

FOOD BEHIND BARS

England & Wales · Charity number 1190462

Details

Status Registered

Legal form CIO

Registered 2020-07-20

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

Contact

Address 74 Brightwell Avenue
Westcliff-On-Sea
Essex
SS0 9EF

Phone 07508288149

Email lucy@foodbehindbars.co.uk

Website www.foodbehindbars.co.uk

Activities

Objects: FOR THE PUBLIC BENEFIT,1.THE PROMOTION OF PHYSICAL AND MENTAL HEALTH AND WELLBEING, PARTICULARLY, BUT WITHOUT LIMITATION TO PROMOTE THE HEALTH OF PRISONERS IN UK PRISONS, THROUGH PROVIDING PROGRAMMES TO ENHANCE NUTRITION IN PRISONS AND PROMOTE HEALTHY EATING2.THE PROMOTION OF EDUCATION, PARTICULARLY BUT WITHOUT LIMITATION TO ENABLE PRISONERS, EX-OFFENDERS AND PEOPLE WHO WORK IN PRISONS, TO LEARN ABOUT HEALTHY EATING AND GOOD NUTRITION, AND TO DEVELOP SKILLS WHICH WILL PROMOTE HEALTHY EATING WHILST IN PRISON AND FOR THEIR FUTURE LIVES.

Activities: The organisation offers prisons in the UK with training and support to encourage improvement in the nutritional value, variety, and quality of the food served inside prisons. This includes menu consultation and development, staff training,cooking support and healthy eating initiatives. It also offers education on nutrition and healthy eating habits, cooking skills, growing and ingredients.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-05	£141,303	£146,417	-	-
2024-04-05	£158,588	£95,124	-	-
2023-04-05	£57,510	£77,683	-	-
2022-04-05	£82,637	£58,268	-	-
2021-04-05	£19,062	£2,324	-	-

Trustees

Name	Role	Appointed
Kate Eves OBE	Chair	2023-11-21
Josie Bevan		2020-05-16
Leon Aarts		2023-08-08
Mehrunika Malik-Flynn		2020-05-16
Sophia Tebbetts		2025-07-14

FOOD BEHIND BARS

England & Wales - Charity number 1190462

Accounts



Trustees Annual Report 2024-25

Food Behind Bars
Registered Charity
1190462



Introduction

Welcome to Food Behind Bars' annual report and accounts for the period from 6th April 2024 - 5th April 2025.

The trustees confirm they comply with the requirements of the Charities Act 2011 and the Charities Statement of Recommended Practice. The trustees have also referred to the guidance issued by the Charity Commission regarding public benefit.





Why is our work important?

Everyday, hard-working prison catering teams produce three meals a day under the most challenging circumstances. With around £3 per head to spend and a centralised supplier system that limits the availability of fresh, local ingredients, meals in prison can often be unhealthy, repetitive and uninspiring.

This has a knock-on effect on a prison system under pressure. During this year, assaults on prison staff and deaths in custody both reached record levels. In the 12 months to June 2025, there were 76,148 self-harm incidents in prisons. Our prison system is at capacity with the population nearing 90,000 - the highest ever on record.

New research published this year by the University of Oxford found that people in prison have higher rates of mental illness, infectious diseases and poor physical health. In December 2024, it was reported that rates

of type 2 diabetes in prison had doubled in 4 years. Put simply, the poor health of prisoners is costing the taxpayer and impacting rates of reoffending.

We can't change the system entirely, but we can ensure people are fed a meal that provides them with health, hope and dignity. Many people we speak to in prison tell us the food we serve makes them feel human. This isn't a solution, but it is an easy and cost-effective way to address some of the chronic needs of our prison population. By supporting their wellbeing with good food, we can help make both prisons - and society - safer.

Our Vision

Our vision is that every individual in prison has access to healthy, wholesome and delicious food that supports their health and wellbeing - both during and after their sentence. We want people to leave prison with a positive relationship with food and the skills and knowledge to cook for themselves.

We achieve this by:

We upskill and inspire prison catering teams to produce nutritious and exciting food that meets budget, policy and supplier requirements. We teach people in prison how to cook, bake and grow food - equipping them with skills for life.

We help prisons build positive food environments that impact wellbeing, stability and rehabilitation. We lead the national and international conversation around prison food and use our knowledge to inspire others and influence policy.



Chief Executive's Summary

This year encouraged me to take stock and reflect. In 2016, I began campaigning for improved prison food standards in the UK. From those grassroots beginnings, I have been on a journey that has led to Food Behind Bars as we know it today: a small but mighty charity delivering meaningful food projects in prisons across the country.

I am proud of everything we have achieved, but this year I wanted to return to our original mission - to change prison food - and place it firmly at the centre of our strategy for the future. To do this, I knew we needed a bold idea: one that could be scaled, replicated and embedded across the prison system. That idea became our Prison Food Education Programme - an inspiring, practical and digital training programme for prison catering teams. This was the year we designed, developed, fundraised for and began piloting the programme.

At its heart, this programme is about people. Over the years, I have visited countless prisons where extraordinary food is produced under the most challenging circumstances.

I will never forget my first visit to HMP Brixton in 2019, which marked the beginning of a long relationship that continues to inspire me.

I saw a prison kitchen operating like a high-end restaurant: prisoners running sections, eating lunch alongside staff, developing recipes for menus and learning professional cookery skills. Everything was made from scratch. I watched homemade pastry being blind baked and shaped into tray after tray of quiche for lunch. Curry pastes, marinades and sauces were prepared from fresh ingredients and spices. I learned how thoughtful care and attention could transform even the most budget-constrained ingredients.

I had a similar experience in 2023 during two days spent in the kitchen at Storstrøm Prison in Denmark. There, prisoners shaped baguettes from scratch and took pride in crafting beautifully presented salads with homemade dressings. Simple, comforting food was made by a team who believed deeply in the power of food to support wellbeing and rehabilitation.

What did these kitchens have in common? Prisoners came and went, but the catering staff were the constant. These individuals nurtured environments built on respect and pride in every plate of food. They fostered purposeful, positive kitchen cultures and encouraged their teams to cook food they would be proud to serve to their own friends and families.

Rather than seeing limited budgets, restricted ingredients and complex logistics as barriers, they responded with creativity and care, finding ways to deliver consistency and quality within tight constraints.

On the wings, prisoners noticed these small acts of care. A sprinkling of fresh herbs, chunks of vegetables instead of frozen cubes, or a warm homemade pudding - these details mattered. So what was the secret behind these kitchens, and how could it be replicated? While there will always be examples of best practice that are unique, it became clear to me that the most effective way to create change at scale was to focus on upskilling, inspiring and supporting the catering teams at the frontline of prison food every day.

Our Prison Food Education Programme has been designed around these people and the realities they face. This year, we tested elements of the programme through our existing projects and drew on our extensive network to shape its content. From prison governors and dietitians to chefs, growers, bakers, campaigners and people with lived experience of prison, we have brought together expertise from those who know this system best.

This year marked the first step in a journey that I hope will allow us to significantly scale our impact in the years ahead. Alongside the programme, we continued to deliver projects focused on our two core priorities: improving food quality and educating prisoners about food. Against a backdrop of increasing pressure within the prison system, we continued to work in some of the toughest environments, reaching some of the most vulnerable people.

I am deeply grateful to our growing team of Food Educators and volunteers, whose commitment and creativity continue to show that good food in prison is possible. Every plate of colourful food, every raised bed of seasonal produce and every table that fosters connection and hope gives me optimism for the future of Food Behind Bars. I look forward to what the year ahead will bring.



What we do

Food Behind Bars is a Registered Charity dedicated to improving the food served in British prisons. We work with men's and women's prisons across England & Wales on the subject of food - to improve the lives of those eating it and support the people making it.

Our aim is to positively impact the health and wellbeing of prisoners, by delivering practical food-based education, promoting healthy eating and supporting catering teams in serving better quality food.

FBB was founded in 2016 by the Chief Executive, Lucy Vincent. A former journalist with a background in food, Lucy launched FBB as a national campaign to improve prison food. This was inspired by the 2016 HM Inspectorate of Prisons Report, "Life in Prison: Food". We became a Registered Charity in July 2020. Our team consists of chefs, food growers, bakers and nutritionists. They bring a wealth of experience from the likes of BBC Good Food, Leiths School of Food & Wine and The RHS.

Every year, we deliver projects in prisons right across the country. Our food education programmes teach people how to cook, eat well and connect with our food system. We develop recipes for prison menus and provide training in the prison kitchen. We want high quality, healthy food made available to the entire prison system, in order to improve standards, impact health and create better outcomes for everyone in society.

Food is one of the most important parts of daily life in prison and yet, it has never received the same level of attention and investment as catering in other public sector settings. We want to see this change, by putting prison food firmly on the agenda and showing what's possible.

Impact & Activities

- We delivered our projects in 8 prisons
- FBB recipes served to 1315 prisoners
- 24 catering staff completed training in the prison kitchen
- 188 prisoners took part in our food education programmes

Prison Food Education Programme

During 2024–25, we focused on designing, fundraising for and beginning to pilot our Prison Food Education Programme – a new national model developed in response to the scale of challenges facing prison catering and the clear demand from prison kitchens for sustained, practical support.



Why the programme is needed

Across the prison estate, food standards remain inconsistent and are often compromised by chronic understaffing, limited training opportunities and severe budgetary constraints. Catering teams are under pressure to deliver meals at scale, frequently without the specialist skills, confidence or time needed to cook from scratch and prioritise nutrition.

Over the past eight years, Food Behind Bars has worked alongside catering teams who are motivated to do better but lack access to structured training, inspiration and peer support. The Prison Food Education Programme was developed to meet this need at scale, embedding skills, pride and good practice directly into prison kitchens.

The Prison Food Education Programme is a four-month training and support model designed to upskill and inspire prison catering teams, enabling them to consistently serve healthier, fresher and more nutritious food. By focusing on those who cook every day in prisons, the programme aims to create long-lasting change that benefits both staff and prisoners.

The programme has three interconnected components:

In-kitchen training
Practical, hands-on training delivered by Food Behind Bars educators, tailored to each prison’s facilities, workforce and menu requirements.

Digital learning programme
A collection of video tutorials and learning resources delivered by Food Behind Bars experts and industry specialists, allowing teams to learn flexibly and revisit content.

Community network
An online platform connecting prison catering teams across the country, enabling them to share ideas, access ongoing support and learn from best practice.



Building and piloting the programme in 2024–25

The 2024–25 year marked the beginning of a 12-month build and pilot phase for the programme. During this period, we prioritised:

- Securing funding to develop the programme content and delivery model
- Recording digital learning materials with Food Behind Bars educators and expert contributors
- Developing and testing recipes suitable for prison catering environments
- Piloting elements of the programme within existing prison projects

By the end of the year, the programme was over 80% funded, with the remaining funds earmarked to complete the pilot phase. We also began preparations for a full pilot delivery at HMP Bristol, which commenced in early 2025.

Alongside this, we continued to test and refine key elements of the programme through our ongoing work at prisons including HMP Woodhill and HMP Send. This allowed us to evaluate what works in practice and ensure the programme is realistic, effective and responsive to the operational realities of prison kitchens.

Pilot Site: HMP Bristol

We began our relationship with HMP Bristol in May 2023 when delivering our Cooking From My Culture programme in the prison’s education kitchen. We continued discussing what a potential future partnership might look like, with the prison keen to work with us on a more long-term basis, specifically focusing on increasing food standards.

This led to our decision to select HMP Bristol as our Prison Food Education Programme pilot site. After initial exploratory conversations in August 2024, we got to work scoping out the project, assessing current standards and capturing baseline data. October 2024 saw us deliver a prison-wide food forum at Bristol, whilst wrapping up filming of our digital modules.

By January 2025, we formally launched the pilot with a kick-off session involving all catering staff and the senior team. This session introduced the aims and structure of the programme, set shared goals and established momentum across staff and prisoner kitchen workers.

By February 2025, the programme had moved into practical delivery. We ran a joint cooking session for catering staff and prisoners,

reinforcing collaboration, shared learning and pride in the kitchen. By this stage, the team had already developed, tested and introduced 20 new home-cooked recipes, all of which are now being served on the prison menu.

In March 2025, our Baker Trainer delivered two days of specialist bakery training, covering bread rolls, focaccia, pizza dough and a range of homemade puddings, cakes and bakes. Alongside this, catering staff began working through the four-month digital learning programme, accessing video tutorials and expert-led resources to support ongoing skills development.

The early stages of the HMP Bristol pilot have demonstrated strong engagement from staff and prisoners alike, and have provided valuable learning that will inform the continued development and future rollout of the Prison Food Education Programme.



Intended Impact

The Prison Food Education Programme is designed to deliver impact at multiple levels. For catering teams, it builds skills, confidence and connection, empowering staff to take pride in their work and pass knowledge on to prisoners.

For prisoners, it increases access to freshly prepared, nutritious food and supports better physical and mental health during custody and beyond.

In the longer term, the programme aims to contribute to safer, more humane prisons, improved rehabilitation outcomes and a reduction in reoffending by addressing food as a foundational part of daily prison life.

This programme represents a significant step forward in Food Behind Bars' mission to transform prison food nationally. During 2024-25, designing and building the Prison Food Education Programme was a central focus of our work.

We intentionally limited the number of projects delivered during the year in order to invest time, capacity and learning into creating a strong, scalable foundation. This strategic decision positions us to significantly increase our reach and impact from 2025 onwards.

We believe the Prison Food Education Programme will be the primary vehicle through which we achieve long-term, system-wide change in prison food across the UK.



In the prison kitchen

During 2024–25, our work in the prison kitchen continued to be a core part of Food Behind Bars' delivery. Kitchen-based projects allowed us to work closely with catering teams and prisoner workforces, testing practical approaches to improving food quality within the constraints of the prison system.



“Food should always be enjoyable, and today the food has made everyone happy and opened conversations over the dining table. Psychologically, knowing you’re eating healthy inspires a healthy mindset.”

Prisoner, HMP Send

HMP Woodhill

We have been working with HMP Woodhill, a high-security men’s prison in Milton Keynes, since December 2023. The prison commissioned Food Behind Bars to deliver a project focused on improving food quality, which had been identified as a contributing factor to low morale, frustration and wider instability within the establishment.

During 2024-25, we delivered the second four-month phase of this project. The initial phase focused on improving kitchen culture, building staff morale and skills, and engaging the wider prison population around food.

The second phase shifted the focus towards food quality, through the introduction of new recipes, continued skills-based training in the kitchen and the creation of energy and enthusiasm around food through tastings and collaborative activities.

In August 2024, we concluded the HMP Woodhill project. The project demonstrated how targeted training, collaboration and pride in food can drive meaningful improvements in food quality, skills and morale, even within the most challenging prison environments.



“FBB was really amazing. We had a lot of positive comments from prisoners regarding the food on our menu. We, the chefs, learnt a lot about putting love into our cooking and have more confidence in bringing up new ideas.”

Chef, HMP Woodhill

Impact

- 25 new homemade recipes introduced to the menu, including salads, pasties, healthy bakes, pies, curries and cultural dishes
- Increased job satisfaction and confidence among catering staff
- Over 50% of prisoners now rate the food as above average to excellent, compared to 20% in August 2023
- Greater involvement from the prisoner workforce, with more prisoners learning practical cookery skills in the kitchen
- 92% of prisoners who have eaten the new dishes reported a noticeable improvement in food quality
- Increased pride and ownership, particularly where prisoners’ and staff members’ own recipes are featured on the menu
- Reduced reliance on processed food across menus

The learning from HMP Woodhill has been instrumental in shaping the content, structure and delivery model of our Prison Food Education Programme, providing a strong evidence base for future scale and replication.

HMP Send

This project put into practice recommendations made as part of the University of Surrey’s Doing Porridge research study, which explored the experiences of women in prison through the lens of food. Food Behind Bars delivered a series of four weekly lunchtime takeovers at HMP Send, a women’s prison in Surrey, between February and March 2025.

For each lunchtime event, Food Behind Bars developed themed sets of recipes in collaboration with the kitchen team at HMP Send. Our chefs worked alongside catering staff and women in the kitchen to prepare and serve food for the entire prison population.

The meals were served in the dining hall during a special event, where women were encouraged to try new dishes, access food education materials and engage with different types of food than would usually be available. All food served as part of the project was designed to be healthy, exciting and culturally diverse. Many of the dishes introduced during the takeovers have since become permanent fixtures on the main menu.

To enhance the dining environment and create a sense of occasion, Food Behind Bars commissioned a set of reusable tablecloths for the dining hall. These were produced by women at HMP Downview, who were working in the prison’s London College of Fashion workshop, and are now permanently used at HMP Send.

In addition, a local organic supplier donated fresh produce each week, which was prepared and placed on tables for women to help themselves. This simple intervention encouraged conversation, increased interaction and supported women to sit down together and enjoy their lunch in the dining hall. Produce included blood oranges, purple carrots, golden beetroot and pomelos.

The fourth and final dining event was a family day at HMP Send. This involved us planning and cooking a meal with 16 women, which they then served to their friends and family during a special visit in the dining hall. It was a rare opportunity for the women to share healthy, delicious food with their family, made all the more special as it was cooked by them.

This project demonstrated how food, environment and shared experience can be used to improve wellbeing, connection and dignity within the prison setting, while embedding healthier and more diverse food choices into everyday prison life.



“The food was presented well. It all looked fresh and appetising. The meal was delicious and filling, with adequate portions. Great to try new fruit and veg as samples. Lunch today was really enjoyable - I’m looking forward to more.”

Prisoner, HMP Send

Food Education

Alongside our work in prison kitchens, Food Behind Bars delivers prisoner-facing food education programmes that focus on wellbeing, confidence and practical life skills. These programmes use food, growing and shared learning as tools to support emotional health, build positive routines and encourage connection in environments where opportunities for this are limited.



“The course was a great way to focus on something positive to come out of a harrowing environment like HMP Bristol. A real positive light at the end of a long dark tunnel. Thank you, Food Behind Bars.”

Participant, HMP Bristol



HMP Stoke Heath

In June 2024, Food Behind Bars began a 12-month growing and cooking Programme at HMP Stoke Heath, a Category C men’s prison in Shropshire, delivered in partnership with the NHS Healthcare team. The programme takes a holistic approach, combining food growing, cooking, wellbeing and creative activity to support men experiencing vulnerability, poor mental health and long periods of isolation.

The programme spans both outdoor and indoor spaces across the prison. It began with the transformation of an unused courtyard attached to the Healthcare building into a therapeutic kitchen garden. In late 2024, the project expanded further to include the development of an additional underused area elsewhere on the prison grounds.

The programme is led by the Food Behind Bars team and made possible through the active involvement of the prisoners who take part. Participants follow a weekly programme of food growing and cookery education, learning to grow food, care for plants, improve soil health and work collaboratively to bring neglected outdoor spaces back into use.

Produce grown through the programme is taken into the education kitchen, where participants cook together in weekly food education sessions led by Food Behind Bars educators.

Across multiple cohorts delivered during 2024-25, participants:

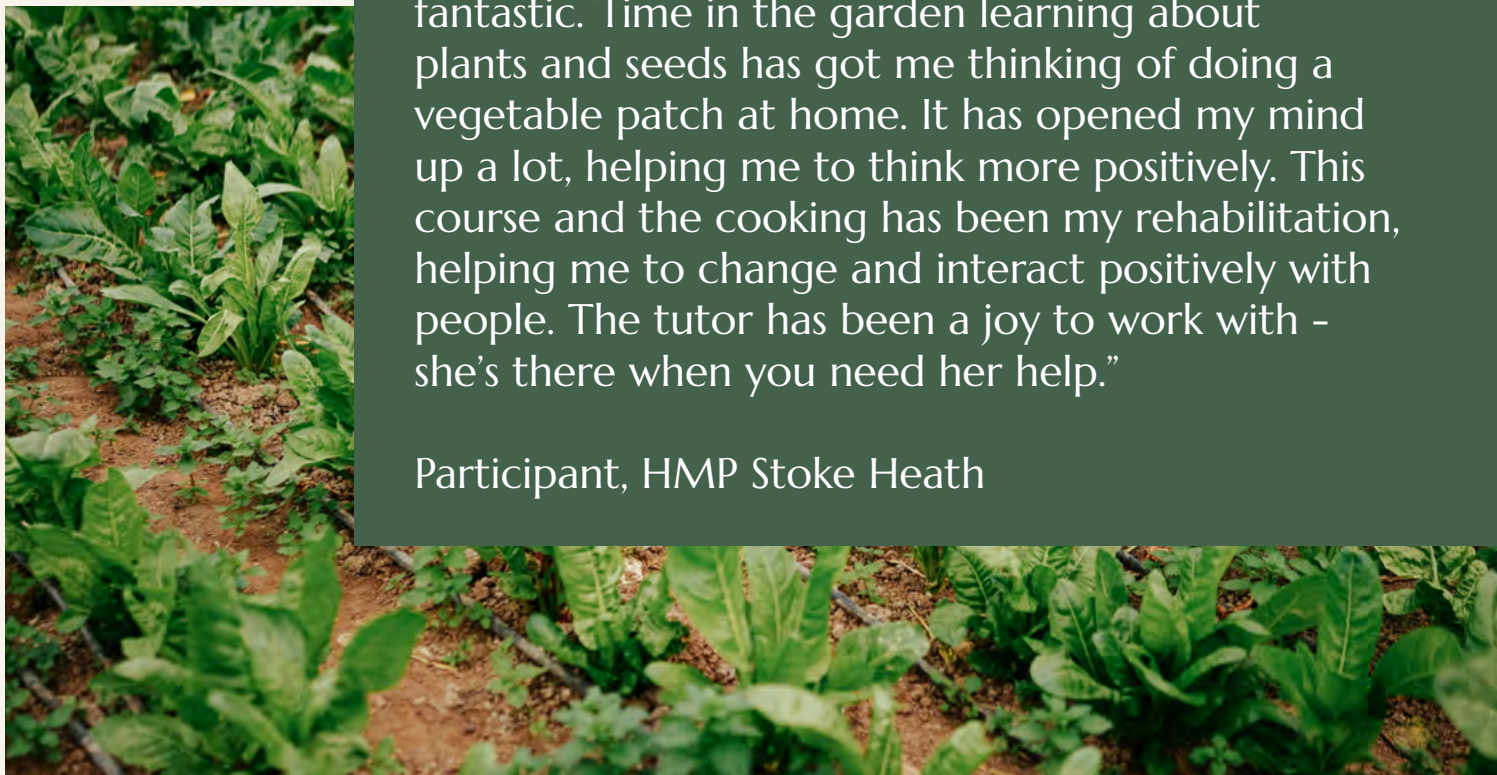
- Established and expanded productive garden spaces, including raised beds, a bee garden and greenhouse areas, transforming previously unused outdoor space into calm, purposeful environments
- Planted, tended and harvested a wide range of seasonal crops, including herbs, leafy greens, beans, courgettes, beetroot, onions, carrots and edible flowers
- Learned about soil health, composting, companion planting and seasonality through hands-on gardening and environmental learning
- Took part in beekeeping sessions, learning about pollination, biodiversity and food systems with support from local partners
- Cooked and shared meals using the produce grown on site, alongside affordable store-cupboard ingredients, developing practical skills for everyday cooking
- Prepared a variety of dishes including roast chicken dinners, chickpea and vegetable curries, bean-based stews, roasted vegetables, homemade flatbreads, rice dishes and simple desserts
- Engaged in shared meals, creative activities, food-themed art and poetry, and reflective workbook-based learning, supporting communication, confidence and wellbeing

The programme at HMP Stoke Heath was not without its challenges. The prison’s rural location made staffing particularly difficult, and the programme initially relied on a single member of staff to cover both the growing and cooking elements. It quickly became clear that this placed significant pressure on delivery and that the programme required a broader team to effectively support both strands. At the beginning of 2025, staffing arrangements were adjusted, resulting in a more sustainable model and a noticeably smoother delivery.

The wider prison landscape also presented challenges. Nationally, 2024-25 was marked by increasing levels of violence, mental health need, early releases and population pressures, all of which were felt locally and at times impacted consistency of attendance and delivery. Despite these challenges, the programme remained flexible and responsive. By adapting our approach and working closely with prison and healthcare staff, we were able to maintain delivery and build trust. Feedback from participants remained consistently strong, and the programme continued to provide a valued space for stability, learning and connection throughout the year.

The programme supported participants to build routine, confidence and teamwork, while providing access to fresh air, purposeful activity and nourishing food. Across cohorts, participants demonstrated improved engagement, increased willingness to communicate with others and growing pride in their work, particularly where they could see tangible results through food grown, cooked and shared.

The HMP Stoke Heath programme has become a valued and consistent presence within the prison, contributing positively to individual wellbeing and to the wider culture of the establishment.



“My time on Food Behind Bars has been personally fantastic. Time in the garden learning about plants and seeds has got me thinking of doing a vegetable patch at home. It has opened my mind up a lot, helping me to think more positively. This course and the cooking has been my rehabilitation, helping me to change and interact positively with people. The tutor has been a joy to work with - she’s there when you need her help.”

Participant, HMP Stoke Heath

HMP Manchester

In 2024, Food Behind Bars delivered its first ever on-the-wing cookery programme at HMP Manchester. The programme was specifically designed to work within the realities of prison life, using ingredients prisoners could source from the canteen and equipment available on residential units, typically air fryers, microwaves, toasters and kettles.

The programme reflected our ambition to reach individuals who are often excluded from education and kitchen-based activity. Many of the men who participated would not otherwise access structured learning opportunities. Each recipe demonstrated how quick, nutritious and culturally diverse meals can be prepared with limited equipment and low-cost ingredients, building practical life skills that participants can carry with them beyond custody.

Delivered over 12 weeks, the programme reached 48 men directly, with many more exposed to the learning through shared recipes and peer-to-peer cooking back on the wings. Sessions created a rare opportunity for men to cook and eat together in a positive, social environment.

The programme supported participants to build confidence, develop healthier eating habits and experience a sense of normality and dignity through shared cooking and eating. It also encouraged cultural exchange, creativity and mutual respect, with participants adapting recipes and sharing food traditions from their own backgrounds.

Challenges and learning

Delivering the programme presented a number of challenges. Limited space meant sessions could not take place in a single location and instead moved between multiple wing kitchens, requiring significant organisation, flexibility and adaptation by the delivery team.

The wider prison context also had a significant impact. Just two months after the programme concluded, HMP Manchester received an Urgent Notification from the government, citing widespread drug use, overcrowded and unsanitary conditions, organised criminal activity and serious violence. Although the programme was well received, the escalating pressures within the prison environment affected delivery and ultimately led to our decision to conclude the contract four weeks early, in the interests of staff wellbeing and safety. This decision was supported by the prison.

The experience at HMP Manchester highlighted the challenging conditions currently facing many prisons and how these pressures can affect programme delivery.

At the same time, it reinforced the importance of accessible, flexible models that meet people where they are and enable food education to reach those most excluded from traditional provision.



HMP Downview

From August 2024 to January 2025, Food Behind Bars delivered a holistic cookery programme for women at HMP Downview, a women’s prison in Surrey. The programme aimed to inspire confidence in cooking, introduce new ingredients and cuisines, and create opportunities for women to learn and share food together in a supportive environment.

The programme was delivered monthly in a residential kitchen unit. Morning sessions were open to women from the general population, while afternoon sessions were reserved for women from the transgender population housed on E Wing, who often have limited access to education and group activity. This structure allowed the programme to reach a wide range of women while also providing continuity and progression for a core cohort.

Food Behind Bars developed bespoke recipes for the programme and provided high-quality, seasonal ingredients. Sessions were structured around two to three recipes, usually pairing something familiar and comforting with something new or unfamiliar. This approach encouraged curiosity, reduced anxiety around new foods and supported women to expand their skills and tastes at their own pace.

Across multiple cohorts delivered during 2024-25, participants:

- Took part in hands-on cookery sessions focused on core skills, confidence and teamwork
- Prepared and shared a wide range of dishes, including yoghurt flatbreads, onion bhajis, butter chicken curry, lamb koftes with tahini yoghurt sauce, sweet and sour chicken, egg fried rice, seasonal salads and homemade dressings
- Baked and cooked desserts such as chocolate coconut flapjacks, brownies, pumpkin loaf cake, roasted rhubarb Victoria sponge and a Biscoff profiterole wreath
- Learned how to work with seasonal ingredients, spices and unfamiliar flavours, and how to adapt recipes to suit different tastes and confidence levels
- Built relationships and teamwork skills through collaborative cooking and shared meals

“I learnt how to make flatbreads and tahini sauce. It was a unique experience compared to what prison usually is. The food was delicious and the tutors were great.”

Participant,
HMP Downview



“Teaching in prisons forced me to reassess my own prejudices of what I expected prisoners to be like. I was struck by the poor mental health, severe self-harm and familial chaos many prisoners experienced. I witnessed the kindness, intelligence and candour of inmates. But I was perhaps most surprised by the commitment of many to turn their lives around.”

Helena Busiakiewicz,
FBB Food Educator

Between August 2024 and January 2025, the programme reached approximately 47 women in total. Evaluation data showed high levels of engagement and learning, with the majority of participants reporting that they learned something new in each session and rated both the recipes and their overall experience very highly.

The HMP Downview programme demonstrated the value of creating welcoming, well-facilitated food education spaces for women in custody. Learning from this work is informing future programme design, including cohort size, session frequency and the potential for longer-term delivery to further deepen skills and impact.

Spreading the Word

This year, we continued to lead the national conversation on prison food by presenting panels, publishing research and hitting the headlines. The biggest highlight was our Chief Executive Lucy winning the Daily Mail and Marks & Spencer Inspirational Women of the Year awards and attending a special reception with Queen Camilla at Buckingham Palace!



“I have a rule for myself, I try to make sure that the sessions make the people who are receiving them feel like they’re not in prison for that time. So we will have conversations about TV shows that we’re all watching. If I’m in a young offender’s prison, I’ll have purposely been watching Love Island so that there’s that common ground of something we can talk about whilst kneading bread or folding dumplings.”

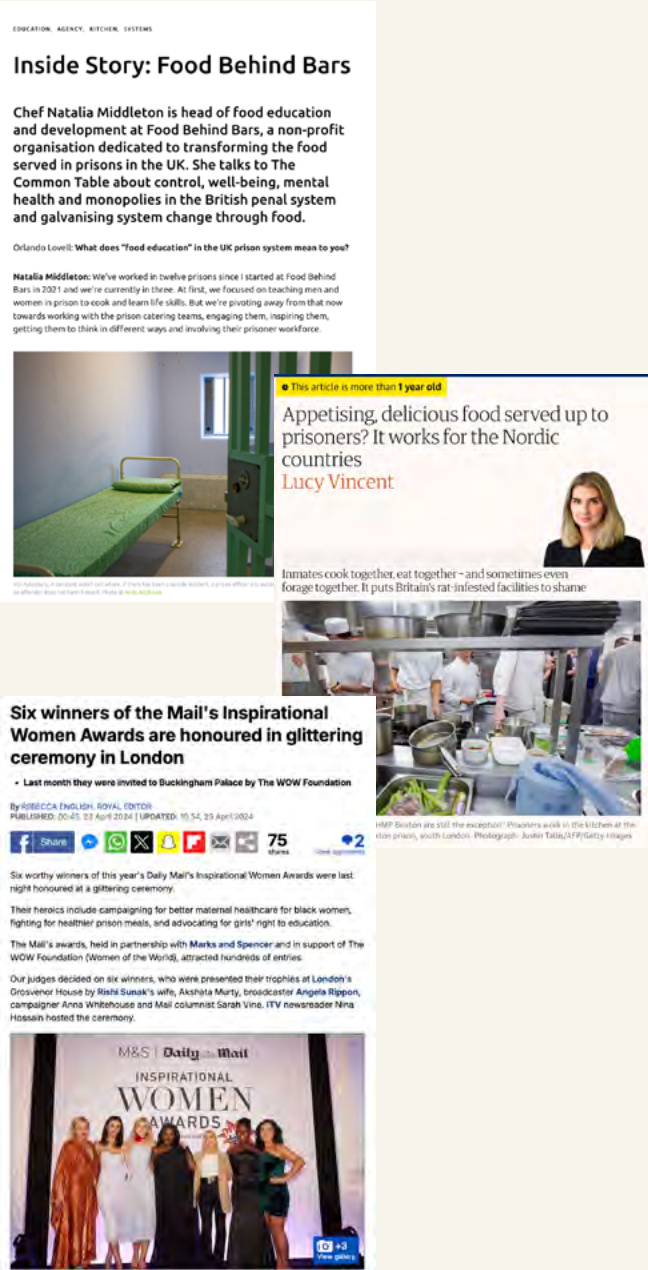
Natalia Middleton,
Head of Food Education

Advocacy Highlights

In May 2024, we published our report ‘Prison Food in Scandinavia’ based on the Churchill Fellowship Lucy completed which saw her travel to prisons across Denmark, Finland and Sweden. The report paints a picture of food in Nordic prisons - where sustainability, nutrition and variety are prioritised and food plays a key role in rehabilitation. The report has been used to inform our projects, as well as inspire the catering teams we work with.

Our relationship with the Scandinavian prison system continues to grow, with our Head of Food Education Nat spending two days in Storstrøm Prison herself, learning from some of the best practice we observed.

This year, we took part in panels and conferences across the UK and Europe. From the University of Surrey and UCL all the way to Paris - we grew our expertise, expanded our reach and built connections.



Press Highlights

Daily Mail Inspirational Women Awards 2026

The former fashion journalist teaching prisoners how to cook - Daily Mail, January 2024

Marks & Spencer International Women’s Day Panel - March 2025

Appetising, delicious food served to prisoners? It works for the Nordic countries - The Guardian, May 2024

Taste Cells - A look at the charity aiming to improve food for prisoners - Public Sector Catering Magazine, October 2024

Bread Behind Bars - Companion Magazine/ Gails Bakery - February 2025

Inside Story: Food Behind Bars - The Common Table - November 2024

Looking Ahead: Our Plan for 2025–26

- 1. Create a national model of best practice at HMP Bristol

We want HMP Bristol to be a flagship site for our work and demonstrate that good food in prison is possible, using it as a base to test, innovate and influence.

- 2. Begin delivering our Prison Food Education Programme on a wider scale

Our Prison Food Education Programme pilot concludes in September 2025. After evaluating its impact, our goal is to begin rolling the programme out on a larger scale - starting with 2-3 prisons in early 2026.

- 3. Take a more strategic, long-term and regional approach to project delivery

This year taught us the importance of building strong teams and encouraging cross-learning. We believe the most effective and impactful way to scale our work is to do so regionally. Next year, we want to begin creating regional hubs for our work, streamlining operations in the process.

- 4. Build international connections and influence

Elevating our voice and spotlighting best practice has played a key role in our success this year. We want to continue engaging in the subject on an international level, to help generate systemic change both in the UK and abroad.

Thank you

Funders

Henry Oldfield Trust
The Cedar House Trust
The Aurum Charitable Trust
The 4814 Trust
Dauray Tannahill
The Stephen Lloyd Foundation

Prisons

HMP Bristol
HMP Woodhill
HMP Send
HMP Stoke Heath
HMP Downview
HMP Manchester
HMP Isis
HMP Brixton

Partners

University of Surrey
Churchill Fellowship
Marks & Spencer
Hawksmoor
KERB
The Right Course
Dan Makes Films
Les Dames Escoffier
Shropshire Beekeeper’s Association
Shrub
Re-Wrap

People

Natalia Middleton
Ian Bickers
Keshia Sakarah
Isaac Cameron
Helena Busiakiewicz
Lawrence Weston
Kerry Rowat
Natalie Steadman

Financial Review

Our total income for 2024-25 amounted to £141,303, compared to £158,588 in the previous financial year. The charity’s expenditure for the year was £146,417 compared to £95,124 in the previous year. During the year, the charity received £60,752 of unrestricted funds and £80,551 of restricted funds. Our cash funds this year end stand at £79,296 in total. This consists of £32,622 of unrestricted cash reserves and £46,674 of restricted cash reserves.

This year we made a strategic choice to scale back the growth of our operations slightly, so we could focus on fundraising, building and piloting our Prison Food Education Programme. By the end of the financial year, we had raised around £100,000 between 2024 and 2025 to do so. This meant a reduction of our sales and contracts income this year, but an increase in grants and donations. The more strategic approach to the delivery of our work, and a clear plan for expansion mean this was a very successful year for attracting donors to the charity.

Although our overall income decreased by around 8% this year, the funds raised have enabled us to build a clear foundation for our future. The funding landscape remains challenging, with stagnant budgets and short-term contracts prevalent across the prison estate. Despite this, our prison contracts remained a steady source of income for us in 2024-25. Next year, we want to seek out longer-term opportunities and explore regional funding models.

The trustees regularly review the finances, budget and spend during quarterly board meetings. The Chief Executive completes a monthly cash flow statement per month, as well as constantly monitoring budgets, income and spending. The charity works with an accountancy firm who prepare our end of year accounts, manage payroll and advise on accountancy matters.

Structure, Governance & Management

The charity is governed by a constitution and is currently registered as a CIO (Charitable Incorporated Organisation). The charity holds several published policies, including health and safety, code of conduct, equal opportunities and safeguarding.

Recruitment and appointment of new trustees

This year saw no new trustees join the board, and our chair remained in place. However, our trustee Naomi Burke-Shyne was experiencing a period of ill health and took a temporary step back from trustee duties in May 2024. By March 2025, she was still unwell and made the decision to formally resign from her trustee position. Sadly, in May 2025, Naomi passed away from cancer at the age of 44. The trustees want to pay tribute to Naomi and the incredible work she has done, and the important role she played in Food Behind Bars. She is sorely missed and remembered fondly.

The trustees plan to recruit for a new trustee during summer 2025.

Trustee positions are advertised publicly through social media and websites such as Reach Volunteering, Linkedin etc. Candidates can apply and applications are monitored primarily by the Chief Executive. Interviews are conducted by the Chair, the Chief Executive and other board members. Trustees are appointed in accordance with the terms and conditions of the constitution. All trustees must sign the Charity Commission Trustee Declaration in order to be accepted onto the board.

Role of trustees

The charity trustees are responsible for the overall management and control of Food Behind Bars and meet four times a year. They help make strategic decisions, review financial activity and work in partnership with the Chief Executive to help her achieve the charity’s objectives. They fulfil the six primary duties of a trustee as listed by The Charity Commission:

- To ensure your charity is carrying out its purposes for the public benefit
- To comply with your charity’s governing documents and the law
- To act in your charity’s best interests
- To manage your charity’s resources responsibly
- To act with reasonable care and skill
- To ensure your charity is accountable
- All trustees give their time freely and no remuneration or expenses were paid in the year.

Role of the Chief Executive

The Chief Executive provides leadership to employees and volunteers and manages the day-to-day operations of Food Behind Bars. This includes project management, strategic direction, income generation and charity expenditure in line with budgets approved by the board. The Chief Executive regularly reports progress to the Trustees and is responsible for promoting the overall aims of the organisation.

Administrative details

Registered charity number:
1190462

Registered address:
74 Brightwell Avenue, Westcliff-on-Sea, Essex, SS0 9EF

Trustees:
Iqbal Wahhab OBE
Josie Bevan
Missy Flynn
Naomi Burke-Shyne
Leon Aarts
Kate Eves

Chief Executive:
Lucy Vincent

Independent Examiner:
Trenfield Croft Ltd
Wentworth House
West Square
Maldon
CM9 6HD

Statement of Accounts
& Signatures

CC16a

For the period from	06/04/2024	To	05/04/2025
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	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	4,384	-	-	4,384	13,508
Grants	23,000	49,551	-	72,551	76,740
Sales	32,754	31,000	-	63,754	67,777
Refunds	-	-	-	-	-
Bank interest	614	-	-	614	563
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	60,752	80,551	-	141,303	158,588
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	60,752	80,551	-	141,303	158,588
A3 Payments					
Staff Costs including pension	33,512	53,852	-	87,364	59,618
Program delivery costs	11,255	27,507	-	38,762	17,226
Travel	4,631	4,514	-	9,145	10,125
Office admin costs	9,451	1,322	-	10,773	-
Advertising	373	-	-	373	7,281
	-	-	-	-	874
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	59,222	87,195	-	146,417	95,124
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	59,222	87,195	-	146,417	95,124
Net of receipts/(payments)	1,530	- 6,644	-	5,114	63,464
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	31,092	53,318	-	84,410	20,946
Cash funds this year end	32,622	46,674	-	79,296	84,410

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £																																												
B1 Cash funds	<table border="1"> <tr><td>Natwest</td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td>Total cash funds</td></tr> </table> (agree balances with receipts and payments account(s))	Natwest				Total cash funds	<table border="1"> <tr><td>32,622</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>32,622</td></tr> </table> OK	32,622	-	-	32,622	<table border="1"> <tr><td>46,674</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>46,674</td></tr> </table> OK	46,674	-	-	46,674	<table border="1"> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> </table> OK	-	-	-	-																											
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B2 Other monetary assets	<table border="1"> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> </table>								<table border="1"> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> </table>	-	-	-	-	-	-	-	<table border="1"> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> </table>	-	-	-	-	-	-	-	<table border="1"> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> <tr><td>-</td></tr> </table>	-	-	-	-	-	-	-																
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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

Food Behind Bars

On accounts for the year
ended

05 April 2025

Charity no
(if any)

1190462

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 05 / 04 / 2025.

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:

11/04/2025

Name:

NEIL SPOONER

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

FCCA

Address:

Wentworth House, West Square

Maldon

Essex. CM9 6HD

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.

Thank you.



Food Behind Bars
Registered Charity
1190462



FOOD BEHIND BARS

England & Wales - Charity number 1190462

Accounts



Trustees Annual Report 2024-25

Food Behind Bars
Registered Charity
1190462



Introduction

The trustees of Food Behind Bars present their annual report and accounts for the period from 6th April 2023 - 5th April 2024. The trustees confirm they comply with the requirements of the Charities Act 2011 and the Charities Statement of Recommended Practice. The trustees have also referred to the guidance issued by the Charity Commission regarding public benefit.



The objectives of the charity are:

To promote physical and mental health and wellbeing of prisoners in the UK and promote healthy eating.

To promote education to enable prisoners, prison leavers and prison staff to learn about healthy eating and good nutrition, and to develop skills which will promote healthy eating whilst in prison and for their future lives.

To improve the quality of food across men's and women's prisons to improve prisoners' lives both during their sentence and on release.

We achieve this by:

Delivering food education classes in prisons that teach individuals how to cook, eat well and maintain a healthy relationship with food.

Developing new recipes and delivering training to prison catering teams to help diversify menus, increase nutrition and get more freshly made, healthy food on menus.

Raising awareness around prison food standards and the importance of good food in prison.

Chief Executive's Summary

This year marked a period of monumental growth for Food Behind Bars. As 2023-24 draws to a close, the charity is in its strongest position to date. With a growing team, a 175% increase in turnover and an ever-widening network of prison partners, supporters and collaborators, we are continuing to double down on our mission of good food in prison.

This was the year we explored the subject of prison food internationally, taught 150 people in prison how to cook, bake, butcher or grow food and created a sustainable plan for future scale and impact.

Our team travelled the country delivering holistic food education to some of society's most vulnerable people. We mixed, kneaded and proved, equipping staff and prisoners with professional baking skills and serving homemade bread, cakes and biscuits on prison menus. We taught women about the whole food system during our practical butchery programme.

We broke down barriers and brought people together through delicious food. Whether it was prisoners and officers, or people from different cultures, we created spaces where they could share, learn and enjoy food that resonated with them. We even employed our first person in prison on ROTL (Return on Temporary License).

Our work in the prison kitchen helped define our future growth strategy, as well as providing over 1200 people in prison with food that brought hope and dignity. We continued to develop and roll out recipes, whilst shifting our focus to ensure prison catering teams felt empowered, inspired and knowledgeable.

The year was not without its challenges. All of our work took place in front of a backdrop of an increasingly volatile prison system bursting at the seams. According to HM Inspector of Prisons, by March 2024, 60% of prison establishments were overcrowded and self-harm rates had increased by 24%.

Official Ministry of Justice safety data indicated a 20% increase in reported rates of violence across adult male prisons in 2023, compared with the year before. Three prisons were issued with Urgent Notifications to the government, two of which (HMP Bristol and HMP Woodhill) we delivered projects in. And a high profile escape from HMP Wandsworth in September 2023 shined a spotlight on staffing pressures, security and living conditions.

Despite the food budget rising by 25% in April 2023, the actual spend for the previous year (2022/23) was estimated at 24% over the allocated food budget. This demonstrates the significant pressure prisons face to provide good quality food amongst rising inflation and squeezed budgets.

Nevertheless, we continued to demonstrate the powerful role food can play in easing some of these pressures. Whether it's the chance to get off the wing and spend the morning making dumplings, eating a freshly-made bread roll for lunch instead of an uninspiring processed baguette or using the skills learnt in prison to pursue a career in food on release, we helped create positive moments of joy, change and redemption.

There is no doubt that our work is more vital than ever before, and we are closing the year with an ambitious scale strategy that will hopefully see us alter the eating habits of a significant proportion of the prison population across the next 4 years. Roll on 2024-25!

Lucy Vincent,
Chief Executive

What we do

Food Behind Bars is a Registered Charity dedicated to improving the food served in British prisons. We work with men's and women's prisons across England & Wales on the subject of food - to improve the lives of those eating it and support the people making it.

Our aim is to positively impact the health and wellbeing of prisoners, by delivering practical food-based education, promoting healthy eating and supporting catering teams in serving better quality food.

FBB was founded in 2016 by the Chief Executive, Lucy Vincent. A former journalist with a background in food, Lucy launched FBB as a national campaign to improve prison food. This was inspired by the 2016 HM Inspectorate of Prisons Report, "Life in Prison: Food". We became a Registered Charity in July 2020. Our team consists of chefs, food growers, bakers and nutritionists. They bring a wealth of experience from the likes of BBC Good Food, Leiths School of Food & Wine and The RHS.

Every year, we deliver projects in prisons right across the country. Our food education programmes teach people how to cook, eat well and connect with our food system. We develop recipes for prison menus and provide training in the prison kitchen. We want high quality, healthy food made available to the entire prison system, in order to improve standards, impact health and create better outcomes for everyone in society.

Food is one of the most important parts of daily life in prison and yet, it has never received the same level of attention and investment as catering in other public sector settings. We want to see this change, by putting prison food firmly on the agenda and showing what's possible.



Impact & Activities

- We delivered our projects in 9 prisons
- 15 catering staff completed training in the prison kitchen
- 150 prisoners took part in our food education programmes
- 1 prisoner employed by FBB on ROTL
- FBB recipes served to 1200 prisoners

In the prison kitchen

2023-24 solidified our important role in the prison kitchen. As our network of catering teams expanded, so did the demand for our work. Budget pressures, staff shortages and equipment issues were common sources of frustration amongst prison catering teams, which meant many were looking for creative ideas and additional support.

This became the uniting theme of our work in the prison kitchen this year. How can we work resourcefully within the challenging parameters of prison catering? And how can we equip catering teams with the skills required to produce high quality, freshly cooked food?



HMP Woodhill

“Food Behind Bars was really amazing. We had a lot of positive comments from prisoners regarding the food on our menu. We - the chefs - have learnt a lot as well, to put love into our cooking and have more confidence to bring up new ideas.” - Catering Staff Member, HMP Woodhill

In November 2023, we began a landmark project at HMP Woodhill. This Category A high security men's prison was issued with an Urgent Notification to the government in July. This was in response to an unannounced inspection that found a prison gripped by violence, overcrowding and staff shortages. The report found the highest rate of serious assaults against staff in England and Wales, the highest rate of self harm in the adult male estate, one of the highest rates of drug use in the country and less than 25% of the population attending work or education.

Within this complex environment, the food situation was exasperating things further. Recruitment and equipment issues blighted the kitchen, and menus were uninspiring and high in unhealthy processed food. A lack of food education and scratch-cooking in the kitchen left prisoners bored and, most importantly, not learning skills.

We embarked on an 8 month project with HMP Woodhill in November 2023. We had four goals:

- **Upskill and inspire the kitchen team**
- **Involve the prison population more in food**
- **“Unprocess” the menus and develop new, homecooked and healthy recipes**
- **Help cultivate a more positive kitchen culture and team spirit**

We set to work with a series of activities which included recruiting prisoner food reps, running food forums and tastings, delivering specialist training and team-building activities in the prison kitchen, developing recipes and consulting on menu planning. In January 2024, we launched our first set of recipes, and over the course of the project, we put over 25 homemade FBB recipes onto menus. These included salads, pasties, healthy bakes, comforting pies, curries and dishes designed by prisoners at Woodhill.

We organised ‘away days’ at HMP Brixton, where the team were inspired to make changes and learn through sharing and connecting with others. We promoted our work throughout the prison by making use of the new Launchpad in-cell technology. Our ‘Ready Steady Cook’ team building day was a particular success, boosting team morale and helping break down barriers between staff and prisoners.

By July 2024, over 50% of prisoners rated the food as above average to excellent, opposed to 20% in August 2023. 92% of prisoners who had eaten the new dishes, noticed an improvement in food quality. Staff reported an increase in skills and job satisfaction, prisoners reported more opportunities and training in the kitchen and the amount of processed items on the menu was significantly reduced.

The project wasn't without its challenges, particularly due to the high security nature of the prison. This limited our ability to involve the whole prison population fully, and posed particular challenges in terms of recruiting kitchen workers. There is still work to be done, with Phase 2 of the project currently in discussion, involving bread training and work to improve lunch options further. However, the commitment from the Woodhill senior leaders, the hard work of the catering team and the introduction of new technology in the prison, meant this was a milestone project for us, which has helped shape our future strategy.



HMP Wealstun

"FBB's expertise, support and creativity has allowed us to diversify and innovate our food, equip kitchen workers with additional skills and even upskill our workforce in our in-house bakery. They've worked collaboratively with us to make a real impact on the health, wellbeing and life chances of the men and we couldn't recommend their services more."- Catering Manager, HMP Wealstun

This year saw us continue our partnership (which started in August 2021) with HMP Wealstun, a men's Category C prison in Yorkshire. After working with the prison on new recipes and menu improvements, we decided to focus the final part of this project on the in-house bakery.

Although the grant funding our Baker Trainer to deliver weekly education in the prison bakery had ended, we managed to secure additional funding from the prison to continue the initiative. We had created some impactful outcomes for the population of Wealstun, including fresh bakes on the menu and new skills and employment opportunities for the prisoners who had completed the programme. However, the ever-changing prisoner workforce and the ongoing need for healthy, homemade dishes on the prison menu, encouraged us to shift our focus towards the kitchen's employed staff. These individuals work with the men everyday, and have the biggest influence on the quality and diversity of food.

Our Baker Trainer delivered 8 sessions to catering staff across 8 weeks. The programme was predominantly focused on bread, as this is where we believed we could add most value, by switching the processed bread to homemade loaves. Many of the staff reported a lack of confidence in bread making at the start, but by the end they were all producing a great quality product and understood the process involved. The loaves were a mix of white and wholemeal, providing much-needed nutrition and an improved taste.

After the programme, the staff were equipped with all the skills they needed to pass on to the prisoner workforce, as well as to ensure the loaves continued to be served on the menus. This was a valuable exercise showing us how powerful it can be equipping the staff with new knowledge and building their confidence.



Driving the conversation

Our work advocating for better food in prison wasn't limited to the kitchen. This year, we influenced change by contributing to academic research, publications and conferences, as well as consulting with and providing support to practitioners, catering teams and prison staff.

In early 2023, we were invited to a series of roundtable discussions hosted by Food Matters, a not-for-profit organisation working to influence prison food policy. Our contribution formed part of their Food Matters in Prison report, published in January 2024.

We continued our advisory board and workshop partner role with the University of Surrey's Doing Porridge project, which researched the impact of food on women in prison. We presented the recommendations and our proposed actions to prisons including HMP Styal and HMP Send.

In September 2023, the FBB team presented our work to HM Inspectorate of Prisons, during their annual conference in London. This was an opportunity to highlight the importance of food in prison, and guide their work in inspecting prison standards across the UK.

And in 2024, we delivered lectures to undergraduate students at University College London and the University of Hertfordshire. Prison food remains an under-researched area of academia, and we were thrilled that so many students chose to focus their end-of-term assignment on the subject after attending our lectures.



Holistic Food Education

"I've enjoyed having the chance to actually cook - I've forgotten how much I enjoyed cooking! The opportunity to use good fresh ingredients and spices has been brilliant. More sessions like this would be great."

Programme Participant, HMP Swinfen Hall

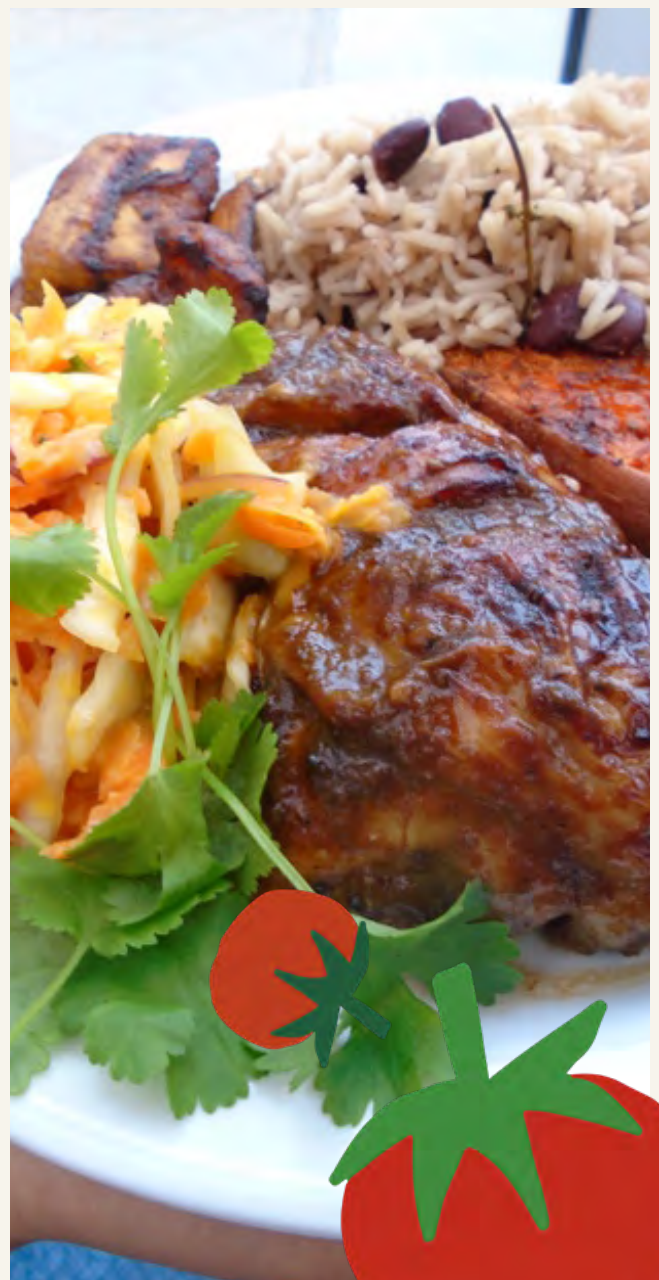
Nothing kept us busier in 2023-24 than our holistic food education programmes. Across the Midlands, the South West, South East and London, we delivered a variety of food education to men and women serving sentences.

Some of these programmes had continued and evolved from the previous year, including our work at HMP Swinfen Hall, which had started in 2021 and concluded in March 2024. Here, 30 men completed the bi-weekly programme we delivered in the staff bistro. A Black History Month event was a real highlight, where they cooked for 30 of their peers and staff, sharing the food of their culture and the stories behind each dish.

We worked hard to develop the staff bistro this year into a professional environment where the men could take pride in their work. We redecorated and provided new uniforms, equipment and recipe books. Redemption Roasters delivered a week of coffee training, where men achieved professional barista training. And we even helped set up a recipe book library for staff and prisoners to get inspired.

We continued our social prescribing contract with prison healthcare provider, Practice Plus, delivering a 3-day programme of cookery to 60 prisoners across HMP Swinfen Hall, HMP Stafford and HMP Drake Hall. Sessions focused on simple, healthy and budget-friendly food using limited equipment.

We also continued our partnership with HMP Isis, supporting The Cookout project - a community kitchen situated in the prison's staff mess. 20 young men attended the programme in the last year, undertaking an NVQ catering qualification and preparing meals both for community projects and staff. 250-300 meals were produced each month and distributed by Greenwich Borough Council to local families in need.



Cooking from my culture

"This was the best three days I've ever had in prison!"

CFMC Participant, HMP Bristol

During 2023-24, we launched a new programme, Cooking from my Culture. This was designed in response to the December 2022 thematic review by HM Chief Inspector of Prisons, titled "The experiences of adult black male prisoners and black male staff".

The report made a series of key recommendations, one of which suggested "using food as a means of connection and comfort." It was outlined that food could play an important role in improving relationships between staff and prisoners of different ethnic backgrounds.

Cooking from my Culture is a 3-day cultural cooking course for prisoners from ethnic minorities. It gives prisoners the opportunity to share, learn and bond through food that represents their cultural heritage. It also enables them to connect with fellow staff members, through an end of programme event where each group will prepare and serve a heritage potluck lunch to staff, which they will eat together on the wing.

We piloted the programme at HMP Bristol in May 2023, before delivering it at HMP Wealstun in September 2023. The course created some powerful moments, where prisoners shared stories of their childhood and culture with staff, breaking down barriers and increasing connection. Many of them reported that the programme made them feel human and forget they were in prison, even just for a few days.



HMP Stafford

"I came on this course to learn new skills and to feel like a normal person again instead of a number. It has 100% been the best thing I have done in the jail. FBB is great and made the experience even better. Cooking a dish that my mum used to make for me made me happy."

Programme Participant, HMP Stafford

One of our larger food education contracts this year came in the form of a 10-week full-time cookery programme at HMP Stafford. This programme commenced in January 2024 and 24 prisoners graduated the programme, after each spending 2 weeks in the kitchen with our Food Educator.

Having each group for 2 weeks opened up a lot of opportunities for us, as well as the men, who were able to master a broad range of cookery skills, explore a variety of cuisines, and even develop and serve their own recipes to staff and peers. Many of the men had never cooked before, with one confessing to not even knowing how to use an oven. All of them reported an increase in confidence, knowledge and wellbeing by the end of the programme.

HMP Stafford's role as a prison for those convicted of a sexual offence made the Food Educator position difficult to recruit for. This delayed the start of the contract. Likewise, the short-term, full-time contract, limited our recruitment options even further. Although we ended up filling the role, Stafford characterised a common challenge of much of our food education work this year - short-term contracts due to a lack of prison funding. This hinders recruitment, but also limits the impact we can make in such a short period of time. In 2024-25, we want to prioritise longer-term projects where we can embed our work into the prison and reach a larger number of people.



Butchery in prison

"Food Behind Bars has been a massive pivotal moment in my life recently, from being in custody to after release. I started the 3 month butchery course and during that time I learnt the basics in the profession and became so interested that I studied some skills and techniques from various books. I went on to become a member of staff for the charity and taught the other women within the establishment. During that time, FBB found me a job at The Ginger Pig, where the shop manager was impressed by the skills that I had learnt in a relatively short space of time. Before my release, I worked both jobs, at the prison and at The Ginger Pig. Food Behind Bars has not only helped me by giving me an opportunity to better myself, but it has helped many other people along the way and still to this day continue with the good work." - Trevene White

We continued our contract with HMP East Sutton Park, where we delivered a programme of practical education in the prison butchery. This open women's prison in Kent is set on the site of a working farm, rearing pigs, sheep and cattle and selling to the public directly from the prison's popular farm shop.

At the end of 2022-23, we reported that we had recruited a prisoner on ROTL (Return on Temporary Licence) to take on the role of Butcher Trainer and deliver the remaining 8 months of the programme. This proved to be one of our biggest successes of the year. From May 2023 to January 2024, our Butcher Trainer, Trevene, took each cohort of women through 4 months of butchery training.

With training and support from our Master Butcher and the Farm Manager, Trevene was able to deliver industry-standard training, producing cuts of meat and products that were sold in the farm shop, but also served on prison menus at East Sutton Park and beyond.

We introduced Trevene to The Ginger Pig, one of London's most renowned butchers. After setting up an interview and trial shift at their Borough Market site, Trevene was offered a job. She continued to work 2 x days a week for FBB, and travelled into London 3 x days a week on ROTL for the remaining 10 months of her sentence. In April 2024, Trevene was released, and now works as a Butcher full time at The Ginger Pig.

We made the decision to not renew the contract in early 2024. This was primarily due to Trevene's release and the difficulty we would have staffing the role. However, 20 women graduated from our programme and the butchery continues to operate 'in-house' providing valuable opportunities for the women at East Sutton Park.



Creating change across the globe

In June 2023, our Chief Executive was awarded a prestigious Churchill Fellowship, a sponsorship programme for changemakers who want to travel, learn from other countries and bring new ideas back to their work in the UK.

In October 2023, she embarked on a 3-week research trip travelling across Denmark, Finland and Sweden and visiting 11 prisons in total. She wanted to learn more about how the Scandinavian prison system - known for its rehabilitative approach to incarceration and some of the lowest reoffending rates in the world - approached prison food. With a focus on self-catering, self-sufficiency and strict food policy, the trip was an opportunity to explore a progressive prison food system and bring ideas back to FBB's work.

The Churchill Fellowship has been hugely valuable for the charity. It's enabled us to form international partnerships, learn from models of best practice and inspire our prison partners. In Spring 2024, we even hosted one of the Danish prison catering teams here in the UK, organising a day in HMP Brixton which was hugely beneficial for both kitchen teams. In early 2025, we will release a publication detailing our findings, as well as a podcast series. We hope it will influence policy makers, prison partners, as well as inspiring the public.



Events & Publicity

"This was a busy and exciting year for me at Food Behind Bars. I was lucky enough to deliver food education programmes at HMP Swinfen Hall, Drake Hall, Stafford and Bristol. The sessions were enjoyed by everyone who attended, with the best piece of feedback being 'It was nice to spend a couple of hours not feeling like I was in prison.' Our cultural cooking course was a real highlight - 3 busy days packed full of delicious food, wonderful recipes created by the men and all finished up with a celebratory lunch with staff and prisoners."

2023-24 also marked a year of sharing our work with others. From speaking at festivals and universities, to connecting with talented chefs and thought leaders from around the world, we helped shape the conversation and the future of FBB."

Natalia Middleton, Head of Food Education



2023/24 proved to be a bumper year for events and publicity. In September 2023, we took part in the annual Meatopia festival in London. This sell-out food event is a celebration of ethical meat cooked on open fire. We organised for 4 women from our butchery programme at HMP East Sutton Park to run a Food Behind Bars food stall at the event, led by our Head of Food Education and FBB Ambassador Chef, Milli Taylor.

The women were employed by us on ROTL for the day, cooking and serving 500 portions of jerk pork belly to the public. Our stall had a queue all day and everything sold out. The women all felt it was a highlight of their time in prison, and a unique opportunity to practice the skills they've learnt. All money raised from our stall and an additional fundraiser at the event was donated to us.

In October 2023, our Head of Food Education joined a panel of speakers at Food on the Edge in Ireland, a two-day symposium for chefs and food enthusiasts around the world who want to create a better food system. Natalia was on a panel with other thought leaders and chefs, taking part in a discussion named "The poetry of our survival - how food softens institutions."

One of the biggest moments of 2023-24 came when our work was recognised by Buckingham Palace, as part of the Daily Mail and Marks & Spencer's Inspirational Women of the Year Award, which our Chief Executive won. As well as coverage in the paper and attendance at an awards ceremony, Lucy also had a reception with Queen Camilla at Buckingham Palace in March 2024. This was an incredible opportunity to highlight our cause and spread awareness far and wide.

Plan for 2024-25

1. Fundraise, develop and build a national training programme for catering teams.

This year has taught us the power in building value, skill and pride amongst prison catering teams. We want to make this the central focus of our work in 2024-25, by building a Prison Food Education Programme and developing a scale strategy to change the diet of a significant proportion of the prison population.

2. Streamline our food education programmes and seek out longer-term projects and opportunities.

We want to refine our prisoner-facing food education courses, by streamlining the content and prioritising longer-term contracts which enable us to create greater impact. This will also involve looking strategically at where we deliver those programmes, and ensuring that we are working in a way that makes logistical sense.

3. Highlight best practices within prison food from around the world and use them to influence change.

Positivity and hope are our key themes for next year. By building value in the sector, highlighting best practice in the UK and abroad and demonstrating that wholesome, nutritious and tasty food in prison is possible, we can generate a real movement in the sector.



Thank you

Funders

4814 Trust
Eurofins Foundation
Paul Hamlyn Foundation
The Robert Gavron Trust

Prisons

HMP Swinfen Hall
HMP Wealstun
HMP Woodhill
HMP Bristol
HMP East Sutton Park
HMP Stafford
HMP Downview
HMP Isis
HMP Drake Hall

Partners

University of Surrey
Churchill Fellowship
HM Inspector of Prisons
Meatopia
Ginger Pig
Hawksmoor
KERB
The Right Course
Bounceback
Natoora
Marks & Spencer

People

Milli Taylor
Keshia Sakarah
Andrew Sharp
Chris Bedwell
David Smail

And our amazing staff and trustees!

Financial Statement

Our total income for 2023-24 amounted to £158,588, compared to £57,510 in the previous financial year. The charity's expenditure for the year was £95,124 compared to £77,683 in the previous year. During the year, the charity received £97,944 of unrestricted funds and £60,644 of restricted funds. Our cash funds this year end stand at £84,410 in total. This consists of £31,062 of unrestricted cash reserves and £53,318 of restricted cash reserves.

This was a significant year for financial growth, with a 175% increase in income from the previous financial year. We continued to shift our reliance from grants to traded income, which accounted for 43% of our income this year. The funding landscape remains challenging, and we want to use 2023-24 to develop a scale strategy that is impactful, financially sustainable and attractive to funders. We believe this will unlock more funding opportunities for the charity. Likewise, the short term nature of many of our prison contracts also made financial planning difficult. Next year, we want to prioritise longer-term funded opportunities.

Overall, this was a hugely successful year for us. We ended the year with two new contracts secured, totalling £70,000. We managed to grow our team, increase staff hours and attract new funders.

The trustees regularly review the finances, budget and spend during quarterly board meetings. The Chief Executive completes a monthly cash flow statement per month, as well as constantly monitoring budgets, income and spending. The charity works with an accountancy firm who prepare our end of year accounts, manage payroll and advise on accountancy matters.

Structure, Governance & Management

The charity is governed by a constitution and is currently registered as a CIO (Charitable Incorporated Organisation). The charity holds several published policies, including health and safety, code of conduct, equal opportunities and safeguarding.

Recruitment and appointment of new trustees

This year, we appointed two new trustees. Leon Aarts, a chef and former charity leader, was appointed on 8th August 2023. Kate Eves, a criminologist and criminal justice consultant, was appointed on 21st November 2023. Both were recruited in a fair and open manner, and appointed on agreement of all board members.

Trustee positions are advertised publicly through social media and websites such as Reach Volunteering, LinkedIn etc. Candidates can apply and applications are monitored primarily by the Chief Executive. Interviews are conducted by the Chair, the Chief Executive and other board members. Trustees are appointed in accordance with the terms and conditions of the constitution. All trustees must sign the Charity Commission Trustee Declaration in order to be accepted onto the board.

Role of trustees

The charity trustees are responsible for the overall management and control of Food Behind Bars and meet four times a year. They help make strategic decisions, review financial activity and work in partnership with the Chief Executive to help her achieve the charity's objectives. They fulfil the six primary duties of a trustee as listed by The Charity Commission:

- To ensure your charity is carrying out its purposes for the public benefit
- To comply with your charity's governing documents and the law
- To act in your charity's best interests
- To manage your charity's resources responsibly
- To act with reasonable care and skill
- To ensure your charity is accountable
- All trustees give their time freely and no remuneration or expenses were paid in the year.

Role of the Chief Executive

The Chief Executive provides leadership to employees and volunteers and manages the day-to-day operations of Food Behind Bars. This includes project management, strategic direction, income generation and charity expenditure in line with budgets approved by the board. The Chief Executive regularly reports progress to the Trustees and is responsible for promoting the overall aims of the organisation.

Administrative details

Registered charity number:

1190462

Registered address:

74 Brightwell Avenue, Westcliff-on-Sea, Essex, SS0 9EF

Trustees:

Iqbal Wahhab OBE
Josie Bevan
Missy Flynn
Naomi Burke-Shyne
Leon Aarts
Kate Eves

Chief Executive:

Lucy Vincent

Independent Examiner:

Trenfield Croft Ltd
Wentworth House
West Square
Maldon
CM9 6HD

Statement of Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Food Behind Bars

1190462

Receipts and payments accounts

CC16a

For the period
from

06/04/2023

To

05/04/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	13,508	-	-	13,508	13,064
Grants	16,096	60,644	-	76,740	15,384
Sales	67,777	-	-	67,777	29,062
Refunds	-	-	-	-	-
Bank interest	563	-	-	563	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	97,944	60,644	-	158,588	57,510
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	97,944	60,644	-	158,588	57,510
A3 Payments					
Staff Costs including pension	59,618	-	-	59,618	52,371
Program delivery costs	9,900	7,326	-	17,226	14,138
Travel	10,125	-	-	10,125	7,373
Payroll costs	-	-	-	-	115
Office admin costs	7,281	-	-	7,281	3,596
Advertising	874	-	-	874	90
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	87,798	7,326	-	95,124	77,683
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	87,798	7,326	-	95,124	77,683
Net of receipts/(payments)	10,146	53,318	-	63,464	20,173
A5 Transfers between funds	13,975	-	-	-	-
A6 Cash funds last year end	6,971	13,975	-	20,946	41,119
Cash funds this year end	31,092	53,318	-	84,410	20,946

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Natwest	6,971	13,975	-
		-		-
		-	-	-
		-	-	-
	Total cash funds	6,971	13,975	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK

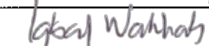
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	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
	Iqbal Wahhab	28/01/2025
	Kate Eves	28/01/25

FOOD BEHIND BARS**NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT****YEAR ENDED 5 APRIL 2024**

	<u>UNRESTRICTED</u>	<u>RESTRICTED</u>
<u>STAFF COSTS</u>		
Wages	58,228	
Employer pension contributions	1,390	
	<u>59,618</u>	<u>0</u>
<u>PROGRAM DELIVERY COSTS</u>		
Subcontractors	5,951	1,417
Printing	173	
Direct costs	3,578	5,909
Delivery Costs	198	
	<u>9,900</u>	<u>7,326</u>
<u>OFFICE ADMIN COSTS</u>		
Office costs	1,069	
Office equipment	183	
Webhosting	245	
Advertising	874	
Stationery	353	
Mobile phone	783	
Meals	660	
Accommodation	559	
Insurance	720	
Entertaining	301	
Accountancy	990	
Subscriptions	1,418	
Travel	10,125	
	<u>18,280</u>	<u>0</u>



Section A

Independent Examiner's Report

Report to the trustees/
members of

Food Behind Bars

On accounts for the year
ended

05 April 2024

Charity no
(if any)

1190462

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 05 / 04 / 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:

NSpencer

Date:

19.08.2024

Name:

NGR Robert Spencer

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

FCCA

Address:

WENTWORTH HOUSE, WEST SQUARE

MALDON

ESSEX - CM9 6HD

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.

Thank you.

Food Behind Bars
Registered Charity
1190462



FOOD BEHIND BARS

England & Wales - Charity number 1190462

Accounts

Trustees Annual Report 2022-23

Food Behind Bars
Registered Charity
1190462



Introduction

The trustees of Food Behind Bars present their annual report and accounts for the period from 6th April 2022 - 5th April 2023. The trustees confirm they comply with the requirements of the Charities Act 2011 and the Charities Statement of Recommended Practice. The trustees have also referred to the guidance issued by the Charity Commission regarding public benefit.



Our objectives

The objectives of the charity are:

To promote physical and mental health and wellbeing of prisoners in the UK and promote healthy eating.

To promote education to enable prisoners, prison leavers and prison staff to learn about healthy eating and good nutrition, and to develop skills which will promote healthy eating whilst in prison and for their future lives.

To improve the quality of food across men's and women's prisons to improve prisoners' lives both during their sentence and on release.

We achieve this by:

Delivering food education classes in prisons that teach individuals how to cook, eat well and maintain a healthy relationship with food.

Developing new recipes and delivering training to prison catering teams to help diversify menus, increase nutrition and get more freshly made, healthy food on menus.

Raising awareness around prison food standards and the importance of good food in prison.

Chief Executive's Summary

"July 2022 marked 2 years since Food Behind Bars became a Registered Charity and almost 6 years since our grassroots beginnings as a national campaign to improve prison food. What started as a belief that good food could hold the key to unlocking improved wellbeing and better opportunities for people in prison, has led to us delivering ground-breaking food projects in men's and women's prisons across the South East, the Midlands and the North West of England.

2022-23 solidified our reputation at the forefront of prison food in the UK. We expanded our reach to 9 prison partners by growing our operations, expanding our team and working with volunteers. Holistic food education was at the heart of our activities this year. From planting crops and keeping bees at HMP Swinfen Hall, to training women to become professional butchers at HMP East Sutton Park and teaching over 100 recipes in prison cooking classes across the country, our team gave some of society's most vulnerable individuals a chance to connect and learn through delicious food.

As the prison service still reeled from the after-effects of the Covid pandemic and regimes took longer than expected to get back to normal, our classes gave individuals desperately overdue time-out-of-cells. They were able to use their hands and fuel their imaginations for even just a few hours - and most importantly, get the chance to eat nutritious and wholesome food.

Rising food costs and staffing pressures proved to be a huge external challenge that impacted our work in 2022-23. The per head per day food budget set by the Ministry of Justice increased by just 2% this year - bringing the average daily food allowance up from £2.12 in 2021/22 to £2.16 for 2022/23. However, with inflation climbing above 11% in October 2022 - its highest level in 40 years - prison caterers were under pressure like never before. Staff shortages were felt as acutely in prison kitchens as they were on the wings, and this inevitably affected the capacity kitchens had to increase their menu offering and provide three freshly-cooked and well-balanced meals per day.

Regardless, we continued to work nimbly and reactively - developing and serving new dishes for prison menus and supporting caterers in making this happen. We were able to embed our staff in the prison kitchen - our Baker Trainer and Head of Food Education worked tirelessly at HMP Wealstun, for example, where they rolled out fresh bread and new options on the menu for over 800 men.

Partnerships proved hugely important for us in 2022-23. From offering prison leavers employment opportunities with street food business KERB to collaborating on an academic research study into prison food with the University of Surrey, we grew our impact by growing our network. We welcomed a new Chair, Iqbal Wahhab OBE, in Spring 2022 and hosted a sell-out fundraiser in August of the same year.

As we look ahead to 2023-24, we're feeling galvanised by what we've achieved but remain razor-focused on the huge challenge ahead. Our third year of operation was one of innovation, testing ideas and refining our services. We now want to put everything we have learnt towards a strategic plan of action that will enable us to scale up sustainably and double down on our mission of better food in prison.

As the prison population swells - it is predicted to exceed 100,000 by 2025 - living conditions, wellbeing and meaningful activity continue to suffer. It has never been more important to 'get the basics right' in prison. Whether it's a hot meal, a decent breakfast or some fresh fruit from the prison garden, good food in prison can restore hope in an environment that can often leave many feeling hopeless. This remains our ultimate goal. Here's to another impactful year ahead."

Lucy Vincent,
Chief Executive

Impact & Activities

Food Education

Delivering food education in prisons was a key part of our strategy for 2022-23. As we came out of the Covid pandemic, many prisons were slow to reintroduce education and activities that were in place before the pandemic hit. This meant prisoners were experiencing a lack of meaningful time-out-of-cell. The Criminal Justice Joint Inspection released a progress report in May 2022 about the impact of Covid-19 on the criminal justice system. It found that “recovery in prisons has generally been slow and inconsistent, leaving many prisoners frustrated as their life remains unchanged while restrictions in the community have been lifted.”

As a charity, we were keen to address this need and also identified a pocket of opportunity within HMPPS (His Majesty's Prison and Probation Service), as many prisons were prioritising wellbeing-centred activities after prisoner wellbeing had suffered so greatly. This put us in a good position to bid on new contracts and secure projects. We successfully secured food education contracts or sales with HMP East Sutton Park, HMP Manchester, HMP Wealstun, HMP Stafford and HMP Drake Hall this year. This resulted in 100 male and female prisoners engaging in cooking, baking, growing or butchery.

There is a growing appetite for this type of holistic, wellbeing-focused cookery education within the prison system. In 2022-23, we were able to capitalise on this demand, securing sales and contracts that enabled us to become less grant-dependent - a key financial goal for us this year. However, budgets were often limited and short-term, which curtailed impactful and in-demand programmes. Educating prisoners about the benefits of cooking and eating well is integral to fostering happier, healthier prison food cultures. In 2023-24, we want to embed education into every aspect of our work and give more people the opportunity to reap the benefits good food can bring.



Cooking

34 cooking classes delivered in 6 prisons
60 prisoners or prison leavers reached
100 recipes taught
3 guest chefs

Whipping up change

Our culinary education programme at HMP Swinfen Hall continued for another 9 months this year, after originally launching in July 2021. We were successful in securing a 12-month follow-on grant from The Paul Hamlyn Foundation and The School for Social Entrepreneurs, extending this project until April 2024. This year, we delivered the programme to a cohort of between 6-8 young men, with fortnightly cooking classes run by our Head of Food Education and supported by 3 guest chefs who brought specialist knowledge and industry experience.

We also secured a new food education project across 3 prisons in the West Midlands - HMP Stafford, HMP Drake Hall and HMP Swinfen Hall. This involved delivering 18 cooking classes to groups of 6 individuals in partnership with the prison healthcare provider, Practice Plus, as part of their social prescribing programme. These sessions reached typically 'hard to reach' individuals who were referred to us by the healthcare provider. They were often suffering with mental health or addiction issues, and had little time off the wing. These classes provided a much-needed outlet to learn cooking skills that they could utilise during their sentence and on release.

A partnership with Bounceback, a charity specialising in the training and employment of ex-offenders, enabled us to deliver in-the-community cooking classes to London-based prison leavers. These classes taught the men how to cook on a budget and with limited equipment, as many were in temporary accommodation and struggling with money. Likewise, we continued our work with HMP Isis, running 2 specialist cooking classes with a group of 18-27 year olds who were coming towards the end of their sentence.

"Over the course of an afternoon, I saw the work of Food Behind Bars, a small charity which helps prisons to develop more varied menus and teaches prisoners about cooking and nutrition. Under the supervision of FBB's professional chef, prisoners employed in the staff bistro produced inventive food for the lunchtime service and then spent the afternoon experimenting with a new dish. One prisoner said that he understood the joy of making his own food for the first time, having survived on takeaways when he was outside, and he was looking forward to cooking for his family and friends on release. Another man seemed hyperactive and unsettled, but became a picture of relaxed concentration when carrying out tasks given to him by the chef."

- Hindpal Bhui, Lead Inspector, HM Inspectorate of Prisons

"What I get out of the sessions is a growing confidence that I actually know what I am doing when I am in the kitchen. That is mainly down to the instructors and their fantastic guidance. Thank you Nat and the team."

- HMP Swinfen Hall Participant

"I thought the sessions were absolutely excellent, the recipes were really simple and easy to follow, but really tasty too. Nat is really knowledgeable and helpful. Super pleasant too! I would never have considered peaches in a curry, but it was delicious. I really loved this. Thank you so much."

- Social Prescribing Participant

Butchery

225 hours of butchery training delivered
5 female prisoners graduated
1 prisoner employed on Release on Temporary Licence

In August 2022, we began a 12-month butchery training programme at HMP East Sutton Park, a women's open prison in Kent. The prison is set within rural countryside and is home to a working farm, butchery facility and a farm shop which is open to the public 3 days per week. We were commissioned to teach a 4 month course to 3 cohorts of around 5-6 women 3 times across a 12 month period. The aim of the butchery programme is to inspire, engage and educate the women in the subject of butchery. By the end of the course, each individual would have been trained in all aspects of butchery, becoming confident, professionally-skilled and work-ready.

Our first cohort of 5 women graduated in January 2023. The trainees were taught a range of modules during hands-on training in the butchery, with all products then sold to customers in the farm shop. An example of the modules covered in the programme include: working with whole carcasses, exploration of primal cuts, ageing meat and hanging techniques, fundamental butchery skills, carcass care, the diverse range of cuts and their culinary uses, knife care, knife handling, hand-tying and food hygiene.

The first cohort were taught by a FBB Butcher Trainer, who we employed when we were awarded the contract. A professional butcher with over 10 years industry experience, he was able to educate and inspire - even organising a group outing to Smithfield Market, where the women were able to meet a range of employers. We also formed a partnership with The School of Artisan Food, in particular their Master Butcher, Andrew Sharp, who is an experienced and renowned butcher and farmer. He visited the prison monthly, delivering specialist sessions that focused on more artisan techniques.

Due to a staff departure in January 2023, the programme was paused whilst we recruited a replacement. This was a frustrating setback but ultimately led to a unique opportunity, and one which opened up a new pocket of impact. One of the women who had successfully graduated from the first cohort and had excelled during the course, showed an interest in applying for the role.

As a Category D prison, women are able to secure employment on Return on Temporary Licence (ROTL), meaning they can seek employment in the community. After conducting interviews, we offered the role of Butcher Trainer to this individual in March 2023, with her due to start in May 2023, when we will resume the course for the final 8 months. We are also supporting her to seek out other part-time employment opportunities to gain as much experience as possible before her release in April 2024.



Baking

19 bakery classes delivered in 1 prison

15 prisoners reached

45 recipes taught

Baking was a key area of education for us in 2022-23. Many prisons are equipped with in-house bakeries but their workforce are often lacking the specialist skills to fully utilise them. Prison menus are bread-heavy - sandwiches or baguettes dominate lunchtimes and are almost always made with ultra-processed white bread, consumption of which is linked to a range of health problems. By breathing new life into existing facilities, prisoners could be trained to bake - they'd learn new skills and, if it was successful, their diets could be impacted as a result.

Our project at HMP Wealstun had involved establishing an in-house bakery, Rise & Prove, in late 2021. It became clear that for the bakery to thrive, it needed a staff presence to lead the training and production. In January 2022, we secured additional funding from The School for Social Entrepreneurs' Future Fellows Fund. This would enable us to employ a Baker Trainer 1 x day a week for 6 months to lead Rise & Prove.

In June 2022, we launched the project with our Baker Trainer working with 15 prisoners in total in Wealstun's in-house bakery. The programme covered bread, pastry, biscuits, cakes and viennoiserie. It involved setting up a supply chain with the prison's staff mess - the men were producing 30-80 homemade ciabattas per week - as well as producing baked goods for the prison menu. Homemade focaccia, spiced apple cake, oat and raisin cookies and specially-designed desserts and biscuits for Black History Month each featured on the prison menu between June and December 2022.

The therapeutic nature of baking meant the programme didn't just equip the participants with skills, it also enhanced their mental wellbeing, gave them a creative outlet and showed them the power of teamwork. As a Category C establishment, the churn of prisoners coming in and out of the prison meant there was a relatively high turnover of participants. Likewise, security restrictions meant the course was only open to existing kitchen workers, instead of being available to the wider prison population. This meant we weren't always reaching those who could benefit the most - i.e. individuals who wanted to pursue a career in baking, for example.

Nevertheless, the programme received high levels of engagement and positive feedback across the board. Participants commented on the impact the sessions had on their mental health, as well as how much they had learnt which they were looking forward to utilising in their future lives.

"Every session had clear goals and we would always end up with something tasty for participants to take back to their cells at the end of the day. This made the effort versus payoff very clear for them and so the incentive was always there to complete the recipes. We were able to use high quality, organic ingredients which inspired both me and the cohort to create some great tasting bakes. We also ran a cookbook donation which provided the prisoners with material to take back to their cells, study and inspire. Both of these efforts helped to show the prisoners that their enjoyment of the project was paramount."

- Isaac Cameron, Baker Trainer

"I really enjoyed today's session. I am from the North East of England and our favourite bread up there is a stottie cake. Isaac has gone out of his way to find the recipe and I made it in today's session and really enjoyed it"

"I loved today as always. We were taught different types of bread (cinnamon pecan buns). Loved perfecting the ciabatta"

- Bakery Participants, HMP Wealstun



Growing

80 hours of food growing education delivered

20 prisoners reached

15 different types of crops planted

4 raised beds built

5 staff trained in beekeeping

During 2022-23, our kitchen garden programme at HMP Swinfen Hall - originally launched in July 2021 - continued. Our Kitchen Garden Educator delivered fortnightly sessions to the group of 15 men who worked in Farms & Gardens, teaching them to grow a variety of crops which this year included: leeks, beetroot, carrots, pumpkin, kale, broccoli, courgette, herbs, kohlrabi, purple sprouting broccoli, artichoke, raspberry, blueberry and asparagus. Crops were regularly picked and delivered both to the prison kitchen to be used on menus and the Bistro, where our Head of Food Education used them in cookery classes.

Whilst last year involved establishing the kitchen garden and primarily focusing on the existing greenhouse, this year we wanted to utilise some of the unused land that bordered the greenhouse. After securing a small grant from The Stanley Smith Horticultural Trust, we purchased enough timber for 4 x large raised beds which were then produced by HMP Swinfen Hall's woodwork department. Prisoners training in woodwork produced the beds which were then installed and planted with more crops.

We began a collaboration with the Sutton Coldfield and North Birmingham Beekeeping Association. Their support enabled us to install 3 x beehives on site. We funded 5 of the grounds staff to enrol in a beekeeper training course with the association, with each of them completing it in Spring 2022. By June 2022, the first swarm of bees was introduced and the staff were able to embed beekeeping into the training they were already delivering daily to prisoners. This approach gave the initiative the longevity and the 'in-house expertise' it needed to continue beyond December 2022, which was when our official partnership with Swinfen Hall's Farms & Gardens ended. The investment and work to improve the space, expand the growing capacity and educate the staff and prisoners continues to have a positive impact, contributing to everyday life in the prison - from equipping prisoners with skills to getting freshly grown food on the prison menu.



Inside the prison kitchen

"The food in prison is very basic. It's very carb-heavy, it's very beige. It's not made with any thoughts or feelings or care. You get your food, you go and sit in your cell - you're 3 feet from an open toilet - and you eat your food on your own. So it's not just the food - it's the environment around consuming the food that had a big impact on me as well." – Sophie, FBB Ambassador

Cooking up a solution

Our most challenging work in 2022-23 took place inside the prison kitchen. Prison catering teams were experiencing a range of pressures - both internal and external, existing and emerging - which ultimately had an effect on the work we were undertaking to try and improve quality and standards.

Food budgets were squeezed further, despite the official inflation rate in the UK climbing above 11% in October 2022 - its highest level in 40 years. The benchmark food budget set by the Ministry of Justice for 2022/23 is £2.16 per head per day. However, the actual reported spend was higher - between £2.50-£2.70 per prisoner for most establishments. This meant that catering managers were faced with a significant overspend, and therefore under pressure to reduce costs.

Staffing in prison kitchens was also an issue. UK Hospitality reported in May 2022 that there were a record "1.288 million unfilled roles in hospitality. Compared to the same period two years ago this is up 62%, whereas in hospitality it is 93% higher." The problem was even more acute in the prison sector, where almost every department was experiencing staff shortages. As a result, prison kitchens were often not operating at staff capacity, with catering managers regularly filling in 'on the floor' to plug the gap and spending a great deal of time trying to recruit and retain staff. Ultimately, this impacted everything from food quality to training and education for the prisoners working in the kitchen.

At HMP Wealstun, both of these pressures affected our work. However, we continued to develop new recipes, working collaboratively with the catering team to refine them and add them to the weekly menus. In 2022-23, we focused on developing healthier and more inventive versions of familiar favourites, as they were usually the most popular items on the menu and therefore had greater reach. Homemade soup recipes (tomato and roasted red pepper, squash and lentil for example), sweet and savoury bakes and mains and sides such as our fajita-style pasta, chickpea and peach curry and spicy vegetable rice all became regular fixtures on the prison menu.

We consulted with Farms & Gardens, who put a growing schedule in place to supplement the kitchen with ingredients that were either unavailable via the supplier or unaffordable - e.g. fresh herbs, butternut squash etc. A copy of our HMP Wealstun wellbeing guide was given to every individual arriving at the prison via the induction unit. We created food education resources to go out weekly with the menus, meaning every prisoner had access to information on what they were eating, what was in it, why it was good for them or its cultural significance. This led to more individuals picking our dishes and eating healthier as a result.

However, the project was held back by high staff turnover and shortages in the kitchen. New recipes required training and this was often impossible to implement with the pressures the kitchen was facing. Food inflation and cuts to spending made the catering manager's job difficult and ultimately meant we weren't able to implement as many of our ideas as we intended, nor as cohesively as we would have liked. This was a key area of learning for us in 2022-23 and a hugely valuable experience which we are now using to shape our strategy for 2023-24.



Prison food across the country

Our work influencing prison food this year wasn't exclusive to HMP Wealstun. A partnership with the University of Surrey enabled us to work with catering teams at a range of women's prisons. The Department of Sociology undertook a research project entitled 'Doing Porridge', which explored the issue of food in women's prisons. As well as contributing to their advisory board, we partnered with the university to host workshops in each of the project prisons. This involved making recommendations and suggesting tangible actions to the senior staff and catering team and providing support to action them. Workshops took place in HMP Send and HMP Styal in 2022-23, with the other 2 project prisons due to take place in 2023-24.

We were inundated with requests for support from prison catering teams and governors alike this year. Despite prisons facing challenges unique to each establishment, most issues around food were universal. Catering managers wanted support with new recipes, ideas, healthy eating and staff training. Governors wanted food to improve as they believed it was impacting rates of violence, disruption and self harm. This demonstrates the scale of the problem, the importance of our work and the need for a robust way of working that tackles the issue in a way that is accessible for prisons, and achievable within prison budgets. We made great strides this year in refining our services, increasing our understanding, expanding connections across prisons and building advocacy. We hope to put this all into targeted action in 2023/24.

"I've been working with Food Behind Bars for almost two years and their expertise, support and creativity has allowed us to diversify and innovate our food offering, equip our kitchen workers with additional skills and even upskill our workforce in our successful in-house bakery. They've worked collaboratively with us to make a real impact on the health, wellbeing and life chances of the men in the prison and we couldn't recommend their services more."

- Catering Manager, HMP Wealstun



Partnerships

Strength in numbers

Collaborating with like minded organisations was a key driving force behind our work in 2022-23. In HMP Isis, we worked alongside street food business KERB, restaurant group Hawksmoor and prison charity The Right Course, to continue setting up and running 180 Kitchen, a community kitchen project in the prison canteen. A group of 5 young men studied for an NVQ in catering whilst preparing freshly-prepared frozen meals for a range of community food projects. In 2022-23, HMP Isis distributed 480 prison-made meals across Greenwich and Lewisham to beneficiaries experiencing food insecurity, such as refugees and the homeless. We helped develop the project, delivering additional cookery classes in the kitchen and worked with the other partners to assist with establishing employment opportunities and further training.

We built on this partnership with KERB further, by acting as a referral partner for their Streets Ahead Programme, which gave prisoners and prison-leavers access to KERB's online Classroom course (designed to give insight and tips to any aspiring food business owner) and in-person workshops. The programme also offered a 4-week work experience placement at their London markets, as well as the chance to pitch for £10,000 of street food start-up funding. We helped establish this programme at HMP Brixton and HMP Isis, with one FBB referral successfully securing a work experience placement on release from HMP Brixton.



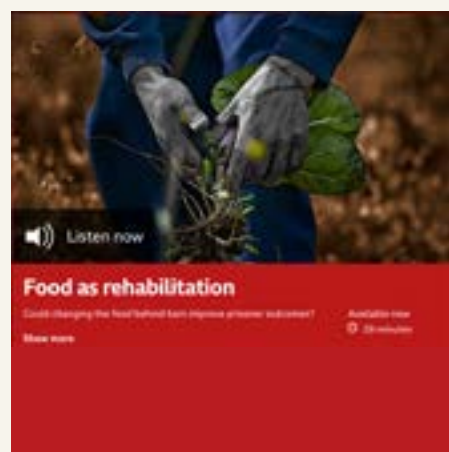
Online & In the media

A fresh new look

A collaboration with design agency Studio La Plage and BA Graphic Design students at the London College of Communication led to an exciting new Food Behind Bars brand identity in April 2022. This fresh look represents where the charity is at today whilst retaining our bold, grassroots spirit. The rebrand was a generous pro-bono project that played a role in our large online presence this year which led to a bumper year for press and record-level donations.

Prison food made the headlines

Prison food remained on the public agenda for 2022-23 as we led important discussions in the media through a range of key outlets. This enabled us to spotlight the voices of some of our beneficiaries, share recipes we were serving on prison menus and highlight the incredible work of our staff members. Press this year the BBC World Service, BBC Good Food, Observer Food Monthly and CODE Hospitality.



Events

A celebration of life-changing food

In August 2022, we hosted our first-ever fundraiser at The Conduit in Covent Garden. This was our first event and a key opportunity to raise funds, promote our work and serve some delicious food. A panel discussion on the importance of prison food featured our FBB ambassador and ex-prisoner, Sophie, HMP Brixton's catering manager, Felix Tetteh and KERB referral and recent prison leaver, Marcus. A three course menu showcased dishes designed by prisoners, served in prisons and featuring incredible donated ingredients by suppliers such as Natoora, Belazu and Wildfarmed. An online and in-person raffle was entered by 170 people with some limited edition foodie prizes and in total the night raised over £7000. For us, it was an unforgettable night and our first real opportunity since becoming a charity to share our mission, attract new support and raise much-needed funds.

Spreading the message

Events continued to play a big role in spreading the FBB message this year. Panel talks at The British Library and Wilderness Festival put the topic of prison food centre stage. Our Chief Executive was nominated for an Innovator award at the GQ Awards 2022 and she, in turn, nominated HMP Brixton's catering manager for Catering Manager of the Year at the Public Sector Catering Awards in April 2022, for which he was shortlisted. Promoting positive practice in this way was a key mission of ours this year. Prison catering managers so often don't get the recognition they deserve, and this was a rare opportunity to truly celebrate those pushing the boundaries of prison food with great results.



Plan for 2023-24

1. Develop a scalable model for change in prison kitchens

We want to inspire change in prison kitchens and empower and upskill catering teams to produce good quality food that makes a difference. In 2023-24, we want to put this strategy into action and double down on our original mission of changing prison food on a national scale. We want to develop a model that enables us to expand our impact, grow our operations and create a sustainable future for the charity.

2. Roll out our food education in a further 5 prisons

Food education is integral to our mission of improving prisoners' lives through cooking and eating well. We want to roll out our education programme in a further 5 prisons and reach some of the system's most vulnerable individuals who we believe will benefit from our services the most. To do this, we need to grow our operations by expanding our team of Food Educators and continuing to build our network of prison partners

3. Continue to raise awareness and campaign for change

We will continue to put prison food in the spotlight and raise awareness around the importance of diet in prison. We will also hone the way we measure and evaluate our work, in order to effectively demonstrate the impact and benefits of our projects.

Thank you

Funders

The Nagle Foundation
The Paul Hamlyn Foundation
The School for Social Entrepreneurs
The Stanley Smith Horticultural Trust

Prisons

HMP Swinfen Hall
HMP Wealstun
HMP Brixton
HMP Stafford
HMP Drake Hall
HMP Isis
HMP Woodhill
HMP East Sutton Park

Partners

KERB
Hawksmoor
The University of Surrey
Bounceback
Centre for Social Justice
The Handmade Bakery
Studio La Plage
London College of Communication
The Sutton Coldfield and North Birmingham Beekeeping Association

People

Milli Taylor
Ixta Belfrage
Nikki Compson
Lee Sears
And our amazing staff, volunteers and trustees!

Financial Statement

Our total income for 2022-23 amounted to £57,510 compared to £82,637 in the previous financial year. The charity's expenditure for this year was £77,683, compared to £58,268 in the previous year. During the year, the charity received £42,126 of unrestricted funds and £15,384 of restricted funds. Our cash funds at the end of 2021-22 were £41,119. Our cash funds this year end stand at £20,946 in total. This consists of £6,971 of unrestricted cash reserves and £13,975 of restricted cash reserves.

This was a challenging year for financial growth with several key factors contributing to lower than anticipated income. Our Chief Executive was on maternity leave from August 2022-April 2023 which - as a very small team - impacted our operations significantly. This in turn had an effect on income generation. In addition, the unexpected departure of a staff member in January 2023 meant the temporary pause of a key contract while we recruited for a replacement. The ending of a key grant from The Nagle Foundation in December 2022 also had an impact.

However, despite the challenges, we managed to secure several new contracts and regular income sources, with most due to start in 2023-24. This has enabled us to shift our reliance from grants to a more secure income source, a move we believe will pay off in the long run and help increase our financial security. We ended the financial year with over £20,000 of cash funds and several new contracts due to start in 2023-24.

The trustees regularly review the finances, budget and spend during quarterly board meetings. The Chief Executive completes a monthly cash flow statement per month, as well as consistently monitoring budgets, income and spending. The charity works with an accountancy firm who prepare our end of year accounts, manage payroll and advise on accountancy matters.

Structure, Governance & Management

The charity is governed by a constitution and is currently registered as CIO (Charitable Incorporated Organisation). The charity holds several published policies, including health & safety, code of conduct, equal opportunities and safeguarding.

Recruitment and appointment of new trustees

Trustee positions are advertised publicly through social media and through websites such as Reach Volunteering, LinkedIn etc. Candidates can apply and applications are monitored primarily by the Chief Executive. Interviews are conducted by the Chair, the Chief Executive and other board members. Trustees are appointed in accordance with the terms and conditions of the constitution. All trustees must sign the Charity Commission Trustee Declaration in order to be accepted onto the board.

Role of trustees

The charity trustees are responsible for the overall management and control of Food Behind Bars and meet four times a year. They help make strategic decisions, review financial activity and work in partnership with the Chief Executive to help her achieve the charity's objectives. They fulfil the six primary duties of a trustee as listed by The Charity Commission:

- To ensure your charity is carrying out its purposes for the public benefit
- To comply with your charity's governing documents and the law
- To act in your charity's best interests
- To manage your charity's resources responsibly
- To act with reasonable care and skill
- To ensure your charity is accountable

All trustees give their time freely and no remuneration or expenses were paid in the year.

Role of the Chief Executive

The Chief Executive provides leadership to employees and volunteers and manages the day-to-day operations of Food Behind Bars. This includes project management, strategic direction, income generation and charity expenditure in line with budgets approved by the board. The Chief Executive regularly reports progress to the Trustees and is responsible for promoting the overall aims of the organisation.

Administrative details

Registered charity number:

1190462

Registered address:

74 Brightwell Avenue, Westcliff-on-Sea, Essex, SS0 9EF

Trustees:

Iqbal Wahhab OBE
Josie Bevan
Missy Flynn
Naomi Burke-Shyne
Aaron Taylor (until May 2022)

Chief Executive:

Lucy Vincent

Independent Examiner:

Trenfield Croft Ltd
Wentworth House
West Square
Maldon
CM9 6HD

Statement of Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Food Behind Bars

1190462

Receipts and payments accounts

CC16a

**For the period
from**

4/6/22

To

4/5/23

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	13,064	-	-	13,064	4,273
Grants	- 0	15,384	-	15,384	67,500
Sales	29,062	-	-	29,062	10,864
Refunds	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
Sub total (Gross income for AR)	42,126	15,384	-	57,510	82,637
A2 Asset and investment sales, (see table).					
	- 0	- 0	- 0	-	
	- 0	- 0	- 0	-	- 0
Sub total	- 0	- 0	- 0	-	- 0
Total receipts	42,126	15,384	- 0	57,510	82,637
A3 Payments					
Staff Costs including pension	20,011	32,360	-	52,371	35,697
Program delivery costs	6,799	7,339	-	14,138	14,925
Travel	5,309	2,064	-	7,373	5,603
Payroll costs	115	-	-	115	323
Office admin costs	3,596	-	-	3,596	1,608
Advertising	90	-	-	90	112
	- 0	-	-	-	-
	- 0	-	-	-	-
	- 0	-	-	-	-
Sub total	35,920	41,763	-	77,683	58,268
A4 Asset and investment purchases, (see table)					
	- 0	- 0	- 0	-	
	- 0	- 0	- 0	-	
Sub total	- 0	- 0	- 0	-	- 0
Total payments	35,920	41,763	- 0	77,683	58,268
Net of receipts/(payments)	6,206	- 26,379	-	- 20,173	24,369
A5 Transfers between funds	- 0	-	-	-	-
A6 Cash funds last year end	765	40,354	-	41,119	16,750
Cash funds this year end	6,971	13,975	-	20,946	41,119

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Natwest	6,971	13,975	-
		-		-
		-	-	-
	Total cash funds	6,971	13,975	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
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
	Iqbal Wahhab	Iqbal Wahhab		7/11.2023
		Mehrunisa Malik-Flynn		07.11.23



Section A

Independent Examiner's Report

Report to the trustees/ members of			
On accounts for the year ended	05 April 2023	Charity no (if any)	1190462
Set out on pages			

(remember to include the page no. in the address on the report)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 05 April 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: NSpencer **Date:** 31.08.2023

Name: NEIL ROBERT SPENCER

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

FCCA

Address:

WENTWORTH House

WEST SQUARE, MALDON

ESSEX. CM9 6HD

Thank you.

Food Behind Bars
Registered Charity
1190462



FOOD BEHIND BARS

England & Wales - Charity number 1190462

Accounts

Food Behind Bars

Registered Charity 1190462

The trustees of Food Behind Bars present their annual report and accounts for the period from 6th April 2021 - 5th April 2022. The trustees confirm they comply with the requirements of the Charities Act 2011 and the Charities Statement of Recommended Practice. The trustees have also referred to the guidance issued by the Charity Commission regarding public benefit.

Our objectives

The objectives of the charity are to promote physical and mental health and wellbeing (3 (1) (d) of the Charities Act 2011), particularly, but without limitation, to promote the health of prisoners in the UK and promote healthy eating. The charity also aims to promote education (3 (1) (b) of the Charities Act 2011), particularly but without limitation, to enable prisoners, ex-offenders and prison staff to learn about healthy eating and good nutrition, and to develop skills which will promote healthy eating whilst in prison and for their future lives. The charity operates within England and Wales and its activities cover education/training, the advancement of health and other charitable purposes, such as promoting wellbeing and rehabilitation.

Activities, Achievements and Performance

This year was a pivotal period for Food Behind Bars - we launched three groundbreaking pilot projects, grew our income substantially and employed our first staff members. This has enabled us to hugely expand our impact and reach more beneficiaries at prisons across the country, in particular HMP Wealstun, HMP Swinfen Hall and HMP Brixton.

Our mission of transforming prison food and delivering food education in prisons has remained the same. Our activities this year have ranged from menu development and culinary training to baking, food growing and street food education. Each of these projects have supported the wellbeing of prisoners, given them opportunities to learn how to cook, gain hospitality skills that could lead to employment and enabled them to access a healthier and more varied diet.

A greater staff capacity and increased income has meant we've been able to embed Food Behind Bars within the culture and daily life of our partner prisons. We've built strong relationships with staff which have opened up new pockets of opportunities within each establishment, provided consistent support to groups of prisoners - many of whom we have now worked with for over a year and have continued to support post-release - and built solid foundations that we hope will lead to a sustained impact.

We were awarded a large grant from the Nagle Family Foundation which provided our primary source of income for this financial year and enabled us to work in a truly innovative way, testing ideas and developing services which have now formed part of our overall strategy. We also began to grow our sales and contracts income and this is a key focus for the charity going into 2022/23.

In July 2021, we employed Natalia Middleton - a professional chef and cookery teacher - as our Development Chef. Her involvement has been crucial to all of our activities, in particular the projects at HMP Wealstun and HMP Swinfen Hall, where she has led our food education and recipe development. Growing the team has been integral to our success this year - it's raised the profile of the charity, attracted new clients and enabled us to deliver more work.

Despite the Covid-19 pandemic still affecting prisons by reducing the regime in some establishments, we've been able to adapt our services where necessary and still reach our beneficiaries. Overall, this year has been a monumental period of growth for Food Behind Bars which has solidified our position at the forefront of prison food in the UK and set the groundwork for an exciting 2022/23.

Summary of achievements and activities

HMP Wealstun

We launched a one year project with HMP Wealstun in July 2021. This was our first major prison food project which was primarily focused around working closely with the kitchen to improve the food served and provide healthier options on the menu. The project also involved restoring a bakery facility in the prison kitchen and creating a HMP Wealstun wellbeing guide to be distributed to prisoners.

Menu Development

When we began working with the prison, the Catering Manager was providing a good variety of food but was keen to offer more varied meals, in particular healthy food, which many of the men had asked for. The current menu offered 5 choices for lunch and 5 for dinner and in September 2021, we launched "Option F" - a sixth menu option, developed specifically by Food Behind Bars. We developed over 50 brand new dishes in total - some examples include: bombay potato frittata with salad, Brazilian black bean feijoada, Jerk sweet potato and charred corn salad, cowboy bean bowl with toasted tortillas, buddha bowls, homemade bhaji burgers and Asian chicken noodle salad. These options were available for lunch and dinner everyday and over half of them were either vegan or vegetarian.

A tasting event and catering forum was delivered by us to coincide with the launch of Option F. Each prisoner was able to taste a range of the new dishes and offer feedback. Many of them said it was the best food they'd tasted in prison and the dishes received scores of 9 and 10 across the board.

In early 2022, we developed a new set of dishes for Option F based on the reaction to the current menu cycle. These focused on healthier, more exciting versions of 'family favourites' - i.e. spaghetti bolognese, curries etc. We also supported the prison kitchen weekly with the overall menu, providing new side dishes, snack ideas and menu resources to educate the men on new ingredients and dishes.

Rise & Prove

We began work on establishing Rise & Prove, the in-house prison bakery. This officially launched in December 2021 with a special Christmas baking project. We developed three festive-themed baked goods and provided the prison with some high quality, local ingredients as well as packaging. We trained the prisoners who work in the bakery on the products and during the week before Christmas, the men made over 850 bakery boxes which were distributed to each prisoner. They were able to enjoy three homemade baked items during a traditionally challenging and isolating period for individuals in prison. We received positive feedback about this initiative, with comments including:

"I found all three delicious, but if I had to pick just one? It would have to be the sticky gingerbread. This was above and beyond! My tastebuds are still partying. Thank you and have a lovely Christmas and New Year."

"All three items were delicious and a thoughtful treat, thank you very much and hope you have a good Christmas."

"They were really nice and thoughtful - really tasty. The boys in the bakery have done a fantastic job and should get a bonus! Well done lads."

In March 2022, we received a small additional grant from The Worshipful Company of Bakers which enabled us to run a baking short course for a group of 4 men. This was delivered in partnership with a local bakery, The Handmade Bakery in Huddersfield. The men learnt how to make laminated pastries - almond croissants, pain au chocolat, custard tarts, pain au raisins, as well as enriched dough. This helped upskill the bakery workers and introduce them to new flavours, techniques and ingredients.

Wellbeing Guide

In October 2021, we released "Take Care" - a wellbeing guide produced by Food Behind Bars specifically for HMP Wealstun. The booklet included accessible information about looking after the body, mind and diet during prison. The content included diet information from a qualified nutritionist, details on new Option F dishes, a step-by-step yoga sequence, a "cell workout" from an ex-prisoner turned Personal Trainer and breathing techniques from a wellbeing expert. This guide was kept in Wealstun's Induction Wing and is given to every new arrival on their first day at the prison, to help support their wellbeing during the challenging early days of prison and throughout their sentence.

HMP Swinfen Hall

We also began working with HMP Swinfen Hall officially in July 2021 on a one year project. The project spanned both the staff bistro (where we have been running a culinary training programme) and the grounds (where we have been refurbishing a greenhouse into a kitchen garden and delivering training).

Culinary Training Programme

HMP Swinfen Hall is home to a staff bistro which operates as a cafe serving breakfast, lunch, coffee, snacks etc. It is staffed by around 8 prisoners who work in the bistro 5 days a

week preparing and serving food. We began bi-weekly sessions in the bistro in August 2021 delivered by Natalia, our Development Chef. The sessions were designed to teach the men how to cook, design menus and explore new ingredients. The men have been able to master a range of professional techniques - from knife skills to meat and fish preparation to making stocks, sauces and pastry. Food has been diverse and culturally wide-ranging - sessions have featured Mexican, Japanese, Caribbean, Italian and Indian food and many more.

The programme has contributed to an overall improvement in the food quality in the bistro, meaning the men are cooking new dishes even on the days we're not there. This has attracted more customers to the space, in turn boosting the men's job satisfaction and enabling them to gain professional experience. Every recipe used has been kept in a kitchen recipe book, so the team has a bank of different recipes to access at all times. Dishes have included fresh produce from the garden and a more diverse cultural variety of ingredients.

As part of the regular programme, we have organised a series of one-off events and guest chef sessions. In November 2021, cookbook author and BBC Good Food columnist Melissa Thompson ran a special Caribbean guest chef session. In the same month, award-winning writer and caterer Milli Taylor delivered a Japanese cooking class. We ran a special Christmas lunch service for the staff in December 2021 and a Cook for Ukraine fundraiser in April 2022.

Some of the feedback we have received includes:

"I learned how to make delicious Patatas Bravas and Chicken Marbella. Also Milli showed us her amazing banana cake. Thank you both."

"I learnt how to make chocolate ganache properly and Nat showed me how to make chocolate bark with leftover melted chocolate to decorate cakes, I have never seen that before!"

"I really enjoyed making a delicious chicken Tikka and Thai green curry - it was awesome to make the paste from scratch."

"We learnt how to make some really nice dishes and we had some great feedback from customers. Thank you Nat, always a pleasure to have you in."

"I learnt different techniques of cutting vegetables and stripping down a chicken. I really enjoyed it - very happy."

Natalia has provided the men with the chance to gain professional skills but has also supported their personal development, with many growing in confidence and taking ownership over the space. Overall, the bistro continues to thrive and our programme has given the men a space to get creative and reap the rewards that food and cooking can bring.

Food Growing Programme

Our ambition with the grounds and greenhouse at HMP Swinfen Hall was to help create a thriving kitchen garden which supplied fresh fruit and vegetables to the prison kitchen and provided valuable training and employment for the prisoners.

When we began work in Summer 2021, the greenhouse irrigation system was not functioning properly so we organised for a new system to be installed so crops could be watered effectively. Our initial progress was stalled slightly due to staffing issues - we employed a Kitchen Gardener to run the programme in late 2021 and after delivering the first sessions, she left the role in early 2022 due to a change of circumstances. However, we had already started planting a variety of crops, including herbs, spring onions, lettuces and tomatoes.

In January 2022, we brought on a new Kitchen Gardener, Lawrence, who was a FBB volunteer. He was able to make a growing plan for the garden and begin planting a variety of crops with the men. These included sweetcorn, butternut squash, beetroot, strawberries, blueberries, rhubarb, potatoes, rainbow chard and many more. This produce was supplied to the prison kitchen and used to make meals for the prisoners, as well as being supplied to the bistro and used as part of our training programme.

Lawrence also ran bi-weekly sessions with the 15 prisoners who worked in the greenhouse and grounds. Each session was hands-on and specifically focused on food growing skills. The men were able to learn about unfamiliar fruit and vegetables, seasonality and sustainability. In Spring 2022, plans were formed to build new raised beds and install a set of beehives. We sent all of the staff on a professional beekeeping course and they are now able to pass on their knowledge to the prisoners. We regularly provided seeds, soil, compost and beekeeping equipment to the prison.

Overall, our involvement led to an improvement in the space which has benefitted the mental health and wellbeing of the prisoners. It has also impacted the overall prison population through the increase of homegrown produce on the prison menu.

HMP Brixton

In March 2022, we delivered a 4-week street food entrepreneurial programme called Street Food Bosses to a group of 20 men at HMP Brixton. The course gave individuals the opportunity to develop their very own street food concept, supported by industry experts from across the world of food, business and branding.

During this course, learners attended a series of workshops that helped shape an initial idea into a viable potential business. The course involved a set of industry workshops delivered by guest professionals working in the field - these included successful street food traders, branding experts and business leaders. Each session covered every element of starting and running a successful street food business - from defining a USP and developing a business model, to building a brand, creating a menu, understanding logistics and operations and the importance of pitching.

Each learner created a one-page business plan, a name, logo and brand identity and developed a short pitch with the help of the course facilitators. At the end of the programme,

we invited in a group of leaders from the street food industry - these included representatives from Borough Market, KERB and Brixton Village. Each learner presented their business to the panel in a special event in the prison chapel. They received feedback from the experts, answered questions and were supported by their peers. Two overall winners were crowned and everyone received a certificate of completion, an individual personal reference, a list of useful contacts and resources, as well as their completed learning pack and the resources they created during the course.

Some of the feedback we have received includes:

"The course was a great way to focus on something positive to come out of a harrowing environment like HMP Brixton. A real positive light at the end of a long dark tunnel. Thank you Food Behind Bars."

"I got an educational experience which I valued. I've learnt about branding and managed to make my logo. I also got to interact and get knowledge from real street food vendors and I enjoyed the course. Thanks to Food Behind Bars I feel closer to making my dream a reality."

"This is an amazing course to bring to prisons! I gained loads of knowledge that I can use in the future. I thank all of the professionals that delivered the sessions, not only for their experience but their time and patience. I would recommend any prisoners to take part in the course, for the knowledge and experience and their own personal development."

Although bringing so many guest facilitators into the prison to deliver this course made it logistically challenging, it also added great value to the programme and opened prisoners up to a world they might not have been able to access before. Learners left feeling inspired and confident. We also went on to support many of them in the community, including one individual who we secured a paid apprenticeship at a street food company. Overall, Street Food Bosses positively impacted the men involved who - prior to this course - were not involved in any meaningful out-of-cell activity.

HMP Hewell

In October 2021, we hosted the final of our "HMP Hewell's Best Chef" competition. The prison-wide competition asked prisoners to submit their own original recipe and write about what it meant to them. 42 prisoners entered and we assembled a panel of professional judges, made up of local chefs and restaurateurs. We hosted a cook-off with 6 semi-finalists and a final cook-off with 3 of them. They were able to cook their own food, use high quality ingredients and learn skills from the professional chefs. We crowned a winner and in November 2021 all three finalists cooked a special lunch for a group of governors from different prisons. They designed, cooked and served a three-course meal, with each of them benefitting from spending time out of their cells during a period of minimal purposeful activity during the pandemic.

HMP Isis

In April 2021, we began working with HMP Isis on a community kitchen project, 180 Kitchen. This involved turning the existing staff mess into a new type of community kitchen that

combines vocational training and community support - producing thousands of nutritious meals for those most in need, whilst enabling young people in prison to build skills and make a positive contribution to their local community. Alongside other charity and hospitality sector partners, we supported HMP Isis in setting up 180 Kitchen.

In August 2021, we hosted a branding workshop with 10 prisoners who work in the kitchen. The workshop encouraged the group to come up with a name and a brand for the kitchen which was then turned into a logo and a creative identity. The kitchen was at the early stages of development, however a partnership with Greenwich Council meant the prisoners began to produce around 200 meals per week which were distributed to food projects in the community. We are continuing to support this project which provides training and employment for the prisoners and nutritious meals for those who need them most.

HMP East Sutton Park

In January 2022, we were successfully awarded a 12-month contract at an open women's prison in Kent, HMP East Sutton Park. The contract involves running a professional butchery course to cohorts of women in the prison's in-house butchery facility. HMP East Sutton Park is home to a working farm - they rear their own livestock and the products produced are sold in the prison's farm shop. This is the only project of its kind in the UK - we will be delivering an exciting course that trains learners in the fundamentals of nose-to-tail butchery, as well as giving them the opportunity to explore more artisan techniques that reflect modern butchery - skills such as smoking, curing and utilising the whole carcass. FBB will secure work placements, job opportunities and mentor partners for the learners on release. This project is due to commence later in 2022.

Employment and Skills Training

Although much of our work during this period has focused on in-prison activities and the impact they have on individuals during their sentence, we have also provided support to those who have engaged in our programmes and been released into the community.

We have referred two individuals who completed our Street Food Bosses programme to the Streets Ahead initiative, run by KERB Food and McCain Foods. Streets Ahead helps individuals from marginalised backgrounds build their own street food brand; by engaging in an online street food course, attending immersion days at London food markets and having the opportunity to apply for a start-up grant to fund their business.

We also supported an individual serving a sentence at HMP Brixton, who was referred to us by staff members. He had a business plan for his own food business and a desire to work in the food industry. Upon release, we helped secure him a paid apprenticeship with KERB Food at the National Theatre, whilst also working with a partner organisation to provide him with an electronic tablet so he could complete an online street food course.

This is an area we would like to expand further in 2022/23 and we hope to continue to provide tailored support to individuals we meet in custody, helping them secure employment and further qualifications and training.

Other

We created an 8-episode podcast with production company Second Window which was released in Spring 2021. The podcast, Food Behind Bars, explored the subject of prison food through the people who know it best: prisoners, ex-prisoners and catering managers. The podcast was nominated for a Digital Media Champion Award at the Criminal Justice Alliance Awards 2021.

Lucy Vincent was also nominated for the Veuve Clicquot Innovator Award at the GQ Food Awards in April 2022. Food Behind Bars was also featured in a BBC Sounds podcast with Stacey Dooley. The HMP Swinfen Hall kitchen garden project was featured by the Royal Horticultural Society podcast.

Future Plans

Our aim is to continue working with prisons across the country to reach as many individuals as possible from a variety of demographics and backgrounds. We have been working in a bespoke way this year - designing initiatives to suit each prison's needs and facilities. Although we want to continue working this way, we would like to refine our services and operate more strategically - this will enable us to offer a cohesive set of services and ultimately attract more business and reach more beneficiaries.

We will continue our pioneering projects at HMP Wealstun and HMP Swinfen Hall, using both as a blueprint for how to work with other prisons. But we would also like to capture what we have learnt from these projects - what has worked well and what has been more challenging - and use this in our future services and projects. Our ultimate goal is to have a FBB Development Chef based in every prison kitchen we work with and this is something we'd like to work towards further next year.

At HMP Wealstun, we plan to expand the bakery, Rise & Prove, significantly in 2022. In HMP Swinfen Hall, we plan to continue our culinary training but also work closer with the prison kitchen on healthier food.

We will officially launch our butchery project at HMP East Sutton Park and hope to secure more contracts in 2022 and into 2023.

Alongside our larger prison projects, we plan to deliver some shorter-term projects, including cookery classes both in prison and in the community. This is a key area of expansion for us - we would like to deliver as much holistic food education as possible to as many prisoners, particularly those who rarely leave the wing or engage in typical education or work. This type of practical, hands-on education not only supports mental health and wellbeing, but also equips prisoners with life skills they can utilise on release.

Our vision remains the same: we want to transform the quality of food and food education in British prisons. Although this is an ambitious target, our work this year has brought us closer to our goal and enabled us to prove that better food in prison is possible. Next year, we want to get even closer to achieving our vision.

Our Finances

The receipts and payments accounts report for the financial year 21/22 shows a total income of £82,637, an increase of over 300% from our income for 20/21. This consists of £67,500 restricted income made up of grant income from The Nagle Family Foundation and The School for Social Entrepreneurs. The remaining £15,137 of unrestricted income is made up of donations and sales. We also received a £1000 grant from The Worshipful Company of Bakers, £8,264 from prison partners for project delivery and £4,275 of donations.

Our cash funds this year end stand at £41,119 in total. This consists of £40,354 of restricted cash reserves and £765 of unrestricted cash reserves. Although our unrestricted cash reserves are lower than we anticipated, they have still increased significantly since 20/21. With a new contract starting in 2022 at HMP East Sutton Park, a focus on growing our sales income and ongoing interest from potential prison partners, we are confident our unrestricted reserves will grow steadily throughout 2022 and into 2023.

Our primary outgoings consist of staff costs which include both our Chief Executive and Development Chef. These staff costs are integral to the delivery of our work and as previously mentioned, our increase in staffing this year has been the main contributing factor to the success of our projects and growth of our impact. Program delivery costs, which include ingredients, equipment, learning resources, printing etc, also make up a large portion of our outgoings. We have also managed to get many program delivery assets donated this year, which has helped subsidise this expense.

The trustees regularly review the finances, budget and spend during quarterly board meetings. The Chief Executive completes a monthly cash flow statement per month, as well as consistently monitoring budgets, income and spending. The charity now works with an accountancy firm who prepare our end of year accounts, manage payroll and advise on accountancy matters.

Food Behind Bars primary goal for the 2022/23 financial year is to build up our unrestricted reserves and continue to secure public sector contracts to diversify our income stream.

Structure, Governance & Management

The charity trustees are responsible for the overall management and control of Food Behind Bars and meet four times a year. All trustees give their time freely and no remuneration or expenses were paid in the year.

The charity is governed by a constitution and is currently registered as CIO (Charitable Incorporated Organisation). The charity holds several published policies, including health & safety, code of conduct, equal opportunities and safeguarding.

In May 2022, Aaron Taylor officially stepped down from the Board and his role as Chair after two years in the post. This role was then advertised publicly and we received a variety of interest and applications. In March 2022, Iqbal Wahhab OBE joined the Board of Trustees as Chair after being elected through a meeting of the charity trustees where a vote was held. He was appointed in accordance with the terms of the constitution and was invited to join the

board on the basis of his diverse skills and experience, including his previous Chair role at prison charity BounceBack and his experience as High Sheriff of London. Iqbal has since been a key figure in the pursuit of Food Behind Bars' charitable objectives.

The charity continues to be managed on a day-to-day basis by the Chief Executive and founder of Food Behind Bars, Lucy Vincent. During this period, the charity employed a Development Chef and worked with several volunteers. A Butcher Trainer and Baker Trainer will join the team later in 2022.

Charity Trustees

Iqbal Wahhab OBE (from 1st March 2022)

Iqbal is the Chair of the Board and a businessman, restaurateur and social entrepreneur. After graduating from the London School of Economics and working as a journalist in the national press for three years, Iqbal set up his own PR firm in 1991 which specialised in food and drink, before launching Tandoori Magazine. He established the multi award-winning Cinnamon Club restaurant in 2001 and opened Roast, a successful British restaurant in Borough Market in 2005. Iqbal wrote the book "Charity Sucks" in 2016 and was the High Sheriff of Greater London in 2020. Iqbal is a passionate advocate for prison reform and a believer in the power food has to change lives.

Josie Bevan (from 16th May 2020)

Josie is an award-winning writer, blogger and presenter. She had a successful career in film and script-writing before retraining as a nutritionist and naturopath. In 2016, her husband was sentenced to 9 years in prison. Since then, Josie has dedicated her life to campaigning for prison reform. Her critically-acclaimed blog and podcast, Prison Bag, details her journey as a 'prison wife' and highlights the injustices of the prison system, from the perspective of a loved one.

Mehrunika Malik-Flynn (from 16th May 2020)

Mehrunika (known as Missy) is a London-based food and drink entrepreneur, consultant and academic. She is the co-owner of food and drink collective Rita's and has run restaurants and worked in the hospitality industry in London since she was a teen. Missy is currently undertaking an MA in the Anthropology of Food at SOAS, University of London. She has a particular interest in the social, cultural and historical significance of food and its wider meaning.

Suaimhneas Naomi Burke-Shyne (from 2nd October 2020)

Naomi is a lawyer working in human rights and harm reduction with a focus on the right to health, access to justice and health services and access to controlled medicines. She has lived and worked in Indonesia, Nepal, Uganda and New York, defending the rights of the most marginalised and disadvantaged groups in society. Naomi is currently the Chief Executive of Harm Reduction International, a charity that works to reduce the health, social and legal impacts of drug use and drug policy.

Reference and Administrative details

Contact details:

Food Behind Bars
4 Jersey Road
London
E11 4BL

Website:

www.foodbehindbars.co.uk

Email:

info@foodbehindbars.co.uk

Registered charity number:

1190462

Additional Information

Chief Executive: Lucy Vincent



CHARITY COMMISSION
FOR ENGLAND AND WALES

Food Behind Bars

1190462

Receipts and payments accounts

CC16a

For the period
from

6/4/2021

To

5/4/2022

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Donations	4,273	-	-	4,273	3,605
Grants	-	67,500	-	67,500	15,300
Sales	10,864	-	-	10,864	150
Refunds	-	-	-	-	20
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	15,137	67,500	-	82,637	19,075
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	15,137	67,500	-	82,637	19,075
A3 Payments					
Staff Costs including pension	8,484	27,213	-	35,697	1,493
Program delivery costs	4,989	9,936	-	14,925	89
Travel	857	4,746	-	5,603	266

Payroll costs	-	323	-	323	100
Office admin costs	1,492	116	-	1,608	359
Advertising	-	112	-	112	18
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	15,822	42,446	-	58,268	2,325

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	

Total payments	15,822	42,446	-	58,268	2,325
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Net of receipts/(payments)	- 685	25,054	-	24,369	16,750
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	1,450	15,300	-	16,750	-
Cash funds this year end	765	40,354	-	41,119	16,750

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Natwest	765	40,354	-
		-		-
		-	-	-
	Total cash funds	765	40,354	-
	(agree balances with receipts and payments account (s))	OK	OK	OK

		Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
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			
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

B5 Liabilities

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

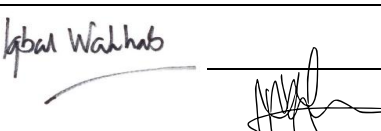
Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date of approval

Iqbal Wahhab



Iqbal Wahhab

Mehrunisa Malik-Flynn

27/2/2023

28.02.23



Section A

Independent Examiner's Report

Report to the trustees/
members of

Trust

On accounts for the year
ended

05 April 2022

Charity no
(if any)

1190462

Set out on pages

(if number, 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

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:

N Spanger

Date:

09/06/2022

Name:

Nick Spanger

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

FCCA

Address:

Wentworth House, West Square, Malden, Essex. CM9 6ND

FOOD BEHIND BARS

England & Wales - Charity number 1190462

Accounts

Food Behind Bars

Registered Charity 1190462

The trustees of Food Behind Bars present their annual report and accounts for the period from 20th July 2020 - 5th April 2021. The trustees confirm they comply with the requirements of the Charities Act 2011 and the Charities Statement of Recommended Practice. The trustees have also referred to the guidance issued by the Charity Commission regarding public benefit. Food Behind Bars became registered by the Charity Commission in July 2020.

Our objectives

The objectives of the charity are to promote physical and mental health and wellbeing (3 (1) (d) of the Charities Act 2011), particularly, but without limitation, to promote the health of prisoners in the UK and promote healthy eating. The charity also aims to promote education (3 (1) (b) of the Charities Act 2011), particularly but without limitation, to enable prisoners, ex-offenders and prison staff to learn about healthy eating and good nutrition, and to develop skills which will promote healthy eating whilst in prison and for their future lives. The charity operates within England and Wales and its activities cover education/training, the advancement of health and other charitable purposes, such as promoting wellbeing and rehabilitation.

Activities, Achievements and Performance

Our goal is to transform the quality of food served in prisons across England, as well as deliver meaningful activities, education and training around the subject of food. We believe that better quality prison food and more opportunities around food in prison will promote mental and physical wellbeing, reduce violence and positively impact rehabilitation and reoffending.

Summary of achievements and activities

HMP Brixton

- 40 prisoners entered our “HMP Brixton’s Best Chef” competition, submitting their own original recipe to a panel of judges, made up of award-winning chefs. 4 finalists competed in a cook-off in the prison kitchen, with the winning chef getting his dish onto the menu at a local restaurant and receiving a week’s work experience in the kitchen of a Michelin-starred restaurant.

HMP Swinfen Hall

- 16 prisoners entered our “HMP Swinfen Hall’s Best Chef” competition, submitting their own original recipe to a panel of judges, made up of chefs and restaurateurs. 3 finalists competed in a cook-off, serving their dishes to the judges on the day. The winning chef’s dish will be served in a food market in Covent Garden and will receive work experience at a catering company upon release.
- 8 prisoners were appointed Food Reps, joining the prison’s first Food Committee and engaging in a meeting with the catering team, chaired by Food Behind Bars.

HMP Wealstun

- All 800 prisoners will have access to a new Wellbeing Booklet, encompassing tips, advice and activities for looking after your Body, Mind and Diet whilst in prison.

HMP Hewell

- 42 prisoners entered our “HMP Hewell’s Best Chef” competition, submitting their own original recipe to a panel of judges, made up of local chefs and restaurateurs. 6 semi-finalists competed in a cook-off, although plans for the final were disrupted due to Covid-19. The final will take place in late September 2021, with the winning chef getting his dish onto the menu at a local restaurant.

Other

- In March 2021, we released an 8-episode podcast series with production company Second Window. The series raised awareness around the importance of prison food by featuring a range of voices of those with lived experience - prisoners, their loved ones, catering managers. The podcast gained recognition from within the prison service as well as in the public sphere, with each episode offering an honest, fair and insightful portrayal of prison food from every angle.
- In Spring 2021, we partnered with Unlocked Graduates on plans for a project at HMP Styal, taking place later this year. The project involves running a version of our “HMP’s Best” cooking competition with the women at Styal, creating a recipe book featuring the prisoner’s dishes at the end of it and giving women the opportunity to cook for award-winning chefs.
- We’ve had interest from over 10 prospect prisons since January 2021 and we aim to keep nurturing and building these relationships to spread our impact wider.

HMP Brixton

We worked with HMP Brixton in the middle of the Covid-19 pandemic, where the lockdown regime resulted in prisoners spending 23 hours in their cell per day with no access to work or education. We designed an exciting recipe competition to mitigate the negative impact the lockdown was having on prisoner wellbeing. Prisoners were supplied with in-cell activity packs and tasked with developing their very own recipe and writing some words about what it meant to them.

We assembled a judging panel consisting of three well-renowned chefs. Each judge assessed the 40 entrees and selected 3 finalists. We supplied the prison with high quality, fresh ingredients and each finalist spent the afternoon in the prison kitchen cooking their dish and presenting it to restaurant-quality standards. The judges awarded 1st, 2nd and 3rd places. The winner had his dish served on a local restaurant menu.

The prison officer helping run the event said the following, *“Thank you so much for taking the time out to do this for the guys, it has been so fun to work with you and put a smile on the guys’ faces through a tough time. All the ingredients were superb and as an establishment we can’t thank you enough for funding it all and creating this initiative for us.”*

HMP Swinfen Hall

We have been working with HMP Swinfen Hall, a Category C prison in Staffordshire, housing men and young offenders between the ages of 18 and 30. In December 2020, we chaired the first Food Committee meeting at HMP Swinfen Hall, consisting of 8 prisoners who were appointed Food Rep for each of their wings. In June 2021, we hosted the final of our recipe competition, which took the same format as the original version in HMP Brixton. As lockdown restrictions had been eased, we were able to host a bigger, full day event for our 4 finalists to cook and present their dishes to the judges in person. The winner will have his dish served on the menu at a London food market and has the opportunity to complete work experience at a catering company upon release.

HMP Hewell

In September 2020, we launched a version of our “HMP’s Best Chef” recipe competition at the prison with 42 prisoners in total entering the activity with their own original dish. We hosted a semi-final at the prison in November 2020, where 6 prisoners had the opportunity to spend the day cooking their dish and present it to the judging panel. The event was a positive opportunity for prisoners to spend time out of their cells during a period of minimal education or activities due to the Covid-19 pandemic.

Unfortunately the final was postponed due to the second lockdown, however we recently hosted a successful semi-final of the competition. The final will take place in October 2021. The winning dish will be served on a local restaurant menu.

Future Plans

Our aim is to continue working with prisons on a bespoke basis, co-designing original initiatives that enable prisons to champion wholesome, tasty and exciting food. We want to impact as many individuals as possible from a variety of demographics and backgrounds. For this reason, we are working across all regions of the UK and aim to continue working in this way.

In July 2021, we embarked on a 12-month project with HMP Swinfen Hall. The project works collaboratively across the grounds and kitchens to provide meaningful opportunities around food, cooking and growing. The programme involves transforming an existing greenhouse on the prison grounds into a working Kitchen Garden and developing the Staff Bistro into a professional Training Kitchen serving high quality food and training learners in a variety of culinary skills. Our Kitchen Garden Educator will deliver a programme of outdoor education to a group of prisoners. Our Development Chef will deliver an industry-level programme of food education to 5 learners in the Staff Bistro.

We will also launch a 12-month project with HMP Wealstun, to help transform the food culture and improve the health and wellbeing of the prison. Working closely with the Catering Manager, we will introduce healthier choices onto the prison menu. We will help transform an existing in-house bakery into a thriving enterprise that helps subsidise the food budget, as well as train prisoners.

We will also start working with HMP The Mount in Hertfordshire across a 12 month period. We will be delivering 3 x practical and engaging 16-week courses led by our Development Chef and a Food Educator, based in the prison kitchen. Each course will equip learners with all the skills and knowledge required to become confident cooks. The course will coincide with new dishes launching on the prison menu. Menus will focus on wholesome, varied and delicious food that support health and wellbeing.

We will also be delivering a Barista Training Course in HMP The Mount, in partnership with the organisation Change Please - an award-winning coffee and social enterprise supporting vulnerable people into employment. The course will equip learners with an SCA accredited coffee qualification and successful learners will be able to undertake work placements at partners including Jamie Oliver HQ, City University, Kraft-Heinz and Change Please sites throughout London.

Our Finances

The receipts and payments accounts report for the financial year 20/21 shows a total income of £19,075. This consists of £15,300 restricted reserves which is made up of grant income from The Paul Hamlyn Foundation and The School for Social Entrepreneurs. The remaining £3,755 of unrestricted reserves is made up of donations and sales.

The principal source of income during Food Behind Bars' first financial year was grant income. However, as this was our first year of operation, we expect our future income streams to be more diverse - we anticipate it will be a more equal split between grants and public sector contracts, with donations providing a supportive source of unrestricted income. We do not financially support prisons directly, but we do deliver projects in prisons that are financed by the charity - through grants and donations.

Our primary outgoings consist of travel expenses and salaries. As a charity, we are operating across the whole of England and, as our work takes place within a prison environment, travel is a key expense for us that allows us to undertake our charitable activities. Likewise, staff members are the key service providers in prison and we anticipate this will be a core expense for us going forward and crucial to creating meaningful impact.

The trustees regularly review the finances, budget and spend during quarterly board meetings. The Chief Executive completes a monthly cash flow statement per month, as well as consistently monitoring budgets, income and spending. The charity holds a bank account and any payments over £150 require co-signing by a member of the board. Food Behind Bars primary goal for the 2021/22 financial year is to build up our unrestricted reserves and secure public sector contracts to diversify our income stream.

Structure, Governance & Management

The charity trustees are responsible for the overall management and control of Food Behind Bars and meet four times a year. All trustees give their time freely and no remuneration or expenses were paid in the year.

The charity is governed by a constitution - a copy of which is appended - and is currently registered as CIO (Charitable Incorporated Organisation). The charity holds several published policies, including health & safety, code of conduct, equal opportunities and safeguarding.

At this stage, the charity does not hold policies for the induction and training of trustees. However, the charity will seek to draw up a relevant policy in the coming months as the board expands.

The trustees were appointed in accordance with the terms of the constitution and were invited to join the board on the basis of their diverse skills and experience, critical to the pursuit of Food Behind Bars' charitable objectives. Future trustees will be appointed using the same methods and selected for their skills and experience, which should support the existing skill set of the board and the overall strategy of Food Behind Bars. Trustees are elected through a meeting of the charity trustees where a vote is held to make a decision.

The charity is managed on a day-to-day basis by the Chief Executive and founder of Food Behind Bars, Lucy Vincent. The charity will be recruiting its first employees, each of which will be in a contractual agreement with the charity, with wages paid through PAYE. Lucy is employed by the charity as the Chief Executive and will be supported by a Development Chef who will be recruited in July 2021. In October 2021, a Food Educator will join the team to deliver part of the work at HMP The Mount. A freelance Kitchen Garden Educator will also be appointed and will start work in October 2021.

Charity Trustees

Aaron Taylor (from 16th May 2020)

Aaron is the Chair of the Board, a junior barrister at Fountain Court Chambers and a part-time Associate Lecturer at Goldsmiths, University of London. He was Chair of the Board from July 2020 - October 2021.

Josie Bevan (from 16th May 2020)

Josie is an award-winning writer, blogger and presenter. She had a successful career in film and script-writing before retraining as a nutritionist and naturopath. In 2016, her husband was sentenced to 9 years in prison. Since then, Josie has dedicated her life to campaigning for prison reform. Her critically-acclaimed blog and podcast, Prison Bag, details her journey as a 'prison wife' and highlights the injustices of the prison system, from the perspective of a loved one.

Mehrunika Malik-Flynn (from 16th May 2020)

Mehrunika (known as Missy) is a London-based food and drink entrepreneur, consultant and academic. She is the co-owner of food and drink collective Rita's and has run restaurants and worked in the hospitality industry in London since she was a teen. Missy is currently undertaking an MA in the Anthropology of Food at SOAS, University of London. She has a

particular interest in the social, cultural and historical significance of food and its wider meaning.

Suaimehneas Naomi Burke-Shyne (from 2nd October 2020)

Naomi is a lawyer working in human rights and harm reduction with a focus on the right to health, access to justice and health services and access to controlled medicines. She has lived and worked in Indonesia, Nepal, Uganda and New York, defending the rights of the most marginalised and disadvantaged groups in society. Naomi is currently the Chief Executive of Harm Reduction International, a charity that works to reduce the health, social and legal impacts of drug use and drug policy. Naomi is acting Chair of the Board, commencing from October 2021.

Reference and Administrative details

Contact details:

Food Behind Bars
4 Jersey Road
London
E11 4BL

Website:

www.foodbehindbars.co.uk

Email:

info@foodbehindbars.co.uk

Registered charity number:

1190462

Additional Information

Chief Executive: Lucy Vincent

Constitution of a Charitable Incorporated Organisation whose only voting members are its charity trustees

(‘Foundation’ model constitution)

Date of constitution (last amended):

23rd May 2020

1. Name

The name of the Charitable Incorporated Organisation (“the CIO”) is

Food Behind Bars

2. National location of principal office

The CIO must have a principal office in England or Wales. The principal office of the CIO is in England.

3. Objects

The objects of the CIO are:

For the public benefit,

1. The promotion of physical and mental health and wellbeing, particularly, but without limitation, to promote the health of prisoners in UK prisons and promote healthy eating.
2. The promotion of education, particularly but without limitation, to enable prisoners, ex-offenders and prison staff, to learn about healthy eating and good nutrition, and to develop skills which will promote healthy eating whilst in prison and for their future lives.

Nothing in this constitution shall authorise an application of the property of the CIO for the purposes which are not charitable in accordance with [section 7 of the Charities and Trustee Investment (Scotland) Act 2005] and [section 2 of the Charities Act (Northern Ireland) 2008]

4. Powers

The CIO has power to do anything which is calculated to further its objects or is conducive or incidental to doing so. In particular, the CIO has power to:

1. borrow money and to charge the whole or any part of its property as security for the repayment of the money borrowed. The CIO must comply as appropriate with sections 124 and 125 of the Charities Act 2011, if it wishes to mortgage land;

2. buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;
3. sell, lease or otherwise dispose of all or any part of the property belonging to the CIO. In exercising this power, the CIO must comply as appropriate with sections 117 and 119-123 of the Charities Act 2011;
4. employ and remunerate such staff as are necessary for carrying out the work of the CIO. The CIO may employ or remunerate a charity trustee only to the extent that it is permitted to do so by clause 6 (Benefits and payments to charity trustees and connected persons) and provided it complies with the conditions of that clause;
5. deposit or invest funds, employ a professional fund-manager, and arrange for the investments or other property of the CIO to be held in the name of a nominee, in the same manner and subject to the same conditions as the trustees of a trust are permitted to do by the Trustee Act 2000.

5. Application of income and property

1. The income and property of the CIO must be applied solely towards the promotion of the objects.
 - a) A charity trustee is entitled to be reimbursed from the property of the CIO or may pay out of such property reasonable expenses properly incurred by him or her when acting on behalf of the CIO.
 - b) A charity trustee may benefit from trustee indemnity insurance cover purchased at the CIO's expense in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011.
2. None of the income or property of the CIO may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to any member of the CIO.
3. Nothing in this clause shall prevent a charity trustee or connected person receiving any benefit or payment which is authorised by Clause 6.

6. Benefits and payments to charity trustees and connected persons

1. General provisions

No charity trustee or connected person may:

- a) buy or receive any goods or services from the CIO on terms preferential to those applicable to members of the public;
- b) sell goods, services, or any interest in land to the CIO;
- c) be employed by, or receive any remuneration from, the CIO;
- d) receive any other financial benefit from the CIO;

unless the payment or benefit is permitted by sub-clause (2) of this clause or

authorised by the court or the prior written consent of the Charity Commission (“the Commission”) has been obtained. In this clause, a “financial benefit” means a benefit, direct or indirect, which is either money or has a monetary value.

2. Scope and powers permitting trustees’ or connected persons’ benefits

- a) A charity trustee or connected person may receive a benefit from the CIO as a beneficiary of the CIO provided that a majority of the trustees do not benefit in this way.
- b) A charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, sections 185 to 188 of the Charities Act 2011.
- c) Subject to sub-clause (3) of this clause a charity trustee or connected person may provide the CIO with goods that are not supplied in connection with services provided to the CIO by the charity trustee or connected person.
- d) A charity trustee or connected person may receive interest on money lent to the CIO at a reasonable and proper rate which must be not more than the Bank of England bank rate (also known as the base rate).
- e) A charity trustee or connected person may receive rent for premises let by the trustee or connected person to the CIO. The amount of the rent and the other terms of the lease must be reasonable and proper. The charity trustee concerned must withdraw from any meeting at which such a proposal or the rent or other terms of the lease are under discussion.
- f) A charity trustee or connected person may take part in the normal trading and fundraising activities of the CIO on the same terms as members of the public.

3. Payment for supply of goods only – controls

The CIO and its charity trustees may only rely upon the authority provided by sub-clause (2)(c) of this clause if each of the following conditions is satisfied:

- a) The amount or maximum amount of the payment for the goods is set out in a written agreement between the CIO and the charity trustee or connected person supplying the goods (“the supplier”).
- b) The amount or maximum amount of the payment for the goods does not exceed what is reasonable in the circumstances for the supply of the goods in question.
- c) The other charity trustees are satisfied that it is in the best interests of the CIO to contract with the supplier rather than with someone who is not a charity trustee or connected person. In reaching that decision the charity trustees must balance the advantage of contracting with a charity trustee or connected person against the disadvantages of doing so.

- d) The supplier is absent from the part of any meeting at which there is discussion of the proposal to enter into a contract or arrangement with him or her or it with regard to the supply of goods to the CIO.
- e) The supplier does not vote on any such matter and is not to be counted when calculating whether a quorum of charity trustees is present at the meeting.
- f) The reason for their decision is recorded by the charity trustees in the minute book.
- g) A majority of the charity trustees then in office are not in receipt of remuneration or payments authorised by clause 6.

4. In sub-clauses (2) and (3) of this clause:

- a) “the CIO” includes any company in which the CIO:
 - i) holds more than 50% of the shares; or
 - ii) controls more than 50% of the voting rights attached to the shares; or
 - iii) has the right to appoint one or more directors to the board of the company;
- b) “connected person” includes any person within the definition set out in clause [30] (Interpretation);

7. Conflicts of interest and conflicts of loyalty

A charity trustee must:

- 1) declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared; and
- 2) absent himself or herself from any discussions of the charity trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any charity trustee absenting himself or herself from any discussions in accordance with this clause must not vote or be counted as part of the quorum in any decision of the charity trustees on the matter.

8. Liability of members to contribute to the assets of the CIO if it is wound up

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

9. Charity trustees

1) Functions and duties of charity trustees

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity trustee:

- a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and
- b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to:
 - i) any special knowledge or experience that he or she has or holds himself or herself out as having; and,
 - ii) if he or she acts as a charity trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

2) Eligibility for trusteeship

- a) Every charity trustee must be a natural person.
- b) No individual may be appointed as a charity trustee of the CIO:
 - if he or she is under the age of 16 years; or
 - if he or she would automatically cease to hold office under the provisions of clause [12(1)(e)].
- c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.
- d) [At least one of the trustees of the CIO must be 18 years of age or over. If there is no trustee aged at least 18 years, the remaining trustees may only act to call a meeting of the charity trustees, or appoint a new charity trustee.]

3. Number of charity trustees

- a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee.
- b) The maximum number of charity trustees is 12. The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

4. First charity trustees

The first charity trustees are as follows, and are appointed for the following terms

—

Aaron Taylor	for 4 years
Mehrunisa Malik-Flynn	for 3 years
Josie Bevan	for 2 years

10. Appointment of charity trustees

- 1) Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.
- 2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

11. Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- a) a copy of the current version of this constitution; and
- b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts.

12. Retirement and removal of charity trustees

- 1) A charity trustee ceases to hold office if he or she:
 - a) retires by notifying the CIO in writing (but only if enough charity trustees will remain in office when the notice of resignation takes effect to form a quorum for meetings);
 - b) is absent without the permission of the charity trustees from all their meetings held within a period of six months and the trustees resolve that his or her office be vacated;
 - c) dies;
 - d) in the written opinion, given to the company, of a registered medical practitioner treating that person, has become physically or mentally incapable of acting as a director and may remain so for more than three months;
 - e) is disqualified from acting as a charity trustee by virtue of sections 178-180 of the Charities Act 2011 (or any statutory re-enactment or modification of that provision).
- 2) Any person retiring as a charity trustee is eligible for reappointment.
- 3) A charity trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

13. Taking of decisions by charity trustees

Any decision may be taken either:

- at a meeting of the charity trustees; or
- by resolution in writing [or electronic form] agreed by a majority of all of the charity trustees, which may comprise either a single document or several documents containing the text of the resolution in like form to which the majority of all of the charity trustees has signified their agreement. Such a resolution shall be effective provided that
 - a copy of the proposed resolution has been sent, at or as near as reasonably practicable to the same time, to all of the charity trustees; and
 - the majority of all of the charity trustees has signified agreement to the resolution in a document or documents which has or have been authenticated by their signature, by a statement of their identity accompanying the document or documents, or in such other manner as the charity trustees have previously resolved, and delivered to the CIO at its principal office or such other place as the trustees may resolve [within 28 days of the circulation date].

14. Delegation by charity trustees

- 1) The charity trustees may delegate any of their powers or functions to a committee or committees, and, if they do, they shall determine the terms and conditions on which the delegation is made. The charity trustees may at any time alter those terms and conditions, or revoke the delegation.
- 2) This power is in addition to the power of delegation in the General Regulations and any other power of delegation available to the charity trustees, but is subject to the following requirements:
 - a) a committee may consist of two or more persons, but at least one member of each committee must be a charity trustee;
 - b) the acts and proceedings of any committee must be brought to the attention of the charity trustees as a whole as soon as is reasonably practicable; and
 - c) the charity trustees shall from time to time review the arrangements which they have made for the delegation of their powers.

15. Meetings of charity trustees

- 1) Calling meetings
 - a) Any charity trustee may call a meeting of the charity trustees.
 - b) Subject to that, the charity trustees shall decide how their meetings are to be called, and what notice is required.
- 2) Chairing of meetings

The charity trustees may appoint one of their number to chair their meetings and

may at any time revoke such appointment. If no-one has been so appointed, or if the person appointed is unwilling to preside or is not present within 10 minutes after the time of the meeting, the charity trustees present may appoint one of their number to chair that meeting.

3) Procedure at meetings

- a) No decision shall be taken at a meeting unless a quorum is present at the time when the decision is taken. The quorum is two charity trustees, or the number nearest to one third of the total number of charity trustees, whichever is greater, or such larger number as the charity trustees may decide from time to time. A charity trustee shall not be counted in the quorum present when any decision is made about a matter upon which he or she is not entitled to vote.
- b) Questions arising at a meeting shall be decided by a majority of those eligible to vote.
- c) In the case of an equality of votes, the person who chairs the meeting shall have a second or casting vote.

4) Participation in meetings by electronic means

- a) A meeting may be held by suitable electronic means agreed by the charity trustees in which each participant may communicate with all the other participants.
- b) Any charity trustee participating at a meeting by suitable electronic means agreed by the charity trustees in which a participant or participants may communicate with all the other participants shall qualify as being present at the meeting.
- c) Meetings held by electronic means must comply with rules for meetings, including chairing and the taking of minutes.

16. Membership of the CIO

- 1) The members of the CIO shall be its charity trustees for the time being. The only persons eligible to be members of the CIO are its charity trustees. Membership of the CIO cannot be transferred to anyone else.
- 2) Any member and charity trustee who ceases to be a charity trustee automatically ceases to be a member of the CIO.

17. Informal or associate (non-voting) membership

- 1) The charity trustees may create associate or other classes of non-voting membership, and may determine the rights and obligations of any such members (including payment of membership fees), and the conditions for admission to, and termination of membership of any such class of members.
- 2) Other references in this constitution to “members” and “membership” do not apply to non-voting members, and non-voting members do not qualify as members for any purpose under the Charities Acts, General

18. Decisions which must be made by the members of the CIO

- 1) Any decision to:
 - a) amend the constitution of the CIO;
 - b) amalgamate the CIO with, or transfer its undertaking to, one or more other CIOs, in accordance with the Charities Act 2011; or
 - c) wind up or dissolve the CIO (including transferring its business to any other charity)

must be made by a resolution of the members of the CIO (rather than a resolution of the charity trustees).

- 2) Decisions of the members may be made either:
 - a) by resolution at a general meeting; or
 - b) by resolution in writing, in accordance with sub-clause (4) of this clause.
- 3) Any decision specified in sub-clause (1) of this clause must be made in accordance with the provisions of clause [28] (amendment of constitution), clause [29] (Voluntary winding up or dissolution), or the provisions of the Charities Act 2011, the General Regulations or the Dissolution Regulations as applicable. Those provisions require the resolution to be agreed by a 75% majority of those members voting at a general meeting, or agreed by all members in writing.
- 4) Except where a resolution in writing must be agreed by all the members, such a resolution may be agreed by a simple majority of all the members who are entitled to vote on it. Such a resolution shall be effective provided that:
 - a) a copy of the proposed resolution has been sent to all the members eligible to vote; and
 - b) the required majority of members has signified its agreement to the resolution in a document or documents which are received at the principal office within the period of 28 days beginning with the circulation date. The document signifying a member's agreement must be authenticated by their signature, by a statement of their identity accompanying the document, or in such other manner as the CIO has specified.

19. General meetings of members

1) Calling of general meetings of members

The charity trustees may designate any of their meetings as a general meeting of the members of the CIO. The purpose of such a meeting is to discharge any business which must by law be discharged by a resolution of the members of the

CIO as specified in clause [18] (Decisions which must be made by the members of the CIO).

2) Notice of general meetings of members

- a) The minimum period of notice required to hold a general meeting of the members of the CIO is 14 days.
- b) Except where a specified period of notice is strictly required by another clause in this constitution, by the Charities Act 2011 or by the General Regulations, a general meeting may be called by shorter notice if it is so agreed by a majority of the members of the CIO.
- c) Proof that an envelope containing a notice was properly addressed, prepaid and posted; or that an electronic form of notice was properly addressed and sent, shall be conclusive evidence that the notice was given. Notice shall be deemed to be given 48 hours after it was posted or sent.

3) Procedure at general meetings of members

The provisions in clause 15 (2)-(4) governing the chairing of meetings, procedure at meetings and participation in meetings by electronic means apply to any general meeting of the members, with all references to trustees to be taken as references to members.

20. Saving provisions

1. Subject to sub-clause (2) of this clause, all decisions of the charity trustees, or of a committee of charity trustees, shall be valid notwithstanding the participation in any vote of a charity trustee:
 - who was disqualified from holding office;
 - who had previously retired or who had been obliged by the constitution to vacate office;
 - who was not entitled to vote on the matter, whether by reason of a conflict of interest or otherwise;

if, without the vote of that charity trustee and that charity trustee being counted in the quorum, the decision has been made by a majority of the charity trustees at a quorate meeting.

2. Sub-clause (1) of this clause does not permit a charity trustee to keep any benefit that may be conferred upon him or her by a resolution of the charity trustees or of a committee of charity trustees if, but for sub-clause (1), the resolution would have been void, or if the charity trustee has not complied with clause 7 (Conflicts of interest).

21. Execution of documents

- 1) The CIO shall execute documents either by signature or by affixing its seal

(if it has one)

- 2) A document is validly executed by signature if it is signed by at least two of the charity trustees.
- 3) If the CIO has a seal:
 - a) it must comply with the provisions of the General Regulations; and
 - b) the seal must only be used by the authority of the charity trustees or of a committee of charity trustees duly authorised by the charity trustees. The charity trustees may determine who shall sign any document to which the seal is affixed and unless otherwise so determined it shall be signed by two charity trustees.

22. Use of electronic communications

(1) General

The CIO will comply with the requirements of the Communications Provisions in the General Regulations and in particular:

- a) the requirement to provide within 21 days to any member on request a hard copy of any document or information sent to the member otherwise than in hard copy form;
- b) any requirements to provide information to the Commission in a particular form or manner.

23. Keeping of Registers

The CIO must comply with its obligations under the General Regulations in relation to the keeping of, and provision of access to, a (combined) register of its members and charity trustees.

24. Minutes

The charity trustees must keep minutes of all:

- 1) appointments of officers made by the charity trustees;
- 2) proceedings at general meetings of the CIO;
- 3) meetings of the charity trustees and committees of charity trustees including:
 - the names of the trustees present at the meeting;
 - the decisions made at the meetings; and
 - where appropriate the reasons for the decisions;
 - decisions made by the charity trustees otherwise than in meetings.

25. Accounting records, accounts, annual reports and returns, register maintenance

- 1) The charity trustees must comply with the requirements of the Charities

Act 2011 with regard to the keeping of accounting records, to the preparation and scrutiny of statements of account, and to the preparation of annual reports and returns. The statements of account, reports and returns must be sent to the Charity Commission, regardless of the income of the CIO, within 10 months of the financial year end.

- 2) The charity trustees must comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of Charities.

26. Rules

The charity trustees may from time to time make such reasonable and proper rules or byelaws as they may deem necessary or expedient for the proper conduct and management of the CIO, but such rules or bye laws must not be inconsistent with any provision of this constitution. Copies of any such rules or bye laws currently in force must be made available to any member of the CIO on request.

27. Disputes

If a dispute arises between members of the CIO about the validity or propriety of anything done by the members under this constitution, and the dispute cannot be resolved by agreement, the parties to the dispute must first try in good faith to settle the dispute by mediation before resorting to litigation.

28. Amendment of constitution

As provided by sections 224-227 of the Charities Act 2011:

- 1) This constitution can only be amended:
 - a) by resolution agreed in writing by all members of the CIO; or
 - b) by a resolution passed by a 75% majority of those voting at a general meeting of the members of the CIO called in accordance with clause 19 (General meetings of members).
- 2) Any alteration of clause 3 (Objects), clause [29] (Voluntary winding up or dissolution), this clause, or of any provision where the alteration would provide authorisation for any benefit to be obtained by charity trustees or members of the CIO or persons connected with them, requires the prior written consent of the Charity Commission.
- 3) No amendment that is inconsistent with the provisions of the Charities Act 2011 or the General Regulations shall be valid.
- 4) A copy of every resolution amending the constitution, together with a copy of the CIO's constitution as amended must be sent to the Commission by the end of the period of 15 days beginning with the date of passing of the resolution, and the amendment does not take effect until it has been recorded in the Register of Charities.

29. Voluntary winding up or dissolution

- 1) As provided by the Dissolution Regulations, the CIO may be dissolved by resolution of its members. Any decision by the members to wind up or dissolve the CIO can only be made:
 - a) at a general meeting of the members of the CIO called in accordance with clause 19 (General meetings of members), of which not less than 14 days' notice has been given to those eligible to attend and vote:
 - i) by a resolution passed by a 75% majority of those voting, or
 - ii) by a resolution passed by decision taken without a vote and without any expression of dissent in response to the question put to the general meeting; or
 - b) by a resolution agreed in writing by all members of the CIO.
- 2) Subject to the payment of all the CIO's debts:
 - a) Any resolution for the winding up of the CIO, or for the dissolution of the CIO without winding up, may contain a provision directing how any remaining assets of the CIO shall be applied.
 - b) If the resolution does not contain such a provision, the charity trustees must decide how any remaining assets of the CIO shall be applied.
 - c) In either case the remaining assets must be applied for charitable purposes the same as or similar to those of the CIO.
- 3) The CIO must observe the requirements of the Dissolution Regulations in applying to the Commission for the CIO to be removed from the Register of Charities, and in particular:
 - a) the charity trustees must send with their application to the Commission:
 - i) a copy of the resolution passed by the members of the CIO;
 - ii) a declaration by the charity trustees that any debt and other liabilities of the CIO have been settled or otherwise provided for in full; and
 - iii) a statement by the charity trustees setting out the way in which any property of the CIO has been or is to be applied prior to its dissolution in accordance with this constitution;
 - b) the charity trustees must ensure that a copy of the application is sent within seven days to every member and employee of the CIO, and to any charity trustee of the CIO who was not privy to the application.

- 4) If the CIO is to be wound up or dissolved in any other circumstances, the provisions of the Dissolution Regulations must be followed.

30. Interpretation

In this constitution:

“connected person” means:

- a) a child, parent, grandchild, grandparent, brother or sister of the charity trustee;
- b) the spouse or civil partner of the charity trustee or of any person falling within sub-clause (a) above;
- c) a person carrying on business in partnership with the charity trustee or with any person falling within subclause (a) or (b) above;
- d) an institution which is controlled –
 - i) by the charity trustee or any connected person falling within sub-clause (a), (b), or (c) above; or
 - ii) by two or more persons falling within sub-clause (d)(i), when taken together
- e) a body corporate in which –
 - i) the charity trustee or any connected person falling within sub-clauses (a) to (c) has a substantial interest; or
 - ii) two or more persons falling within sub-clause (e)(i) who, when taken together, have a substantial interest.

Section 118 of the Charities Act 2011 apply for the purposes of interpreting the terms used in this constitution.

“General Regulations” means the Charitable Incorporated Organisations (General) Regulations 2012.

“Dissolution Regulations” means the Charitable Incorporated Organisations (Insolvency and Dissolution) Regulations 2012.

The **“Communications Provisions”** means the Communications Provisions in [Part 9, Chapter 4] of the General Regulations.

“charity trustee” means a charity trustee of the CIO.

A **“poll”** means a counted vote or ballot, usually (but not necessarily) in writing.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Food Behind Bars

1190462

Receipts and payments accounts

CC16a

For the period
from

20/07/2020

To

05/04/2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	3,605	-	-	3,605	-
Grants	-	15,300	-	15,300	-
Sales	150	-	-	150	-
Refunds	20	-	-	20	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	3,775	15,300	-	19,075	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	3,775	15,300	-	19,075	-

A3 Payments

Office costs	63	-	-	63	-
Web hosting	21	-	-	21	-
Computer hardware	7	-	-	7	-
Office equipment	11	-	-	11	-
Printing	189	-	-	189	-
Stationery	5	1	-	5	-

Ingredients	89	-	-	89	-
Payroll provider	100	-	-	100	-
Advertising and promotion	18	-	-	18	-
Travel	266	-	-	266	-
Postage	63	-	-	63	-
Salaries and National Insurance	1,493	-	-	1,493	-
Sub total	2,325	-	-	2,325	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	2,325	-	-	2,325	-
Net of receipts/(payments)	1,450	15,300	-	16,750	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	1,450	15,300	-	16,750	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Natwest	1,450	15,300	-
		-	-	-
		-	-	-
	Total cash funds	1,450	15,300	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

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

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

B4 Assets retained for the charity's own use

		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

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

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

Signature	Print Name	Date of approval
	Naomi Burke-Shyne	04/02/2022