

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 28th 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

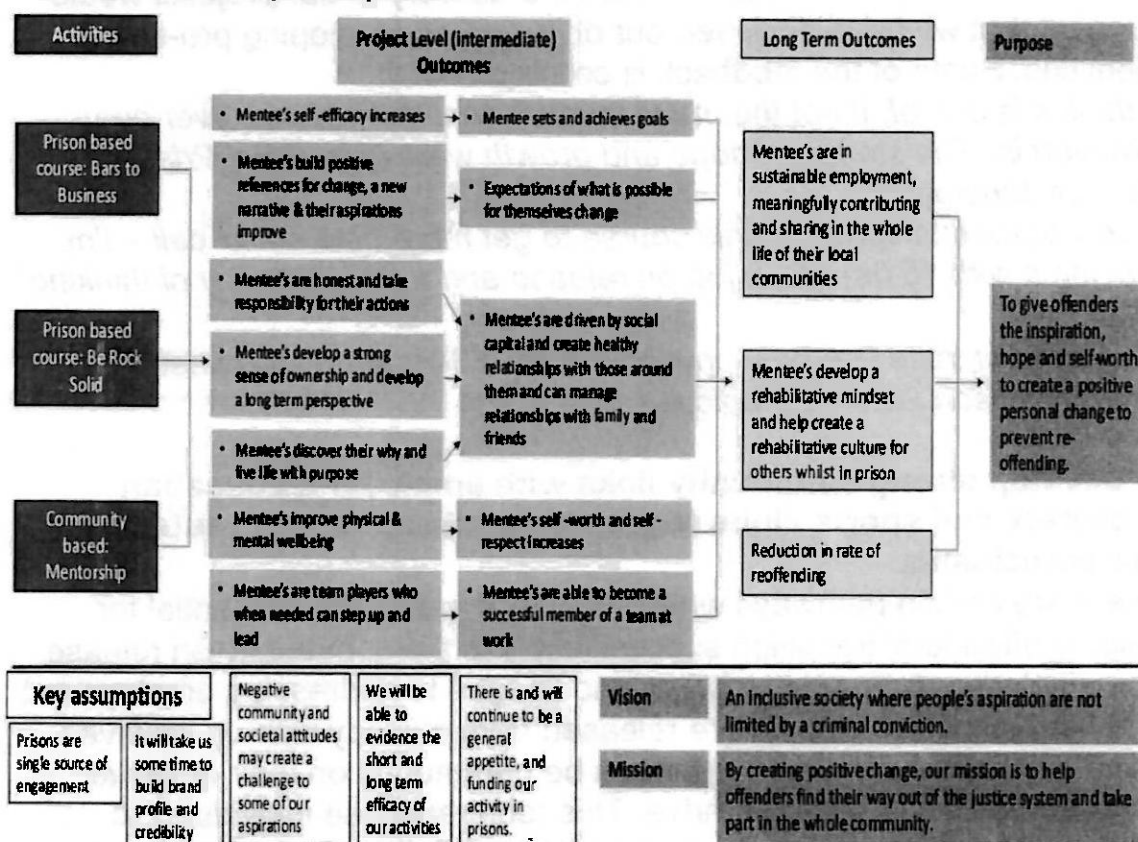
pursued over the past year and our progress against them is explained below;

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:

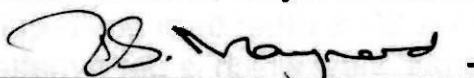
- a) The trustees publish an advertisement with a Role Description
- b) Interested persons are invited to contact the existing trustees, upon which they are provided with an Application Form a Declaration of Eligibility Form and the details of current trustees
- c) Applicants are shortlisted and invited 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: _____



Tim Maynard, Trustee

Dated: 28th November 2022

**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.

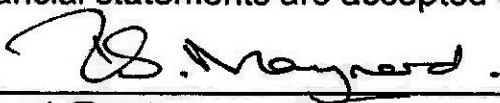
Signed: 
Will Hodgson FCCA, Hodgson Hey Ltd

Dated:  28th November 2022

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

	Note	2022 £
Receipts		
Individual Donations		15,801
HMRC Charities Gift Aid		3,000
Corporate and Other Donations		34,000
Events		3,071
Total Receipts		<u>55,872</u>
Payments		
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
Total Payments		<u>28,927</u>
Net Receipts		26,945
Cash Funds on 28 September 2021		-
Cash Funds on 31 August 2022		<u>26,945</u>

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

Signed:  Dated: 28th 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.