

# 100 & FIRST FOUNDATION

England & Wales · Charity number 1195945

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2021-09-28

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

## Contact

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**Address** Heritage Exchange  
Cayley House  
10 South Lane  
Elland  
HX5 0HG

**Phone** 0300 102 7949

**Email** [foundation@100andfirst.com](mailto:foundation@100andfirst.com)

**Website** [100andfirstfoundation.com](http://100andfirstfoundation.com)

## Activities

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**Objects:** 1) THE RELIEF AND REHABILITATION OF PRISONERS AND EX-OFFENDERS AND THOSE VULNERABLE TO CRIME FOR THE PUBLIC BENEFIT BY PROVIDING ADVICE AND ASSISTANCE WITH EMPLOYMENT AND SKILLS DEVELOPMENT, PRIMARILY THROUGH INTENSIVE COURSES, 1-1 MENTORING AND TALKS FROM INSPIRATIONAL SPEAKERS DELIVERED IN PRISON AND THE COMMUNITY.2) THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT AMONG PEOPLE WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF HAVING COMMITTED CRIME OR BEING VULNERABLE TO COMMITTING CRIME AND ASSISTING THEM TO INTEGRATE INTO SOCIETY BY SUPPORTING THEIR REHABILITATION AND DEVELOPMENT THROUGH MENTORING AND WORK EXPERIENCE OPPORTUNITIES.

**Activities:** 100 and First Foundation works closely with offenders, ex-offenders and those vulnerable to committing crime so that they might not face social exclusion or disadvantage when trying to access different functions of society. Our projects help our beneficiaries shift their identity from pro-offending to pro-social so that they might see themselves differently in the world around them.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

## Geography

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- Throughout England And Wales

## Finances

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| Period end | Income   | Expenditure | Assets | Employees |
|------------|----------|-------------|--------|-----------|
| 2025-08-31 | £194,879 | £176,198    | -      | -         |
| 2024-08-31 | £221,831 | £172,973    | -      | -         |
| 2023-08-31 | £100,503 | £79,680     | -      | -         |
| 2022-08-31 | £55,872  | £28,927     | -      | -         |

## Trustees

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| Name                 | Role  | Appointed  |
|----------------------|-------|------------|
| Timothy Maynard      | Chair | 2021-09-01 |
| Ben Boughton-White   |       | 2024-08-27 |
| Charlotte Powlesland |       | 2025-04-01 |
| George Mayhew        |       | 2025-10-10 |

**100 & FIRST FOUNDATION**

England & Wales - Charity number 1195945

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# Accounts

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Charity number: 1195945

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100 & FIRST FOUNDATION

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2025**

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**100 & FIRST FOUNDATION**

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**100 & FIRST FOUNDATION**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**Senior Leadership of the Charity**

Sam Cload, Chief Executive Officer

**Trustees**

Tim Maynard (Chair)  
Piers Hedley (Resigned 6 October 2025)  
Ben Boughton-White  
Charlotte Powlesland (Appointed 1 April 2025)  
George Mayhew (Appointed 10 October 2025)

**Organisation Type**

Charitable Incorporated Organisation

**Charity Registered Number**

1195945

**Principal Office**

Heritage Exchange, South Lane, Elland, HX5 0HG

**Independent Examiner**

Will Hodgson FCCA, Hodgson Hey Ltd, Heritage Exchange, South Lane, Elland HX5 0HG

**Bankers**

National Westminster Bank

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## 100 & FIRST FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the financial statements of the charity for the year ended 31 August 2025.

#### Financial Review

The Statement of Financial Activities showed that total receipts for the year were £194,879 (2024: £221,831) which led to a net cash surplus of £18,861 (2024: £48,858) and total cash reserves at 31 August 2025 of £115,307 (2024: £96,626). The reduction in income was principally due to not hosting another significant fund-raising event in the year offset by higher corporate and other donations. Costs were 1.6% higher than the previous year due to increased staff numbers to deliver key projects, the costs of which were funded from savings from event costs.

#### Policy on Reserves

100 & First Foundation work with a number of vulnerable people and recognise that the removal of delivery due to funding shortages can undermine already precarious levels of trust in their lives. The Trustees recognise that sound financial planning means that we become sustainable and operate within the charity's needs. But on occasion, the charity may encounter challenges which affect funding streams. For this reason, the charity maintains a reserve of three months of operating expenses but can draw on additional resources if required.

#### Objectives of the Charity

The charity's objectives remained consistent throughout the year and are:

- To support prisoners, ex-offenders and vulnerable individuals through mentoring, rehabilitation and reintegration.
- To intervene early with young people at risk of exclusion, criminal exploitation or disengagement from education.
- To promote emotional resilience, positive identity and long-term wellbeing.
- To reduce long-term harm caused by social exclusion by providing opportunity, aspiration and support.

#### Overview of the Year

The year has been one of consolidation, strategic development and increased delivery for 100 & First Foundation. Across custodial, school-based and alternative provision services, the charity continued to focus on interruption of the school-to-prison pipeline, early intervention for vulnerable young people, and sustained rehabilitation for those already within the criminal justice system.

During the year, the charity directly supported over 85 beneficiaries across Hertfordshire and Dorset through custody-based programmes, school and alternative provision interventions, and through-the-gate mentoring. Trustees are encouraged by the depth of engagement achieved, strong completion rates across programmes and the demonstrable improvements in confidence, resilience and post-release outcomes.

Public awareness continued to grow, with LinkedIn followers increasing by 150% and Instagram engagement rising by 21%, strengthening the charity's fundraising reach and professional networks. Recognition of the charity's work among schools, prison partners and community organisations continued to increase.

#### Activities and Achievements

##### Schools and Early Intervention

Our work in custodial settings and pupil referral units has deepened our understanding of the risk indicators which lead young people into the justice system. One of the most predominant risk indicators amongst our prison and PRU beneficiaries was school exclusion. We spent time with individuals learning about how it

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made them feel, not only about themselves as an individual, but also about their place in society. Overwhelmingly, they stated how it made them feel different, unwelcomed and ultimately hopeless. In many cases, hopelessness became learned helplessness and an inability to make constructive or pro-social decisions.

Learning this led us to look another step down the school-to-prison pipeline, at schools themselves and earlier intervention models. For us, early intervention in criminal justice is a proactive approach using intensive support methods for at-risk youth and families to prevent crime before it starts or to address low-level offenses early.

### 1. Growing Futures – Hertfordshire

Growing Futures is the charity's preventative intervention for young people permanently excluded from mainstream education. During the year, the programme was delivered through a pilot model at Links Academy PRU, engaging vulnerable young people through hands-on horticulture, farming, cooking and enterprise activities, underpinned by weekly mentoring.

Two pilot cohorts were delivered between February and July 2025, supporting ten students in total across Year 10 and Year 11. Outcomes were formally measured using the Nicholson McBride Resilience Scale. While overall average scores remained broadly stable across the short six-week delivery window, individual data revealed meaningful progress for several participants, alongside valuable learning for programme development.

School staff reported noticeable improvements in students' emotional regulation, stress management and engagement during GCSE exam periods. One student requested that the project lead remain present during an exam to help manage anxiety, highlighting the trust and emotional safety built through the programme. Staff also noted the value of learning outside the classroom, where students developed practical life skills such as teamwork, responsibility and self-expression.

This learning directly informed the redesign of Growing Futures into a year-long programme from September 2025, enabling deeper relationship-building and more sustainable impact.

### 2. Level Up - Dorset

Through Level Up we aim to tackle root causes and keep young people out of formal justice systems by building resilience and offering positive alternatives. Level Up is our early intervention programme, it combines personal support through 1-1 mentoring, with focussed deterrence through interaction with people who have lived experience of school exclusion and the formal justice system. These interactions combine clear warnings of swift, certain consequences (deterrence) with intensive, tailored social support (help) to encourage them to choose alternative actions and behaviours.

A pilot for Level Up has been formally funded through Dorset Council's Community Safety Partnership and the Dorset Police and Crime Commissioner. We have begun work with Budmouth Academy in Weymouth, in an area that has significant deprivation, over 30% of pupils at Budmouth are Pupil Premium, meaning they are from disadvantaged backgrounds. We have worked with Budmouth to identify 12 of their most vulnerable and at-risk young people, who will participate in the programme for the next year. Interactions have already begun and early progress is being made.

#### Custodial and Resettlement Work

Since our inception we have had a 'small numbers, big impact' philosophy, where we provide intensive long-term support for individuals. This support looks different for each individual, sometimes it is about improvements in the here and now, physical, mental and emotional wellbeing. For others it is being a non-judgemental critical friend, guiding them through the chaotic transition from prison to the community. For others it is about active, structural support, using our small, but powerful network to provide tangible, real opportunities for individuals.

### 3. HMP The Mount - Hertfordshire

During the year, the charity delivered the For Time programme at HMP The Mount, supporting individuals serving longer sentences through a structured combination of classroom learning, physical training and

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mentoring. Fourteen participants enrolled on the programme, with eight completing the full course. Quantitative evaluation using the New General Self-Efficacy Scale showed a significant average improvement of 5 points (+15.6%), demonstrating increased confidence in goal-setting, problem-solving and persistence. These findings align with the independent evaluation, completed by Dr Hannah Hammond, highlighting the programme's positive impact on wellbeing and rehabilitation potential.

One participant reflected on the experience:

*"Everything was very team based. You support your teammate... you'd learn something in the classroom, then apply it straight away in training."*

A key strength of the programme was the connection to long-term mentoring. The same participant described this support as "invaluable – it's someone who believes in you and that you can do something better."

Alongside programme delivery, the charity maintained four active in-prison mentoring relationships at HMP The Mount. Formal Through-the-gate support was provided to six individuals during the year, including support into work, volunteering, work readiness, training and CV development, helping beneficiaries move towards sustainable employment and stability post-release.

#### 4. HMP Portland – Dorset

Custodial delivery in Dorset continued to expand during the year, with the charity delivering multiple programmes at HMP Portland under the For Time and Be Rock Solid models.

Across three custodial cohorts between September 2024 and April 2025, a total of 60 participants engaged with programmes, with strong completion rates across all cohorts. Feedback consistently highlighted improvements in physical health, mental wellbeing, resilience and sense of belonging. Participants reflected:

*"I have added what I have learned into my life, not just in the gym but in the classroom as well. I have a new sense of community."*

*"My fitness has improved massively, as well as my mental health. I feel that I actually have someone that will support me through prison and on the road."*

Lived-experience speakers and mentors played a central role in modelling resilience and change. One participant noted:

*"When we met Ricky Nuttall, I could clearly see what being resilient meant... it made me feel that if he could cope with that, then I could cope with what was going on in my life."*

Through-the-gate support remains a critical element of the charity's custodial work in Dorset. During the year, 24 individuals were supported post-release. Of these, some were directly supported into employment through the charity's networks, with a further seven receiving employment support such as CV writing and upskilling, all of whom secured employment. While some individuals experienced recall, Trustees view continued engagement and support as essential to long-term desistance rather than short-term outcomes.

#### Fundraising

The charity sector continues to face major challenges when fundraising and this is becoming increasingly more difficult with both an increased demand for services and continued cost pressures. Against this backdrop, we have been extremely successful in our applications to the extent that monies raised have been sufficient to cover our costs. More importantly, we were awarded a number of grants which cover multiple years which allows us to plan ahead with confidence.

#### Robin Corbett Award

The charity was honoured to be highly commended in the 2024/25 Robin Corbett Award where our focus on small number, big impact was recognised as being important in the rehabilitative journey of individuals.

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### Public Benefit

The Trustees confirm that all activities during the year delivered clear public benefit by supporting disadvantaged individuals to build resilience, develop positive identities, reduce risk of reoffending, and improve long-term social and economic outcomes for themselves and their communities.

### Governance and Risk Management

The Trustees continue to assess the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO.

The key risks facing the charity include:

- sustainability of funding,
- safeguarding responsibilities,
- staff wellbeing,
- delivery capacity.

Appropriate policies remain in place covering all of these and other areas and the Trustees remain confident in the charity's current governance framework.

### Looking Ahead

The Trustees approved the Strategic Plan to 2026 during the year. Future priorities include:

- expansion of Level Up and Growing Futures,
- strengthening employer partnerships,
- expansion of mentoring capacity,
- securing multi-year funding,
- infrastructure development,
- embedding quality assurance systems.

The Trustees enter the next phase of development with confidence, guided by strategy and underpinned by evidence-based delivery

### People

On 6 October 2025 Piers Hadley stepped down as Chair and Tim Maynard was appointed in his place. We would like to express our gratitude for the work and guidance that Piers undertook during his tenure since incorporation. We also appointed 2 new Trustees. Charlotte Powlesland was appointed on 1 April 2025 and has a background in safeguarding vulnerable adults within the prison estate as well as safeguarding in an education setting. George Mayhew was appointed on 10 October 2025 and his expertise spans strategic communications, public relations, crisis communications, and government and regulatory engagement. Charlotte and George will be crucial in the next phase of our development and we wish them every success in their new roles.

During the year, Sam Cload was appointed Chief Executive Officer to reflect not only his increased responsibilities but also the growth of the charity. Sam leads a team of passionate and highly skilled individuals and the Trustees would also like to express their thanks to all of them for their continued commitment, loyalty and hard work.

### Recruitment and Appointment of Trustees

100 & First Foundation CIO recruits and appoints new Trustees in accordance with the following process:

- The Trustees publish an advertisement with a Role Description
- Interested persons are invited to contact the existing Trustees, upon which they are provided with an Application Form, a Declaration of Eligibility Form and the details of current Trustees
- Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- Successful candidates are notified and provided with accounts, other relevant information relating to the

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Charity and its Governance and are then provided with an in-depth induction into the Charity's activities.

### Trustee Induction and Training

The Trustees maintain a good working knowledge of charity and best practice by regular reading of charity press articles and scrutiny of the Charity Commission and other Government and voluntary organisation advisory websites. A process for new Trustees has been agreed where they will be given copies of previous minutes and attend an induction session given by an experienced Trustee. Training is encouraged and Trustees actively participate in strategic oversight, performance review and risk monitoring.

### Statement of Trustees' Responsibility

The Trustees are responsible for preparing the Trustees' Report in accordance with charity law and guidance.

Signed on behalf of the Charity's Trustees:

Signed:   
Ben Boughton-White, Trustee

Dated: 29.01.2026

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100 & FIRST FOUNDATION

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**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF 100 & FIRST FOUNDATION  
FOR THE YEAR ENDED 31 AUGUST 2025**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 August 2025 set on page 8.

**Respective responsibilities of Trustees and Examiner**

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

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

**Independent Examiner's Statement**

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:   
Will Hodgson FCCA, Hodgson Hey Ltd

Dated: 29/1/2026

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**RECEIPTS AND PAYMENTS ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2025**

|   | Notes | Year ended 31<br>August 2025 | Year ended<br>31 August<br>2024 |
|---|-------|------------------------------|---------------------------------|
|   |       | £                            | £                               |
| <b>Receipts</b>                         |       |                              |                                 |
|   | 3     |                              |                                 |
| Individual Donations                    |       | 23,084                       | 6,734                           |
| HMRC Charities Gift Aid                 |       | 4,175                        | 2,405                           |
| Corporate and Other Donations           |       | 156,820                      | 127,250                         |
| Events                                  |       | 9,642                        | 84,109                          |
| Interest Received                       |       | 1,158                        | 1,333                           |
| <b>Total Receipts</b>                   |       | <u>194,879</u>               | <u>221,831</u>                  |
| <b>Payments</b>                         |       |                              |                                 |
| Non-Salaried Costs of Projects          |       | 9,146                        | 17,486                          |
| Cost of Events                          |       | 2,196                        | 36,618                          |
| Staff Wages                             |       | 98,254                       | 73,094                          |
| PAYE and NIC Payments                   |       | 40,635                       | 17,025                          |
| Pension Payments                        |       | 9,870                        | 6,468                           |
| Insurance                               |       | 297                          | 297                             |
| Accountancy Fees                        |       | 1,075                        | 850                             |
| Travel, Subsistence and Sundry Expenses |       | 3,970                        | 6,903                           |
| Car Leasing                             |       | 3,971                        | 2,407                           |
| Computer Expenses                       |       | 1,222                        | 2,035                           |
| Promotion and Advertising               |       | 5,563                        | 9,790                           |
| <b>Total Payments</b>                   |       | <u>176,198</u>               | <u>172,973</u>                  |
| <b>Net Receipts</b>                     |       | 18,681                       | 48,858                          |
| <b>Cash Funds on 1 September 2024</b>   |       | <u>96,626</u>                | <u>47,768</u>                   |
| <b>Cash Funds on 31 August 2025</b>     |       | <u>115,307</u>               | <u>96,626</u>                   |

These financial statements are accepted on behalf of the Charity by:

Signed:   
Ben Boughton White, Trustee

Dated: 29.01.2026

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## 100 & FIRST FOUNDATION

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### NOTES TO THE ACCOUNTS

#### 1. Basis of Accounting

As the Charity's income is less than £250,000 for the year, the Trustees, in accordance with the guidance published by the Charities Commission, have prepared the accounts on a receipts and payments basis. As a result, the Charity is exempt from the requirements of The Charities SORP (FRS 102). The Trustees agreed that the costs of preparing the accounts on an accruals basis and in line with the requirements of The Charities SORP (FRS 102), would not only far outweigh the benefits but that there would also be no material differences to the basis currently adopted. The Trustees agreed that these costs would be far better utilised in the projects that the Charity runs and that in order to assist the reader of the accounts, further information than that required would be disclosed in the notes to these accounts.

These accounts therefore contain a summary of money received and money spent during the period and a list of assets and liabilities at the end of the period. Usually, cash received and cash spent will include transactions through bank accounts and cash in hand.

#### 2. Assets and Liabilities

The charity has no assets other than the cash reserves it holds as disclosed on page 8.

The only outstanding liabilities at 31 August 2025 are an accrued VAT liability of £197 (2024: £1,027) which will be settled as part of its October quarterly return and £5,929 in respect of total lease commitments under a car rental agreement which expires on 13 June 2027 (2024: £9,900).

#### 3. Restricted and Unrestricted Funds

The Charity is funded through a mixture of individual donations, fundraising events, corporate donations and Government body donations and splits this income between Restricted and Unrestricted Funds.

Restricted Funds are funds raised by the Charity which are to be used for specific purposes in accordance with the wishes or requirements of the donors.

Unrestricted Funds are general funds raised which are available for use at the discretion of the Trustees to deliver the general objectives of the Charity and which have not been designated for any other purposes.

A breakdown of the income received and cash reserves between Restricted and Unrestricted Funds for the year ended 31 August 2025 is as follows;

#### Income

|              | Year ended 31<br>August 2025<br>£ | Year ended 31<br>August 2024<br>£ |
|--------------|-----------------------------------|-----------------------------------|
| Restricted   | 94,359                            | 94,750                            |
| Unrestricted | <u>100,520</u>                    | <u>127,081</u>                    |
|              | <u>194,879</u>                    | <u>221,831</u>                    |

#### Cash reserves

|              | Year ended 31<br>August 2025<br>£ | Year ended 31<br>August 2024<br>£ |
|--------------|-----------------------------------|-----------------------------------|
| Restricted   | 7,500                             | -                                 |
| Unrestricted | <u>107,807</u>                    | <u>96,626</u>                     |
|              | <u>115,307</u>                    | <u>96,626</u>                     |

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NOTES TO THE ACCOUNTS (Cont)

4. Trustees' remuneration

The Trustees received no remuneration, benefits or expenses during the year (2024: £Nil).

5. Related Party Transactions

There were no related party transactions during the year.

**100 & FIRST FOUNDATION**

England & Wales - Charity number 1195945

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# Accounts

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2024**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**Senior Leadership of the Charity**

Sam Cload, Head of Foundation

**Trustees**

Piers Hedley

Tim Maynard

Olivia Ryan (Resigned 1 December 2024)

Ben Boughton-White (Appointed 27 August 2024)

**Organisation Type**

Charitable Incorporated Organisation

**Charity Registered Number**

1195945

**Principal Office**

Heritage Exchange, South Lane, Elland, HX5 0HG

**Independent Examiner**

Will Hodgson FCCA, Hodgson Hey Ltd, Heritage Exchange, South Lane, Elland HX5 0HG

**Bankers**

National Westminster Bank

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## 100 & FIRST FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the financial statements of the charity for the year 1 September 2023 to 31 August 2024.

#### Financial Review

The statement of Financial Activities showed a net cash surplus for the year of £48,858 (2023 £20,823) and total cash reserves at 31 August 2024 were £96,626 (2023 - £47,768).

#### Policy on Reserves

100 & First Foundation work with a number of vulnerable people and recognise that the removal of delivery due to funding shortages can undermine already precarious levels of trust in their lives. The Trustees recognise that sound financial planning means that we become sustainable and operate within the charity's needs. But on occasion, the charity may encounter challenges which affect funding streams. For this reason, the charity maintains a reserve of three months of operating expenses but can draw on additional resources if required.

#### Objectives and Activities

The objects of the CIO are

- 1) The relief and rehabilitation of prisoners and ex-offenders and those vulnerable to crime for the public benefit by providing advice and assistance with employment and skills development, primarily through intensive courses, 1-1 mentoring and talks from inspirational speakers delivered in prison and the community.
- 2) The promotion of social inclusion for the public benefit among people who are socially excluded on the grounds of having committed crime or being vulnerable to committing crime and assisting them to integrate into society by supporting their rehabilitation and development through mentoring and work experience opportunities.

#### Our Activities and Achievements

##### Overview

Prisons are in crisis. Prison reform has returned to the forefront of the national conscience under the new Government. Yet, as a problem that has been pushed further and further to the fringes of our society, the scale of the problem is now overwhelming, highlighted by the individuals we work with who are trying to make positive change in the face of a crumbling system.

100 & First Foundation exists to support offenders transition from prison into society by equipping them with the skills to thrive and the mindset to make positive choices.

Our projects empower people to build a new sense of identity and a pro-social attitude, increasing their chances of building a successful and rewarding life, and avoiding re-offending. We are pleased that our track record is strong and growing.

##### Our Team

Our Board and Team have expanded over this past year, we welcome Ben Boughton-White to the board, bringing with him a strong background in organisational leadership and operations. To the team we have welcomed a number of new faces who each have added fantastic value to their own areas, they include;

##### 1. Izzy Clarke

Izzy joined us in January 2024 as our Head of Delivery. In her role Izzy has helped to innovate our delivery, using

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her extensive knowledge built up over many years working within the prison estate as a Physical Education Instructor.

### 2. Kitz Clifford

Kitz joined our team in April 2024 as our Fundraising Manager. In order for us to build our resilience to future financial threats and create sustainability for our charity, the Trustees felt it was a prudent measure to appoint Kitz with the specific focus of building our fundraising infrastructure and developing our unrestricted income streams. To date, Kitz has made a big impact on the team, revolutionising how we fundraise and focusing us on building a more sustainable approach to our efforts.

### 2023/24 Achievements

Our organisational contribution to Prison Reform has seen us invited to sit on the All-Parties Parliamentary Group (APPG) for Sport and Physical Activity in the Criminal Justice System. Through this forum we have been able to present evidence and take part in discussions which aim to tackle barriers to sport and physical activity within the CJS and argue for best practice examples to be implemented. We have also participated in two Sport in Prisons conferences, where, again, we have been able to share best practice and build connections with other service providers across primary settings within the CJS.

Our Head of Foundation continues to act as the Chair of the Employment Advisory Board for HMP Portland, a statutory position which advises the prison on how to optimise preparation for work and wider resettlement challenges to improve outcomes for prisoners on release.

We continue to build powerful, constructive partnerships within the prison estate. Fixed delivery has been established at HMP Portland and HMP The Mount and continues to generate positive outcomes for beneficiaries, many of whom we have continued to support during their transition into the community.

Our headline outcomes in 23/24 were as follows:

- a. Delivery of 3 Be Rock Solid Rugby Courses to 72 beneficiaries at HMP Portland
- b. Delivery of 1 For Time Course at HMP Portland and 2 at HMP The Mount to 42 beneficiaries
- c. 55 have been released and 36 are in employment, education or training

### Case Study

CH – New Beginnings and a Big Future



Connor joined our first cohort of the 'For Time' programme, where his passion for fitness allowed us to connect with him through mentorship and support him throughout his journey from prison to release. Originally from Manchester, he sought a fresh start in London upon his release.

Once he graduated from the 'For Time' programme, we continued to work with Connor on a 1:1 basis to mentor him and support him to ready for employment, having never worked a full-time job before coming to prison at 21. Now aged 29, Connor was committed to finding a job that he could progress in and feel valued.

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Over the past 18 months, including the four months since his release, we have continued to provide mentorship, helping him navigate the challenges of reintegration. We assisted him in securing a job with Principle Cleaning Solutions, a role he secured whilst in prison after we introduced him to their senior leadership team, and he is now completing a vertical window cleaning apprenticeship. To support his transition from prison to employment, we trained mentors within Connor's workplace to understand the integration required to ensure Connor feels a valued part of their workforce and to provide the ongoing support he needed to thrive within their business. To help him build a new social circle, Connor joined a CrossFit gym, offering him a positive and supportive community; a community he became a part of in prison during the functional fitness programme.

Although Connor faced challenges in finding private rented accommodation, his employment allowed him to make the necessary financial contributions, with his employer acting as a guarantor and providing a loan for the deposit. Connor is now thriving at work, with his employers highly impressed by his performance, and his successful integration into a new social environment has set him on the path to a stable and independent life in London.

Not all our beneficiaries whom we support into employment have come through our sports programmes...

We first met Gideon while walking around HMP Portland. Although he hadn't attended any of our sports programs, his inquisitive nature and interest in our work instantly made us want to support him. With six months until his release, Gideon was eager to support his young family but uncertain about his employment prospects due to his criminal record.

Gideon joined our first Pre-Pair for Release cohort. We began mentoring him, helping him refine his CV and establish career goals, focusing on his interest in HR. We circulated his CV to our stakeholders, and JPC Cleaning Solutions responded by creating an HR role specifically for him. Gideon secured this position while still in prison and began working just four days after his release. This role has enabled him to provide for his family, rebuild relationships, and successfully reintegrate into both family and work life. Additionally, Gideon has contributed to diversifying his employer's recruitment practices by offering valuable insights from his own experiences. His contributions have been highly valued, and he continues to thrive in his new role.

New project development has seen the emergence of 'Pre-Pair for Release' – a project which has been co-designed with participants, employers and our staff to ensure that individuals are prepared for the workplace on release from custody. The project focuses on the practical application of soft skills when engaging with peers and management, alongside building understanding around administrative processes within an organisation. We are proud to be supported by so many great organisations with this project.

### Outreach

It is important that we continue to positively spread the word about people in prison, the value they can offer and the skills they have to wider society. In partnership with 100 & First Ltd, we have visited countless schools, business and community groups to talk about prisons, the people in them and the need for a different approach from all aspects of society if we are to make lasting change to this growing cause.

### Fundraising

2023/24 proved to be a really successful year for 100 & First Foundation. We held some memorable and notable events which not only provided a fantastic platform for engagement but also inspired us to witness the amount of support we have built up and reinforced the need for us to keep embracing the challenges that lie ahead. Of particular note;

#### 1. Our First Fundraising Dinner

Held in the spectacular setting of the Lords Long Room, over 180 people joined us for an evening of fundraising. There were special guest appearances from Owen Farrell, Jamie George and Mako Vunipola who spoke candidly about their experiences in rugby and the importance of building a strong identity. Henry Fraser donated an original painting which was sold through a formal stand-up, sit-down auction.

The success of the dinner has led to numerous partnerships and community engagements. It also enabled us to fund the hiring of Izzy and Kitz and establish ourselves as a recognisable charity.

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## 100 & FIRST FOUNDATION

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### 2. Our Annual Fundraising Walk

A 52km trek along the undulating terrain of the Jurassic Coast, beginning and ending at HMP Portland. The event served as a fantastic opportunity for us to engage with many members of the wider prison staff and collectively share in some suffering!

2024/25 has new and returning events planned and should see us build resilience in our budget for the upcoming year.

### Plans for Future Periods

Our focus over the next three to five years is delivery in custody, alongside the establishment of a prevention project to align and support the renewed focus of Government on the need for prevention in order to make sustainable change to the prison estate and ensure we have a justice system fit for purpose.

We will flex our mentoring capacity as the demand for these services grows as a result of our impact in prisons. To do this we will build a strong volunteering capacity in 24/25 led by Izzy to increase the number of mentors we have available. We will continue to assess our performance and impact with rigor, and we will be seeking external assistance to deliver this in 2024/25.

We are determined that participation on our courses will not be selective. We will offer our services to all those who wish to engage with us and while we recognise this will impact on our reoffending rates, we believe whole heartedly that our focus must be on the longer term benefits we can offer individuals rather than subjective statistics.

In 2024/2025 we intend to deliver in custody training to 80 participants (60% in adult male prisoners and 40% Young Adults). Our preventative project will be delivered in partnership with Pupil Referral Units and aim to provide support to 32 young people at risk of becoming first time entrants to the CJS. Over the next 3 to five years we intend to increase our in custody delivery by 100%.

### Public Benefit Statement

Looking out at the Sport for development space, it has transformed over the past few years. Where there were few people interested in supporting those in custody when 100 & First Foundation started, there is now a real shift in support from funders and corporate partners alike.

We are thankful to a number of partners over the past year, in particular Savills, Principle Cleaning Solutions and JPC by Samsic as well as funders and new large supporters; Weavers Benevolent Fund, BOOST Charitable Trust and the Active Hertfordshire and Dorset Sports Partnerships, who have all patiently supported the expansion of our work.

Thank you to each of you who continues to support us in a number of ways, including those who have hosted and attended events and championed our work and who are always cheerleading for us.

### Risk Management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO and are satisfied that systems are in place to mitigate our exposure to major risks.

### Trustee Induction and Training

The Trustees maintain a good working knowledge of charity and best practice by regular reading of charity press articles and scrutiny of the Charity Commission and other Government and voluntary organisation advisory websites. A process for new Trustees has been agreed where they will be given copies of previous minutes and attend an induction session given by an experienced Trustee.

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100 & FIRST FOUNDATION

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**Recruitment and Appointment of Trustees**

100 & First Foundation CIO recruits and appoints new Trustees in accordance with the following process:

- a) The Trustees publish an advertisement with a Role Description
- b) Interested persons are invited to contact the existing Trustees, upon which they are provided with an Application Form, a Declaration of Eligibility Form and the details of current Trustees
- c) Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- d) Successful candidates are notified and provided with accounts, other relevant information relating to the Charity and its Governance and are then provided with an in depth induction into the Charity's activities.

Signed on behalf of the Charity's Trustees:

Signed:  Dated: 10<sup>th</sup> December 2024  
Tim Maynard, Trustee

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100 & FIRST FOUNDATION

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**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF 100 & FIRST FOUNDATION  
FOR THE YEAR ENDED 31 AUGUST 2024**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 August 2024 set on page 8.

**Respective responsibilities of Trustees and Examiner**

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

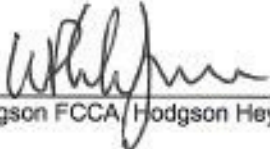
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent Examiner's Statement**

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:   
Will Hodgson FCCA, Hodgson Hey Ltd


Dated: 10 December 2024.

**100 & FIRST FOUNDATION**

**RECEIPTS AND PAYMENTS ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2024**

|   | Notes | Year ended<br>31 August<br>2024<br>£ | Year ended<br>31 August<br>2023<br>£ |
|---|-------|--------------------------------------|--------------------------------------|
| <b>Receipts</b>                         | 3     |                                      |                                      |
| Individual Donations                    |       | 6,734                                | 10,537                               |
| HMRC Charities Gift Aid                 |       | 2,405                                | 0                                    |
| Corporate and Other Donations           |       | 127,250                              | 87,716                               |
| Events                                  |       | 84,109                               | 2,250                                |
| Interest Received                       |       | 1,333                                | 0                                    |
| <b>Total Receipts</b>                   |       | 221,831                              | 100,503                              |
| <b>Payments</b>                         |       |                                      |                                      |
| Non-Salaried Costs of Projects          |       | 17,486                               | 7,789                                |
| Cost of Events                          |       | 36,618                               | 0                                    |
| Staff Wages                             |       | 73,094                               | 44,169                               |
| PAYE and NIC Payments                   |       | 17,025                               | 17,109                               |
| Pension Payments                        |       | 6,468                                | 3,747                                |
| Insurance                               |       | 297                                  | 208                                  |
| Accountancy Fees                        |       | 850                                  | 780                                  |
| Travel, Subsistence and Sundry Expenses |       | 6,903                                | 1,824                                |
| Car Leasing                             |       | 2,407                                | 0                                    |
| Computer Expenses                       |       | 2,035                                | 0                                    |
| Promotion and Advertising               |       | 9,790                                | 4,054                                |
| <b>Total Payments</b>                   |       | 172,973                              | 79,680                               |
| <b>Net Receipts</b>                     |       | 48,858                               | 20,823                               |
| <b>Cash Funds on 1 September 2023</b>   |       | 47,768                               | 26,945                               |
| <b>Cash Funds on 31 August 2024</b>     |       | 96,626                               | 47,768                               |

These financial statements are accepted on behalf of the Charity by:

Signed:  Dated: 10<sup>th</sup> December 2024  
Tim Maynard, Trustee

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## 100 & FIRST FOUNDATION

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### NOTES TO THE ACCOUNTS

#### 1. Basis of Accounting

As the Charity's income is less than £250,000 for the year, the Trustees, in accordance with the guidance published by the Charities Commission, have prepared the accounts on a receipts and payments basis. As a result, the Charity is exempt from the requirements of The Charities SORP (FRS 102). The Trustees agreed that the costs of preparing the accounts on an accruals basis and in line with the requirements of The Charities SORP (FRS 102), would not only far outweigh the benefits but that there would also be no material differences to the basis currently adopted. The Trustees agreed that these costs would be far better utilised in the projects that the Charity runs and that in order to assist the reader of the accounts, further information than that required would be disclosed in the notes to these accounts.

These accounts therefore contain a summary of money received and money spent during the period and a list of assets and liabilities at the end of the period. Usually, cash received and cash spent will include transactions through bank accounts and cash in hand.

#### 2. Assets and Liabilities

The charity has no assets other than the cash reserves it holds as disclosed on page 8.

The only outstanding liabilities at 31 August 2024 are an accrued VAT liability of £1,027 (2023: £Nil) which will be settled as part of its October quarterly return and £9,900 in respect of total lease commitments under a car rental agreement which expires on 13 June 2027.

#### 3. Restricted and Unrestricted Funds

The Charity is funded through a mixture of individual donations, fundraising events, corporate donations and Government body donations and splits this income between Restricted and Unrestricted Funds.

Restricted Funds are funds raised by the Charity which are to be used for specific purposes in accordance with the wishes or requirements of the donors.

Unrestricted Funds are general funds raised which are available for use at the discretion of the Trustees to deliver the general objectives of the Charity and which have not been designated for any other purposes.

A breakdown of the income received between Restricted and Unrestricted Funds for the year ended 31 August 2024 is as follows;

| <u>Income</u> | Year ended 31<br>August 2024<br>£ | Year ended 31<br>August 2023<br>£ |
|---------------|-----------------------------------|-----------------------------------|
| Restricted    | 94,750                            | 72,250                            |
| Unrestricted  | <u>127,081</u>                    | <u>28,253</u>                     |
|               | <u>221,831</u>                    | <u>100,503</u>                    |

#### Cash reserves

All of the Restricted Funds received were for specific projects over a set period of time. At 31 August 2024 all of the projects for which these funds had been received had been completed and therefore none of the cash reserves held at that date were deemed to be Restricted Funds (2023: £Nil).

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## 100 & FIRST FOUNDATION

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### NOTES TO THE ACCOUNTS (Cont)

**4. Trustees' remuneration**

The Trustees received no remuneration, benefits or expenses during the year (2023: £Nil).

**5. Related Party Transactions**

During the previous year, the charity incurred costs of £3,648 redesigning its website and social media templates through a company that is owned by a relative of one of the founders. These costs were purchased on an arm's length basis. There were no amounts outstanding to or from the company at the year end and no such costs have been incurred in 2024.

**100 & FIRST FOUNDATION**

England & Wales - Charity number 1195945

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# Accounts

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**100 & First Foundation**  
(Registered Charity Number: 1195945)  
**Financial statements**  
**for the year ended 31 August 2023**

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| 2-10        | Trustees' Annual Report       |
| 11          | Independent Examiner's Report |
| 12          | Receipts and Payments Account |
| 13          | Notes to the Accounts         |

**100 & First Foundation  
Trustees' Annual Report  
For the year ended 31 August 2023**

**Full Name:** 100 & First Foundation

**Organisation Type:** Charitable Incorporated Organisation

**Registered Charity Number:** 1195945

**Principal Address:** Heritage Exchange, South Lane, Eiland, HX5 0HG.

**Trustees:**

Piers Hedley  
Tim Maynard

Olivia Ryan

**Independent Examiner:** Will Hodgson, Hodgson Hey Ltd, Heritage  
Exchange, South Lane, Eiland, HX5 0HG.

The Trustees present their report and accounts for the year ended 31<sup>st</sup>  
August 2023

The accounts have been prepared in accordance with the accounting  
policies set out in note 1 to the accounts and comply with the charity's  
Governing Document, the Charities Act 2011 and Accounting and  
Reporting by Charities: Statement of Recommended Practice applicable  
to charities preparing their accounts in accordance with the Financial  
Reporting Standard applicable in the UK and Republic of Ireland  
published on 16 July 2015.

## **OUR PURPOSE FOR THE PUBLIC BENEFIT**

The charity is an unincorporated organisation registered as a Charitable  
Incorporated Organisation on the 28<sup>th</sup> September 2021 with the Charity  
Commission

The 100 & First Foundation CIO charitable objects are:

a) The relief and rehabilitation of prisoners and ex-offenders and those  
vulnerable to crime for the public benefit by providing advice and  
assistance with employment and skills development, primarily through

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities

## **PUBLIC BENEFIT STATEMENT**

and structure alongside a new, positive social network. participation in wider society. The aim is to help people build purpose (d) Use physical activity, sport and employment as vehicles for that help them build references for positive change. frameworks for people to develop tools, mindsets and ways of thinking (c) Use the incredible, real-life experiences of inspirational speakers as reinforce their initial commitment to change. intuition and emotional intelligence to help people make choices that and For Time, with a team of full-time facilitators who have the integrity, b) Deliver our prison based courses, Bars to Business, Be Rock Solid either Bars to Business, Be Rock Solid or For Time. 24, who want to live differently on release. We ask that each person understands and commits to that change when signing up take part in a) Identify male prisoners, with a strong focus on Young Adults aged 18-

To realise our vision, succeed in our mission and achieve our purpose for the public benefit, we;

## **OUR ACTIVITIES FOR THE PUBLIC BENEFIT**

whole community. offenders find their way out of the justice system and take part in the We have made it our mission to create positive change, by helping are not limited by a criminal conviction. 100 & First Foundations vision is an inclusive society where aspirations

## **OUR VISION AND MISSION**

intensive courses, 1-1 mentoring and talks from inspirational speakers delivered in prison and the community. b) The promotion of social inclusion for the public benefit among people who are socially excluded on the grounds of having committed crime or being vulnerable to committing crime and assisting them to integrate into society by supporting their rehabilitation and development through mentoring and work experience opportunities.

## OVERVIEW OF 2022/23

It has been a highly successful year for our charity. We have consolidated our delivery at HMP Portland, working closely with the National Young Adults Project Team to continue to assess and evaluate the impact of our Be Rock Solid Project on a number of significant statistical markers in relation to how a young person is developing in custody and on release. HMP Portland have fully embraced our charity and we are seen as an integral part of the wider plan to develop a sense of belonging within the prison community.

Alongside our work at HMP Portland, we have developed a new project which involves the use of functional fitness. The For Time project has been piloted at HMP The Mount, Hemel Hempstead and has emerged as a successful initiative that we will continue into 2024 and beyond.

Outside of the prison walls, we have been working hard to develop a number of key strategic partnerships which aim to provide sustainable and aspirational opportunities for our beneficiaries on their release from prison. This has led to a significant joint enterprise between 100 & First Foundation and the Property Management Division of Savills UK. In partnership we have designed a 6 week 'ready for work' programme which will be delivered in both HMP Portland and HMP The Mount in late 2023.

The remainder of this report focuses on four areas:

- a. Our Team
- b. Our Delivery during 2022/23
- c. Our Fundraising; and
- d. Our Future.

## OUR TEAM

100 & First have a small, dedicated and talented group of people who ensure we can deliver a professional, effective service in a prison environment. Our staff all share our vision that people's ambitions should not be limited by a criminal conviction and that it is possible for someone to shift how they view themselves in the world around them and to contribute pro-socially to our society.

Our team is made up of Will Fraser, our Founder, who continues to leverage our charity to those who otherwise would not be aware of the

**For Time**

The project capitalises on the infectious enthusiasm for personal fitness found on every prison landing, providing offenders with the opportunity to create sustainable change through functional fitness. Physical health remains within the control of a person, despite their loss of liberty. Physical health in prison is something that can help an offender escape the confines of the prison environment. It is something that they may now have more time to dedicate to. Physical health can help promote positive mental wellbeing, which provides an offender with extra capacity to engage in activities that will enhance their future aspirations. The For Time project enables an offender to build a new identity based on their fitness and emotional health whilst also enhancing their aspirations. The project therefore enables them to access new functions within wider society. The project is split into two parts. Part One focuses on pro-social development through the lens of teamwork, communication and values. For three days a week for 8 weeks, functional fitness is used as a vehicle for engagement where participants take part in a curriculum dedicated to themes that improve their physical, emotional and social resilience. A workout is a simple tool to teach someone what resilience might look and feel like. We then work with individuals to help them understand how their new found awareness can have benefit in the rest of their life.

## OUR DELIVERY

cause we are committed to. Will's role remains part time, but he gives more time to the charity than is reasonably expected. Sam Cload continues in the role of Head of Foundation and continues to lead the charities day-to-day activities and, alongside the trustee's, give clarity to our strategic objectives and future direction. Jay Stokes joined the team in summer 2022 and has taken over the role of lead facilitator and mentor at HMP Portland. Jay works passionately to give offenders the best possible chance at creating a better life for themselves. Lastly, Mark Sergison joined the team in 2023. Mark, the Owner and Head Coach of a CrossFit gym, leads our delivery of For Time. Mark is a former secondary school teacher with a real passion for the power of fitness in improving physical and mental robustness.

During the year we have successfully launched our new project, For Time, at HMP The Mount, delivering it to 12 people who have now progressed onto our new course in partnership with Savills property management, 'ready for work'. For context, the project is outlined below.

**Impact**  
Be Rock Solid  
 In 2022 a research study was concluded by Wendy Richards-Binding (Forensic Psychologist in Training) supervised by Sarah Disspain (Senior Registered Forensic Psychologist). The research was titled 'A research study on an exploration of male young adults' experiences of engaging in a prison rugby academy'. A full summary of the research can be found by using the NRC Reference Code - 2022 - 072, but some extracts are used below for this report.  
 The common perceptions among participant's experience of the rugby academy centred around four key themes: Hope for the future; Purpose; Humanity; Relationships. Figure 1 shows the overarching themes and sub-themes that were identified from the analysis.

**HMP Portland**  
 At HMP Portland we have delivered three Be Rock Solid Projects and three Bars to Business Projects, working with 58 people. Alongside the projects, our team has delivered over 200 hours of additional mentoring to our participants helping them to prepare fully for their release and ensuring that key structural milestones are being achieved.  
 Across our projects, we continue to reach a diverse population:  
 Black / Black British Africa - 24%  
 Black / Black British Caribbean - 7.6%  
 Mixed white and Black Caribbean - 5.2%  
 White - 52%  
 White Other - 7.2%  
 Asian/ Asian British Indian - 2.2%  
 Other mixed background - 1.8%  
 51% (36) of our beneficiaries were 25 or younger, while about 49% (34) were 26 and older.

Part Two focuses on building aspirations by unlocking new possibilities that offenders would otherwise not have access too. We work directly with a number of businesses who deliver a 6 week 'ready for work' programme which provides every offender who completes the project with a guaranteed job on their release. An offender is then released with a new community to engage with through fitness, promoting them to continue the healthy habits they have developed in prison, alongside a new job, which has a clear structure to help them feel a constant sense of progression and growth.

Across all our projects, we use self-efficacy as a measurement of impact. Self-efficacy is important as it enables us to understand how our projects build an individual's belief in their capacity to execute the behavioural change they want to make in order to achieve specific outcomes for their future. We measure self-efficacy using the New General Self-Efficacy Scale by Chen, Gully, and Eden (2001). Higher scores on the scale indicate greater self-efficacy. Of the 66 participants who completed both pre and post project measures there has been strong evidence of significant increases in self-efficacy across all our projects.

A paired samples t-test was conducted to compare the total scores before taking part in the project and at the end of the project. There was

The findings demonstrate the young adult's personal growth throughout the course and the impact this has upon their social skills and motivation. All the above helps to promote desistance from crime and fosters engagement in positive pro-social activity by redirecting their interests and providing support and positive opportunities. Through the addition of "through the gate" support and opportunities, "Be Rock Solid" helps to utilise the power of sport to engage the young adults to build their confidence and skills to help develop strong resettlement opportunities. The autonomy that the academy provides helps the young adults to develop a sense of self and an identity away from being in prison, to provide them with a voice and to re-establish friendships and relationships they may have lost. The academy has helped the young adults to develop a new skillset that helps them to be better prepared for life upon release and in turn decreases the likelihood of reoffending (Richards-Binding, 2022).



We are firmly established at HMPYOI Portland, yet we want to continue to grow our influence and work closely with the senior management of the prison to ensure we are helping to shape a culture of belonging and rehabilitation within the prison. Our partnerships with local and regional partners are growing in Portland, these partnerships will ensure that we have sustainable exit routes for all our beneficiaries from the prison. Establishing ROTL (Release on Temporary License) opportunities is important as this will be the bridge between our current offer of employment on release and our in-custody interventions. Someone will soon be able to complete a project, attend a ROTL placement, before leaving custody to take up full time employment.

Our focus over the next few years is to continue to develop and expand our delivery in custody. We are determined to not sit still and be contented with what we have achieved up until now. We will flex our ability and capacity to deliver projects which have a significant impact on our beneficiaries, their families and communities.

## OUR FUTURE

We have had a successful year of fundraising and continue to develop plans for future events. The very generous support of a number of corporate organisations, including BGIS, Smart Managed Solutions, Ward Security, Principles Cleaning Solutions and others has allowed us to establish a reserve that provides greater stability for the charity. The reserves cover the costs of operating the charity for three months and this provides security for our employees and ensures we can ride out the ups and downs in funding and continue to deliver our services to our beneficiaries.

## OUR FUNDRAISING

a difference in scores from pre-course ( $M = 2.22$ ) to post-course ( $M = 4.45$ ),  $t(66) = 2.23$ . These results add further evidence to suggest that our projects can have an excellent effect on increasing self-efficacy, particularly on attitudes towards goal-setting and achievement (Question 1), where once again there was a significant difference in scores from pre-course ( $M = 1.88$ ) to post-course ( $M = 3.8$ ); and on succeeding in future endeavours (question 4) which is a really important indicator for people leaving prison, where there was a difference in scores from pre-course ( $M = 2.18$ ) to post-course ( $M = 4.42$ ).

100 & First Foundation CIO recruits and appoints new trustees in accordance with the following process:

a) The trustees publish an advertisement with a Role Description which they are provided with an Application Form a Declaration of Eligibility Form and the details of current trustees

b) Interested persons are invited to contact the existing trustees, upon internal selection criteria

c) Applicants are shortlisted and invited for interview, in accordance with internal selection criteria

d) Successful candidates are notified and provided with accounts, the constitution and the Code of Good.

### Recruitment and appointment of Trustees

The Trustees maintain a good working knowledge of charity and best practice by regular reading of charity press articles and scrutiny of the Charity Commission and other Government and voluntary organisation advisory websites. A process for new Trustees has been agreed where they will be given copies of previous minutes and attend an induction session given by an experienced Trustee.

### Trustee induction and training

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO and are satisfied that systems are in place to mitigate our exposure to major risks.

### Risk management


Our goal at HMP The Mount is to replicate our success at HMP Portland. We want to become an integrated part of the prison and establish ourselves as a leading provider of resettlement services. Working at HMP The Mount will enable us to work with more people from communities in London and enable us to widen our impact on a more regional level.

We also have an ambition to work in the Women's estate. Some early conversations suggest that this is a real possibility. Exploring how this concept might work, developing the appropriate approach and working closely with partners will be essential if we are to be successful in delivering to women. It is a prospect we are excited about and one we will be pursuing early in 2024.

The Charity's Policy on Reserves

We keep a reserve of three months wages for staff but are able to draw on additional resources if required.

Signed on behalf of the charity's trustees:

Signed: 

Tim Maynard, Trustee

Dated: 29<sup>th</sup> September 2023

**Independent examiner's report to the Trustees of 100 & First  
Foundation for the year ended 31 August 2023**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 August 2023 set on page 12.

**Respective responsibilities of Trustees and Examiner**

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



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

**Independent Examiner's Statement**

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:   
Will Hodgson FCCA / Hodgson Hey Ltd  
Dated:  5 August 2023

**100 & First Foundation  
Receipts and Payments Account  
For the year ended 31 August 2023**

| Period from 28<br>September<br>2021 to 31<br>August 2022 | ended 31<br>August<br>2023 |                                |
|--|----------------------------|--------------------------------|
| £  | £                          | Note                           |
| <b>55,872</b>  | <b>100,503</b>             |                                |
| 15,801   | 10,537                     | Individual Donations           |
| 3,000  | 0                          | HMRC Charities Gift Aid        |
| 34,000   | 87,716                     | Corporate and Other Donations  |
| 3,071  | 2,250                      | Events                         |
|  |                            | <b>Total Receipts</b>          |
| 1,000  | 7,789                      | Costs of Project               |
| 16,257   | 44,169                     | Staff Wages                    |
| 6,829  | 17,109                     | PAYE and NIC payments          |
| 1,366  | 3,747                      | Pension Payments               |
| 0  | 208                        | Insurance                      |
| 240  | 780                        | Accountancy Fees               |
| 580  | 1,824                      | Travel, Subsistence and Sundry |
| 2,536  | 0                          | Consultancy Fees               |
| 119  | 4,054                      | Promotion and Advertising      |
| <b>28,927</b>  | <b>79,680</b>              | <b>Total Payments</b>          |
| 26,945   | 20,823                     | <b>Net Receipts</b>            |
| -  | 26,945                     | Cash Funds on 1 September 2022 |
| <b>26,945</b>  | <b>47,768</b>              | Cash Funds on 31 August 2023   |

These financial statements are accepted on behalf of the charity by:

Signed:  Dated: 29<sup>th</sup> September 2023  
Tim Maynard, Trustee

1. **Receipts & payments accounts**  
Receipts and payments accounts contain a summary of money received and money spent during the period and a list of assets and liabilities at the end of the period. Usually, cash received and cash spent will include transactions through bank accounts and cash in hand
2. **Grants and Donations**  
The charity is funded through a mix of individual donations and fundraising events, corporate donations and Government body donations.
3. **Trustees' remuneration**  
Trustees received no expenses, remuneration or benefits in this period.
4. **Related Party Transactions**  
During the year, the charity incurred costs of £3,648 (2022: £Nil) redesigning its website and social media templates through a company that is owned by a relative of one of the founders. These costs were purchased on an arm's length basis. There were no amounts outstanding to or from the company at the year end.

**100 & FIRST FOUNDATION**

England & Wales - Charity number 1195945

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# Accounts

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**100 & First Foundation**  
(Registered Charity Number: 1195945)

**Financial statements**  
**for the period ended 31 August 2022**

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**100 & First Foundation  
Trustees' Annual Report  
For the period ended 31 August 2022**

**Full Name:** 100 & First Foundation

**Organisation Type:** Charitable Incorporated Organisation

**Registered Charity Number:** 1195945

**Principal Address:** Heritage Exchange, South Lane, Elland, HX5 0HG.

**Trustees:**

Piers Hedley  
Tim Maynard  
Olivia Ryan

**Independent Examiner:** Will Hodgson, Hodgson Hey Ltd, Heritage Exchange, South Lane, Elland, HX5 0HG.

The Trustees present their report and accounts for the period from 28 September 2021 to 31 August 2022

**OUR PURPOSE FOR THE PUBLIC BENEFIT**

The charity is an unincorporated organisation registered as a Charitable Incorporated Organisation on the 28<sup>th</sup> September 2021 with the Charity Commission

The 100 & First Foundation CIO charitable objects are:

- a) The relief and rehabilitation of prisoners and ex-offenders and those vulnerable to crime for the public benefit by providing advice and assistance with employment and skills development, primarily through intensive courses, 1-1 mentoring and talks from inspirational speakers delivered in prison and the community.
- b) The promotion of social inclusion for the public benefit among people who are socially excluded on the grounds of having committed crime or being vulnerable to committing crime and assisting them to integrate into society by supporting their rehabilitation and development through mentoring and work experience opportunities.

**OUR VISION AND MISSION**

100 & First Foundation's vision is an inclusive society where aspirations are not limited by a criminal conviction.

We have made it our mission to create positive change, by helping offenders find their way out of the justice system and take part in the whole community.

### **OUR ACTIVITIES FOR THE PUBLIC BENEFIT**

To realise our vision, succeed in our mission and achieve our purpose for the public benefit, we;

- a) Identify male prisoners, with a strong focus on Young Adults aged 18-24, who want to live differently on release. We ask that each person understands and commits to that change when signing up take part in either Bars to Business or Be Rock Solid.
- b) Deliver both our prison based courses, Bars to Business and Be Rock Solid, with a team of full-time, professional facilitators who have the integrity, intuition and emotional intelligence to help people make choices that reinforce their initial commitment to change.
- c) Use the incredible, real-life experiences of inspirational speakers as frameworks for people to develop tools, mindsets and ways of thinking that help them build references for positive change.
- d) Use physical activity, sport and employment as vehicles for participation in wider society. The aim is to help people build purpose and structure alongside a new, positive social network.

### **OUR PROJECTS**

As a charity, we believe that the values we live by, the company we keep and the future we can create are all fundamental protective factors that enable us to realise our potential, creating a rock solid base for our ambitions and aspirations. This approach, demonstrated in our two projects below, creates people who believe in themselves, have hope for the future, are seen by others as trustworthy, caring and hardworking; people who you would want to spend time with.

#### **a) Be Rock Solid**

##### **What is it?**

The Be Rock Solid Project is an 8 week course, using a blended approach that uses 8 incredible real-life experiences as frameworks for change alongside a practical rugby programme that provides real world application to the increased awareness and belief provided by each experience.

##### **How do we do this?**

Using a thematic curriculum we use 8 incredible, real-life experiences as frameworks for change. After listening to each experience, prisoners take part in bespoke workshops and 1-1 coaching, where we draw the key learnings and fundamental principles from each experience, re-frame them and make them applicable to the circumstances of each

person. It gives people the tangible evidence that a mindset, tool or way of thinking works in the given scenario, so why shouldn't it work in their own scenario?

The heightened awareness, inspiration and belief from the experiences are reinforced through the process of becoming a rugby team, capable of playing an 80 minute match against an external opposition in just 8 weeks. Through a series of 24 training sessions on the pitch and in the gym, participants develop the ability to work as a team to achieve a shared purpose. When the course is complete, the participants have their own series of real-life experiences that act as frameworks to build future change from.

#### **b) Bars to Business**

Not every prisoner wants to be an entrepreneur, but entrepreneurial competencies such as creative problem solving and taking initiative, not only help people to start their own businesses, they help boost employability generally. Bars to Business develops entrepreneurial competencies in prison leavers, so that they can leave prison and be successful in whatever it is they choose.

Over a 4 week course, prisoners recognise a small business idea, develop the necessary entrepreneurial competencies to realise this idea and produce a simple business plan to effectively communicate their idea.

#### Pitching for a Future

To conclude the course, prisoners step out of their comfort zone, adopt the attitudes they have developed over the previous 4 weeks and deliver a pitch to an audience of family, friends, senior prison staff and business leaders. This concluding event consolidates their learning and gives them a profound sense of achievement that previously they would not have thought possible.

### **PUBLIC BENEFIT STATEMENT**

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising through the Charity's activities

### **ACHIEVEMENTS AND PERFORMANCE**

#### **a. Strategic Direction**

For our first operational year as a registered charity, we felt it was important to have a clear set of strategic objectives from which we could assess our performance. The following three objectives have been

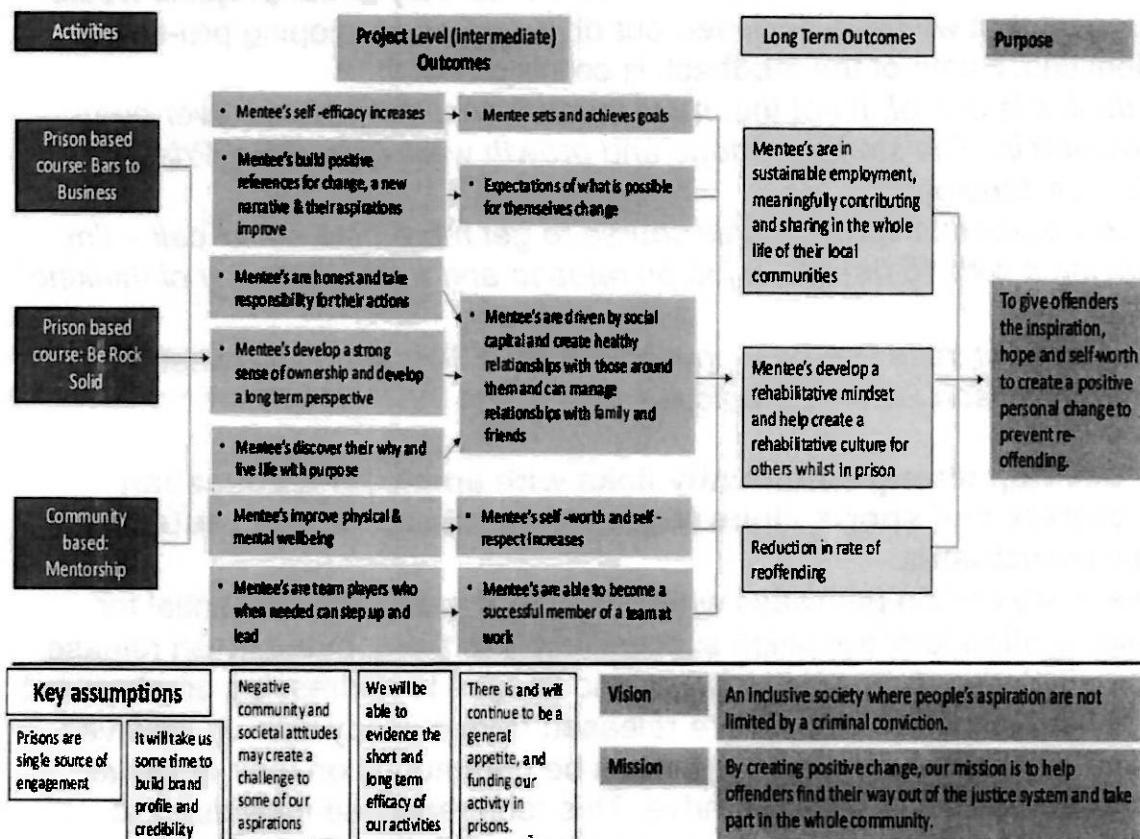
pursued over the past year and our progress against them is explained below;

**1. Develop a Theory of Change that helps guide and facilitate real change for our participants.**

100 & First Foundation recognises that real change for our participants requires a personal journey, during which they shift their identity - from 'pro-offending' to 'pro-social'. This means a shift in the way that the participant sees themselves in the world from an identity that allows offending, to one that encourages an aspirational future that contributes positively to society.

This shift is a required development if real, positive change for the individual and for society are to be achieved. It is not unlike the personal quest many people embark on in order to 'find oneself'. Ultimately, in developing our theory of change, we have taken the time in our first year to carefully consider how our participants currently see themselves in the world vs how they want to see themselves in the world.

From various discussion groups, we now have a comprehensive theory of change that has helped us to create meaningful projects which have identify awareness at their core and deliver hope, inspiration and aspiration to our participants.



## **2. Create projects which develop participants pro-social identity.**

Through developing our Theory of Change, we have understood that the key to positive outcomes in our participants is identity shift. Therefore, the aim of our projects has been to facilitate this process through constructive, consistent content and delivery. We recognise that the only way to reduce the risk of reoffending in the long-term is to support pro-social identity shift.

Our two projects, Bars to Business and Be Rock Solid have been built using the following three building blocks:

- **Activities** – We have used the concepts of Entrepreneurship and Sport to formulate our curriculums for each project.
- **Interactions** – We ensure that we are aware of the messages we provide and the message we receive from our participants. Reinforcing the ones that promote a pro-social identity and raising self-awareness of the ones that do not. This way we constantly foster and reinforce identity.
- **Roles** – Our project requires participants to assume different roles from team member to leader. Each role fosters and reinforces a shift to pro-social attitudes and behaviours in different contexts.

The feedback we have received from the delivery of our projects would suggest that we have achieved our objective of developing pro-social identities. Some of the feedback is collated below:

*'I think it is one of, if not the, most inspirational thing I have ever been involved in. The stories of hope and growth were incredible'* Prison Service Employee.

*'I only agreed to come on this course to get more time out of cell – I'm leaving it with 15 friends, a job on release and a different way of thinking'* Participant.

*'It's the best thing I've been involved with in 34 years in the prison service'* Prison Service Employee

## **3. Develop strong community links with employers, education providers and sports clubs to provide sustainable exit routes for our participants.**

There are certain pathways which we already know are essential for helping offenders' transition successfully into the community on release from custody – from relationships and finance to addressing employment and housing. Often people are released from custody with un-resolved issues in these pathways, which can be detrimental on their ability to contribute to society and to thrive. This requires these individuals to have good people around them, a safe place to live, and a purpose in life.

Our projects develop people who are ready to learn, ready to earn and ready to grow. Coupled with a new pro-social identity, we want to give our participants the best opportunities possible to fulfil their new aspirations. To do this we have recognised the need to develop strong links with those in our communities who can capitalise on the momentum we have started. We want these community partners to understand us, our values and our way of thinking. If we can do this, we can create a lifecycle of support which prevents reoffending and promotes offenders in view of wider society.

In terms of employment, we work closely with a number of partner employers who are involved in a wide range of industries including;

- a. Facilities Management
- b. Retail and Warehousing
- c. Blacksmithing and Metalwork
- d. Logistics

In each case, we are looking to provide offenders with both employment and apprenticeship opportunities.

In addition to looking at employment opportunities, we also look to continue to improve their education and help to provide social community links. We do this by working closely with;

- a. Local Colleges to provide opportunities to gain recognised qualifications for prison leavers.
- b. Local Amateur Rugby Clubs across Bristol, Somerset and Devon.
- c. Gyms across Bristol, Somerset and Devon

### **Young Adults National Project Team**

The Justice Select Committee reports of 2016 and 2018, and the more recent HMIP Thematic review of outcomes for Young Adults in custody 2021 all recommended the need for a Young Adults' strategy to enable a consistent approach across HMPPS to better support Young Adults and to improve outcomes for this group. The Justice Select Committee has called specifically for prison and probation services to have developed approaches for Young Adults by 2030 that "support them to develop non-criminal identities". We have been working closely with the dedicated HMPPS Young Adult Strategy Project Team to develop a project that meets the needs of Young Adults in custody and helps them develop a pro-social identity.

The success of the first Be Rock Solid Project was highlighted by one of the Project Team who said *'This was one of the most rehabilitative experiences I can recall – they were not a bunch of prisoners sat in a room - they were a bunch of lads who were excited about working together to do something amazing'*. The project is subject to an ongoing HMPPS Psychological evaluation, the first results of which are due to be

presented shortly. It is our intention, with the support of this team, to move the project into other prisons in 2022-23.

## **Evaluation and Results of Our Projects**

### **Bars to Business**

Of the 11 participants who have completed both pre- and post- course measures of Bars to Business so far, there has been very strong evidence of significant increases in self-efficacy across the group.

Higher scores on the New General Self-Efficacy Scale by Chen, Gully, and Eden (2001) indicate a greater self-efficacy.

Using a five-point rating scale survey respondents showed how much they agreed or didn't agree by answering eight statements both pre and post course.

We then calculated a score for each respondent by averaging their ratings, from these results we created average group ratings.

A paired samples t-test was conducted to compare the total scores before taking part in the project and at the end of the course. There was a difference in scores from pre-course (M = 2.58) to post-course (M = 4),  $t(6) = 1.42$

These results suggest that the project can have an excellent effect on increasing self-efficacy, particularly on attitudes towards goal-setting and achievement (Question 1), where there was a significant difference in scores from pre-course (M = 2.66) to post-course (M = 4.2);  $t(6) = 1.54$ , and on overcoming challenging situations (Question 8) where there was a difference in scores from pre-course (M = 2.66) to post-course (M = 4);  $t(6) = 1.34$ .

Overall, to this point, we can say that Bars to Business has demonstrated a significant statistical increase in self-efficacy at post-course compared to pre-course, particularly in areas concerning achievement, goals and challenge.

### **Be Rock Solid**

We hope that full results from a HMPPS commissioned evaluation will be available shortly.

### **Risk management**

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the CIO and are satisfied that systems are in place to mitigate our exposure to major risks.

### **Trustee induction and training**

The Trustees maintain a good working knowledge of charity and best practice by regular reading of charity press articles and scrutiny of the Charity Commission and other Government and voluntary organisation advisory websites. A process for new Trustees has been agreed where they will be given copies of previous minutes and attend an induction session given by an experienced Trustee

### **Recruitment and appointment of Trustees**

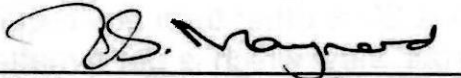
100 & First Foundation CIO recruits and appoints new trustees in accordance with the following process:

- a) The trustees publish an advertisement with a Role Description
- b) Interested persons are invited to contact the existing trustees, upon which they are provided with an Application Form a Declaration of Eligibility Form and the details of current trustees
- c) Applicants are shortlisted and invited for interview, in accordance with internal selection criteria
- d) Successful candidates are notified and provided with accounts, the constitution and the Code of Good

### **The Charity's Policy on Reserves**

We keep a reserve of three months wages for staff but are able to draw on additional resources if required.

Signed on behalf of the charity's trustees:

Signed:  Dated: 28<sup>th</sup> November 2011  
Tim Maynard, Trustee

## **Independent examiner's report to the Trustees of 100 & First Foundation for the period ended 31 August 2022**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the period ended 31 August 2022 set on page 11.

### **Respective responsibilities of Trustees and Examiner**

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

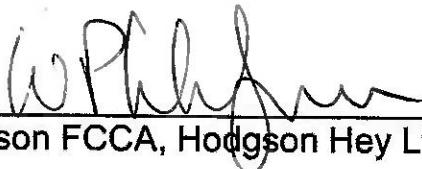
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Independent Examiner's Statement**

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

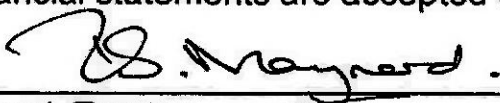
Signed:   
Will Hodgson FCCA, Hodgson Hey Ltd

Dated:  28th November 2022

**100 & First Foundation  
Receipts and Payments Account  
For the period ended 31 August 2022**

|  | Note | 2022<br>£            |
|--|------|----------------------|
| <b>Receipts</b>                        |      |                      |
| Individual Donations                   |      | 15,801               |
| HMRC Charities Gift Aid                |      | 3,000                |
| Corporate and Other Donations          |      | 34,000               |
| Events                                 |      | 3,071                |
| <b>Total Receipts</b>                  |      | <b><u>55,872</u></b> |
| <b>Payments</b>                        |      |                      |
| Costs of Project                       |      | 1,000                |
| Staff Wages                            |      | 16,257               |
| PAYE and NIC payments                  |      | 6,829                |
| Pension Payments                       |      | 1,366                |
| Staff Expenses                         |      | 208                  |
| Accountancy Fees                       |      | 240                  |
| Subsistence                            |      | 372                  |
| Consultancy Fees                       |      | 2,536                |
| Promotion and Advertising              |      | 119                  |
| <b>Total Payments</b>                  |      | <b><u>28,927</u></b> |
| <b>Net Receipts</b>                    |      | <b>26,945</b>        |
| <b>Cash Funds on 28 September 2021</b> |      | <b>-</b>             |
| <b>Cash Funds on 31 August 2022</b>    |      | <b><u>26,945</u></b> |

These financial statements are accepted on behalf of the charity by:

Signed:  Dated: 28<sup>th</sup> November 2022  
Tim Maynard, Trustee

**100 & First Foundation**  
**Notes to the Accounts**  
**For the period ended 31 August 2022**

**1. Receipts & payments accounts**

Receipts and payments accounts contain a summary of money received and money spent during the period and a list of assets and liabilities at the end of the period. Usually, cash received and cash spent will include transactions through bank accounts and cash in hand

**2. Grants and Donations**

The charity is funded through a mix of individual donations and fundraising events, corporate donations and Government body donations.

**3. Trustees' remuneration**

Trustees received no expenses, remuneration or benefits in this period.