade and other payables.

Financial assets - classified as basic financial instruments
(i) Cash at bank and in hand
Cash at bank and in hand include cash in hand, deposits held with banks, and other short-term highly liquid investments with original maturities of three months or less.

Going concern
After making enquiries, the Trustees believe that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Based on these assessments, the Trustees have continued to adopt the going concern basis in preparing the financial statements.

StandOut Programmes
Notes forming part of the financial statements for the year ended 31 March 2022

2. Total expenditure	**2022 Total £**	**2021 Total £**
Analysis of charitable expenditure Including support costs		
Charitable Activities	327,183	208,496
Governance	3,759	7,074
Central Costs	26,350	21,353
Total resources expended	357,922	236,923

3. Debtors	**2022 Total £**	**2021 Total £**
Gift Aid Receivable	4,761	12,095
Rental Deposit	4,333	4,333
Prepayments	4,968	825
	14,062	17,253

4. Creditors: amounts falling due within one year	**2022 Total £**	**2021 Total £**
Trade Creditors	7,498	252
Social Security	6,607	4,859
Deferred Income	30,000	-
Other Creditors	1,129	916
	45,234	6,027

5. Trustee remuneration/ Employee salaries
The Trustees receive no remuneration or expenses.
There were no employees whose annual remuneration was £60,000 or more.
No Trustees received remuneration or were reimbursed for expenses in the current period.

StandOut Programmes
Notes forming part of the financial statements for the year ended 31 March 2022

6. Status
StandOut Programmes is a registered charity constituted as a company limited by guarantee, and does not have share capital. The liability of each member is limited to £10.

7. Capital commitments
The Trustees are not aware of any capital commitments.

8. Contingent liabilities
The Trustees are not aware of any contingent liabilities.

STANDOUT PROGRAMMES

England & Wales - Charity number 1177813

Accounts

StandOut Programmes

Trustees Report and Financial Statements

For the year ended 31 March 2021

Charity number 1177813
Company number 11257739

Standout Programmes
Charity number 1177813
Company number 11257739

Contents

Page:

3	Legal and administrative information
4-12	Report of the Trustees
13	Report of the Independent Examiner
14	Statement of financial activities
15	Balance sheet
16-20	Notes forming part of the financial statements

Legal and administrative information

Trustees:
Penny Parker
Joe Froud
Marion Peters
Elizabeth Delacave
Joseph Ewing

Independent Examiner:
S D Clarke FCA
Haines Watts (City) LLP
New Derwent House
69-73 Theobalds Road
London
WC1X 8TA

Charity number	1177813
Company number	11257739
Registered office	Unit 409, China Works Black Prince Road, London, SE1 7SJ
Bankers	Metro Bank One Southampton Row, London, WC1B 5HA CAF Bank 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Standout Programmes
Charity number 1177813
Company number 11257739

Report of the Trustees
The Trustees are pleased to present their report and financial statements for the year ended 31 March 2021. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association 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.

Structure, governance and management
The Charity is a company limited by a guarantee. The Members of the Charity are the Trustees. In the event of the Charity being wound up the liability in respect of the guarantee is limited to £10 per Member.

The Trustees, who are also Directors for the purpose of company law, who served during the year were:

Penny Parker
Joe Froud
Marion Peters
Elizabeth Delacave
Joseph Ewing

Trustees are recruited as and when necessary.

The Board are mindful of their requirements to undertake necessary and relevant training.

The management of the Charity is undertaken by the Trustees.
The Trustees are mindful of the need to have adequate controls and procedures to identify and mitigate areas of potential risk.

Objectives and activities
The objects of the Charity are:
- the training, care, and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:
- helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through;
- advancing education; and
- relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves;

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

Activities and Performance

We could not have imagined, when we reported last year, that the entire financial year ended March 2021 would be impacted by Covid. Covid brought all activity in prison to a halt but I am pleased to report that StandOut has been busy innovating and adapting our delivery to support men leaving our two partner prisons, HMP Wandsworth and HMP Pentonville. This growth has been enabled by our supporters and we have both worked with existing funders and developed new funding streams, in particular to support the Helpline we developed in response to the impact of Covid in prison. Our development, in the face of considerable challenges over the year, is down to the skills and committed work of the team, from our trustees to our staff. Through a year that has challenged across the world, our encouragement remains the determination of the men we have had the privilege to work with.

StandOut's values played a key part in determining our approach this year. We have continued to ***champion*** the men we support, working with them to find a path to stability. Our ***collaborative*** approach supporting men across a range of areas has been tested to the full as we adapted and added the Helpline to the ongoing support offered to trainees who had completed the Programme prior to the pandemic. Responding to the challenges of the year we have nonetheless shown our value of being ***committed*** to trainees continuing to support men who have completed the Programme. And through it all, the team have continued to deliver work of the highest quality - ensuring we have continued to build on our reputation for being ***first class***.

Nathan's Story

Nathan took part in the StandOut programme in HMP Pentonville and it sparked a passion for mentoring. More than a year after his release and despite a global pandemic, Nathan has continued to work towards his goal with StandOut and is now inspiring others to move away from crime in his new mentoring role.

"I'd been to prison before when I was 18 and I was in and out of trouble all my life really, from the age of about fourteen. Before StandOut, I didn't know how to deal with my anger and I found it hard to express my emotions. I'd think I was angry when actually I was feeling hurt, sad or upset. I couldn't spot that difference before.

That was when the switch flipped for me. No matter how long you do in prison, if you want to change that will happen in a split second. You could do ten years; you could do ten months. All it takes is one moment for everything to change. And for me, that moment was StandOut.

With most prison courses, once you finish the support stops. Whereas StandOut is another support network for life. They are there for you when you are in prison and when you get out. Regardless of whether things are going well or if you need a pick-me-up, their door is always open. That's rare to find.

One day I would love to walk into prison on the other side of things and give other people that lightbulb moment like StandOut gave me. A lot of people think it's not possible to change once you're in the system. But you can, and I'm proof that there are better days ahead."

StandOut's response to the first lockdown

"I felt completely lost coming out of prison in the pandemic after being stuck in my cell for months. I didn't expect anything like the support StandOut has given me. I now have a roof over my head, a job & things to look forward to."

- StandOut Helpline Trainee

Lockdown One struck as we completed courses in each of our two partner prisons. Resourcefully, the coaching teams wound up the post course work ensuring that the men who had just completed the programme knew where to go for further support and how to find us on their release.

Reflecting on the uncertainty, in the early days of the lockdown the Trustees adopted a sensibly cautious approach and temporarily furloughed two of the coaching team and those working cut back to a four-day week. The trustees are enormously grateful to the team for the sacrifices made at the time, which allowed us to assess the landscape and importantly to develop a response to it in the form of the Helpline. By July, everyone was back at work full time and demand for support from StandOut continued to grow.

Being small and agile proved a strategic advantage and in early May, while continuing to support trainees who had completed the programme and were now out of prison, we responded to the need we identified for support for men leaving prison. At that stage, people in prison were spending on average 23.5 hours a day in their cells. With the statutory services withdrawn there was very little preparation for release and people leaving prison were emerging into a changed world. In response, we developed and launched a telephone Helpline to work with anyone leaving our two partner prisons. This service grew quickly into a sophisticated support service; coaches went into the prisons each week to speak to all those due for release in the coming weeks. They built rapport in conversations through cell doors and assured men of the support that was available through the free-phone StandOut Helpline if they wished to take it up after release. In July the Helpline was added to the prison "pins" meaning men could call from phones in their prison cells and coaches were able to assess needs and plan and put in place the necessary support. This ranged from help with navigating the systems to make a universal credit application, accessing emergency housing, support with food and clothing, guidance on Covid lockdown rules and advice on employment including drafting CVs over the telephone.

Meanwhile coaches continued to support trainees who had previously completed StandOut Programmes and stayed in touch with them through video calls, letters, bulletins and using "email-a-prisoner" for those who were still in prison.

The development of this new strand of work was enabled by support from a number of covid emergency funds and we are grateful to The City Bridge Trust, distributed by the London Community Response Fund; The Government Coronavirus Community Support Fund, distributed by The National Lottery Community Fund, HMPPS administered through Clinks and The Grocers' Charity for supporting this response to the pandemic.

As the financial year ended the StandOut Helpline had received more than **3000 calls** and **438 men** had received support from StandOut.

Unable to deliver face to face programmes, a disappointing outcome of the year has been that we have not been able to work with our employer partners and volunteers who would ordinarily have joined us in prison for a range of workshops. However, we have maintained contact through our quarterly newsletter and have been encouraged by the number of enquiries from people interested in supporting the work in prison when circumstances permit. As covid restrictions have relaxed, and employment opportunities have opened up, our Community Coach has reconnected with employers and built on the work with trainees with the creation of a bi-weekly newsletter that highlights a range of current employment, volunteering and training opportunities.

A key feature of StandOut is that our offer of support after release is unlimited in time or sessions and through the year coaches have stayed in close contact with trainees who have been released from prison. We know that the relationships trainees build with the StandOut team are critical to the success of the offer of support after release.

The work after release falls into one of three categories:

crisis support: often in the early days after release and sometimes in response to an event or challenge that arises for a trainee;
life stability support: this may be working with a trainee offering coaching support through the ups and downs of life after prison, encompassing mental health and well-being, recovery from alcohol and substance misuse, accommodation and maintaining a tenancy, family relationships and network groups and wider interests; and **employment, training, or education support**: this may be referrals to StandOut's employer or vocational training provider partners, assisting with all aspects of the job search process, self-employment advice and support, writing references or supportive statements for educational admission departments, guidance on disclosing convictions to employers and more.

Over the year, our focus on support outside of prison through running the Helpline has allowed the coaching team to strengthen their expertise in this area. This has been further enhanced with the addition to the team of our Community Coach. The team now have an in-depth knowledge that they bring to the support after release including, importantly, a network of partners to whom we can introduce trainees. Key to the success of this is managing those connections so that the links are live and current so that referrals are effective and fully supported, often with the StandOut coach remaining the central contact. Our Community Coach has also taken on the role of StandOut's first Housing Lead, providing expert advice to the team and leading on housing applications, referrals and statutory linkwork to prevent homelessness.

Through Lockdown One we were not able to meet trainees face to face. Later in the year as rules relaxed coaches maintained remote working unless exceptional circumstances justified a face-to-face meeting. To supplement the calls with coaches, we launched a bulletin for trainees. Different issues have focused on wellbeing, mental and physical health, family relationships and parenting, food and healthy eating as well as informing readers of the state of the job market and those areas where, despite the pandemic, employers were recruiting. The newsletter included ideas for diversion and of course reminded people that the StandOut coaches were available to support them throughout.

Despite the lack of face-to-face programmes our relationship with our two partner prisons has remained strong. As a result of the Helpline we were also able to design and launch a small grant programme to supplement the coaching support. These small financial and practical grants have been enabled by specific grants to StandOut. They are available in one of three areas:

- crisis needs;
- accommodation;
- progression.

The experience of running the helpline revealed that although in theory emergency accommodation was intended to be offered to all prison leavers for 56 days, in reality many emerged at the gates without accommodation settled. StandOut was able to step in to ensure that men had a roof over their heads, tiding them over until the Government's emergency housing provision was worked out. Over the year we issued 32 accommodation grants, representing 40 nights off the streets.

64 crisis grants were issued to meet basic needs. These included vouchers for food, packs of clothing, including coats during the winter months, and hygiene and welfare packs. In addition, trainees were referred to food banks. We were pleased to be able to access some clothing to supplement the items we purchased including a stock of clothing from Calling London.

"I came out of prison in November in shorts and a t-shirt. You have no idea how much your support means to me. Probation helped me get a room but I had no bedding, furniture or warm clothes. By helping me access a

phone, I can now contact my family and probation and listen to the radio! The food parcel has just arrived – I wouldn't have been able to eat otherwise. You guys are a Godsend."

- Patrick, StandOut Trainee

The concept of a progression grant has been part of StandOut's strategy and so we were pleased to launch a progression grant scheme this year. Trainees are invited to apply with a short application setting out their aims and how the grant will help them. Progression grants have been made for travel costs, obtaining a CSCS card, painting and decorating tools, PPE clothing, and contributions towards training courses and exams. We are delighted that we have received specific funding from The Waterloo Foundation to maintain the grant programme over the coming financial year.

Learning from the Helpline has been shared back with the prisons and has shone a light on the importance of the basics being in place for prison leavers: somewhere to live, a phone and money and essentials to survive the first days. Experience on the Helpline also revealed the additional obstacles faced by people released on a Friday, when a combination of factors including the timing of release and services closing early, make it difficult for people to complete the necessary day-of-release steps before the weekend. Through the year we have continued to develop our relationship with the prisons, ensuring that we are a valued partner; as the financial year closed, we were in discussion about a return to face to face work and were in fact among the first organisations to do so.

With our transition to Salesforce, we can more confidently report that StandOut's holistic package of long-term support results in real lasting change for people. On the same basis that national statistics are calculated, trainees who complete the StandOut Programme are four times more likely to find work than other prison leavers. Our aim goes further than 'reducing reoffending' but we believe that a crime-free life is one of the many indicators of stability and 81% of our trainees do not go on to reoffend.

Simon's story

Simon has worked with StandOut since completing the Programme in HMP Wandsworth in 2018.

"People don't often think about the mental impact of going to prison. They think "oh you just sit in your cell and watch TV or read." It's hard to understand how lonely, low and vulnerable you can feel at any given moment. And as your release date gets closer, the apprehension builds. I knew I couldn't go back to where I was before, but I didn't know which way to go next.

Doing the course inside prison gave me focus and hope. It encouraged me to think about what I really wanted from my life, and made me realise that I wasn't on the scrapheap. I didn't think it would be possible to get back into education but talking with the coaches gave me clarity on my criminal conviction and the opportunities available if you're willing to work for it. But StandOut is about so much more than employment. When I went to prison, I thought everything would just go back to how it was before but StandOut prepared me for reality, and helped make a plan to handle certain situations.

Life hasn't been all been plain sailing since leaving prison two years ago; I've hit a lot of road blocks but StandOut has been there every time to help me find alternative routes around them. The coaches have so much knowledge and connections, but they aren't there to hand it to you on a plate. StandOut gives you a kit with all the tools you need to do it yourself. I've gone from rock bottom to studying Biomedical Sciences at university in the space of two years. And I couldn't have done it without StandOut."

Funding

StandOut funds its work with grant and donor funding and delivers it free of charge to its partner prisons. The trustees continue to believe that at this stage in its development this is the most appropriate approach for the organisation, enabling us to continue to work during the pandemic, to evolve and flex to meet new needs and to build on the excellent foundation for our first years. Fundraising therefore remains a key objective for StandOut.

Through the year we have observed funders flexing their grant models and we have been able to apply for a range of covid grants. These have enabled us to fund the essential Helpline work and to grow the team. Key covid grants were received from HMPPS administered through Clinks, The Government Coronavirus Community Support Fund, distributed by The National Lottery Community Fund, The City Bridge Trust administered through the London Community Response Fund, and the Grocers' Charity.

A significant contribution to the success of our fundraising this year was our first public facing campaign through the Big Give Christmas Challenge. Backed by pledges from key supporters we were delighted to have the Monday Charitable Trust support with matched funding. The appeal surpassed the target and opened conversations with other funders and members of the public.

In addition to the Covid response funding, we have been delighted to win some significant new multi-year grants including from The Goldsmiths' Company Charity. We continue to aim to build relationships with our funders and are grateful for the support of our current funders and their interest in StandOut's work.

We are grateful for the continued support of some of our early key funders including The Tudor Trust, The Waterloo Foundation and The Bromley Trust.

"To say an organisation is unique might sound like an exaggeration but it isn't in the case of StandOut. When covid-19 struck, StandOut continued to support its existing trainees in maintaining motivation and wellbeing during an incredibly vulnerable time. However, StandOut also immediately pivoted to respond to the critical needs of all men leaving their partner prisons. The coaches were among the first to return to the wings to provide a lifeline to men through their cell doors, spearheading their innovative Helpline which started as a temporary response to the pandemic but turned into a vital service for our men. In all of their work, StandOut delivers results for men through-the-gate which are often aimed for but too rarely achieved, and are well renowned for going the extra mile for people. We are immensely grateful for the opportunities they provide to our men and value the partnership enormously."

– Governor Katie Nutley, Head of Reducing Reoffending HMP Wandsworth

We are grateful to have committed funders and to have developed a strong foundation as we approach potential new funders. It is the Trustee's aim to retain this independent model which supports excellence and innovation.

Operations

We had moved into our office space in February 2020 and of course in response to the pandemic had to move to home working unless the coaches were in prison. Through the autumn we moved back gradually to a maximum of four people using the office space, prioritising the coaching team who were encouraged to use it to run Helpline to ensure confidentiality for calls.

The significant operational development this year has been the launch of Salesforce: this powerful CRM software has now been rolled out to the coaching team and enables them to record case notes from any location including inside prison. Further developments will improve our reporting and accountability. The next

phase of this project is planned for the autumn of 2021 and will bring the fundraising and general CRM databases on to Salesforce.

As a result of the restrictions on working in person we took the decision to delay the start of two pieces of work that had been planned for this year. The project to develop our theory of change and the start of the evaluation project with independent consultant Russell Webster have been put back to the summer of 2021 to enable the team to meet in person.

With a Development Manager in place, we have maintained a schedule of newsletters for supporters and partners this year and built our social media presence using LinkedIn, Twitter and Facebook and have used a series of blogs to reflect the experiences of our trainees through their own voices.

Our team

At the start of the financial year we had a team of four full time coaches. The demands of the Helpline and the trustees' plans for the development of our support for trainees after release meant that we brought forward the recruitment of a Community Coach. This new role will strengthen the team and bring important additional resources to both prisons to meet the demand for support from StandOut.

We have continued to use consultants to strengthen our infrastructure in operations and finance including now a dedicated finance officer. To ensure we could build on the initial fundraising we created a role of Development Manager responsible for fundraising and for communications. The appointee to that role is our former Lead Coach at HMP Pentonville and she therefore brings that on the ground experience to her new role ensuring that both activities are firmly connected to our delivery. In a further development at the end of the financial year we created another new role, of Coaching Manager, and are delighted that the Lead Coach at HMP Wandsworth has stepped up to take responsibility for the coaching team ensuring we work to our value of being “First Class”. Through the year we have continued to upskill the coaches with a number of bespoke workshops to develop their coaching skills and in particular to prepare them for working remotely.

The trustees want to record their thanks for the work that Penny Parker has done during the year, leading StandOut. Penny remains a trustee and is not remunerated for her role.

The year ahead

Our strategic plan for the coming year is to consolidate the developments to date. Building on the appointment of the finance post, we plan in the coming year to appoint an Operations Manager to support the leadership and ensure that the systems that underpin our work are as well planned and managed as our programme delivery. StandOut’s rate of progress has been impressive but the key to our success is consistency and rigour. As we look to the year ahead we know things remain uncertain but prisons are slowly moving back to in-person work. StandOut coaches are among the first to be back delivering face-to-face starting with two day workshops, and we expect to build back gradually to our full programme. The needs of those in prison remain as high as ever and the holistic support that StandOut offers may be more important than ever as they prepare to face the challenges of the world outside prison.

Plans in the next financial year include exploring a partnership model of delivery, working with another third sector organisation to trial StandOut’s material and approach in a different criminal justice setting.

We are confident that we are building a robust organisation and that we have the financial provision in place to satisfy our position and plans for the year ahead. While the move out of lockdown continues slowly, we recognise that there may still be unforeseen delays or impacts to our plans and we are grateful to our funders for their continued committed support that makes StandOut possible.

Public Benefit
The Trustees have complied with their duty under the Charities Act 2011 and have paid due regard to public benefit when preparing this report.

Reserves
The Board's reserves policy is to maintain a minimum level of operating costs in light of the predominant risks to the organisation, specifically a fall in income. The Board has reviewed the current unrestricted reserves of the Charity and considers that the level is sufficient but not excessive. The Charity has unrestricted reserves to cover 6 months operation costs.

Risk
The Trustees have undertaken procedures in order to implement SORP 2019 as it is acknowledged best practice for charities. They have undertaken a risk management process, which outlines the key risks of the Charity, relevant control procedures, responsibilities and future actions to be taken. Future monitoring of risk has now become embedded within the overall agreed procedures of the Charity.

The Trustees are satisfied that all the major risks to which the Charity is exposed are being reviewed and systems of internal control are being established to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors (who are also Trustees for the purposes of charity law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

Standout Programmes
Charity number 1177813
Company number 11257739

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees/Directors and signed on their behalf by:



Joe Froud
Trustee/Director
21 September 2021

Standout Programmes
Charity number 1177813
Company number 11257739

Independent Examiner's report to the Trustees of Standout Programmes

I report on the accounts of the charitable company for the year ended 31 March 2021, which are set out on pages 14 to 20.

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;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to 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.

Samuel David Clarke FCA
Haines Watts (City) LLP
69-73 Theobalds Road, London, WC1X 8TA
21 September 2021

Standout Programmes
Statement of Financial Activities for the year ended 31 March 2021

			2021 £	2020 £
Income from	Unrestricted	Restricted	Total	Total
Grants and Trusts	67,340	162,498	229,838	82,000
Donations / Gift Aid	108,797	90,000	198,797	150,818
Services	-	-	-	-
Other	32	-	32	13,941
Total income	176,169	252,498	428,667	246,759
Expenditure on				
Charitable Activities-note 2	50,044	196,165	246,209	166,103
Raising Funds	3,294	-	3,294	8,898
Total expenditure	53,338	196,165	249,503	175,001
Net movement in funds	122,831	56,333	179,164	71,758
Reconciliation of funds				
Brought forward	100,131	7,287	107,418	35,660
Total funds carried forward at 31 March 2021	222,962	63,620	286,582	107,418

Standout Programmes
Balance sheet as at 31 March 2021

	Notes	2021	2020
		£	£
Current Assets			
Cash at Bank and in hand		275,356	116,637
Debtors	**3**	17,253	-
Total assets		292,609	116,637
Current Liabilities			
Amounts falling due within one year	**4**	6,027	9,219
Net Current Assets		286,582	107,418
Total Assets Less Current Liabilities		286,582	107,418
Funds			
Unrestricted Funds		222,962	100,131
Restricted		63,620	7,287
Total funds		286,582	107,418

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for:
(a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.
The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors on 21 September 2021 and were signed on its behalf by:



Joe Froud
Trustee/Director

Standout Programmes
Notes forming part of the financial statements for the year ended 31 March 2021

1. Accounting policies

A summary of principal accounting policies, all of which have been applied consistently throughout the year and the preceding year, is set out below.

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

In applying the Trustees' accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining the carrying amounts of assets and liabilities. The Trustees' judgements, estimates and assumptions are based on the best and most reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to the inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

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, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Critical judgements in applying the company's accounting policies

The critical judgement that the Trustees have made in the process of applying the charity's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

Assessing indicators and impairment

In assessing whether there have been any indicators or impairment of assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience or recoverability. There have been no indicators or impairments identified during the current financial year.

(a) Income

Donation **i**ncome is accounted for in the period in which the Charity is entitled to receipt.

(b) Expenditure is included on an accruals basis.

Standout Programmes
Notes forming part of the financial statements for the year ended 31 March 2021

(c) Funds structure

The funds are made up of both restricted and unrestricted funds.

(d) Going concern

The accounts are prepared on the basis that the Trustees have adequate resources to continue to operate.

(e) Financial instruments and Critical accounting estimates and judgements

Basic financial instruments including basic financial liabilities – other payables – which are recognised at transaction price.

Cash at bank includes cash held with banks.

In the application of the 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 assumptions are based on experience and other factors that are considered to be relevant. Actual result may differ from these estimates which are reviewed on an ongoing basis and recognised when appropriate.

Key sources of estimation uncertainty
Due to the straightforward nature of the activities of the charity, the Trustees do not believe that there are any estimation uncertainties that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Funds Structure
Unrestricted funds can be used at the discretion of the Trustees in furtherance of the general objectives of the charity.

Restricted funds are available to use subject to restrictions imposed by the donor.

Donation income recognition
Charitable income is recognised on a cash received basis other than where an accruals basis provides a more accurate basis or will give a fairer representation of the underlying nature of the transaction. Income is recognised so far as there is entitlement to the income, it is more than likely that it will be received and the amount is quantifiable.

Standout Programmes
Notes forming part of the financial statements for the year ended 31 March 2021

Expenditure recognition
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Gifts in kind
Gifts in kind are recognised in both income and expenditure to reflect the true levels of income and costs.

Provisions
Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the obligation will be required to be settled, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting taking into account the risks and uncertainties surrounding the obligation. Provisions are discounted when the time value of money is material.

Financial instruments
Financial assets and liabilities are recognised when the company becomes party to the contractual provisions of the financial instrument. The company holds basic financial instruments which comprise cash at bank, trade and other receivables and trade and other payables.

Financial assets - classified as basic financial instruments
(i) Cash at bank and in hand
Cash at bank and in hand include cash in hand, deposits held with banks, and other short-term highly liquid investments with original maturities of three months or less.

Going concern
After making enquiries, the Trustees believe that the charitable company has adequate resources to continue in operational existence for the foreseeable future. In particular, in response to the COVID-19 pandemic, they have taken into account the impact on the Charity and measures it can take to mitigate the impact. Based on these assessments, the Trustees have continued to adopt the going concern basis in preparing the financial statements.

Standout Programmes
Notes forming part of the financial statements for the year ended 31 March 2021

2. Total expenditure	2021 Total £	2020 Total £
Analysis of charitable expenditure Including support costs		
Charitable Activities	217,782	134,801
Governance	7,074	5,854
Central Costs	21,353	25,448
Total resources expended	246,209	166,103

Included within central overhead costs is a donated rent expense of £Nil (2020: £9,000)

3. Debtors	2021 Total £	2020 Total £
Gift Aid Receivable	12,095	-
Rental Deposit	4,333	-
Prepayments	825	-
	17,253	-

4. Creditors: amounts falling due within one year	2021 Total £	2020 Total £
Trade Creditors	252	5,255
Social Security	4,859	3,964
Other Creditors	916	-
	6,027	9,219

5. Trustee remuneration/ Employee salaries
The Trustees receive no remuneration or expenses.
There were no employees whose annual remuneration was £60,000 or more.
No Trustees received remuneration or were reimbursed for expenses in the current period.

Standout Programmes
Notes forming part of the financial statements for the year ended 31 March 2021

6. Status
Standout Programmes is a registered charity constituted as a company limited by guarantee, and does not have share capital. The liability of each member is limited to £10.

7. Capital commitments
The Trustees are not aware of any capital commitments.

8. Contingent liabilities
The Trustees are not aware of any contingent liabilities.