

A photograph of two young women in a factory or industrial setting. They are both wearing black t-shirts with the 'StandOut' logo. The woman on the left is wearing glasses and holding a large sheet of paper. The woman on the right is also holding the paper and looking at it. They are both smiling and appear to be engaged in a collaborative task. The background shows a factory floor with other workers and equipment.

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



H

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.



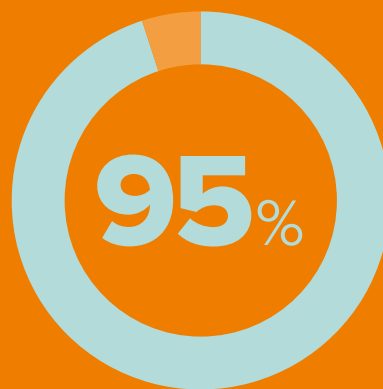
of participants in the programme reported an **improvement in their mental wellbeing.***

227

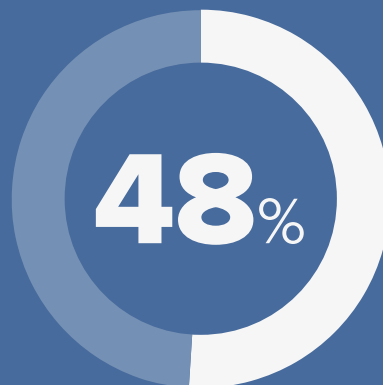
grants with average value £41 and

63

release packs.



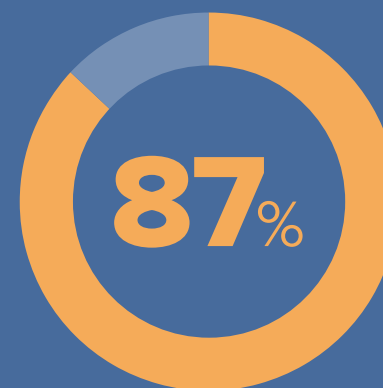
of participants would **'definitely recommend' the course** to others awaiting release.



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!”

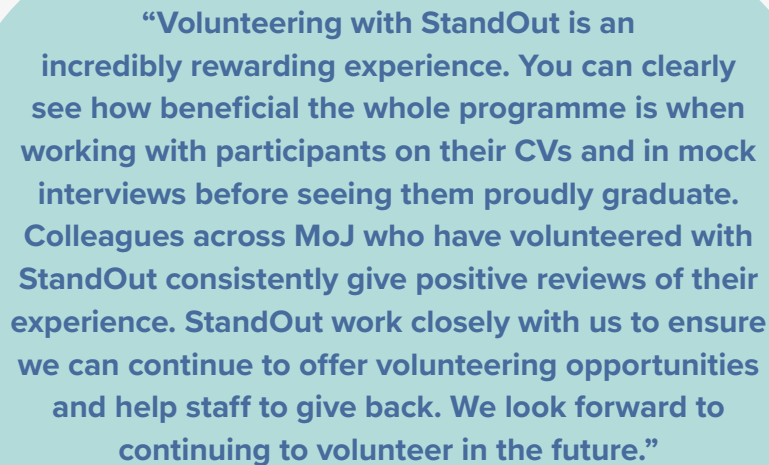
Alexandra Walker, Trainer/Assessor at St Giles Trust

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



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

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

for support after release, to ensure the greatest impact. Our approach to casework has therefore been a key focus.

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

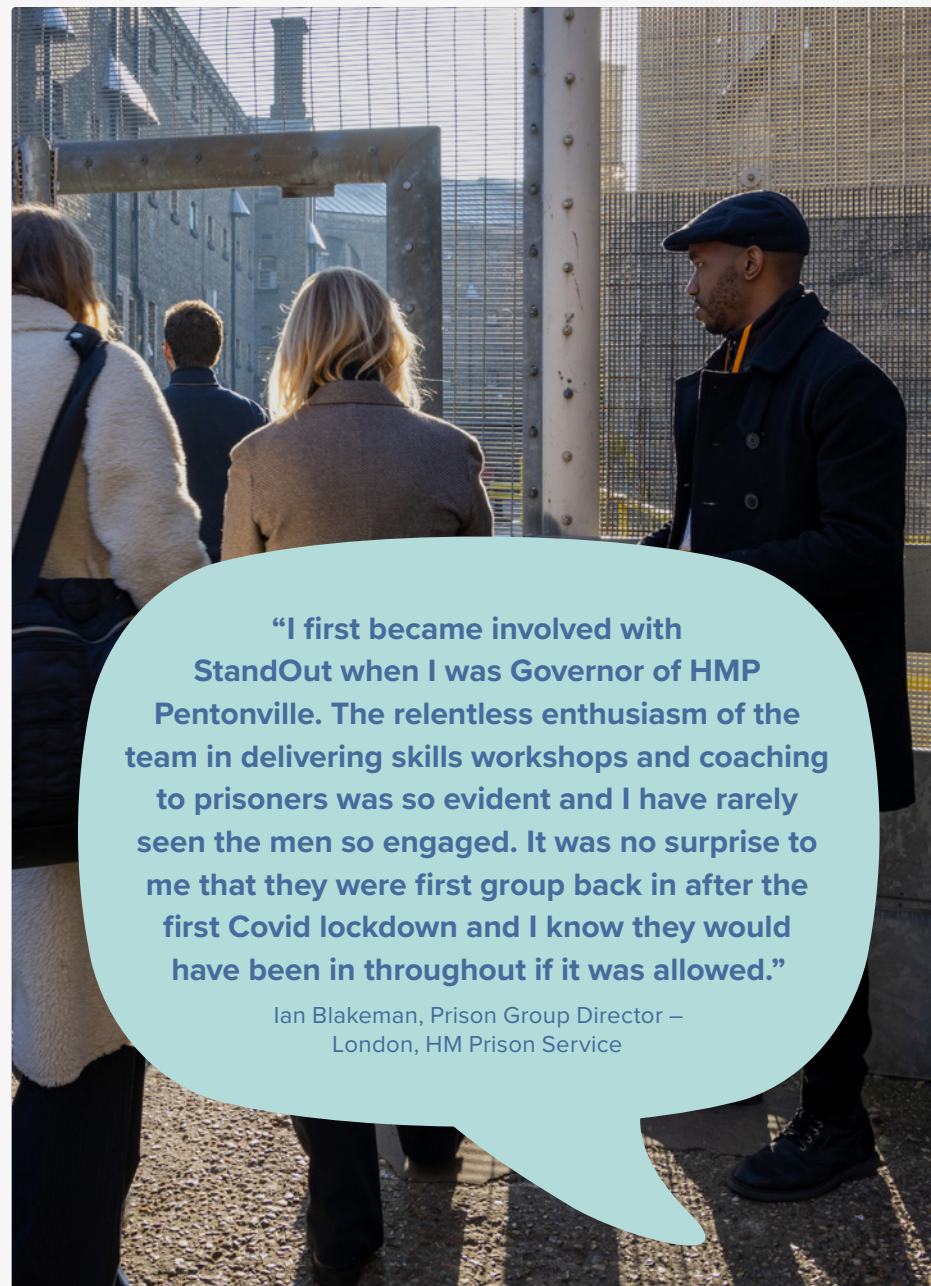
This year has seen our team increase to 22 people; 18 full-time, four part-time, and all permanently employed. There are seven members of our operations team, and 14 members of our programmes team – all led by our CEO and Founder, Penny Parker.

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 Adviser, this time from our Experts Beyond Bars (EBB) group, to ensure that our work is grounded in the realities of life after prison.

Ben

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

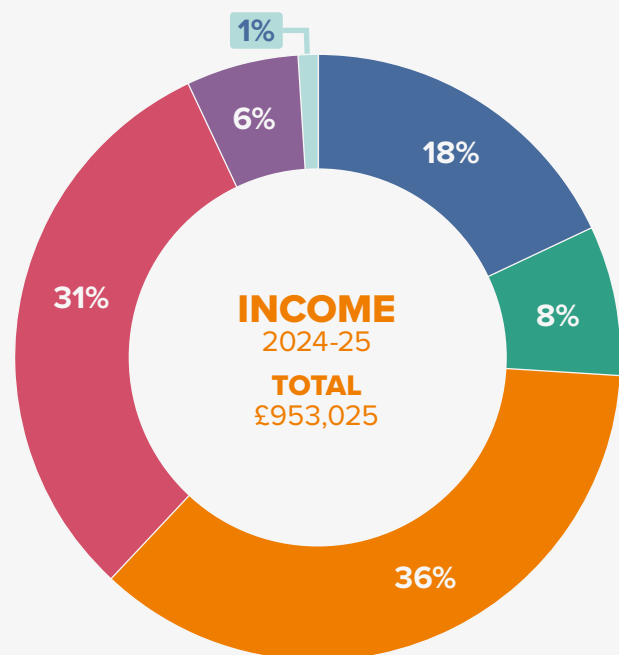
will extend this strategy for the next financial year and develop a new fundraising strategy from April 2026.

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

Expectations	
Average salary	Roles:
• Admin Assistant - £26,418	• Support - £26,418
• Security Officer - £29,600	• Healthcare Assistant - £21,669
• Business Instructor - £25,829	• Marketeer - £27,098
• Restaurant Staff - £19,152	• 1,906
• Machine Operator - £31,514	• £35,057
• Store Manager - £25,552	

“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.



Teamwork

Are you a team player or a lone wolf? The ability to work and collaborate as a member of a team is the second highest required skill.



Planning is
ability
to
control



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:

A handwritten signature in black ink, appearing to be 'Joe Froud', written over a horizontal line.

Joe Froud, Trustee/Director

28 October 2025

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

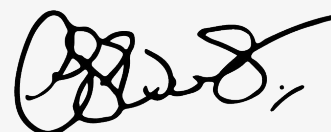
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

			2025	2024
	Notes	Unrestricted £	Restricted £	Total £
Income from:				
Grants and Trusts		346,850	293,543	640,393
Donations/ Gift Aid		304,624	-	304,624
Other		7,738	-	7,738
Total income		659,213	293,543	952,756
Expenditure on:				
Charitable activities	2	602,234	324,425	926,659
Raising funds		67,836	4,614	72,450
Total expenditure		670,070	329,039	999,109
Net movement of funds		-10,858	-35,496	-46,353
Reconciliation of funds				
Brought forward		284,464	51,892	336,356
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:

- Ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- 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 1 st April 2024	2,429	9,175	11,605
Additions	647	5,619	6,266
At 1 st April 2025	3,076	14,794	17,870
Depreciation			
At 1 st April 2024	824	3,021	3,844
Charge for year	764	5,085	5,849
At 1 st April 2025	1,588	8,106	9,694
Net book value			
At 1st April 2025	1,488	6,688	8,177
At 1 st 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.



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

