

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

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**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, 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 year ended 31st
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 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

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

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, Be Rock Solid or For Time.

b) Deliver our prison based courses, Bars to Business, Be Rock Solid and For Time, with a team of full-time 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 ACTIVITIES FOR THE PUBLIC BENEFIT

100 & First Foundations 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 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 combine improving their physical and emotional health whilst also enhancing their aspirations. The project enables an offender to build a new identity based on their fitness and 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

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.

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.

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.

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.

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.



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).

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

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.

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 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 ($M = 4.42$).

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.

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:

29th 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:

21st August 2023

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

Note **Year** **ended 31**
Period from 28
September
2021 to 31
August 2022
£

Receipts		
Individual Donations	10,537	15,801
HMRC Charities Gift Aid	0	3,000
Corporate and Other Donations	87,716	34,000
Events	2,250	3,071
Total Receipts	100,503	55,872

Payments		
Costs of Project	7,789	1,000
Staff Wages	44,169	16,257
PAYE and NIC payments	17,109	6,829
Pension Payments	3,747	1,366
Insurance	208	0
Accountancy Fees	780	240
Travel, Subsistence and Sundry	1,824	580
Consultancy Fees	0	2,536
Promotion and Advertising	4,054	119
Total Payments	79,680	28,927

Net Receipts
Cash Funds on 1 September 2022
Cash Funds on 31 August 2023

20,823	26,945
47,768	26,945
26,945	-

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

Signed:  Dated: 29th 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.