

SING INSIDE

England & Wales · Charity number 1182678

Details

Status Registered

Legal form CIO

Registered 2019-03-28

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

Contact

Address 95 Clarence Crescent
Clapham
London
SW4 8LE

Phone 07878572286

Email info@singinside.org

Website www.singinside.org

Activities

Objects: TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE ART OF MUSIC BY:- CONDUCTING CHORAL WORKSHOPS IN UK PRISONS AND HOLDING FACILITIES AND PROMOTING MUSIC AND THE PERFORMING ARTS FOR INMATES AND ALL WHO WORK OR LIVE WITHIN A PRISON SETTING USING VOLUNTEERS DRAWN FROM UK UNIVERSITIES AND LOCAL CHOIRS;- TRAINING AND DEVELOPING THE MUSICIANSHIP AND EDUCATIONAL LEADERSHIP SKILLS OF VOLUNTEERS DRAWN FROM UK UNIVERSITIES AND LOCAL CHOIRS TO SUPPORT WORKSHOP DELIVERY.

Activities: Sing Inside deliver group singing workshops in prisons across England and Wales, engaging volunteers from local community organisations and universities to form a choir alongside prison residents and staff. We work to build self-confidence and self-worth through shared musical and vocal skills, breaking down stereotypical views about prisons and building strong communities through group singing.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£59,427	£41,597	-	-
2024-03-31	£48,549	£39,830	-	-
2023-03-31	£32,496	£17,985	-	-
2022-03-31	£10,191	£5,674	-	-
2021-03-31	£11,668	£6,236	-	-

Trustees

Name	Role	Appointed
Edward Robert Smyth	Chair	2021-09-03
Aine Elizabeth Jackson		2020-12-07
Giverny McAndry		2024-05-02
Jonathan Schranz		2024-05-02
Sir Nigel David Poole		2024-09-25
Sylvia Lucy Elizabeth Cullen		2024-09-25
William Evans		2024-09-25

SING INSIDE

England & Wales - Charity number 1182678

Accounts



International House
12 Constance Street
London E16 2DQ

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www.singinside.org
Registered charity 1182678



Annual Report and Accounts 2024-25

Reference information

Charity name: Sing Inside

Registered CIO number: 1182678

Registered address: International House, 12 Constance Street, London, E16 2DQ

Trustees

Edward Smyth (Chair, appointed 03.09.2021)

Áine Jackson (appointed 7.12.2020)

Jonathan Schranz (appointed 02.05.2024)

Giverny McAndry (appointed 02.05.2024)

Sir Nigel Poole (appointed 28.09.2024)

Sylvia Cullen (appointed 28.09.2024)

William Evans (appointed 28.09.2024)

Nigel Rothband (Chair, resigned 30.06.2024)

Andrea Brown (resigned 30.06.2024)

Jenny Mercer (resigned 02.05.2024)

Jonathan Wood (resigned 02.05.2024)

Claudia Vince (resigned 25.09.2024)

Structure, governance and management

Sing Inside was registered with the Charity Commission in England and Wales as a charitable incorporated organisation (CIO) on 28 March 2019 with registered charity number 1182678. Sing Inside's governing document is its constitution (last updated March 2019). The trustees confirm that the financial statements comply with the requirements in section 24 of Sing Inside's constitution and with section 133 of the Charities Act 2011 which permits non-company charities to prepare receipts and payments accounts provided the charity's gross income does not exceed £250,000.



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Our Objectives

The objects of the charity are for the public benefit and, as set out in the charity's constitution, are:

- To advance the education of the public in the art of music by:
 - Conducting choral workshops in UK prisons and holding facilities and promoting music and the performing arts for all who live or work within a prison setting using volunteers drawn from UK universities and local choirs;
 - Training and developing the musicianship and educational leadership skills of volunteers drawn from UK universities and local choirs to support workshop delivery.

Vision

Group singing in all prisons that builds positive connections, wellbeing, confidence and joy.

Mission

We run group singing workshops and choirs in prisons that are enjoyable, inclusive and build people's confidence.

We work with community music leaders from local areas to deliver high-quality, positive group singing workshops.

We develop area committees of volunteers to promote our work in local communities, build connections with choirs, universities and prisons and raise funds from the community.

We recruit volunteers from the local community to join us on our visits to build positive connections with people from inside and outside prison.

Public benefit

The charity's main activities and achievements are described in the sections below. The board of trustees is satisfied with the performance of the charity during the year and in planning the activities the trustees have had regard to the Charity Commission's guidance on public benefit.



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Message from the Chair

I had big shoes to fill as the new Chair of Sing Inside: Nigel Rothband who stood down in this reporting year oversaw our transition from student organisation to charity; and then the restructure of the charity from volunteer-led to professional. It is therefore largely thanks to his stewardship – and the leadership of CEO Sam Hawksley – that you will read in this report of Sing Inside’s biggest year yet.

Because we are a relatively young charity, a number of our first set of trustees reached their term-limit simultaneously. I want, then, to put on record the gratitude of the current Board and staff to Nigel, Andrea, Jenny, Jonathan, and Claudia. In their place we welcomed Sylvia Cullen, Sir Nigel Poole, Will Evans; and Giverny McAndry and Jon Schranz, neither of whom are new to Sing Inside having been there at its very inception as a student society in Cambridge. This is a very strong Board and Sing Inside remains in safe hands.

We have continued to invest in our staffing and develop new projects in new prisons – all to bring group singing to those in prison who need it most. We are delighted from the participants’ feedback that our workshops increase their wellbeing and confidence, and that they have fun and develop positive connections with others.

You will read below of the excellent 10th Anniversary Concert held at St James’s Piccadilly, organised and compered by outgoing Chair Nigel. It was a privilege to be there and to speak; but more than that it was a privilege to be reminded of what an astonishing impact our relatively small charity has, both on people in prison and on the volunteers who share their love of singing with those for whom joy, fun and, indeed, music, are in short supply.

Edward Smyth,
Chair of Sing Inside



Staff & Trustees



Trustees Annual Report 2024-25

Annual Impact

95% said they feel more part of a community

100% said they felt included

81% said the workshops made them feel more confident working with others

100% said the workshops were fun!

70% said the workshops had improved their wellbeing

97% said the workshops made them feel more confident meeting new people

Participant Quotes

Gave my mind body and spirit a boost. Really enjoyed the day. The volunteers were fantastic and motivated us all to do our best.

You made us all feel part of a team. The singing made my mental health grow stronger.

Singing put a smile on my face, relieved stress and helped us remember we're human.

 400+ prison participants	 35 singing workshops in 9 prisons
 18 people trained as musical leaders	 123 volunteers

Partners Feedback

*It was great to see everyone singing, laughing and smiling on the stage and for a second they made us forget we were in prison - **Chaplain, HMP Whitemoor***

*Sing Inside events at HMP Humber have been very successful and we look forward to further collaboration. Learners have enjoyed the singing but also the sense of teamwork and community that the projects encourage and facilitate. - **Education Manager, HMP Humber***



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*I have always found Sing Inside to be great to work with. Very understanding of the constraints of the custodial setting and professional in their approach to security. -
Chaplain, HMP Long Lartin*

*Sing Inside work patiently and creatively to run events within a challenging environment. The preparation and running of the day is always smooth and all enjoy the performances-
Regional Manager, Forward Trust*

10th Anniversary Concert

2024 marked the 10th Anniversary of Singing Workshops in Prisons. Whilst the charity was formed in 2019, students from Universities of Cambridge first began delivering workshops in 2014. We were delighted to celebrate this milestone by welcoming Sing Inside volunteers and supporters over the last 10 years together for a concert at St James Church, Piccadilly in London on 25th September 2024. Over 100 people attended with the event compered by our outgoing Chair of Trustees, Nigel Rothband. We were treated to wonderful performances from small choral ensembles, solo musicians and pop and soul acts with many of the performers having previously volunteered for singing workshops through ourselves. We would like to thank all of the performers, guests and volunteers who helped us celebrate the last 10 years and were delighted to raise £7,916.



Performers at 10th Anniversary Concert

Overview

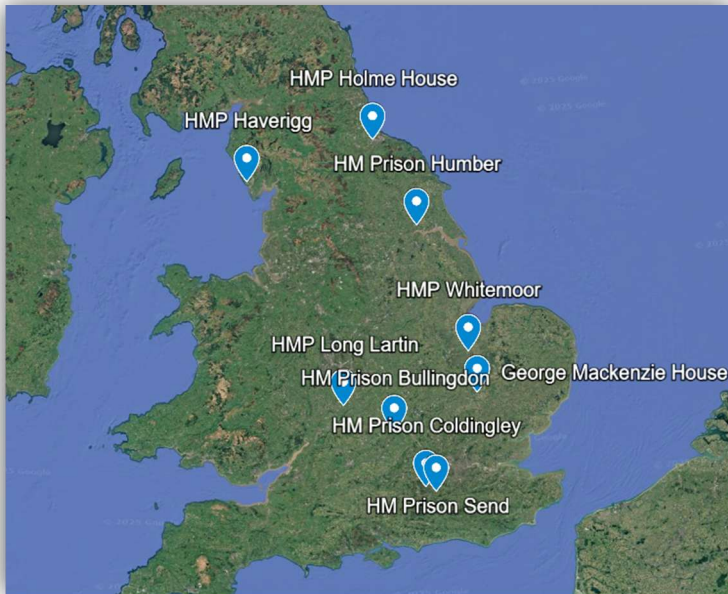
Sing Inside has had our most impactful year yet as we continued to grow and expand our operations across the country. We have had a 116% increase on last year's activity from 18 visits



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in April 2023 to March 2024 to 39 visits within the last year. We continued to invest in growing our staff team and operational capacity to facilitate more work in prisons at a breadth across the country. We have recruited local freelance workshop leaders with strong connections with local community choirs and Universities, ensuring a balanced multi-generational volunteer team recruited to participate in the workshops.



Throughout the last year, we have worked in 9 different prisons and secure settings over the last year delivering 35 singing workshops. Geographically these have been spread across England in the North-East, North-West, South-East, East and West of England in: HMP Long Lartin, HMP Humber, HMP Holme House, HMP Haverigg, HMP Bullingdon, HMP SEND, George Mackenzie House, HMP Coldingley and HMP Whitemoor.

Challenges

The last year has seen many challenges within prisons with overcrowding, political and policy changes. Our operations have been affected by this with prisons cancelling 7 workshops, representing 15% of our total planned workshops. Reasons include emergency situations within prisons and general lack of staff capacity to accommodate our delivery. We have continued to build close connections with prison staff to further clarify roles and expectations and we remain flexible to adapt to the changing prison environments.

This year some prisons have begun to change their policies on security vetting for volunteers. This presented problems for our workshop models and we have responded by building a database of pre-vetted volunteers in local areas and starting the vetting process earlier to minimise disruption.

Volunteers

We are very grateful to the 123 volunteers who have supported our choirs and workshops over the last year. Our



Staff & Volunteers at HMP Humber



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participants in prison regularly feed back that they made new friends and built positive relationships with people outside of prison, making them 'feel human' and 'normal' again.

We conducted our annual Musical Leadership Training in partnership with the Community Music programme at Oxford University and trained four individuals in leading singing workshops in a prison setting. All four of these then went on to a visit at HMP Long Lartin to put their skills into practice and lead elements of a singing workshop, such as small rounds and warm-ups.

Over the year 239 volunteers signed up to attend our events and we were able to take 123 volunteers into prison with us. Sometimes visits are oversubscribed, volunteers can drop out last minute and sometimes we have to decline applications due to location, travel costs or lack of availability for volunteer safety briefings for example.



Volunteers at HMP Coldingley

Ambassadors Programme

We have grown our Ambassadors Programme, which was run in 3 prisons (HMP Long Lartin, Holme House and Humber) to recruit steering groups of prisoners to plan, support and deliver the musical workshops. This is to elevate the voice of prisoners being able to design and where possible deliver the interventions

Some prisoners have been trained to lead small elements of the workshop such as warm-ups and teaching parts of the song, others have taken on roles of planning, logistics and promotion and engagement of other prisoners. The programme has gone more successfully in Long Lartin which has had a more stable prison population over the last year, meaning we have been able to work a consistent group. We look forward to continuing to develop this approach over the next year in prisons where the likelihood of us working with the same prisoners over a longer period is higher.



Volunteers at HMP SEND

Additional disclosures required for CIOs

The Charitable Incorporated Organisations (General) Regulations 2012 do require the following information to be given by way of note:

- a) Particulars of any guarantee given by the CIO, where any potential liability under the guarantee is outstanding at the date of the statement of assets and liabilities;
- b) Particulars of any debt outstanding at the date the statement of assets and liabilities which is owed by the CIO and which is secured by an express charge on any of the assets of the CIO.

It is noted for Sing Inside that there was nothing to disclose in respect of either a) or b).



Volunteers at HMP Long Lartin

Future Development

Looking to the year ahead, we have exciting plans to launch local area committees of volunteers to increase our partnerships with local choirs, universities and generate more community fundraising and local pools of established volunteers. This will continue to enable Sing Inside to grow across the country and operate at scale.

Feedback with prisons and our participants consistently requests us to come in more regularly, even weekly where possible. To respond to this, we were able to secure small seed funding and look forward to launching our first weekly choirs in North-West England in early 2025. We are excited about this new programme which we hope will deliver even greater impact building confidence and wellbeing in our prison participants and building stronger positive social connections with one another and our volunteers attending the choirs.

Reserves Policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Sing Inside maintains free unrestricted reserves:

- To provide a level of working capital that protects the continuity of our core work.
- To provide a level of funding for unexpected opportunities.
- To provide cover for risks such as unforeseen expenditure or unanticipated loss of income .



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The board of trustees will review the above criteria with reference to Sing Inside's business plan and determine the target level of free reserves to meet these commitments. The basic target level of reserves to be reviewed annually is six months of operating expenditure to allow for a managed wind-down if necessary.

At present, the board are maintaining free unrestricted funds of £33,999. Our current level of reserves represents 10 months of the charity's annual expenditure, which exceeds the target level of reserves of 6 months expenditure of £20,799.



10th Anniversary Concert

 CHARITY COMMISSION FOR ENGLAND AND WALES	Sing Inside		1182678		
	Receipts and payments accounts				
	From	01/04/2024	To		31/03/2025



Section A: Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Prior period (01/04/2023 - 31/03/2024)
	£	£	£	£	£
A1 - Receipts					
Charitable activities	11,316	34,488	-	45,804	41,345
Donations and legacies	12,513		-	12,513	7,204
Other trading activities	1,110	-	-	1,110	
<i>Sub-total (Gross income for AR)</i>	24,939	34,488	-	59,427	48,549
A2 - Asset and investment sales					
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<i>Sub-total</i>	-	-	-	-	-
Total receipts	24,939	34,488	-	59,427	48,549
A3 - Payments					
Travel	1,731	1,677	-	3,408	4,822
Overheads	2,036	208	-	2,244	3,769
Staffing Costs	6,597	14,904	-	21,501	14,278
Freelance Workshop Leaders	1,450	4,729	-	6,179	8,773
Publicity and fundraising	7,334	931	-	8,264	8,188
<i>Sub-total</i>	19,148	22,449	-	41,597	39,830
A4 - Asset and investment purchases					
	-	-	-	-	-
	-	-	-	-	-
<i>Sub-total</i>	-	-	-	-	-
Total payments	19,148	22,449	-	41,597	39,830
<i>Net receipts / (payments)</i>	5,791	12,039	-	17,830	8,719
A5 - Transfers between funds			-	-	-
A6 - Cash funds last year end	28,208	21,300	-	49,508	40,789
<i>Cash funds this year end</i>	33,999	33,339	-	67,338	49,508

Section B: Statement of assets and liabilities at the end of the period

Categories	Details of bank accounts	Unrestricted funds £	Restricted funds £	Endowment funds £
B1 Cash funds	Central account	33,999	33,339	-
	Cambridge account		-	-
	Oxford account		-	-
	Total cash funds	33,999	33,339	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds £	Restricted funds £	Endowment funds £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Edward Smyth	7/11/2025
	Jonathan Schranz	7/11/2025



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CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees

Sing Inside CIO

On accounts for the year ended

31/03/2025

**Charity no
(if any)**

1182678

Set out on pages

10-11

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 03 / 2025**.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts



give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:

G. Daniel-Sam

Date:

5/11/2025

Name:

Gracian Daniel-Sam

Relevant professional qualification(s) or body (if any):

ACA – Institute of Chartered Accountants in England and Wales (ICAEW)

Address:

61 Plodder Lane

Bolton

BL4 0BX

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

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Reference information

Charity name: Sing Inside

Registered CIO number: 1182678

Registered address: Sing Inside, International House, 12 Constance Street, London, E16 2DQ

Trustees

Nigel Rothband (Chair, appointed 28.03.2019)

Andrea Brown (appointed 28.03.2019)

Claudia Vince (appointed 09.12.2020)

Áine Jackson (appointed 7.12.2020)

Jonathan Lucas Wood (appointed 21.12.2020)

Jenny Mercer (appointed 21.01.2021)

Edward Smyth (appointed 03.09.2021)



Structure, governance and management

Sing Inside was registered with the Charity Commission in England and Wales as a charitable incorporated organisation (CIO) on 28 March 2019 with registered charity number 1182678. Sing Inside's governing document is its constitution (last updated March 2019). The trustees confirm that the financial statements comply with the requirements in section 24 of Sing Inside's constitution and with section 133 of the Charities Act 2011 which permits non-company charities to prepare receipts and payments accounts provided the charity's gross income does not exceed £250,000.

About Sing Inside

Sing Inside provides group singing workshops in prisons across England and Wales. We enable all participants to enjoy singing with others free from judgement or assessment, inspiring hope and confidence, and facilitating connection to others. We train confident, inspiring community music leaders who deliver engaging, accessible singing sessions. We prioritise enjoyment in our approach to learning to increase confidence, promote teamwork and encourage participants to recognise their individual contribution to a shared goal.



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Our Vision:

- To see opportunities for group singing in every prison in England and Wales as part of a diverse range of educational and creative opportunities which inspire hope. These opportunities can be accessed by all people who live and work in prisons;
- To see those with influence over prison regimes recognise that opportunities to have fun and share enjoyment with others is a prerequisite of positive community engagement and social behaviour;
- To see social barriers between people in prison and the general public eradicated through improved understanding of life inside prison and to build a shared understanding of everyone's capacity to contribute positively.

Delivery

We conduct day-long and multi-day projects during which we form choirs made up of people in prison, local volunteers and prison staff. Our workshops culminate in a performance or recording and activities include warmups and a focus on rhythm and collective song learning. As Sing Inside has grown over the last 12 months we have recruited a part-time staff team to oversee the charity's operations and support our three local committees, in Cambridge, Oxford and York, made up of volunteers who organise workshops with prisons local to them. Volunteers are drawn from universities, community groups and choirs in each area we work, allowing us to tailor our approach to every prison community. Local groups are supported and trained by the staff team to create a strong network of prison partnerships. Our relationships with prisons in London, the north-west, north-east, south-east and all new prison partnerships are managed by the staff team.

Message from the Chair

The financial year 2023-2024 was a significant one for Sing Inside. The restructure of the volunteer Executive Team which began towards the end of the previous financial year was completed; and thoughts began to turn towards the makeup of the Board as a number of trustees approached the end of their terms.

Maisie Hulbert, Sing Inside's co-founder, first volunteer Chief Executive, and then (from February 2023) first employed Chief Executive announced her intention to step down: her final Board meeting was 31st October 2023. It is impossible to overstate Maisie's centrality to the success of Sing Inside over the last ten years, and the Board had the opportunity to say thank you and farewell at a valedictory dinner in early January 2024, where Maisie was presented with a number of tokens of the Board's appreciation and sent on her way with our best wishes for her future.

Following a competitive round of recruitment Sing Inside was very pleased to welcome Sam Hawksley as our new CEO, effective from December 2023. Sam is an experienced charity leader



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and has quickly got the measure of Sing Inside, overseeing its day-to-day work as well as its increasing professionalisation.

Lucy Baker joined Sing Inside a couple of months before Sam (in September 2023) as Programme Manager and has been an invaluable addition to the team working as the link between our volunteers and the charity's management and Board.

Financially speaking, Sing Inside continues to grow in a sustainable way, and we are close to breaking the £50k p.a. income threshold. It is particularly pleasing to see the upturn in Trust and Foundation funding, representing increased confidence and belief in Sing Inside and our team in a highly – and increasingly – competitive funding environment.

As ever, the Board extends its heartfelt thanks to Sing Inside's dedicated staff, volunteers, and donors without whom we could not continue to deliver our vital work.

Nigel Rothband, Chair of Sing Inside

Message from the Chief Executive

I was delighted to join the team in December 2023 and take over from the outstanding Maisie Hulbert who has led the development of the charity, since its inception as a project almost 10 years ago. What attracted me to Sing Inside was the clear and simple focus on bringing joy and connection to people in prison through the power of singing together. I have been bowled over by the energy and passion from our Volunteers, Staff and Trustees to connect with people in prison and use music to achieve this. I have had the pleasure of volunteering and running several workshops and meeting people in prison who benefit from our workshops.



Our new CEO Sam Hawksley, Trustees and Volunteers form the choir for the day at HMP Whitemoor (Cambridgeshire), December 2023.

Perhaps one of the most subtle, yet powerful examples of the success of our work is a man who was unable to look me in the eye at the start of the workshop. He took regular breaks away from the singing to manage his anxiety and was only able to mumble his name to me. By the end of the day he performed enthusiastically in the choir and afterwards looked me straight in the eye, shook my hand and said 'Thank you, I've had a great time'.



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It is an exciting time for the charity as we grow and build on a solid foundation of a tried and tested method of group singing workshops that build confidence, connections and joy. As some of our founding volunteers and Trustees step away over the next year, we look forward to inviting new Trustees on board to help us on the next stage of our journey.

We are very grateful to our funders and all who have believed and invested in us to grow from just an idea, to a growing charity that employs staff and works across the country.

We are excited about developing new relationships with prisons and funders to look to bring our model to prisons around the UK and support prisoners who are still in desperate need of meaningful connections and creative musical opportunities. We look forward to innovating with new ideas, incorporating feedback from our volunteers and putting the people in prison who we are serving at the forefront to take on more active roles designing and delivering our workshops.

We look forward to bringing even more joy across the country to many who desperately need it.

Sam Hawksley, Chief Executive

Trustees Annual Report

We have had a very successful year as a charity, trialling new approaches, increasing our income and extending our reach across the UK to reach and benefit more people in prison. We have continued to recover and rebuild our operations and relationships with prisons following Covid-19 and have worked in 9 different prisons over the last year.

Highlights from April 2023 and March 2024:

- **180 prison-based participants**
- **18 prison visits across 9 Prisons** – 50% increase on the number of workshops in 1 year!
- **112 volunteers attended workshops** forming choirs alongside people in prison

We worked in 9 different prisons across
England



Prison Based Participants Survey Data 2023-24

- 100% said the workshops made them feel included

- 100% said the workshops were fun!
- 97% said the workshops made them feel more confident meeting new people
- 95% said the workshops made them feel part of a community
- 81% said the workshops made them feel more confident working with others
- 70% said the workshops had improved their wellbeing

Volunteers Survey Data

- 99% said everyone was engaged in our workshops
- 98% said the workshops had improved their mood and wellbeing
- 97% said they feel more confident about singing after the workshop
- 97% said they feel more confident about meeting new people after the workshop
- 96% said we managed to a sense of community in our workshops
- 90% said we worked well as a team in our workshops

We trained 18 volunteers as future musical leaders



Ambassadors – A Pilot Project, A New Way of Working

We completed our 'Ambassadors' pilot in the North-West, deepening connections with people in prison and providing them with an opportunity to develop organisational, communication and leadership skills. We introduced this project in HMP Liverpool in 2023, working with our first group of 7 Ambassadors who had the opportunity to shape sessions they planned to attend; publicise opportunities across the prison; and work with the charity for a sustained period to build relationships and develop musical and leadership skills.



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Launching our Ambassador Scheme has set an exciting precedent for new ways of working where prisoner voice and design is fully embedded in our work. Satisfaction from these workshops was clear; 100% of respondents over the course of the programme said they had fun, and that they felt more confident about singing. Rolling this scheme out further is therefore a huge opportunity to both embed Sing Inside in prison communities, and to provide regular, consistent opportunities for local volunteers to allow the charity to expand into new areas. The scheme was a great success and we now have funding to expand the project into three further sites in 2024/25, HMP Long Lartin, HMP Holme House and HMP Humber.

Feedback from our Ambassador Pilot Project:

Qualitative feedback from prison-based participants throughout the Ambassador Programme included:

"Today has made me confident in my abilities"

"I enjoyed working in a group, I feel like this has improved my confidence and it has let me associate with other prisoners that I wouldn't do normally."

"I sang in a Welsh male choir and being part of this has made me feel like I was back home."

The final celebration event for the project took place with a performance to families of prison residents in the visits centre. Qualitative feedback from family members attending included:

"What a brilliant day, our family all together singing was great. I really miss these times and to be part of this was very special, thank you."

"It was so lovely to be able to sing together in a relaxed area, the children loved singing with their uncle and playing the games. Everyone joined in, there was lots of laughter and the staff made it a special day."



Volunteers on our Ambassadors program at HMP Liverpool, October 2023



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Equality, Diversity and Inclusion

Across our strategy for 2022-25 we have continued to progress set goals relating to becoming a more diverse organisation. Some of our achievements have included:

- Putting the voice of people in prison at the front of designing our workshops through our Ambassadors pilot project
- Collecting improved demographic data on our volunteers and prison-based participants
- Enabling the participants in prison to develop our musical programming to be more reflective of the individuals we are serving

Through feedback we know that 100% of people in prison feel that our workshops are inclusive. We have also received feedback that being able to rework or adapt songs to reflect participant experience more accurately helps people to feel included and engaged.

Situation in Prisons

There really is no way around this: the situation in our prisons is absolutely dire. Words like ‘crisis’ and ‘disaster’ have been used for so long in this context that they have lost their power: a system running at absolute capacity, staffed by a burnt-out workforce, and in which the notions of ‘purposeful activity’ and rehabilitation are a distant dream is, now, the norm. HM Chief Inspector of Prisons has issued more Urgent Notifications this year than ever before; HMPPS quite literally ran out of beds, necessitating the use of police cells; and rates of self-harm are now higher than before the pandemic, reaching their highest level on record for women.

Sing Inside does not claim to solve any of these problems. But in the depths of a system failing so many, both inside and outside, we are in no doubt as to the importance of what we do: bringing some joy, some enjoyment, and some emotional release to those stuck amidst the chaos and the darkness. The UK has by far the highest rate of imprisonment in Western Europe; and our prison population has risen by 93% in the last thirty years (against an overall UK population increase of c.15%). Current projections suggest that this increase shows no sign of slowing, and that the prison population will be well over 100,000 by 2026. Of course, whilst significant and immediate investment in our prisons is vital, it is also the case that ‘solving’ the prisons crisis (there we go again...) means investing not primarily in prisons but in those other areas, the failures of which are stepping stones on so many individuals’ pathways to custody: education, the care system, mental health services, addiction provision etc.

This is a massive, multi-Parliament job and whilst we remain caught in the death-spiral of what Prof. Sir Anthony Bottoms refers to as ‘populist punitiveness’ with all political parties seeking to appear tougher on crime than the others, it is difficult to perceive how we achieve change on the scale necessary to recast a failing system. But the way to eat an elephant is one bite at a time,



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and there are thousands of charities and campaigning groups doing superb work, sure in the knowledge that their efforts combine, resulting in real, tangible improvements to the here-and-now of our prisons. And so, Sing Inside continues to nibble away at that elephant, bringing joy and fun and strategies for non-destructive self-expression wherever we work.

Edward Smyth – Sing Inside Trustee (incoming Chair, 2024); Head of Development, Prison Reform Trust

Growing Pressures for Our Delivery

The above pressures have steadily affected prison's budgets with investment in therapeutic creative enrichment activities like ours are often the first to be cut. Several prisons we have worked with for a long time have reported dramatically reduced budgets for educational and creative activities such as singing workshops. This has placed more pressure on Sing Inside being able to raise funds from trusts and foundations rather than prisons directly. To add to this, our costs continue to increase, such as hiring a minibus to transport our team of volunteers from a local university/town centre to a prison, who are often in remote locations, as well as paying our staff and freelance workshop leaders a fair wage in the face of inflationary pressure.

Singing is Needed More Than Ever!

Despite the pressures, we know people in prison want and need our singing workshops more than ever. Here are some quotes from our feedback forms from our participants:



Our first CEO and Founder, Maisie Hulbert with volunteers at HMP Humber in December 2023

“Gave my mind body and spirit a boost. Really enjoyed the day. The volunteers were fantastic and motivated us all to do our best.”

“The engagement, collaboration and celebration of voice. Thank you - it was heartwarming and life affirming.”

“Made my mental health grow stronger.”

“This was a great day, actually made me feel human and not just a prisoner”

“I really enjoyed being part of a team and learning about different types of



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music, I think it is a brilliant idea to share these types of activities to people who wouldn't normally have access to them."

Upcoming Changes at Sing Inside

The charity has continued to grow, increasing our income, reaching more people in prison, increasing our delivery and working with more prisons and partners. Our 2023-24 income was £48,549 and expenditure of £39,830.

We have had a year of personnel change at Sing Inside as some of our original founders and long-standing Trustees and volunteers decided to move on, coming to the end of their terms. They leave Sing Inside in a strong position and we thank them all for their hard work and dedication growing the charity to where it is today.

In 2023/24 we recruited our first part-time paid staff roles. Prior to this, all central operations had been carried out on a voluntary basis by our Executive Team. One of our founders and first part-time CEO, Maisie Hulbert, left Sing Inside at the start of 2024 and we recruited a new chief executive, Sam Hawksley and a programme manager, Lucy Baker.

Our initial founding Trustees, having served two terms, will step down this year and we are fortunate to have recruited two new Trustees who have served on the Executive Team as founding volunteers of Sing Inside and bring a strong historical knowledge and understanding of the charity's growth. Our board has significant lived and professional experience in the criminal justice system and music education as well as charity finance, income generation, setting strategy and KPIs. This breadth of skills will help us meet our strategic goals and focus on generating core income to support staff costs.



Throwback to Sing Inside's first singing workshop in prison, 10 years ago in 2014!

Our 10th Anniversary and The Year Ahead

We are very excited about the year ahead, 10 years since the very first singing workshop from our original founding student volunteers in Cambridge. It was another 5 years until the charity was registered with the Charity Commission but this is a very exciting milestone and we are looking forward to celebrating this wonderful achievement and the hard work of many volunteers in getting us to this point.

As founding Trustees and long-serving volunteers look to step away from the Charity, we are excited



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about supporting our new staff team to continue embedding well into the organisation, bringing their own ideas for the charity moving forwards as well as recruiting new trustees to strengthen the Board as some Trustees will step away at the end of their terms.



existing offerings. These include NOVUS and The Forward Trust.

Volunteers at HMP SEND in Surrey, May 2023

Partnerships

Sing Inside has a strong history of working in partnership. When working with a prison we often partner with other departments internally and other music and art groups. Examples include guitar groups, chaplaincy and other educational groups. We have also partnered with other prison music charities promoting each other's work through 'Prison Music week, such as Changing Tunes, Beating Time, Prison Choir Trust, Irene Taylor Trust.

Over the last year we have worked closely with larger education providers to develop mutually beneficial partnerships that complement their

We are members of the Corbett Network, NCVO, Clinks and the National Criminal Justice Arts Alliance and our Chief Executive is a member of ACEVO.

Partnership Case Study



Forward Trust x Sing Inside Partnership at HMP Bronzefield February 2024

Women in prison are some of the most marginalised people in our society, but at the Forward Trust we believe everyone deserves the opportunity and support they need to build better lives for themselves.

Many of the women who engage in our substance misuse services while in prison may not see themselves as the strong resilient women that they are, so to mark International Women's Day, we hosted an event at HMP Bronzefield to mark the occasion and celebrate the strength and determination of the women who are engaging with our services and taking steps to make positive changes in their lives. This was a day to build up the women, give them a chance to celebrate how far they've come, and show them what's possible.



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Working with Sing Inside, a group of around 20 women participated in a singing workshop in the morning, selecting and rehearsing the songs they would perform in the afternoon at a concert that also included the presentation of certificates to mark the various stages of treatment and recovery the women have attained through engaging with Forward's services.

The afternoon kicked off with a version of 'True Colours' by Cyndi Lauper and the strong women energy kept going with rousing and rowdy renditions of Aretha Franklin's 'Respect', and 'I Will Survive', by Gloria Gaynor, with an audience of invited women and guests singing along, clapping and generally enjoying some time to let loose (as much as is possible in a prison environment) and celebrate themselves and the other women who are taking a similar path as them.



Volunteers at HMP Bronzefield, March 2024

Forward Trust's Julie Muir came along to share her own inspirational story about how, with support from Forward, she was able to break the cycle of crime and addiction and turn her life around to eventually becoming the Director of Recovery Support at Forward. Julie was followed by an emotional and

uplifting share from a woman who was due to be released from prison just eight days later. She's on her path to recovery and was looking forward to getting out, staying on track, and having a better life for herself and her family.

The day culminated in certificates to celebrate the various steps and stages the women have taken or achieved towards their own recovery goals. Events like this don't just offer people in prison a break from the norm and a bit of excitement, they help with confidence building, self-esteem, and mental health, all areas we focus on when we work with people on their recovery, and at Forward Trust we're look forward to working with Sing Inside again to bring the joy of song to more of our in-prison clients.

Quote from Forward Trust: *Sing Inside offers creativity in engaging the clients with the choir, this works well to compliment celebrations of events which we would like to make more of a showcase. Sing Inside is well equipped and prepared to work within the often limiting and challenging prison environment, having volunteers ready and committed for the day removes the need for us to navigate the challenging vetting and clearance processes which can sometimes present delays and barriers to delivering partnership*



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*initiatives. Their model fits neatly into one day and offers ease to running events within the prisons. **Rhianne Graham, Forward Trust Regional Manager***

Additional disclosures required for CIOs

The Charitable Incorporated Organisations (General) Regulations 2012 do require the following information to be given by way of note:

- a) Particulars of any guarantee given by the CIO, where any potential liability under the guarantee is outstanding at the date of the statement of assets and liabilities;
- b) Particulars of any debt outstanding at the date the statement of assets and liabilities which is owed by the CIO and which is secured by an express charge on any of the assets of the CIO.

It is noted for Sing Inside that there was nothing to disclose in respect of either a) or b).

Reserves Policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Sing Inside maintains free unrestricted reserves:

- To provide a level of working capital that protects the continuity of the our core work
- To provide a level of funding for unexpected opportunities
- To provide cover for risks such as unforeseen expenditure or unanticipated loss of income

The board of trustees will review the above criteria with reference to Sing Inside's business plan and determine the target level of free reserves to meet these commitments. The basic target level of reserves to be reviewed annually is six months of operating expenditure to allow for a managed wind-down if necessary.



At present, the board are maintaining free unrestricted funds of £22,576 with an additional £5,632 of designated funds making up our total unrestricted funds of £28,208. Our current level of reserves represents 5 months of the charity's expenditure, which is within the charity's reserves policy target of between 3 months (£12,137) and 6 months' turnover (£24,274).



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Accounts

 CHARITY COMMISSION FOR ENGLAND AND WALES	Sing Inside			1182678		
	Receipts and payments accounts					
	From	01/04/2023	To	31/3/2024		
Section A: Receipts and payments						
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Prior period (01/04/2022 - 31/03/2023)	
	£	£	£	£	£	
A1 - Receipts						
Charitable activities	18,795	22,550	-	41,345	27,480	
Donations and legacies	7,204	-	-	7,204	4,557	
Other trading activities	-	-	-	-	459	
<i>Sub-total (Gross income for AR)</i>	25,999	22,550	-	48,549	32,496	
A2 - Asset and investment sales						
	-	-	-	-	-	
	-	-	-	-	-	
	-	-	-	-	-	
<i>Sub-total</i>	-	-	-	-	-	
Total receipts	25,999	22,550	-	48,549	32,496	
A3 - Payments						
Visit travel	2,354	2,468	-	4,822	3,419	
Overheads	15,977	9,876	-	25,853	5,246	
Development	967	-	-	967	4,480	
Publicity and fundraising	8,188	-	-	8,188	4,840	
<i>Sub-total</i>	27,486	12,344	-	39,830	17,985	
A4 - Asset and investment purchases						
	-	-	-	-	-	
	-	-	-	-	-	
<i>Sub-total</i>	-	-	-	-	-	
Total payments	27,486	12,344	-	39,830	17,985	
<i>Net receipts / (payments)</i>	(1,487)	10,206	-	8,719	14,511	
A5 - Transfers between funds						
	-	-	-	-	-	
A6 - Cash funds last year end	29,695	11,094	-	40,789	26,278	
<i>Cash funds this year end</i>	28,208	21,300	-	49,508	40,789	



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Section B: Statement of assets and liabilities at the end of the period

Categories	Details of bank accounts	Unrestricted funds £	Restricted funds £	Endowment funds £
B1 Cash funds	Central account	22,576	21,300	-
	Cambridge account	2,316	-	-
	Oxford account	3,316	-	-
	Total cash funds	28,208	21,300	-
(agree balances with receipts and payments account(s))		OK	OK	OK

Categories	Details	Unrestricted funds £	Restricted funds £	Endowment funds £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Edward Smyth	20/12/2024
	Jonathan Schranz	20/12/2024



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**CHARITY COMMISSION
FOR ENGLAND AND WALES**

**Independent examiner's
report on the accounts**

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
SING INSIDE

**On accounts for the year
ended**

31/03/2024

**Charity no
(if any)**

1182678

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 03 / 2024.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

* *Please delete the words in the brackets if they do not apply.*

Signed:

Date: 20/12/2024

Name:

Gracian Daniel-Sam



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Relevant professional qualification(s) or body (if any):

ACA – Institute of Chartered Accountants in England and Wales (ICAEW)

Address:

61 Plodder Lane

Bolton

BL4 0BX

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

--

SING INSIDE

England & Wales - Charity number 1182678

Accounts



Sing Inside: Annual Report and Accounts 2022-23

The trustees are pleased to present the annual report and accounts of Sing Inside for the year ended 31 March 2023.

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Reference information

Charity name: Sing Inside

Registered CIO number: 1182678

Registered address: Sing Inside, International House, 12 Constance Street, London, E16 2DQ



Trustees

Nigel Rothband (chair, appointed 28.03.2019)
Andrea Brown (appointed 28.03.2019)
Claudia Vince (appointed 09.12.2020)
Áine Jackson (appointed 14.12.2020)
Jonathan Lucas Wood (appointed 21.12.2020)
Jenny Mercer (appointed 21.01.2021)
Edward Smyth (appointed 03.09.2021)

Executive team

Maisie Hulbert (chief executive officer)
Giverny McAndry (head of policy)
Jonathan Schranz (head of development)
Clover Willis (musical leadership executive)

With thanks to local volunteer committees based in Cambridge, Oxford and York, as well as volunteer project officers.

Structure, governance and management

Sing Inside was registered with the Charity Commission in England and Wales as a charitable incorporated organisation (CIO) on 28 March 2019 with registered charity number 1182678. Sing Inside's governing document is its constitution (last updated March 2019). The trustees confirm that the financial statements comply with the requirements in section 24 of Sing Inside's constitution and with section 133 of the Charities Act 2011 which permits non-company charities to prepare receipts and payments accounts provided the charity's gross income does not exceed £250,000.

Sing Inside provides group singing workshops in prisons across England and Wales. We enable all participants to enjoy singing with others free from judgement or assessment, inspiring hope and confidence, and facilitating connection to others. We train confident, inspiring community music leaders who deliver engaging, accessible singing sessions. We prioritise enjoyment in our approach to learning to increase confidence, promote teamwork and encourage participants to recognise their individual contribution to a shared goal.

Our executive team oversees three local committees made up of volunteers who organise workshops with prisons local to them, in Cambridge, Oxford and York. Our relationships with prisons in Staffordshire, London and the south east and all new prison partnerships are managed by the executive team.

In 2022-23, Sing Inside was able to resume face-to-face work. Over the year we have worked at approximately 50% of our pre-Covid capacity, reflecting the gradual rebuilding of relationships and reinvigorating volunteer groups. We have been able to start work with HMP Haverigg, a new partnership for us, and HMP Liverpool, expanding into the North West and hoping to develop these relationships further over 2023-24. Our 2022-25 strategy has provided us with welcome direction as we have restarted our core work, and we explore later in this report particular areas of progress. We have also developed our musical leadership training programme further, and continue to roll this out more widely, hoping to expand the programme into Liverpool and Lancaster over 2023-24.

Challenges with the external prison environment continue, and we are working to understand the changes in that context and how our work needs to adapt accordingly. In particular, the staffing crisis in prisons is putting additional pressure on enrichment work such as ours, and we are focusing on those relationships where there is capacity and resource to enable our work while we adapt our model as needed to meet these pressures.

Chair's statement – Nigel Rothband

In the final three months of the 22-23 financial year, the Board began a restructure of the Executive Team. The purpose of this was to begin the process of transitioning the management of the charity from an entirely volunteer-led organisation to a small team of part-time salaried staff. The existing volunteer chief executive and co-founder was identified as the best candidate to take the charity forward and was employed from 1 February 2023.

Alongside the chief executive, the board agreed to begin the recruitment process for a programme manager and continue support for the external fundraising consultant. The Programme Manager was seen as vital to re-establish the link between the management of the charity and its volunteers after a disruptive period during Covid-19 and the fundraising consultant would take a weight off the CEO in terms of income generation. It was reconfirmed that many of the existing voluntary members of the Executive Team still wished to remain in their roles whilst others were employed and we are extremely grateful for their continuing support during this time of change.

The year 2022-23 represented the first 7 months of our relationship with an external fundraising consultant. Whilst the Trustees will formally review the success of the fundraiser in summer 2024, the strategic ambition to increase the charity's annual income by 50% between the period of 2022-2025 is progressing ahead of schedule and has allowed the charity to begin a payroll as well as expand its offering through an Ambassadors Scheme at HMP Liverpool. Income from charitable activities increased from £6,340 in 19/20 to £27,480 in 22/23 representing an increase of 433% on pre-Covid levels.

My sincere thanks go to my fellow trustees, our supporters, donors, volunteers and of course the Sing Inside executive team for all their efforts over the past year.

Chief executive's statement – Maisie Hulbert

Sing Inside has continued to adapt over this year, responding at pace to changes in the prison system and our shifting position within it. As post-Covid pressure on the system has increased resuming meaningful activity has been challenging for many prisons. Sing Inside has worked to build site specific programmes which meet need and bring community activity which centres connection and teamwork skills back into the prison space after a period of intense isolation.

Our executive and local teams have been key drivers in this work, ensuring we are supporting volunteers where organic knowledge transfer has been interrupted by the pandemic with training and starting to build systems which will ensure the charity's future. We have continued to see volunteers engaging readily, with new joiners in Liverpool and Lancaster taking part in visits to HMP Liverpool and HMP Haverigg, and we have built promising partnerships with a number of universities, local choirs and volunteer organisations. I am particularly proud of our work on our pilot Ambassador Scheme in HMP Liverpool, where we are working consistently

with a group of residents to plan, publicise and build interest in our work within the prison. This has placed the voices of people in prison at the heart of our work and I look forward to continuing the programme over the coming financial year.

I am grateful to our board for their ongoing passion and strategic focus, and also to our many funders and supporters who have enabled our work to go from strength to strength. I am confident that this year we have set Sing Inside on a path to a sustainable post-pandemic recovery, enabling us to deliver sustainable services which respond to changing need and continue to centre enjoyment, connection and community music making.

Report of the trustees: our objectives

Sing Inside's objectives as a charity are set out in our governing document as follows.

"To advance the education of the public in the art of music by:

- *Conducting choral workshops in UK prisons and holding facilities, and promoting music and the performing arts for all who live or work within a prison setting using volunteers drawn from UK universities and local choirs;*
- *Training and developing the musicianship and educational leadership skills of volunteers drawn from UK universities and local choirs to support workshop delivery."*

All of Sing Inside's activities focus on delivering public benefit in line with these purposes. This is usually achieved through delivering day-long workshops and multi-day courses in prisons and delivering musical leadership training to volunteers outside prisons.

The trustees have referred to the Charity Commission's general guidance on public benefit when setting our objectives and in planning our future activities.

In this report we describe our main activities over the year and how we have continued to develop our organisation and deliver impactful work in line with our 2022-25 strategic goals.

What have we delivered?

- 13 visits across 9 prisons
- 5 musical leadership training sessions
- Worked with 120 prison-based participants
- Worked with 72 volunteers attending visits
- Trained 19 volunteers as future musical leaders

We are grateful to a number of funders and businesses who have supported our work over the year, including Clarasys; the Garfield Weston Foundation; the National Lottery Community Fund; the Magic Little Grants Scheme; the Samuel Gardner Memorial Trust; the Woodward Trust; the Noel Buxton Trust; the John and Susan Bowers Foundation, and the Neighbourly Foundation, as well as numerous generous donors and our regular supporters. We are further grateful to Gemma Haley who has provided us with outstanding support to achieve such significant funding success to support our work.

Our work

2022-23 provided the long-awaited opportunity for Sing Inside to return to face-to-face workshops. We worked with 9 prisons and delivered 13 visits, including an innovative multi-day project in HMP Low Newton with Levedy Ensemble and work with new prisons HMP Haverigg and HMP Liverpool. Feedback continues to demonstrate a need for our work and we have worked with our Ambassador Scheme to centre the voices of people in prison in workshop planning and delivery, to ensure we understand how interests may have changed during periods where we were unable to deliver workshops.

We are structuring this annual report around the goals identified in our 2022-25 strategy.

Community driven, enjoyable and engaged with communities

The first two goals in this section of our strategy are:

- Provide singing workshops as an opportunity for enjoyment and connection to others
- Create workshop environments which are non-judgemental in an environment which is especially punitive, allowing individuals to self-assess their development

We assessed the impact of our work in these areas this year via self-assessment forms, filled out by participants before and after sessions. We asked questions about wellbeing, confidence working in a team and meeting new people, and confidence as musicians, as well as providing space for free qualitative feedback. From this data we established a range of satisfaction scores and a net promoter score showing the following results:

- 91% satisfaction score on building confidence in singing
- 92% satisfaction score on building confidence around working in a team
- 93% satisfaction score on feeling part of a community
- 95% net promoter score (how likely prison-based participants would be to recommend the workshops to a friend)

Participants also highlighted the opportunity to work with others as changing their outlook and inspiring them to feel more positive and included:

- “Gave my mind body and spirit a boost. Really enjoyed the day. The volunteers were fantastic and motivated us all to do our best.”
- “The engagement, collaboration and celebration of voice. Thank you - it was heartwarming and life affirming.”
- “You made us all feel part of a team.”

Another strategic goal in this category commits to working with partners “**to prioritise community wellbeing in our work after a period of intense isolation**”. We received a huge range of comments highlighting the positive impact of our workshops on participant’s wellbeing, including:

- “I’ve felt so welcomed & not judged me at all. Feel more positive about things.”
- “Made my mental health grow stronger.”

Now our work has resumed, over 2023-24 we will ensure our work engages with ongoing wellbeing initiatives inside prisons and also seek advice from wider partners in this area. In 2023-24 we will also pilot our Ambassador Scheme in HMP Liverpool and recruit a programme

manager to provide renewed focus and capacity for the diversification of our musical outputs, work which we have begun to scope and cover in more detail later in this report.

Locally-focused, tailored and collaborative

Key goals in this section of our strategy relate to the effective engagement of volunteers, which was a priority post-Covid. They are:

- Place local communities at the heart of our volunteer recruitment and engagement, reducing the need to retrain committees annually while maintaining engagement with students and universities.

Over the year we worked with 72 volunteers on our visits; 46 of these submitted post visit feedback forms. These volunteers come in and form part of the choir alongside people in prison. They may be singers, but many also do not have a musical background and are interested in engaging with the prison community. We found the following results:

- 100% of volunteers felt well-briefed and adequately prepared for the prison environment
- 80% inclusivity score that a strong sense of community was created
- 78% of volunteers said the workshop improved their wellbeing or mood
- 87% of volunteers agreed that there was a positive sense of teamwork in the workshop
- 74% of volunteers said they feel more confident about meeting new people

A range of qualitative feedback included the following comments which demonstrate a sense of connection to the work and appreciation for the opportunity to work with new people from the area:

- “Good to be back doing these workshops again. I’ve missed them.”
- “I realised very early on that my concerns about the visit were unnecessary. It was an incredible educational experience all round, both musically and socially.”
- “I enjoyed how enthusiastically everyone participated and the tangible sense of pride and achievement felt by the whole community.”
- “Getting outside my comfort zone, feeling empowered to make connections with new people.”

In relation to reducing our need to retrain committees annually, we also worked with 19 volunteers who went through our musical leadership training programme, a half day training session designed to introduce new musical leaders to our pedagogical approach and prepare them for a leadership role on one of our visits. Feedback included the following comments:

- “I thoroughly enjoyed the training and am so glad I got to do it – it was better than expected and anticipated”
- “Getting the opportunity to lead myself. It was daunting at first but it was fun and worth it”
- “Appreciated the guidance in teaching songs - how to break things into sections, use call and response and offer visual support with hands etc. Also using breath as a way of starting a phrase, maintaining eye contact to build trust was all really helpful.”

- “I enjoyed reflecting on the benefits of singing in the context of a prison and thinking about tools we can use to effectively teach a song in a way that is accessible for a mixed-ability group.”

We also committed in our strategy to “Improve our engagement with people in prison, clearly communicating a timetable of sessions and driving engagement by tailoring our workshops to the specific interests of different prison communities.” This work was started by experimenting with prison partners with different periods of forward planning, balancing prison variables such as staffing with making clear commitments to potential participants. Producing CD recordings also developed a sense of ongoing connection with workshop groups, as CDs were circulated to them afterwards; this was positive in engaging people in prison between workshops and reminding them of upcoming opportunities. People in prison also submitted song suggestions more actively than in the past, which helps us to shape our future workshops to ensure they are of interest to participants. All of this information will be invaluable in planning and delivering our Ambassador Scheme, as well as securing long-term plans with prisons which enable us to commit to future work and explain timelines to people in prison with clarity.

We provide demographic data on our volunteer base later in this report.

Sustainable, inclusive and actively anti-racist

Much of 2022-23 was focused on stabilising our current levels of provision, and adjusting to changes in the system post-pandemic. This was broadly successful, with achievements against our strategic goals including:

“Secure the necessary resource to achieve our goals through increasing income from donations and grants by 50%”: over this financial year our income from charitable activities (including contracts from prisons) increased from £1,600 in 2021-22 to £23,470. This has allowed us to plan ahead for 2023-24 with much more certainty.

It has also enabled us to achieve our next strategic goal: “Establish a small team of salaried executive staff to become a more effective, efficient organisation and reduce the risk of key volunteers leaving the charity”. We established a part time chief executive position during this year and seek to supplement this with a part-time programme manager during 2023-24.

Anti-racism and inclusion

Across our strategy for 2022-25 we have set goals relating to anti-racism. In June 2020, Sing Inside committed to becoming an actively anti-racist organisation, and we have continued to deliver work over the year in pursuit of this goal. Over 2022-23 this has included:

- More consistency in when and how we collect demographic data on our volunteers and prison-based participants (see next section)
- Reviewing our musical programming to ensure artists from a range of backgrounds are represented and responding to specific requests for musical workshops tailored to particular communities (for example, workshops for Gypsy and Traveller communities, who are overrepresented in custodial settings)
- Collecting and measuring inclusion data to understand how our workshop environments could be more inclusive
- Resourcing training for our board and senior leadership team to further explore dynamics of whiteness, power and control in the prison environment. This training is due to take place in summer 2023 after a number of capacity issues and cancellations.

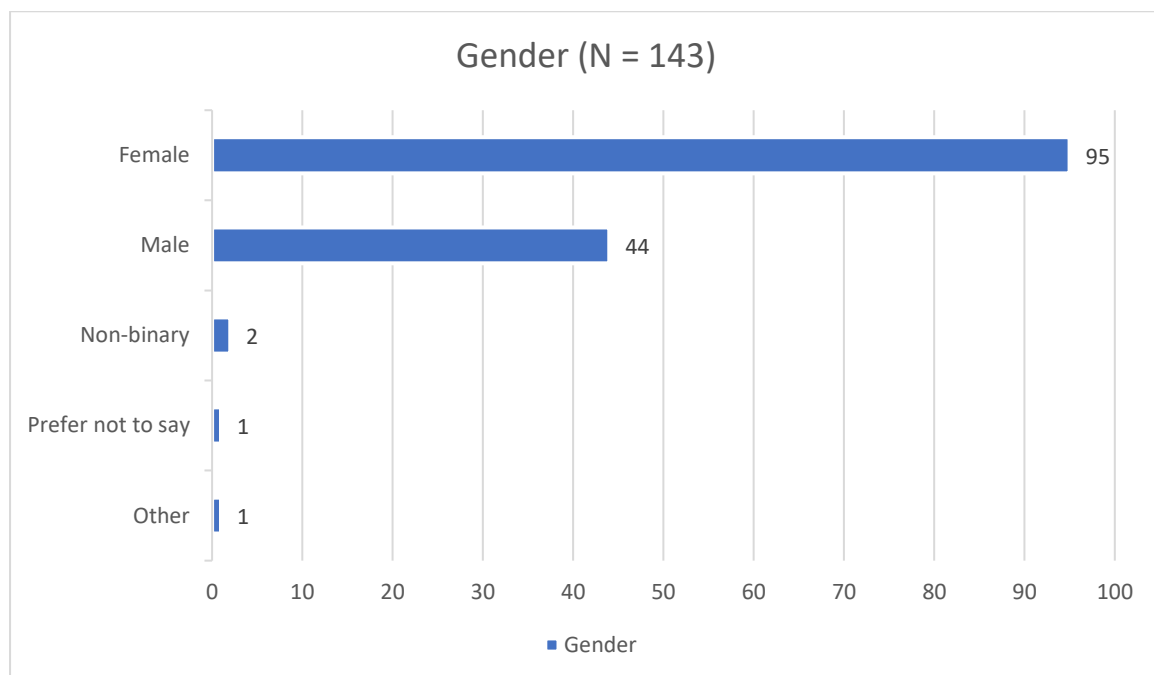
Overall participants in our workshops feel they are working in an inclusive environment. 94% of people in prison and 80% of volunteers we work with are satisfied that our workshops are inclusive. However, we know that there will be gaps in this data and through our Ambassador Scheme we aim to develop an understanding of how to improve our musical programming to meet a range of musical backgrounds and interests. We have also received feedback that being able to rework or adapt songs to reflect participant experience more accurately helps people to feel included and engaged.

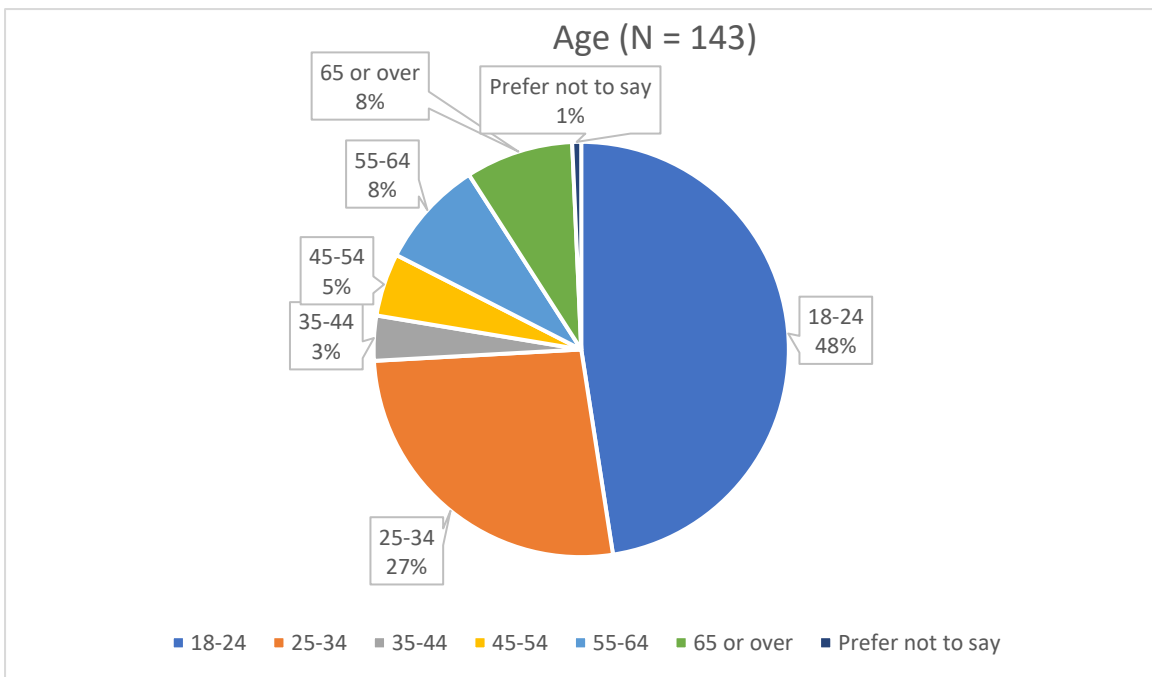
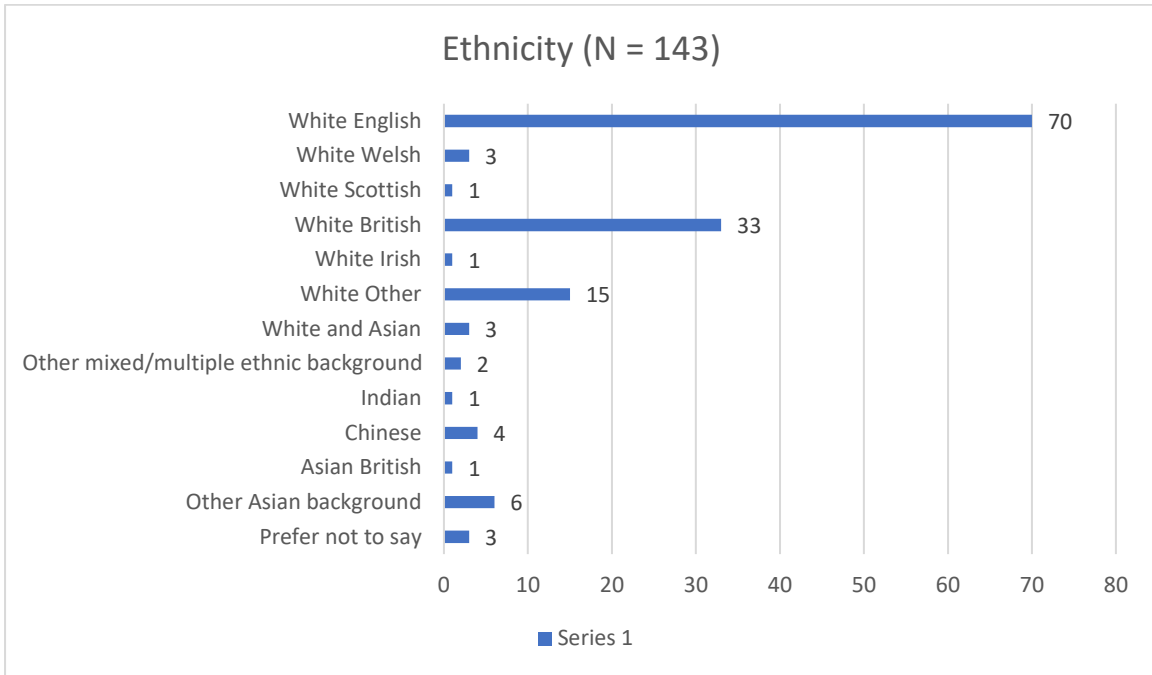
Over 2023-24 we are committing more of our resource to our anti-racism work to enable us to build stronger connections with volunteer communities and diversify our volunteer base via recruiting a programme manager. We will set targets based on the demographic data provided below to help steer this work.

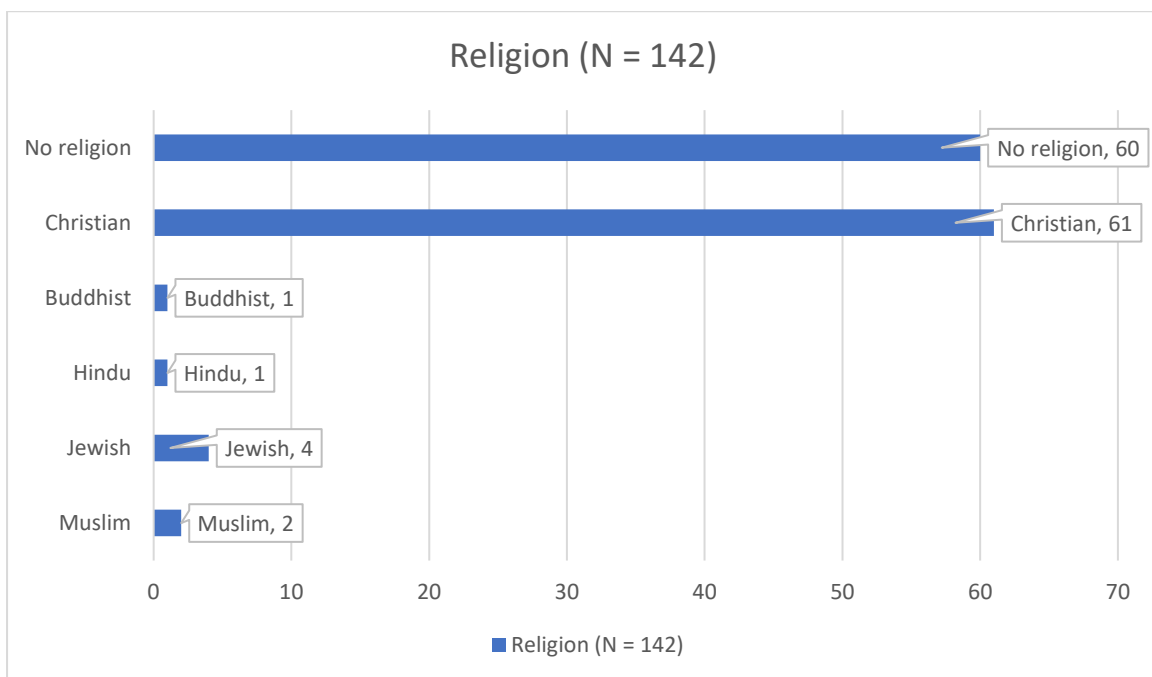
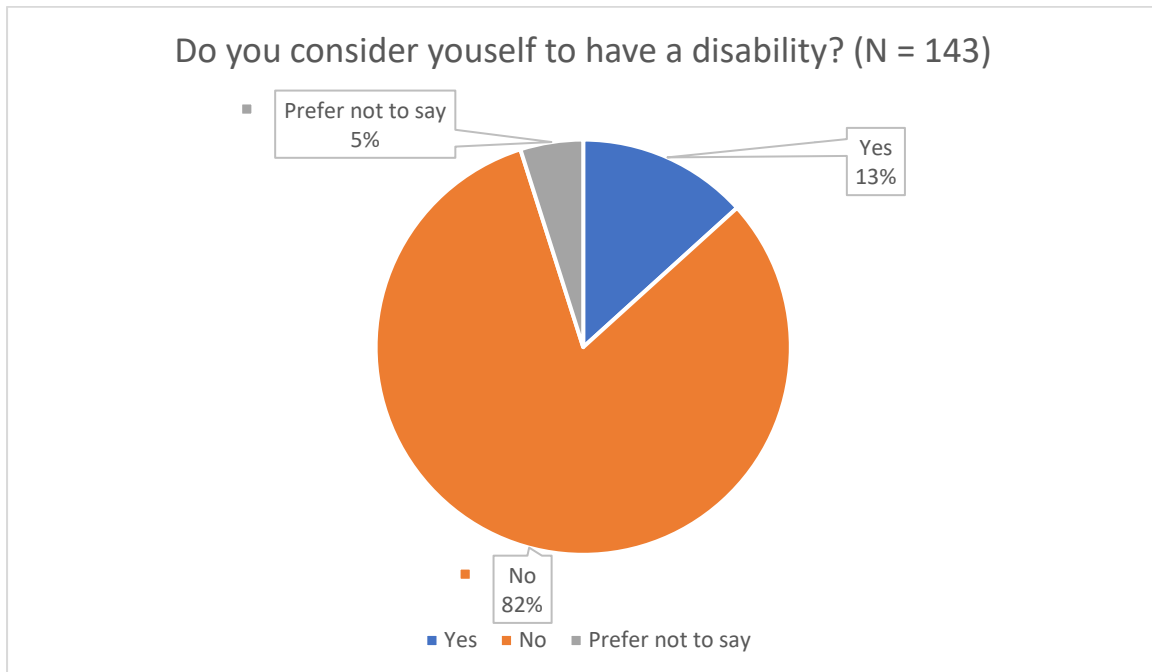
Demographic data

Volunteer demographic data

Volunteer demographic data was captured in July 2023, just after the end of the financial year. We capture data from across our registered volunteer database, not just from volunteers who are able to attend visits. This data demonstrated the following:

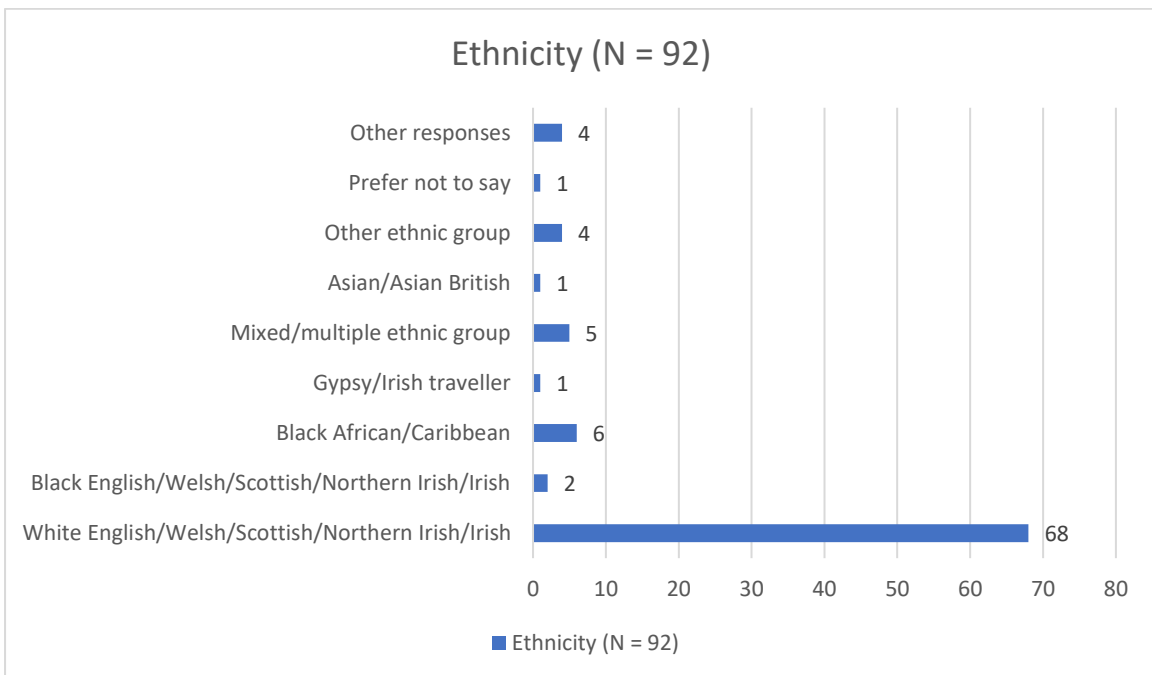
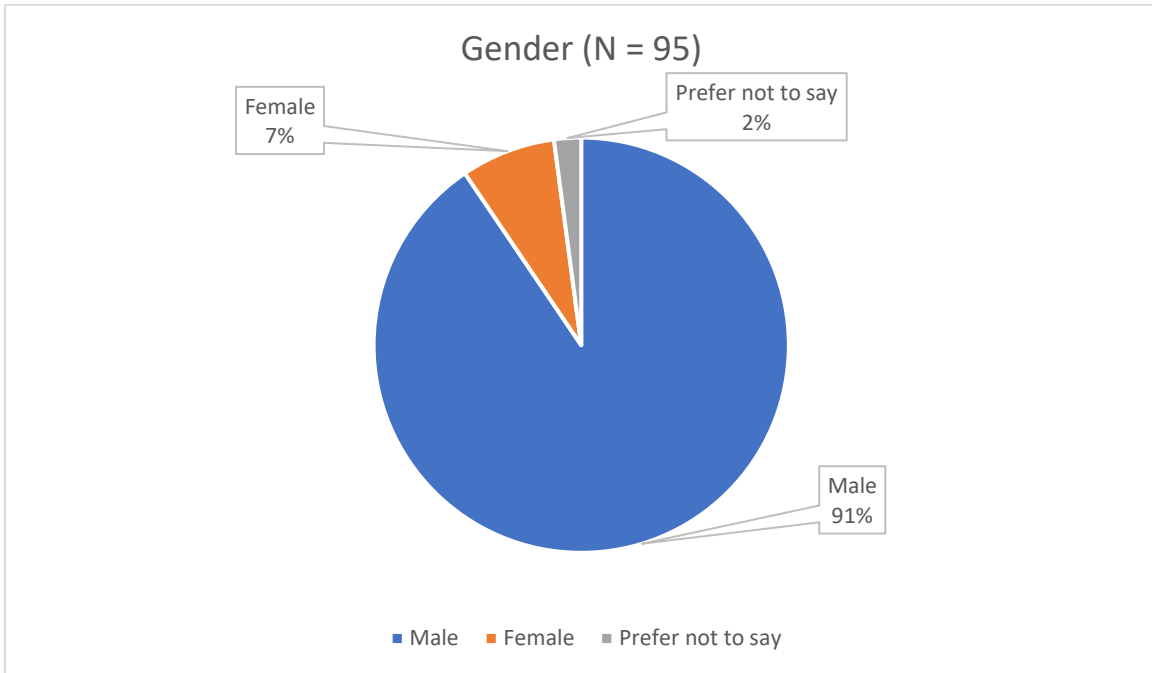


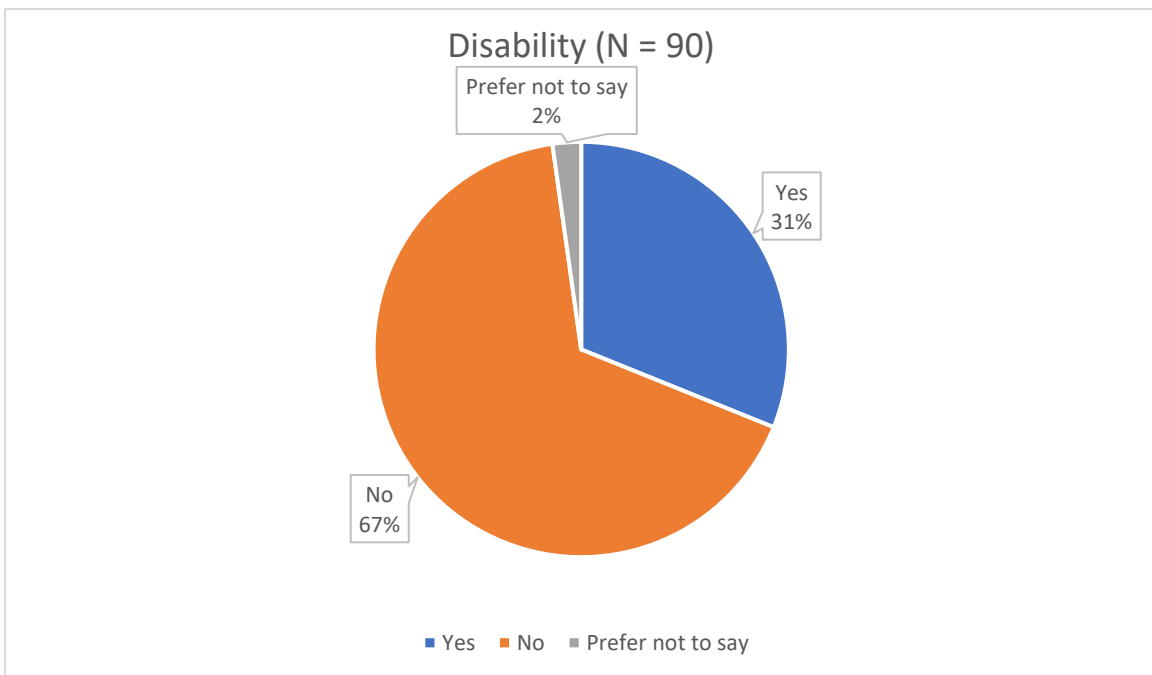
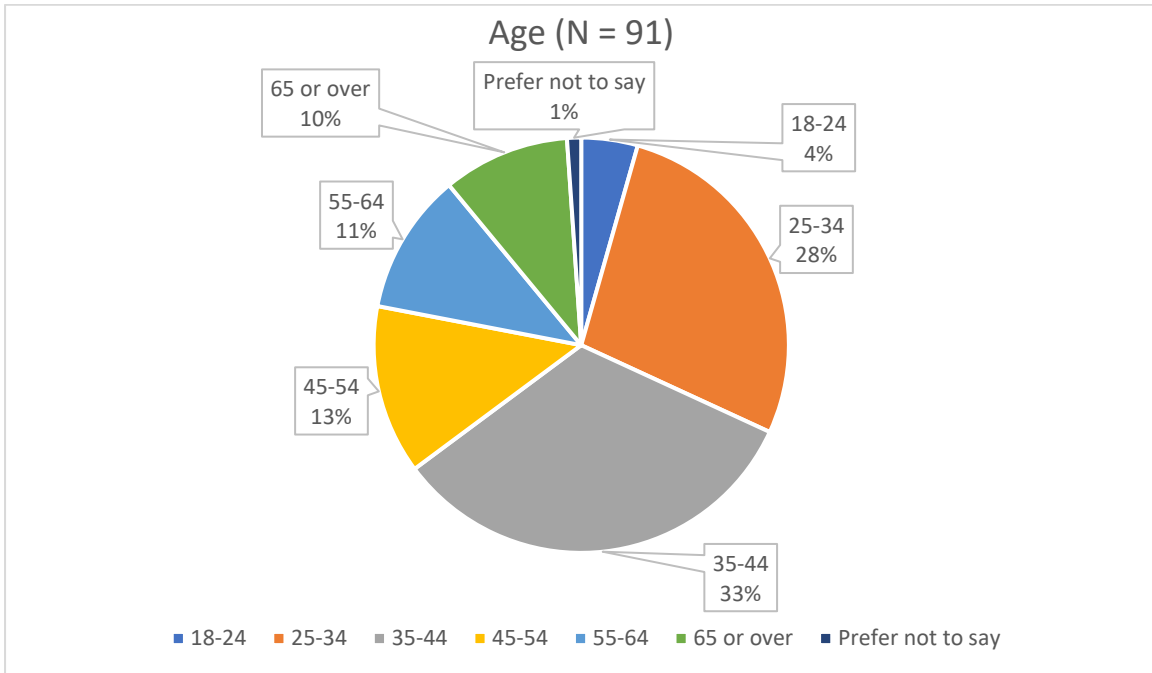


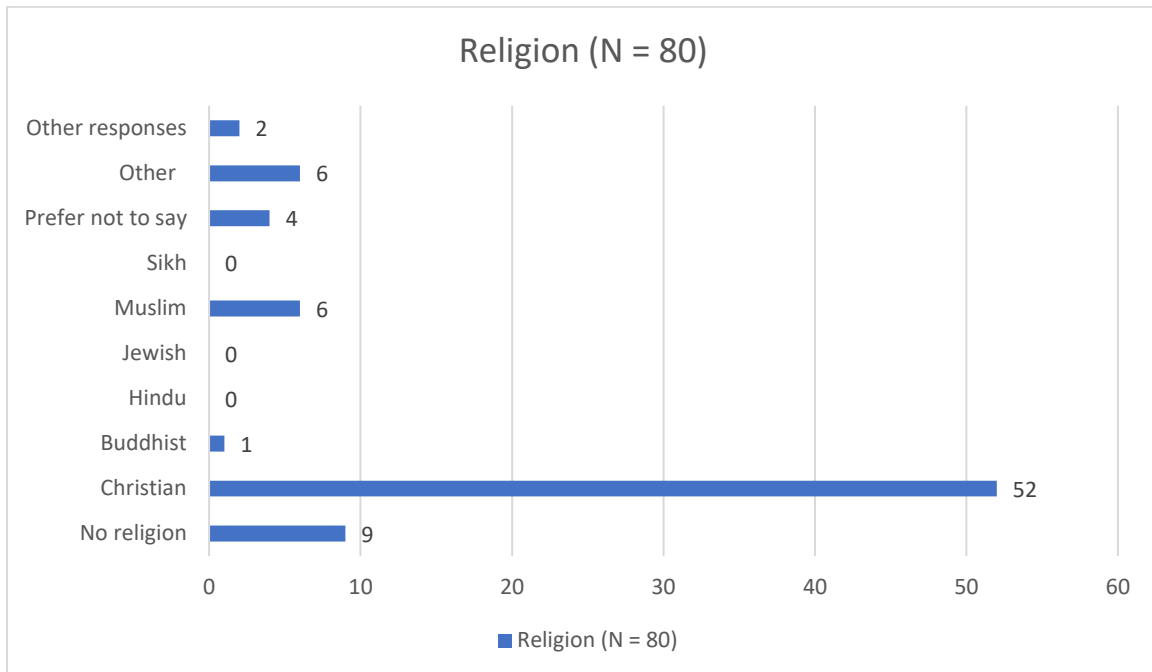


People in prison: demographic data

For the first time we have worked with a high enough number of prison based participants to gather demographic data which is an appropriate sample size. We include that data below.







What have we learnt?

We have adapted in many different ways over the last year to ensure we can return to face-to-face provision, and with a better understanding of the current state of the prison system we feel more able to respond proactively. Much of this is rooted in building back strong relationships and providing opportunities for people in prison to feed into our work more directly.

Key learning point	How we will act
Stretched prison resource makes it harder for us to ensure attendance and participation, but there is a real need for this kind of work	Focus on relationship building with prison partners to understand how our workshops fit into the current regime, as well as embedding ourselves in the prison community through programmes such as the Ambassador Scheme
People in prison value the opportunity to choose music and plan workshops with us	Pilot and evaluate our Ambassador Scheme, with the aim of rolling it out into more sites
Volunteers are still interested in our work, but we need to work harder to	Developing our musical leadership training programme to ensure we have a network of expert

re-engage them sufficiently for them to attend workshops inside prisons	musical leaders across the country who can deliver engaging workshops to local volunteers Reinvigorating our additional events programme, including fundraising and performance events and discussion or panel events to continue improving understanding of life in prison and the system
---	---

What's next?

Over 2023-24, we have a number of key goals, including:

- Restructuring our executive team to provide more day-to-day support for our local volunteers and programmes and create space for refreshed focus on our anti-racism work, by recruiting a part-time programme manager;
- Evaluate our Ambassador Scheme fully and review the project structure before rolling it out more widely into other sites;
- Set up new local committees in Liverpool and Lancaster to provide sustainable resource for our expansion into the North West;
- Continue to liaise closely with prison partners about new ways of working post-pandemic, and work to book workshops in blocks to ensure continuity of relationships.

Financial review

Non-company charities (including CIOs) where gross income does not exceed £250,000 are permitted to prepare accounts on a receipts and payments basis. The accounts record transactions from 1 April 2022 to 31 March 2023. These accounts can be found on page 13 of the report and a summary is provided below for clarity.

Sing Inside recorded net receipts of £14,510 in the year ended 31 March 2023 (2022: £4,517). This comprised receipts of £32,495 (2022: £10,191) and payments of £17,985 (2022: £5,674).

Receipts received during the year relating to restricted funds were £12,050 and reflected funds awarded for the Ambassador Scheme and musical leadership training. Unrestricted receipts received during the year amounted to £20,445 with this split between charitable activities (£15,430) donations and legacies (£4,556), and other trading activities (£459).

Total payments of £17,985 were made in the year reflecting overheads (£5,246), visit travel (£3,419), development (£3,942) and publicity and fundraising (£4,840).

Cash is the only asset of Sing Inside at the reporting date. The statement of assets and liabilities shows total cash balances at 31 March 2023 of £40,788 (2022: £26,278). Of this total, restricted cash funds amount to £11,004.

Gross income in the year exceeded £25,000 and an independent examination of the accounts is therefore required by law. The examination was undertaken by Lorna Syrett and the independent examiner's report is included below. There were no conflicts of interest identified between the examiner, the executive team and / or the trustees and no payment was made to the independent examiner for their services.

Additional disclosures required for CIOs

The Charitable Incorporated Organisations (General) Regulations 2012 do require the following information to be given by way of note:

- a) particulars of any guarantee given by the CIO, where any potential liability under the guarantee is outstanding at the date of the statement of assets and liabilities;
- b) particulars of any debt outstanding at the date the statement of assets and liabilities which is owed by the CIO and which is secured by an express charge on any of the assets of the CIO.

It is noted for Sing Inside that there was nothing to disclose in respect of either a) or b).

Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Sing Inside maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work;
- to provide a level of funding for unexpected opportunities;
- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The board of trustees will review the above criteria with reference to Sing Inside's business plan and determine the target level of free reserves to meet these commitments. The basic target level of reserves to be reviewed annually is six months of operating expenditure to allow for a managed wind-down if necessary. At present, the board are maintaining free unrestricted reserves of £9,000 (increased from our reduced reserve levels during the Covid-19 pandemic, which were held at £7,500). This increase reflects the increase in activity over the last year and the need to ensure a managed wind-down now that the charity is an employer.

Accounts

		Sing Inside			1182678	
		Receipts and payments accounts				
From	01/04/2022	To	31/03/2023			
Section A: Receipts and payments						
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Prior period (01/04/2021 - 31/03/2022)	
	£	£	£	£	£	
A1 - Receipts						
Charitable activities	15,430	12,050	-	27,480	1,600	
Donations and legacies	4,557	-	-	4,557	8,762	
Other trading activities	459	-	-	459	(171)	
Sub-total (Gross income for AR)	20,446	12,050	-	32,496	10,191	
A2 - Asset and investment sales						
	-	-	-	-	-	
	-	-	-	-	-	
	-	-	-	-	-	
Sub-total	-	-	-	-	-	
Total receipts	20,446	12,050	-	32,496	10,191	
A3 - Payments						
Visit travel	2,485	934	-	3,419	839	
Overheads	3,089	2,157	-	5,246	1,864	
Development	3,942	538	-	4,480	2,680	
Publicity and fundraising	4,840	-	-	4,840	291	
Sub-total	14,356	3,629	-	17,985	5,674	
A4 - Asset and investment purchases						
	-	-	-	-	-	
	-	-	-	-	-	
Sub-total	-	-	-	-	-	
Total payments	14,356	3,629	-	17,985	5,674	
Net receipts / (payments)	6,090	8,421	-	14,511	4,517	
A5 - Transfers between funds	(90)	90	-	-	-	
A6 - Cash funds last year end	23,695	2,583	-	26,278	21,761	
Cash funds this year end	29,695	11,094	-	40,789	26,278	

Section B: Statement of assets and liabilities at the end of the period

Categories	Details of bank accounts	Unrestricted funds	Restricted funds	Endowment funds
		£	£	£
B1 Cash funds	Central account	22,488	11,094	-
	Cambridge account	2,959	-	-
	Oxford account	4,248	-	-
	York account	-	-	-
	Petty cash account	-	-	-
	Total cash funds	29,695	11,094	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds	Restricted funds	Endowment funds
		£	£	£
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name		Date of approval
	<i>Jonathan Lucas Wood</i>	Jonathan Lucas Wood		31/12/23
	<i>Nigel Rothband</i>	Nigel Rothband		31/12/23

Independent examiner's report

The independent examiner's report can be found on the next page of this document.



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
SING INSIDE

**On accounts for the year
ended**

31/03/2023

**Charity no
(if any)**

1182678

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 03 / 2023**.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

12/12/2023

Name:

Lorna Syrett

**Relevant professional
qualification(s) or body
(if any):**

Member of ACCA – Association of Chartered Certified Accountants

Address:

3 The Drive, Bicton, East Budleigh, Devon, EX9 7BH

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

SING INSIDE

England & Wales - Charity number 1182678

Accounts



Sing Inside: Annual Report and Accounts 2021-22

The trustees are pleased to present the annual report and accounts of Sing Inside for the year ended 31 March 2022.

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Chief Executive’s statement – Maisie Hulbert	3
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Reference information

Charity name: Sing Inside

Registered CIO number: 1182678

Registered address: Sing Inside, International House, 12 Constance Street, London, E16 2DQ

Trustees

Nigel Rothband (chair, appointed 28.03.2019)

Andrea Brown (appointed 28.03.2019)

Claudia Vince (appointed 09.12.2020)

Áine Jackson (appointed 14.12.2020)



Jonathan Lucas Wood (appointed 21.12.2020)
Jenny Mercer (appointed 21.01.2021)
Edward Smyth (appointed 03.09.2021)

Executive team

Maisie Hulbert (chief executive officer)
Kate Apley (head of volunteer engagement)
Giverny McAndry (head of policy)
Jonathan Schranz (head of development)
Clover Willis (musical leadership executive)

With thanks to local volunteer committees based in Cambridge, Oxford and York, as well as volunteer project officers.

Structure, governance and management

Sing Inside was registered with the Charity Commission in England and Wales as a charitable incorporated organisation (CIO) on 28 March 2019 with registered charity number 1182678. Sing Inside's governing document is its constitution (last updated March 2019). The trustees confirm that the financial statements comply with the requirements in section 24 of Sing Inside's constitution and with section 133 of the Charities Act 2011 which permits non-company charities to prepare receipts and payments accounts provided the charity's gross income does not exceed £250,000.

Sing Inside provides group singing workshops in prisons across England and Wales. We enable all participants to enjoy singing with others free from judgement or assessment, inspiring hope and confidence, and facilitating connection to others.

We train confident, inspiring community music leaders who deliver engaging, accessible singing sessions. We prioritise enjoyment in our approach to learning to increase confidence, promote teamwork and encourage participants to recognise their individual contribution to a shared goal.

Our executive team oversees three local committees made up of volunteers who organise workshops with prisons local to them, in Cambridge, Oxford and York. Our relationships with prisons in Staffordshire, London and the south east and all new prison partnerships are managed by the executive team.

During the 2021-22 financial year, Sing Inside continued to face a difficult external landscape with most prisons in England and Wales cancelling face-to-face educational and rehabilitative provision due to the ongoing Covid-19 pandemic. Prisons experienced and continue to experience serious staff shortages and many entered site lockdowns at short notice. For a charity with limited resource in terms of capacity and finances, this made it very difficult to plan ahead and shape projects with clear expectations around prison involvement.

Later in the year some face-to-face work resumed. Sing Inside continued to work on a hybrid offer, through a key project at HMP Woodhill in August 2021 in which physical packs accompanied a day-long session, during which the group created a recording of Bill Withers' Lean on Me. This recording was broadcast on National Prison Radio later in the autumn



alongside an interview with our chief executive, encouraging listeners to join Sing Inside on visits as soon as possible and reiterating our focus on enjoyment and connection to others.

In December 2021, volunteers provided Christmas visits in HMP Wayland and HMP Full Sutton. These sites unfortunately re-entered lockdown in early 2022 which delayed our return to the prisons, but the charity was able to return to HMP Woodhill in March 2022. Sing Inside has also focused this year on rolling out our musical leadership training, which was delivered to volunteers in York, Oxford and Cambridge during 2021-22, upskilling new musical leaders to lead our workshops as we return to face-to-face work more consistently.

Sing Inside also formed its first ever three year strategy, which will run from April 2022 to March 2025. This focuses our resource on prioritising fun in our singing sessions, aiming to boost wellbeing after a significant period of isolation, and blending remote learning into a hybrid approach to boost engagement between workshops. The strategy also sets clear goals on the sustainability of the organisation and stabilising our operating model to ensure all our teams are properly resourced and managed. We have also formed our first anti-racism action plan, focusing on embedding our work in local communities, diversifying our volunteer base through building relationships and connections with other local groups, and ensuring our musical outputs and procedures are reviewed through an anti-racist lens. We look forward to starting work on delivering this strategy.

Chair's statement – Nigel Rothband

I am proud, particularly in the last year, to be the Chair and a supporter of Sing Inside. The charity has emerged from the pandemic with greater clarity, a brand new three year strategy and a more flexible approach.

Despite the ongoing and significant challenges of delivering singing workshops in prisons, the executive team have continued to show resilience, creativity and determination. Their passion for the charity's purpose and their enthusiasm are both infectious and inspiring.

This year we will begin to implement our new strategy which includes piloting our exciting ambassador scheme, remunerating our staff and continuing to connect with our local communities. Thank you to my fellow trustees, all our volunteers, supporters and the executive team for your continued commitment and support.

Chief executive's statement – Maisie Hulbert

This year has been a uniquely challenging year for Sing Inside. The picture in prisons has made it difficult to work closely with people and meaningfully involve them in designing our work due to very low levels of face-to-face provision, and challenges gathering feedback forms from our in-cell provision. As prisons start to reopen, we are seeing a variety of issues surfacing: most importantly for our service design, we are facing a mental health crisis in prisons following a period of such intense isolation, with the Justice Committee estimating that up to 70% of people in prison could be suffering with poor mental health. The practical delivery element of our work is also under more pressure than I have ever experienced before, with staffing levels extremely low and this creating a lack of capacity within the service for activities to resume to anything like pre-pandemic levels. I remain hopeful that this will change as

prisons adapt to post-pandemic ways of working, and am proud of the entire team's tenacity, adaptability and determination to deliver as much as possible within incredibly tight constraints.

I am very proud of a number of key pieces of work, most importantly setting our first three year strategy. This will shape our work for years to come, and includes key objectives such as remunerating our team, piloting our Ambassador Scheme to place the voices of people in prison at the heart of workshop design and delivery, and deepening our connections to local communities. Piloting our musical leadership training over the last year has also been a huge success, with volunteers across the country now ready to lead on our workshops and develop their own musical leadership skill. This is a significant benefit as it will allow us to provide more workshops, at a time when confidence building in prisons has never been more needed. I would like to thank our board of trustees, executive team, local committees and volunteer base for all their support over the last year, and I look forward to working with them as we begin to deliver the strategy.

Report of the trustees: our objectives

Sing Inside's objectives as a charity are set out in our governing document as follows.

"To advance the education of the public in the art of music by:

- *Conducting choral workshops in UK prisons and holding facilities, and promoting music and the performing arts for all who live or work within a prison setting using volunteers drawn from UK universities and local choirs;*
- *Training and developing the musicianship and educational leadership skills of volunteers drawn from UK universities and local choirs to support workshop delivery."*

All of Sing Inside's activities focus on delivering public benefit in line with these purposes. This is usually achieved through delivering day-long workshops and multi-day courses in prisons; however, due to the significant limitations posed by the Covid-19 pandemic, we were not able to return to normal levels of activity during 2021-22. We delivered our objectives in Q1 and Q2 by creating a set of remote learning resources which included a focus on black and minoritised composers and songwriters in line with our anti-racism objectives, which we were then able to deliver face-to-face teaching on when a small number of visits resumed in Q3 and Q4. Sing Inside also focused on work we could deliver outside of prisons in line with our second charitable objective by upscaling our musical leadership training and delivering three sessions over the year, developing musical leaders to support workshop delivery as soon as it can resume.

The trustees have referred to the Charity Commission's general guidance on public benefit when setting our objectives and in planning our future activities.

In this report we describe our main activities over the year and how we have continued to develop our organisation and deliver impactful work despite significant limitations posed by the pandemic. We also explore what we have learnt, and how we intend to work in the future to achieve our new strategy.

What have we delivered?

- 177 audio CDs and learning packs to people in prison

- 3 musical leadership training sessions to 21 volunteers
- Explored new, innovative methods of remote engagement with prison communities including via prison radio and tablets, through a partnership with Socrates
- Delivered four face-to-face singing sessions in three prisons, reaching over 30 residents and engaging 32 volunteers
- Formed our first three-year strategy
- Improved our digital position by upgrading our IT systems to enable better remote working
- Completed the Measuring the Good programme, implementing new impact measurement processes gathering the perspectives of people in prison and volunteers

We are grateful to a number of funders who supported our work over the year, including the D'Oyly Carte Charitable Trust; the John and Susan Bowers Foundation, and the Neighbourly Foundation, as well as numerous generous donors and our regular supporters.

Our work

2021-22 provided more flexibility than the previous business year to return to face-to-face work, but it was still a challenging year for Sing Inside. With access to prisons consistently restricted, it was difficult to know whether our remote learning resources were reaching people effectively, and to gather feedback about the content. Nonetheless we focused on delivering work where we could, and continued to build on our strategic foundations to ensure we could resume face-to-face working from a strong position.

Remote learning resources

In the first half of the financial year, we were keen to continue reaching people in prison with new resources. We delivered a learning pack which included historical information and quizzes on composers from racially minoritised backgrounds, and the music we provided was accompanied by information about social context and the implications for Black, Asian and minoritised communities. We also included exercises on writing and reading music, and three song learning sessions delivered via audio CD.

To enable this work in the next business year we have built a partnership with the company Socrates, who are developing in-cell technology via tablets which people in prison can access. We hope to provide resources as these devices are rolled out and seek feedback from those in prison directly, to understand how remote delivery can supplement and enrich our face-to-face sessions.

Face-to-face provision

During the business year, we were able to deliver a total of four face-to-face workshops: two in HMP Woodhill in August 2021 and March 2022; and one in each HMP Full Sutton and HMP Wayland, both in December 2021. These sessions were clearly greatly appreciated by people in prison, who had spent a huge amount of time on their own and valued the opportunity to connect with others. We expect that as prisons open, there will be high demand for activities which encourage improved wellbeing and social connection.

Our visit to HMP Woodhill in August 2021 was an opportunity for us to bring together our remote learning resources with in-person work. The remote learning resources which we distributed in summer 2021 formed the basis of the workshop, and were distributed to

participants in advance. On the day, we learned the song *Lean on Me* together and recorded this with the band backing track provided on the in-cell resource CD.

Following the workshop, this track was edited together with audio of our volunteers from across the country. The final track was broadcast on National Prison Radio in September 2021, demonstrating the power of singing to lift spirits and connect people despite significant barriers. We hope to continue utilising the remote learning resources we have been able to distribute already as a basis for in-person workshops, giving participants a chance to review the music we plan to learn and explore warming up exercises as well as musical activities in advance of sessions.

Volunteer engagement

Musical leadership training

Sing Inside's new musical leadership training, designed by our musical leadership executive, gives participants the opportunity to understand our approach to musical pedagogy in the prison environment, and why we use the methods we do. It also provides training and support on delivering workshops, upskilling volunteers to deliver sessions in the future. We delivered three musical leadership training sessions throughout this year, which were highly successful and trained 21 volunteers. We hope to deliver five sessions in the next business year. Feedback included the following comments:

- "I felt the session was a great building block in developing my skills as a musical practitioner."
- "Great to do lots of singing together but also to have plenty of time to practise teaching."
- "The right balance between being a confident, informative and expert leader, and sitting back to give us the chance to practise and make mistakes. Thank you - it was a really enjoyable afternoon."
- "Understanding how Sing Inside approaches the teaching of singing within prisons."

Face-to-face prison workshops

We also delivered four face-to-face sessions in three prisons. 32 volunteers attended prison visits, and as in previous years we found that they had interesting and at times very moving experiences working with people in prison as equal partners. Feedback included the following comments:

Question: what did you enjoy most about today's session?

- "Having the opportunity to provide something different and enjoyable for residents."
- "Sense of teamwork and growth through the sessions. Enjoying music/singing in its simplest form without pretentiousness!"

Anti-racism

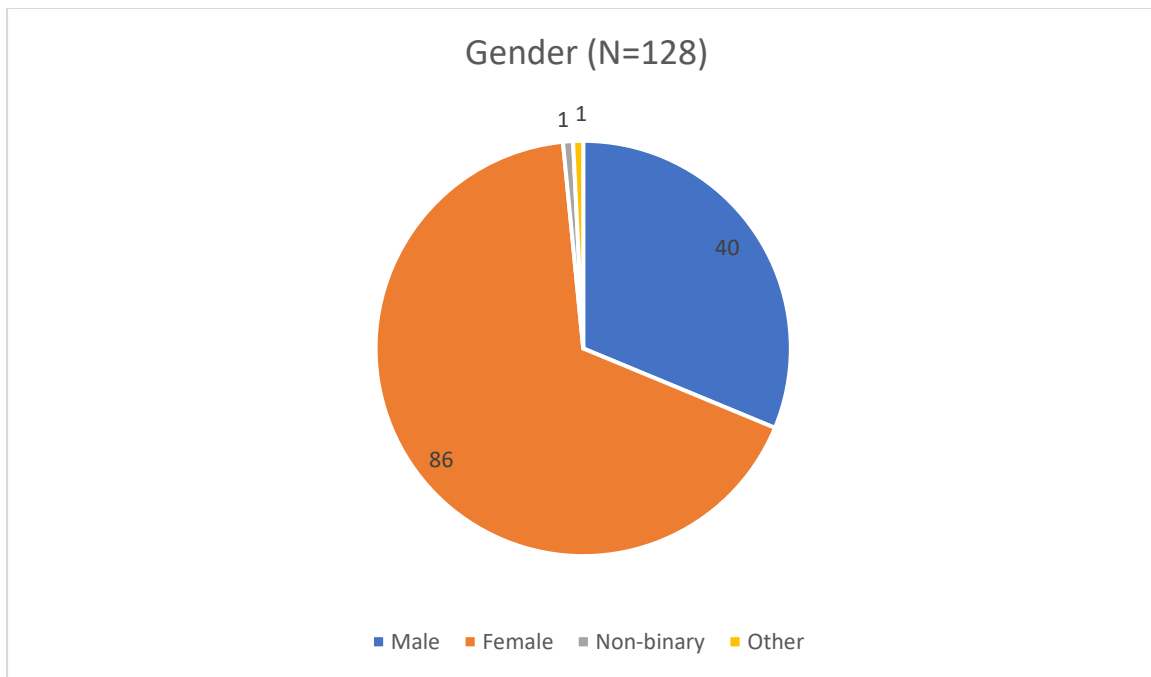
In June 2020, Sing Inside committed to becoming an actively anti-racist organisation, and over 2021-22 we began adapting our services to start this journey. This work included:

- Implementing changes to our music planning processes to ensure a greater diversity of repertoire is taught and performed at Sing Inside workshops;

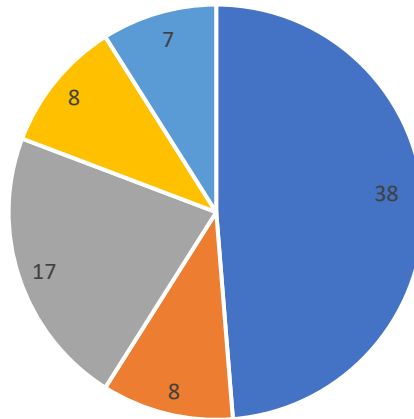
- Publishing our anti-racism action plan on our website and circulating this to all our volunteers and supporters, as well as signposting volunteers to further information and policy developments in this area;
- Continuing to gather demographic data of our volunteer base to gain an improved understanding of how we can set targets to diversify our community and work with local people to tailor opportunities to work with Sing Inside. In the next business year, we will begin benchmarking our demographic data based on census data and set targets for tailoring work in local communities, as laid out in our anti-racism action plan. Due to a lack of face-to-face engagement, we have not been able to gather demographic data of those we work with in prison on enough occasions to create a representative sample; in the next business year we will work with prisons to develop systems for doing so.

Volunteer demographic data

So far 128 out of a total of 795 contacts who have registered an interest in volunteering with us have filled out an EDI form and selected the fields they are happy to complete. As of March 2022 our demographic data on our volunteers is below. We have only included data fields where at least one submission was received and provided the total number of submissions for each category.

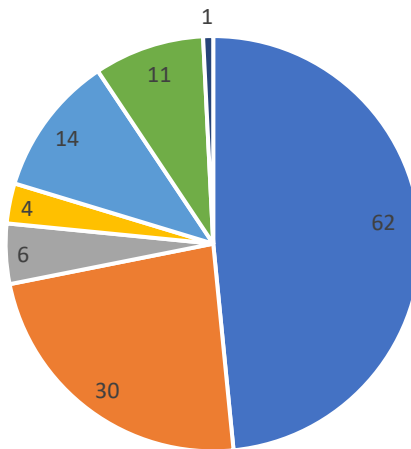


Sexual orientation (N=78)



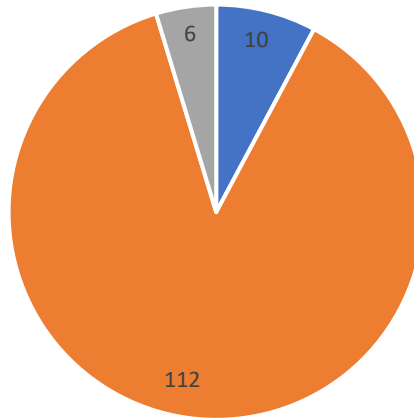
■ Heterosexual ■ Homosexual ■ Bisexual ■ Prefer not to say ■ Other

Age (N=128)



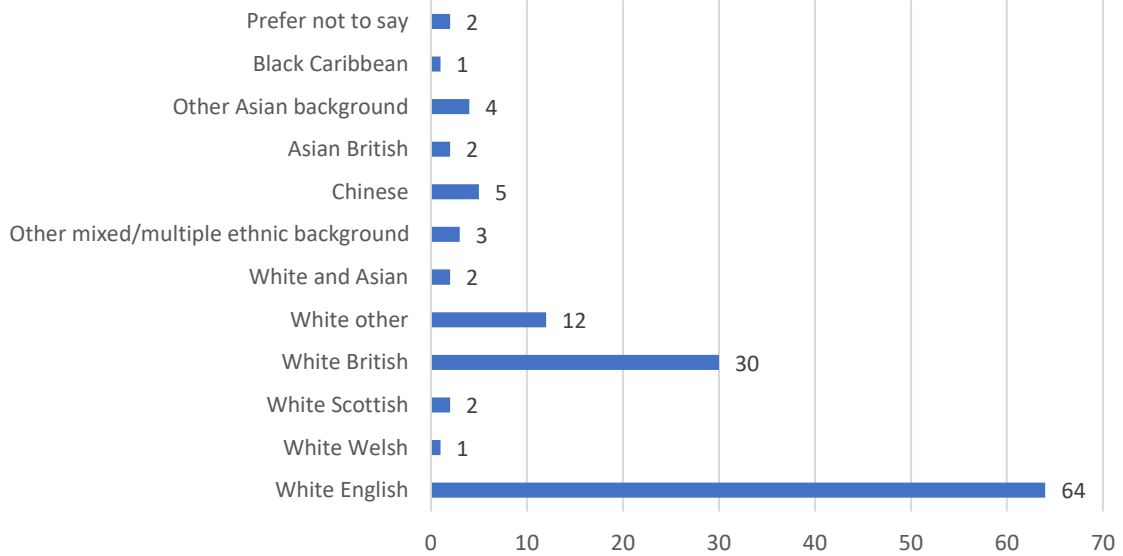
■ 18-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65 or over ■ Prefer not to say

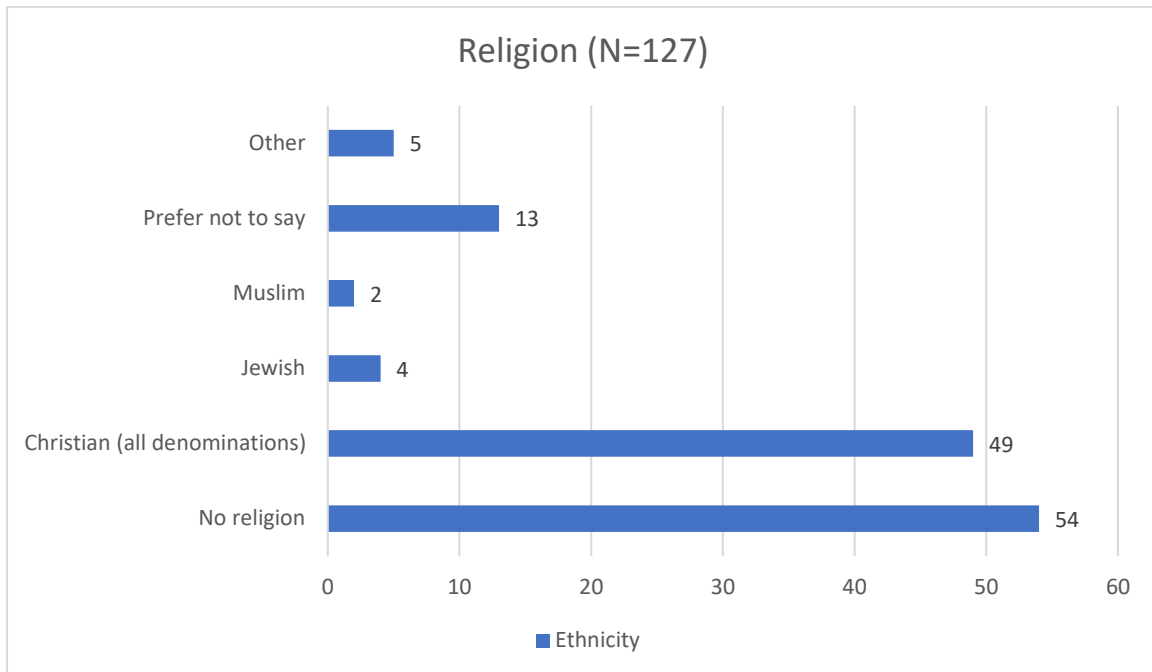
Disability (N=128)



■ Yes ■ No ■ Prefer not to say

Ethnicity (N=128)





What have we learnt?

In the past business year we have learnt a huge amount about the ways in which we work, and the next steps we need to take to keep growing and developing. Some of our key learning has included:

Key learning point	How we will act
Limited access to feedback from people in prison limits the development and tailoring of our activity	Piloting our Ambassador Scheme will lay the foundations for more consistent contact with people in prison across all sites we work in. We are currently seeking a wide range of funding to support this work
Team capacity and connection has been a challenge due to a lack of face-to-face work	Remunerating key team members is now a strategic priority, and includes provision for more consistent and engaged management and connection of our teams through training and annual engagement events
The external environment and ongoing challenges within the prison system have a clear and significant knock-on effect on our work	Partnering with other organisations to strengthen our hybrid offer, should challenges accessing prisons persist; monitoring changes in the environment and working closely with prison based contacts to understand the specific challenges on their sites and how we can adapt our workshops to support them.

What's next?

In 2022-23 we hope to pilot our Ambassador Scheme, which will develop and deepen our relationships with people in prison by providing them with an opportunity to engage consistently with Sing Inside, developing a range of skills along the way. We are working closely with partners and prisons to shape and roll out this work, as well as seeking funding for the programme. We are also beginning work on broadening our engagement with potential communities of volunteers to diversify and increase our volunteer base, including building relationships with local volunteering and music groups to understand the specific local volunteering environment and the kinds of opportunities Sing Inside can offer. We will also focus in 2022-23 on restarting face-to-face work in as many of our partner prisons as possible, ensuring we can rebuild relationships and work with prisons to better understand the post-Covid environment and the role of Sing Inside within that context.

Financial review

Non-company charities (including CIOs) where gross income does not exceed £250,000 are permitted to prepare accounts on a receipts and payments basis. The accounts record transactions from 1 April 2021 to 31 March 2022. These accounts can be found on page 13 of the report and a summary is provided below for clarity.

Sing Inside recorded net receipts of £4,517 in the year ended 31 March 2022 (2021: £5,432). This comprised receipts of £10,191 (2021: £11,668) and payments of £5,674 (2021: £6,236).

Receipts received during the year relating to restricted funds were £1,600 and reflected funds awarded for ongoing digital development costs and to fund our return to face-to-face work. Unrestricted receipts received during the year amounted to £8,591 with this split between charitable activities (£1,600) donations and legacies (£8,762), and other trading activities (£-171).

Total payments of £5,674 were made in the year reflecting overheads (£1,864), visit travel (£839), development (£2,680) and publicity and fundraising (£291).

Cash is the only asset of Sing Inside at the reporting date. The statement of assets and liabilities shows total cash balances at 31 March 2022 of £26,278 (2020: £16,329). Of this total, restricted cash funds amount to £2,583.

Although gross income in the year did not exceed £25,000 and an independent examination of the accounts was not required by law, the charity arranged one as a matter of responsible financial governance. The examination was undertaken by Chris Jebb ACA and the independent examiner's report is included below. There were no conflicts of interest identified between the examiner, the executive team and / or the trustees and no payment was made to the independent examiner for their services.

Additional disclosures required for CIOs

The Charitable Incorporated Organisations (General) Regulations 2012 do require the following information to be given by way of note:

- a) particulars of any guarantee given by the CIO, where any potential liability under the guarantee is outstanding at the date of the statement of assets and liabilities;

- b) particulars of any debt outstanding at the date the statement of assets and liabilities which is owed by the CIO and which is secured by an express charge on any of the assets of the CIO.

It is noted for Sing Inside that there was nothing to disclose in respect of either a) or b).

Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Sing Inside maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work;
- to provide a level of funding for unexpected opportunities;
- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The board of trustees will review the above criteria with reference to Sing Inside's business plan and determine the target level of free reserves to meet these commitments. The basic target level of reserves to be reviewed annually is six months of operating expenditure to allow for a managed wind-down if necessary. At present, due to several years of reduced activity and expenditure as a result of the Covid-19 pandemic, the board are maintaining free unrestricted reserves at six months of our 2019-20 operating expenditure – the last year when Sing Inside delivered activity at standard levels, during which our total expenditure was £14.79k. Our reserves are currently held at £7,500. The board of trustees will from time-to-time designate funds from free reserves for significant project costs.

Accounts

	Sing Inside			1182678		
	Receipts and payments accounts					
	From	01/04/2021	To	31/03/2022		
Section A: Receipts and payments						
	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Prior period (01/04/2020 - 31/03/2021)	
	£	£	£	£	£	
A1 - Receipts						
Charitable activities		1,600	-	1,600	1,750	
Donations and legacies	8,762	-	-	8,762	10,137	
Other trading activities	(171)	-	-	(171)	(219)	
<i>Sub-total (Gross income for AR)</i>	8,591	1,600	-	10,191	11,668	
A2 - Asset and investment sales						
	-	-	-	-	-	
	-	-	-	-	-	
	-	-	-	-	-	
<i>Sub-total</i>	-	-	-	-	-	
<i>Total receipts</i>	8,591	1,600	-	10,191	11,668	
A3 - Payments						
Visit travel	611	228	-	839	(235)	
Overheads	1,402	462	-	1,864	2,468	
Development	2,080	600	-	2,680	3,312	
Publicity and fundraising	291	-	-	291	691	
<i>Sub-total</i>	4,384	1,290	-	5,674	6,236	
A4 - Asset and investment purchases						
	-	-	-	-	-	
	-	-	-	-	-	
<i>Sub-total</i>	-	-	-	-	-	
<i>Total payments</i>	4,384	1,290	-	5,674	6,236	
<i>Net receipts / (payments)</i>	4,207	310	-	4,517	5,432	
A5 - Transfers between funds						
	-	-	-	-	-	
A6 - Cash funds last year end	19,488	2,273	-	21,761	16,329	
<i>Cash funds this year end</i>	23,695	2,583	-	26,278	21,761	



Section B: Statement of assets and liabilities at the end of the period

Categories	Details of bank accounts	Unrestricted funds £	Restricted funds £	Endowment funds £
B1 Cash funds	Central account	15,383	2,583	-
	Cambridge account	4,512	-	-
	Oxford account	3,800	-	-
	York account	-	-	-
	Petty cash account	-	-	-
	Total cash funds	23,695	2,583	-
Categories	Details	Unrestricted funds £	Restricted funds £	Endowment funds £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print name	Date of approval	
		Jonathan Lucas Wood	24/09/2022	
	 <small>Nigel Rothband (Sep 23, 2022 00:29 GMT+1)</small>	Nigel Rothband	25/9/2022	



International House
12 Constance Street
London E16 2DQ

info@singinside.org
www.singinside.org
Registered charity 1182678

Independent examiner's report

The independent examiner's report can be found on the next page of this document.



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name Sing Inside

**On accounts for the year
ended**

31 March 2022	Charity no (if any)	1182678
---------------	------------------------	---------

Set out on pages

<small>(remember to include the page numbers of additional sheets)</small>
--

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 03 / 2022.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

C. Jebb

Date:

20 / 09 / 2022

Name:

Chris Jebb

**Relevant professional
qualification(s) or body
(if any):**

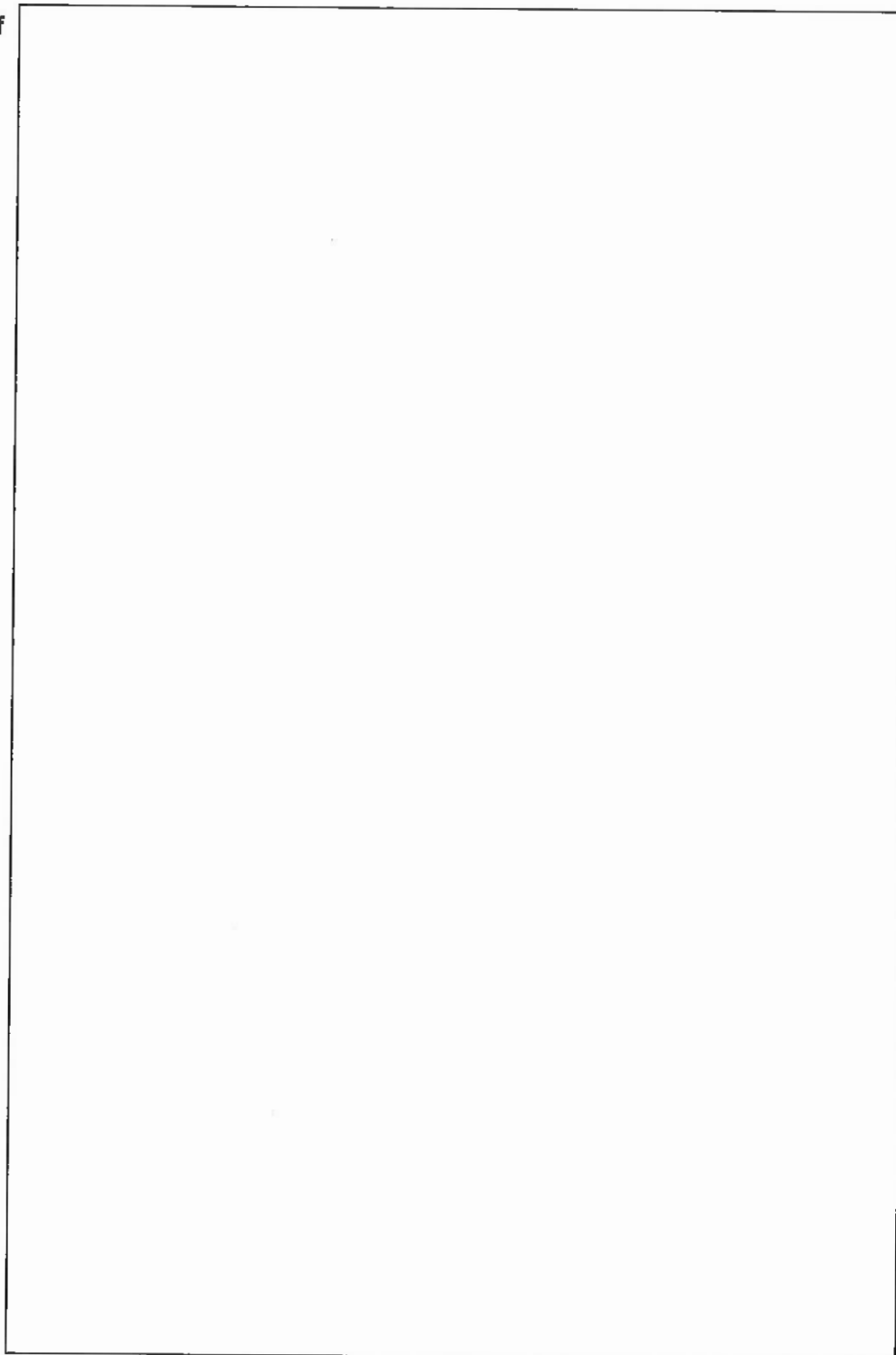
ACA - ICAEW

Address:

47 Sentrays Orchard, Exminster
Exeter
EX6 8UE

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.













21-22 Annual Report - For signatures

Final Audit Report

2022-09-24

Created:	2022-09-24
By:	Jonathan Wood (jonathan.wood@clintondevon.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAME_uzh_wFF7PJZyOYTtmv_BUF-MWgr46

"21-22 Annual Report - For signatures" History

-  Document created by Jonathan Wood (jonathan.wood@clintondevon.com)
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-  Document emailed to jonathan.l.s.wood@gmail.com for signature
2022-09-24 - 1:31:01 PM GMT
-  Email viewed by jonathan.l.s.wood@gmail.com
2022-09-24 - 1:31:18 PM GMT- IP address: 66.249.93.130
-  Signer jonathan.l.s.wood@gmail.com entered name at signing as Jonathan Lucas Wood
2022-09-24 - 1:32:35 PM GMT- IP address: 82.132.235.0
-  Document e-signed by Jonathan Lucas Wood (jonathan.l.s.wood@gmail.com)
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-  Document emailed to nigelrothband@icloud.com for signature
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-  Signer nigelrothband@icloud.com entered name at signing as Nigel Rothband
2022-09-24 - 11:29:34 PM GMT- IP address: 80.3.195.17
-  Document e-signed by Nigel Rothband (nigelrothband@icloud.com)
Signature Date: 2022-09-24 - 11:29:35 PM GMT - Time Source: server- IP address: 80.3.195.17
-  Agreement completed.
2022-09-24 - 11:29:35 PM GMT

SING INSIDE

England & Wales - Charity number 1182678

Accounts



Sing Inside: Annual Report and Accounts 2020-21

The trustees are pleased to present the annual report and accounts of Sing Inside for the year ended 31 March 2021.

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Reference information

Charity name: Sing Inside

Registered CIO number: 1182678

Registered address: Sing Inside, International House, 12 Constance Street, London, E16 2DQ

Trustees

Nigel Rothband (chair, appointed 28.03.2019)
Andrea Brown (appointed 28.03.2019)
Claudia Vince (appointed 09.12.2020)
Áine Jackson (appointed 14.12.2020)
Jonathan Lucas Wood (appointed 21.12.2020)
Jenny Mercer (appointed 21.01.2021)



Executive team

Maisie Hulbert (chief executive officer)
Kate Apley (head of volunteer engagement)
Giverny McAndry (head of policy)
Jonathan Schranz (head of development)
Clover Willis (musical leadership executive)

With thanks to local volunteer committees based in Cambridge, Oxford and York, as well as volunteer project officers.

Structure, governance and management

Sing Inside was registered with the Charity Commission in England and Wales as a charitable incorporated organisation (CIO) on 28 March 2019 with registered charity number 1182678. Sing Inside's governing document is its constitution. The trustees confirm that the financial statements comply with the requirements in section 24 of Sing Inside's constitution and with section 133 of the Charities Act 2011 which permits non-company charities to prepare receipts and payments accounts provided the charity's gross income does not exceed £250,000.

Sing Inside provides group singing workshops in prisons across England and Wales using volunteers drawn from local communities. We work with people in prison, people from the local community and prison staff to dismantle social barriers, build a greater sense of self-worth, and develop musical skills. We use the unique power of group singing to build trust, understanding and social skills, forming choirs that join people from inside prison with those outside prison in one group with the same set of common goals. By creating an environment that encourages mutual learning and shared experiences, we change outlooks, increase confidence, and help people to see themselves and others differently. We create environments of hope and positivity in which people raise their aspirations musically, socially and across their lives. Our executive team oversees three local committees made up of volunteers who organise workshops with prisons local to them, in Cambridge, Oxford and York. Our relationships with prisons in Staffordshire, London and the south east are managed by the executive team.

During the 2020/21 business and financial year, all of the charity's planned face-to-face work had to be cancelled as a result of the Covid-19 pandemic. Restrictions across the prison estate meant that in-person educational provision was almost entirely halted, and it has been challenging to identify a clear moment when such provision could resume, given the changing lockdown restrictions and the specific context of prisons. Nonetheless, Sing Inside recognised the severity of isolation which would be experienced by people in prison during this time. People in prison have experienced a lack of contact with family and friends; the suspension of any work or meaningful activity; not being able to connect and speak to others in prison; and for many, changes to release dates and progression plans. All together this presented a picture in which the personal wellbeing of people in prison was likely to be severely impacted, and a feeling of connection to others all but entirely absent. In response, Sing Inside adapted its services by creating a new remote delivery model and replaced its in-person workshops with paper learning resources and accompanying audio CDs that were sent to prisons across the country. The executive committee also focused on developing a number of strategic and operational areas of the charity while workshops were suspended.

Chair's statement – Nigel Rothband

I am delighted to present our 2020/21 annual report, which shows how we have advanced the execution of our vision, despite the global pandemic.

Following a skills audit of the board, Sing Inside embarked upon a robust recruitment process to identify and recruit a number of new trustees. I am delighted that as a result of this process, our board has been significantly strengthened. The new members of the team bring experience, knowledge and energy which will have a tremendous impact on our work.

The impact of the pandemic cannot be understated, and the executive team have done an outstanding job in responding to the challenges. They have continued to show great flexibility and resilience. As a result, people in prison and our volunteer community have still benefited from our work. Despite Covid-19, the funds we have received this year have been put to good use and the charity is not building up excessive reserves.

Following the outstanding work developing our theory of change during the past 12 months, this year will see the charity produce our first strategy and I look forward to sharing the results in due course. For the first time, our financial processes benefit from independent examination this year which adds an additional level of scrutiny.

My sincere thanks go to my board colleagues for their considerable contribution, our executive team, and above all I would like to thank our loyal stakeholders for their ongoing support. I look forward to reporting on our progress.

Chief Executive's statement – Maisie Hulbert

The past business year has required Sing Inside to change almost everything about what we do and how we do it. Our workshops are usually grounded in personal connection and interaction: the power of working with others as a team was severely reduced by our inability to work together in person; the unique experience of learning and singing as a group was made impossible by the circumstances. More than ever, the last year has left people in prisons shockingly isolated and overlooked; the already minimal contact with their families and loved ones and access to vital educational and rehabilitative programmes was reduced or erased altogether, whilst changes to scheduled release dates will have weighed on the minds of those in prison. As a team, we are in no doubt that this has been a uniquely difficult time for people in prison, and our thoughts have been with the communities and people we work with over the last year.

Nonetheless, we have worked tirelessly to try and replicate at least some of the empowering feelings of personal connection to others that our workshops create. We want people in prison to feel part of a wider community, and that this community want to include and validate them. To this end, we designed and implemented several entirely new initiatives:

- We have delivered remote learning resources with personal messages from our teams, and created backing tracks that layered voices of volunteers drawn from across the country.
- We recorded and delivered sessions to people in prison and staff via local prison radio stations.

- Most innovatively, we connected our volunteers with the work we were doing for people in prison by running remote musical workshops in which the Sing Inside team would teach the same songs, that had been taught to the people in prison via remote resources, sometimes at the same time as the prison radio programmes, to create a sense that despite being apart we were still singing together.
- We have collaborated with a range of different organisations in response to the crisis to try and reach as many people as possible and create the greatest impact during this uniquely challenging period.

I am incredibly proud of the executive team, trustees, and volunteers for innovating, adapting and responding so quickly to the unforeseen, while also remaining patient and dealing with the intense pressures of the pandemic on their own livelihoods and stability.

I am also proud that we have taken the opportunity to accelerate some invaluable developmental work to strengthen Sing Inside for the future. We have implemented our first volunteer customer relationship management system; designed our musical leadership training to be rolled out within the next business year; recruited new trustees; and begun a vital and ongoing journey of learning, reflection, and new understanding to becoming an anti-racist organisation. We have further work to do in this area, but members of all our teams, our volunteer base, and those who engage directly with prison staff have openly started to explore their own biases and assumptions, and to interrogate how Sing Inside has worked in the past and where we need to improve.

In a uniquely difficult year for people and communities, and I am very proud of everything the Sing Inside community of people in prison, prison staff, volunteers and the wider criminal justice sector has worked so hard for. Sing Inside has achieved, and look forward to resuming face-to-face work in the future.

Report of the trustees: Our objectives

Sing Inside's objectives as a charity are set out in our governing document as follows.

"To advance the education of the public in the art of music by:

- *Conducting choral workshops in UK prisons and holding facilities, and promoting music and the performing arts for all who live or work within a prison setting using volunteers drawn from UK universities and local choirs;*
- *Training and developing the musicianship and educational leadership skills of volunteers drawn from UK universities and local choirs to support workshop delivery."*

All of Sing Inside's activities focus on delivering public benefit in line with these purposes. We normally do this by delivering day-long workshops and multi-day courses in prisons; however, in 2020-21 we adapted to a remote service delivery approach, providing prisons with paper learning packs, accompanying audio CDs wherever possible, and remote learning opportunities via Zoom for our volunteers to share music together.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when setting our objectives and in planning our future activities.

Our main objectives for the year as set out in our business plan were to: design and implement musical leadership training for our volunteers; recruit new trustees in a number of areas of

expertise; introduce a volunteer management system; and continue to deliver musical work in prisons to build communities and confidence.

In this report we describe our main activities over the year and how we have re-prioritised and innovated to respond to the external environment, what we have learnt, and how we plan to work moving forward as soon as we are able.

What have we delivered?

- 771 audio CDs and learning packs to people in prison
- Provided resources to 28 prisons across England, Wales and Scotland
- Delivered 7 virtual singing workshops to 41 volunteers
- Run three roundtables with 41 volunteers to feed into strategy and organisational direction
- Run our first annual volunteer survey gathering 61 responses
- Implemented a CRM system to hold volunteer data and surveys safely in Salesforce
- Expanded our board with four new trustees to engage new areas of expertise

Our work

Throughout the past year, we have had to adapt enormously. This has involved designing, recording and producing remote learning resources for people in prison, and remote singing workshops via Zoom for volunteers. Although this required constant learning and flexibility, the success of these resources has been unexpected and we are planning to integrate these methods into a blended approach in the future to take some of the valuable lessons we have learned throughout the pandemic forward in our work. We have also been able to take time to focus on our systems, governance and organisational structure, and have begun planning to form our first strategy in 2021-22.

Sing Inside's *theory of change* outlines four key outcome areas which we aim to achieve through our work:

- Confidence and self-esteem
- Behaviours
- Learning and skills
- Challenging stereotypes

In this report we reflect on where these outcomes have been identified in our work in 2020-21, both in the services we have delivered and in the ways we have developed as an organisation.

Remote learning resources

During the year, we adapted our singing workshop model to be delivered in a number of ways, collaborating with numerous organisations with access to people in prison to try and reach the greatest number of people possible. We were able to expand our reach from 15 prisons in 2019-20 face-to-face to 28 prisons through distance learning in 2020-21.

We provided these resources via a number of different channels:

- Our own PDF resource booklets distributed to our own prison contacts, accompanied by an audio CD containing audio learning aids of songs, breathing exercises and warmups
- Pre-recorded singing and breath sessions delivered via local radio at HMP Liverpool in partnership with Novus Media
- A 'Think-Let' (a short remote learning resource including musical warm ups and breathing exercises) distributed by Learning Together
- Resources distributed by the Prisoner Learning Alliance

We distributed 771 of our own CDs and accompanying PDF booklets. The additional networks which we built through collaboration and partnership working means we estimate we were able to reach over 1000 people in prison during the year. A key outcome here is learning, developing skills and challenging stereotypes: at a time when people in prison may have felt ignored and devalued, we continued to strive for connection to a bigger community of people based on a mutual interest in music and learning.

It has been challenging to collect feedback on these resources, due to restricted contact with people in prison and the difficulty of returning paper feedback forms to us by post or technology such as scanning and emailing. We sent feedback forms out with every batch of CDs and asked prison staff to circulate them and collect them, but this was not possible at many of the sites we worked with. Nonetheless, we were able to gather 17 feedback forms asking people in prison what they enjoyed about the resources. Although this is not a representative sample from the number of CDs sent out in total, it does give us some sense of how the resources were received.

The feedback forms were designed specifically for the remote learning resources, and provided a number of statements asking about the experience of using the learning packs. Respondents then selected from four multiple choice options to what extent they agreed or disagreed with the statements provided, and had an opportunity to provide further feedback in their own words. The responses to some of the questions we asked are provided below:

- I enjoyed using these resources

71% of respondents either 'strongly agree' or 'somewhat agree' with this statement.

- I found the audio CD helpful when learning the songs

89% of respondents either 'strongly agree' or 'somewhat agree' with this statement. Although we know that not everyone could access the audio CD, the majority of those who could felt it was a useful learning aid to help them develop new skills.

- I feel more confident about singing

76% of respondents either 'strongly agree' or 'somewhat agree' with this statement. We are pleased to be able to demonstrate that even remotely, engaging with our resources results in increased confidence and self-esteem.

- Doing something creative and enjoying music has improved my mood/cheered me up

83% of respondents either 'strongly agree' or 'somewhat agree' with this statement, demonstrating that using our resources helped people to improve their wellbeing.

- Having used these resources, I would be more likely to sign up to attend an in-person workshop with Sing Inside or another musical group

89% of respondents either ‘strongly agree’ or ‘somewhat agree’ with this statement. This is incredibly encouraging and we hope to see this reflected in take-up of face-to-face sessions when they become possible.

Although these feedback forms are not a fully representative sample, they do demonstrate that engaging individuals in music and singing improved their mood and built their confidence even without contact with others through collaborative face-to-face working. This is an encouraging result given that singing alone can feel exposing and nerve-wracking, and many individuals were dealing with the pressures of shared cells and a lack of privacy.

We have learned this year that multifaceted engagement with our stakeholders beyond face-to-face learning helps us to lay groundwork for stronger connection and learning for everyone taking part in our sessions. We hope that in the future a blended approach – using similar remote resources in the periods between face-to-face workshops – will aid learning and support greater ongoing engagement with Sing Inside. Such work will complement the Ambassador scheme that we hope to design and pilot in the next business year, which will encourage greater engagement with people in prison between regular workshops.

What they said

“Sing Inside has been a tremendous support to men in their cells during Covid-19 restrictions. The charity’s tenacity to continue delivering vocal training, albeit in an altered form, to people on the inside is inspirational, unparalleled and something for which we are enormously grateful. Their work has made a difference to the lives of men resident here in HMP Brixton throughout the pandemic – a huge thank you”.

- Governor Louise Ysart, HMP Brixton

Volunteer engagement and management

Sing Inside brings people in prison together with volunteers from local and student communities across the country, and our volunteer base of almost 1000 individuals with a registered interest in hearing about volunteering opportunities underpin everything we can do. Over this year, connecting our volunteers when face-to-face work was not possible was a priority, and we designed several new methods of engagement to reach out remotely. We reached a total of 74 individuals over the year, as well as regularly communicating via newsletters and social media. The events and sessions we organised included:

- Seven virtual workshops, with our musical leaders delivering a range of longer song-learning sessions and shorter lunchtime energiser sessions focusing on wellbeing and breath via Zoom, attended by 41 volunteers
- Two volunteer engagement sessions exploring how we can improve the volunteer experience of workshops and additional opportunities they would like to take part in
- One training session for volunteers (to complement the three sessions delivered to the executive committee and trustees) exploring anti-racism, facilitated by consultancy firm Strawberry Words
- One training session for our local committee members feeding into our strategy development



These sessions were consistently well attended and volunteers enjoyed the opportunity to connect with others. Interestingly, 45% of volunteers who came to remote learning sessions had not attended an in-person event before, indicating that such activity may be a useful recruitment tool and that we managed to expand our reach during the pandemic. We hope to convert these individuals to more active volunteering roles as prison visits resume.

What they said

“We had opportunity to communicate via the chat room and it was good to see who was taking part in the workshop. [musical leader name] singing and leading of the group was very good. Just right.” - Volunteer

“I think it is really lovely that the Sing Inside team is making an effort to carry out activities virtually, and I’m really excited to engage more with them in the future.” - Volunteer

Seeking volunteer input

We were also able to carry out our first annual volunteer survey, exploring how our volunteers experience volunteering with us and how we can improve. We had a total of 61 responses, and we will run this survey annually from now on to help shape our volunteer engagement and embed their views in forward planning.

Some key results included:

- 66% of respondents rated their enjoyment at 6/6; 24% rated it at 5/6
- 77% of volunteers indicated from several options that interacting with residents was what they enjoyed most about our workshops
- 89% of volunteers either strongly agree or agree that Sing Inside improves the wellbeing of those who participate
- 77% of respondents either strongly disagree or disagree with the statement “Sing Inside doesn’t make a lasting difference to people’s lives”
- On a scale of 1-6, where 1 is strongly disagree and 6 is strongly agree, 63% of respondents selected 5 or 6 in response to the statement: “Sing Inside has increased your understanding of the prison system”
- On the same scale, 90% of respondents selected 1 or 2 in response to the statement ‘the main purpose of prison should be to punish offenders’, demonstrating strong alignment with our values of the importance of meaningful activities being vital for those in prison
- On the same scale 74% selected 5 or 6 in response to the statement: “With the right support, most offenders can go on to live productive lives”, demonstrating an understanding that people in prison should be able to access activities which will help them to reintegrate into society.

This demonstrates that the majority of our volunteers enjoy working with us and feel their involvement with the charity has an impact on communities, as well as an understanding of the prison system and to what extent certain views which stereotype people in prison are held by Sing Inside volunteers. It has been challenging to fully assess to what extent these stereotypes have been broken down this year, having been unable to work with volunteers who have never worked in prisons before and examining their attitudes before and after working with us. However we are encouraged that some of our most engaged and committed volunteers filled out our annual survey and demonstrate a good understanding of how external factors can influence the lives of people in prison.

We also learnt from this survey that just 27% of volunteers feel that Sing Inside sufficiently involves volunteers in future planning. This prompted us to respond by planning the roundtables detailed above, fostering a culture in which volunteer voice is heard and actively contributes to shaping the experience of volunteering with Sing Inside.

Anti-racism

In June 2020, the murder of George Floyd in America led to renewed awareness of structural, systemic and societal racism across the world. Sing Inside reflected thoroughly on the history of our founding and our work as an organisation, working across both the charity sector and the criminal justice system, and the role we have played and will continue to play within these spheres.

We acknowledge that in the past our models and ways of working will have upheld the structures of racism which exist in these sectors and across society more generally. In particular, structural racism within criminal justice intersects significantly with our work; the findings of the Lammy Review clearly demonstrate disproportionate levels of imprisonment of Black, Asian and Minoritised Ethnic people. Our executive team and board of trustees are all white and our volunteer base is majority white, and does not therefore reflect the demographics, experiences or priorities of the people we work with. We recognise that we need to consider how our styles of working, language and communications may be exclusionary and make the changes needed to become a stronger, more socially-just organisation. We consider such need as a responsibility, and that we have a responsibility to contribute meaningfully to the national conversation and to lead by example wherever possible.

In June 2020, Sing Inside committed to becoming an actively anti-racist organisation, and over this business year we began taking steps to help us learn and unpack our work and ultimately make it more inclusive to all.

This work has included:

- Reviewing our workshop planning processes, particularly in terms of musical diversity and historical context. We have implemented new procedures to assist our musical leaders in planning sessions, including diversifying their musical content, exploring the origins of music which we perform, and ensuring that we acknowledge and discuss areas of challenge.
- Strengthening our data collection processes, including gathering demographics data on our volunteers at various points throughout the year, requesting this data when volunteers register with Sing Inside, fill out our annual survey, and through regular updates on our anti-racist work via our newsletter. We have not yet gathered enough data to present a representative sample of our volunteer base, but recognise that doing so is important: we will continue to gather data for the purpose of informing targeted interventions with a view to becoming increasingly inclusive.
- Analysing and developing our methods of volunteer recruitment by making a conscious effort to move away from our traditional pipeline of targeting university music students, and expanding our methods to include reaching out to other student societies; working more closely with local community choirs, volunteering groups, and other organisations

in local areas to form mutually beneficial partnerships. We also anticipate including providing musical leadership training and work experience opportunities, as well as better publicising general opportunities to volunteer. We are yet to finalise the approaches we could take but will be seeking such partnerships as our access to prisons increases, and workshops can resume.

- Increasing our understanding of racism and unconscious bias via independently facilitated training, working to understand our blind spots as an executive team and board, consider further training priorities around white fragility and microaggressions, and start to develop our confidence discussing these issues. We worked with Rebecca Hemmings from Strawberry Words over three sessions to explore why this work is so important to Sing Inside and how we will start to implement our key priorities.
- Maintain transparency by publishing our progress in this area: as well as publicising that we have been engaging in anti-racism work via social media, we hope to publish our first anti-racism action plan in 2021-22, secure additional training for local committees, and integrate anti-racism activism within our newly developing policy voice. We will also increase our communication on the issue by creating a dedicated webpage providing updates on this side of our work, and increasing our social media engagement on the issue to share learning and explore resources which will help us improve understanding across our supporter base and teams.

We understand and acknowledge that this work will never be completed, and we know that we need to build it into the fabric of our development and continued growth as an organisation. Sing Inside will continue to interrogate our own position on these issues, breaking down stereotyping that exists within our organisation and structures and challenging the ways we work which could be exclusionary. It is vital that this work is done alongside tackling the stereotypical attitudes towards people in prison, many of which are rooted in racism.

We are committing to taking action against racist structures and working to ensure that Sing Inside is an organisation where all people feel safe, supported, listened to, and valued.

What have we learnt?

In the past business year we have learnt a huge amount about the ways in which we work, and the next steps we need to take to keep growing and developing. Some of our key learning has included:

Key learning point	How we will act
Remote engagement was essential this year, but provides a valuable opportunity to increase engagement between workshops and to introduce what we do to new prison partners and those less familiar with singing.	When face-to-face work can resume, we will provide additional remote learning materials and resources in advance, and use these to complement our more traditional in-person sessions. We aim to retain some remote provision to complement our energising and inspiring group work.
Accessing and engaging people inside prison has been more challenging than ever before. We know we need to change the	We will continue to work towards piloting an Ambassador scheme for people in prisons to work more consistently alongside Sing

ways we reach people to maintain ongoing contact and provide the services people want and value.	Inside and strengthen connections across our network, and hope to pilot such a programme in 2021-22.
Reflecting on our own history has thrown up uncomfortable truths and conversations, and we have previously avoided challenging how we work and what inclusivity and accessibility means in practice.	We are working to define more clearly how we could better talk about singing, choirs, performing, and recording with a view to being more inclusive, and reach across our amazing network to engage their wide-ranging skills, interests and musical cultures instead of defaulting to our more traditional choral roots.
Communication across the teams has improved hugely this year. Working entirely digitally has meant that each team member has had to have a stronger, more constant awareness of the charity's activity, and to give more structured, regular support to others as they carry out their work.	Maintaining regular communication and formalising some of these processes to ensure that we regularly check in with local committees, take feedback from volunteers, and connect our trustees with volunteers will be hugely important in 2021-22.

What's next?

In 2021-22 we hope to resume face-to-face work. This aim is dependent largely on the prison system's return to 'normality' and the speed at which they begin welcoming external organisations, and the numbers permitted inside a prison at any given time. We recognise that our capacity will likely be stretched when we return to the more intense workshop delivery which we have recently been unable to carry out. We plan to manage this potential resource issue by focusing on rekindling and maintaining relationships with a smaller number of prisons and ensuring we build stronger ways of working. This will help us roll out our work when restrictions allow to a greater number of institutions. Some actions we will take include:

- Ensuring each local committee focuses on a smaller number of key prison relationships and on diversifying their recruitment channels for our volunteer base;
- Co-designing an Ambassador programme with people in prison as soon as face-to-face contact is permitted, and ideally piloting the programme in at least one prison to understand how it can be improved and rolled out more widely;
- Regularly delivering our musical leadership training to strengthen the skills within our volunteer base;
- Improving our digital capabilities, including redesigning our website, continuing to expand our volunteer management system, and exploring how to connect volunteers remotely.

Financial review

Non-company charities including CIOs where gross income does not exceed £250,000 are permitted to prepare accounts on a receipts and payments basis. The accounts record transactions from 1 April 2020 to 31 March 2021. These accounts can be found on page 14 of the report and a summary is provided below for clarity.

Sing Inside recorded net receipts of £5,432 in the year ended 31 March 2021 (2020: £2,980). This comprised receipts of £11,668 (2020: £17,772) and payments of £6,236 (2020: £14,792).

Receipts received during the year relating to restricted funds were £1,000 and reflected funds awarded to deliver remote learning resources in 2021-22. Unrestricted receipts received during the year amounted to £10,668 with this split between charitable activities (£750), donations and legacies (£10,137) and other trading activities (£-219).

Total payments of £6,236 were made in the year reflecting overheads (£2,467), travel (£-235, comprising refunds for cancelled workshops), development (£3,312) and publicity and fundraising (£691).

Cash is the only asset of Sing Inside at the reporting date. The statement of assets and liabilities shows total cash balances at 31 March 2021 of £21,761 (2020: £16,329). Of this total, restricted cash funds amount to £2,273.

Although gross income in the year did not exceed £25,000 and an independent examination of the accounts was not required by law, the charity arranged one as a matter of responsible financial governance. The examination was undertaken by Chris Jebb ACA and the independent examiner's report is included below on pages 16-18. There were no conflicts of interest identified between the examiner, the executive team and / or the trustees and no payment was made to the independent examiner for their services.

Additional disclosures required for CIOs

The Charitable Incorporated Organisations (General) Regulations 2012 do require the following information to be given by way of note:

- a) particulars of any guarantee given by the CIO, where any potential liability under the guarantee is outstanding at the date of the statement of assets and liabilities;
- b) particulars of any debt outstanding at the date the statement of assets and liabilities which is owed by the CIO and which is secured by an express charge on any of the assets of the CIO.

It is noted for Sing Inside that there was nothing to disclose in respect of either a) or b).

Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Sing Inside maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work
- to provide a level of funding for unexpected opportunities



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Registered charity 1182678

- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The board of trustees will review the above criteria with reference to Sing Inside's business plan and determine the target level of free reserves to meet these commitments. The basic target level of reserves to be reviewed annually is six months of operating expenditure to allow for a managed wind-down if necessary.

The board of trustees will from time-to-time designate funds from free reserves for significant project costs or replacement of assets.

Accounts

	Sing Inside		1182678		
	Receipts and payments accounts				
	From	01/04/2020	To	31/03/2021	

Section A: Receipts and payments

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total funds £	Prior period (28/03/19 - 31/03/20) £
A1 - Receipts					
Charitable activities	750	1,000	-	1,750	6,340
Donations and legacies	10,137	-	-	10,137	10,917
Other trading activities	(219)	-	-	(219)	515
Sub-total (Gross income for AR)	10,668	1,000	-	11,668	17,772
A2 - Asset and investment sales					
	-	-	-	-	-
	-	-	-	-	-
Sub-total	-	-	-	-	-
Total receipts	10,668	1,000	-	11,668	17,772
A3 - Payments					
Visit travel	(235)	-	-	(235)	7,291
Overheads	2,468	-	-	2,468	4,166
Development	3,312	-	-	3,312	2,201
Publicity and fundraising	691	-	-	691	1,134
Sub-total	6,236	-	-	6,236	14,792
A4 - Asset and investment purchases					
	-	-	-	-	-
Sub-total	-	-	-	-	-
Total payments	6,236	-	-	6,236	14,792
Net receipts / (payments)	4,432	1,000	-	5,432	2,980
A5 - Transfers between funds	-	-	-	-	-
A6 - Cash funds last year end	15,056	1,273	-	16,329	13,349
Cash funds this year end	19,488	2,273	-	21,761	16,329



Section B: Statement of assets and liabilities at the end of the period

Categories	Details of bank accounts	Unrestricted funds £	Restricted funds £	Endowment funds £
B1 Cash funds	Central account	11,485	2,273	-
	Cambridge account	5,046	-	-
	Oxford account	2,957	-	-
	Petty cash account	-	-	-
	<i>Total cash funds</i>	19,488	2,273	-

Details	Unrestricted funds £	Restricted funds £	Endowment funds £
B2 Other monetary assets	-	-	-
	-	-	-
	-	-	-

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets		-	-
		-	-
		-	-

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use		-	-
		-	-
		-	-

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Jonathan Lucas Wood	01/10/2021
 <small>Nigel J.L. Rothband (Oct 1, 2021 14:54 GMT+1)</small>	Nigel Rothband	01/10/2021



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Registered charity 1182678

Independent examiner's report

The independent examiner's report can be found on the next page of this report.



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Sing Inside

**On accounts for the year
ended**

31 March 2021

**Charity no
(if any)**

1182678

Set out on pages

14-15

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 03 / 2021**.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

**Independent
examiner's statement**

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:

C. Jebb

Date:

22 July 2021

Name:

Chris Jebb

**Relevant professional
qualification(s) or body
(if any):**

ACA
Institute of Chartered Accountants in England and Wales

Address:

47 Sentrys Orchard

Exminster, Exeter

Devon, EX6 8UE

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.









Sing Inside 20-21 Annual Report - Final (For signing)

Final Audit Report

2021-10-01

Created:	2021-10-01
By:	Jonathan Wood (jonathan.wood@clintondevon.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAI2nYiccorVmSDFipsYXQuGGFCr6I_SLJ

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