

The logo features the word "StandOut" in a white sans-serif font. The letter "O" is replaced by a stylized orange sunburst icon consisting of several radiating lines of varying lengths.

StandOut

ANNUAL REPORT

2022-2023



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OUR PURPOSE

People leaving prison need the best possible chance to rebuild their lives if they are to move out of the justice system for good.

For many people, the key to achieving that is long-term holistic support through a relationship based on trust.

StandOut is an award-winning charity that empowers people to make positive change, realise their potential, and rebuild their lives after prison.

Our unique programme begins in prison with coaching and practical support and continues after release, for as long as someone needs us. On our intensive course in prison, people can discover who they are in new ways and what they want to achieve. It's here that they develop a relationship with StandOut that forms the foundations of our work with them after prison.

Each journey is individual, and leaving prison isn't easy. It's why StandOut provides one-to-one coaching and support that bridges the transition between prison and the community. We are determined that more people leaving prison are empowered to make positive change that has an impact on them, their families, and society.

At StandOut we aim to live out our values in every aspect of our programme delivery and wider organisational life. They inform and strengthen our work in the continuing day-to-day as much as in how we approach questions of strategic development; and from how the team works together as much as how we work with our partner prisons and in the delivery of the StandOut programme.

We are pleased to present our annual report showing how we have worked to achieve our objectives over the last year.

Our values

Champions: we are people first

- We are about people before process
- We recognise that life has not had the same starting point for all, and seek to meet and work with people where they are at
- We believe the best in people, empowering them to reach their potential
- We believe change requires courage.

Connected: we are stronger together

- We are relational and believe we need others to succeed in work and in life
- We believe in the power of partnership, collaborating in every aspect of our work
- We are one team, we don't do this alone.

Committed: we are in it for the long haul

- Life is complicated and there is rarely a quick fix
- We offer consistent support for as long as is needed
- Our door is always open, for the highs and the lows
- We are seeking to provoke long term change.

First class: we aim for excellence

- We give our absolute best
- We challenge the status quo
- We believe a culture of reflection, development and feedback facilitates growth
- We aim to lead by example in our approach, professionalism and results.



INTRODUCTION FROM OUR CHAIR

Joe Froud

Reflecting on the year ended 31 March 2023, a key achievement is that during the year our coaching teams have been able to return to delivery of the full StandOut programme.

However, life in our partner prisons has not returned yet to pre-Covid levels of activity and is impacted by the high levels of people held on remand waiting for their trials. I am pleased to report that StandOut has continued to respond flexibly to challenges and so this year has included people on remand in our programmes.



As I write, it is clear that the landscape in which StandOut delivers its life-changing programmes is far from 'normal', with reports highlighting the challenging state of prisons across the country where overcrowding and staff shortages are taking a heavy toll on those who live and work there. It is against that backdrop that we report on the last year.

As with previous years, StandOut's work remains charitably funded and both new and existing funders have supported StandOut's growth over the year. That vote of confidence by funders and supporters, at a time of huge need but also a difficult prison landscape in which to work, is a recognition of the skills and dedication of the whole team from staff to trustees. In everything the team does we are encouraged by the determination of the men who it has been a privilege to journey alongside over the last year.

This year has seen us deliver on our strategy, built around three themes:

- **Impact:** our programmes supporting people to fulfil their potential and to leave the criminal justice system for good
- **Infrastructure:** ensuring our model for growth is sustainable
- **Influence:** ensuring StandOut's work and the experiences of our trainees influence wider systems change.

It was a year of two halves in terms of the format of delivery in our partner prisons. After a period of over a year remaining flexible as we navigated the long-tail of covid, from April to September we continued with a format of shorter workshops delivering key employability skills and gradually adding back in our employer and volunteer-led sessions.

In September 2022 we were able to return to delivering our full programme, flexed to run 12 days over three weeks in response to the high numbers of transfers on to other prisons from our partner prisons. We are also really pleased that over the last year we have worked hard to support our partner prisons to meet the emerging needs of men held on remand, whose time in prison had previously been relatively unproductive and, yet, who are often released from court without support. We now have mechanisms in place to help us include people on remand into our programmes and can then also offer them support after prison. Throughout all our work we continue to place high value on being **first class** in all we do. This remains fundamental for us and we believe that working to high standards becomes a game changer in itself, increasing the impact of our work.

The trustees want to record their thanks for the work that Penny Parker has done during the year, leading StandOut. As a co-founder with Jo Fellows, Penny opted to be a trustee and so has not been remunerated for her role over the year. In recognition of the need to build even greater sustainability into StandOut, Penny resigned as a trustee in December 2022, and has operated as an unpaid executive lead since. The trustees also record their thanks and appreciation to the whole staff team. It is their dedication and professionalism, belief in and support for StandOut's values in every aspect of their work, that has taken StandOut to where it is today. I must mention too, StandOut has a growing network of supporters. We are grateful for their encouragement, feedback and financial support that enables us to deliver on our aims and objectives.

John's story

“To be honest I have always been ambitious – a bit of a go-getter since I was young – but I used to channel it in the wrong direction. I was in and out of trouble through my teens, my 20s ... and I wasted a lot of time in prison. My parents moved to this country to make a better life for me and my family so I felt I had let them down in a way.

“As I approached another release date, this time I made a vow and promise to myself and mum that I would channel my ambition in the right direction: to make a transformation and become a better person and role model to my siblings, family and friends. Since getting out of prison in October 2021, I've just been trying to do anything and everything that I can to better myself. In the past, my crimes had always been for financial gain so my main focus has been to gain as many qualifications and skills as possible so that I can build a career for myself and avoid going back to my old ways.

“I read a book once that said you need to break down your main goal into smaller mini goals so I worked out where I wanted to be at 3, 6, 9, 12 months and so on and I've just stuck to that, really.

“Ultimately I want to run my own property business – buying, renovating and selling or renting out properties. But in the shorter term, my goal is to learn everything I need to make a success of it so I'm currently working towards setting up a small handyman business. Since getting out of prison, I took every course and opportunity that was offered to me – StandOut

helped me by putting me in contact with PLIAS resettlement, which is a community based nonprofit organisation, who helped me to obtain my CSCS card. Then, I got qualifications in bricklaying, carpentry, electrical installation. I have also been allocated a mentor to help develop my business plan after completing the Prince's Trust Explore Enterprise course.

“To avoid going back down the wrong paths, it was important that I started to earn an income. At first I looked for tradesman jobs such as painting and decorating, bricklaying, tiling and plumbing but I struggled to find someone that was prepared to give me a chance. Instead of sitting around waiting, I decided to get a labouring job in the meantime. I'm also working weekend and night shifts on the railway occasionally. It's consistent work and I've been there for the last couple of months. It is hard work, especially as I'm also working weekend shifts on the railways, but I know I just have to stay focused on my long-term goal and where I want to be in a few years' time.

“It takes a lot to make a transformation. If you are about to leave prison and want to make a change, I'd advise you to think about where you ultimately want to be and then break that down into mini step-by-step goals. Make a plan for each day and stick to it. Try to have people around you who are positive and will help you get to where you want to be. Sometimes that means changing your social circles. Say yes to the opportunities that will help you move closer to your goal.

“My journey isn't over yet but I'm going in the right direction now and excited to be supporting my family and making them proud.”

OUR ACTIVITIES AND PERFORMANCE



StandOut in numbers



participants completed our **2 week workshops**. We ran **7** of these workshops.*



participants completed our **3 week courses**. We ran **5** of these courses.



of participants in the full programme reported an **improvement in their mental wellbeing****



People we work with are **twice as likely to remain out of prison** 12 months after release.



People we work with are **over three times more likely to be in work** than the average prison leaver.



Phase 2 group session events were held.



bursaries with average value **£36** and **24 release packs**.



attendees at **9 career hubs** with **16 employer partners**.



volunteers supported our 3 week courses, offering **630 volunteer hours**.

* Including the Wormwood Scrubs pilot. ** 1-34 points on Warwick–Edinburgh Mental Wellbeing Scale (WEMWBS) with median of 9 points, where 3-8 points is considered 'meaningful'

Programme delivery

The year breaks down in two halves: from April 2022 to September 2022 we continued to run shorter workshops in HMP Wandsworth and HMP Pentonville. We developed these the year before as a response to the uncertainties of delivery as we emerged from the restrictions placed by covid.

In September 2022, we were really pleased that we were finally able to return to the full StandOut curriculum. We made adjustments to allow this to be delivered within a three-week time-frame to reduce the impact of transfers to new prisons (a result of the pressure on numbers means that men, sometimes even for quite short remaining sentence lengths, can be transferred to HMP Brixton, HMP Highdown or other Cat C prisons).

We reintroduced employer sessions and then volunteer workshops for CVs and mock interviews, which we know add so much more to the experience for a participant on the course.

In line with our strategy to reach more people leaving prison, in April 2022 we reviewed the potential opportunities for StandOut to expand into a third London prison. This exercise shortlisted two potential prisons and after reviewing opportunities with the governors of each prison we agreed to scope and deliver a short pilot course at HMP Wormwood Scrubs. The pilot lead was appointed from the coach team to prepare and deliver a two week pilot programme in November 2022. The pilot was a success, well received by the participants and building encouraging links in the prison. As a result, and with funding in place, we delivered a second programme in March 2023, recruited a co-coach and committed to a full year of course delivery from April 2023.

“ StandOut as an organisation have done more to unlock potential, by far, than any other group I have seen at HMP Wormwood Scrubs. The 3 week ready for work course, which I have sat in on on many occasions, produces a profound change in those who participate. Men who start the programme with a sense of hopelessness invariably leave with a clear sense of purpose, direction, hope and, crucially, the tools to work towards building a new life. If that alone wasn't enough, the StandOut team stay close to each person through their time at the prison, helping to coordinate all of the elements of their new life - housing, addiction treatment, ready for work - and again when released. It is this ongoing, through the gate support that gives life-saving support and help to some of the most vulnerable people in society. That they do all this with a permanent sense of optimism and good humour makes them all the more extraordinary. Their methods are fresh and practical and far more dynamic than anything else I have seen. a modern approach to some very old problems.

Ed Bathgate, Employment Advisory Chair, HMP Wormwood Scrubs

Once participants have completed the course in prison, coaches continue to support them in their preparation for life after prison. This work is a mix of one-to-one coaching sessions as well as opportunities to join employer visits which help maintain motivation. We have also delivered a range of sessions at HMP Pentonville with the Prison Reform Trust.

Volunteer opportunities

With the return to longer delivery in prisons, and the reduction in restrictions in both prison and the community, we have built back our volunteering opportunities. We held our first mock interview session in HMP Wandsworth in July 2022, with 11 volunteers joining us from a mix of partners. This was soon followed by a mock interview session in HMP Pentonville.

From September we were able to offer volunteering across all courses, with two CV workshops, mock interviews and an end of course graduation, all supported by volunteers. This year has seen us build volunteering links with a number of corporate partners, and develop our internal processes to ensure volunteers are prepared for the sessions and know what to expect on the day. This work has been supported internally by a number of staff, and we have confirmed funding for a new Partnerships Lead for the next financial year who will develop this area of our work further.

“ It was so good seeing these men taking action, being so positive and filled with energy. I am very privileged to have been able to guide them through feedback after the mock interviews but even more importantly be able to speak words of encouragement and hope. From the young man who wants to use his experience to help other young people stay away from crime to the man who wants to build a business to leave an inheritance for his grandchildren... it was indeed a great way to have spent my day!”

Akinwunmi – StandOut volunteer

“ I volunteered as I felt that I could use my HR experience to help build the confidence and employability skills of participants. I personally learnt about the power of open and honest dialogue in empathetic conversations and how investment of a few hours of personal time can make a true difference for someone who really needs it.”

Dan, PA Consulting – StandOut volunteer



Curriculum development

An important project that started in September 2022 and that will come to fruition from the coming autumn has been a project to review our curriculum content. The curriculum was created before our first pilot programmes in 2017. While we have included updates and improvements since then, the project is taking a deep look at the material and to ensure it remains relevant, up to date and first class. This exercise included testing ideas and developing new modules with our Experts Beyond Bars Group and we believe will only add to the impact of the course when it is rolled out.

Support after prison

After prison StandOut offers personalised support, **committed** to each individual for as long as he needs us. For many, the first few weeks out of prison can be about meeting crisis needs: sorting accommodation, ID, bank accounts and re-establishing relationships with family and friends. Once those needs are met and life is more stable then coaches can move to conversations about ambitions and goals for employment or training.

In September 2022 we recruited a second community coach to support the growing caseload and developing work to support participants after release from prison. This strengthening of our delivery has also supported the prison teams with two community coaches able to participate in the course in prison and be introduced to participants before release, cementing the relationships with the StandOut team that we know are critical to effective support after prison.

The community team has also focused on connecting with a range of employers and other collaborative partners with the aim of opening up a wider range of opportunities to support people after prison: their scoping of the landscape of what is available after prison has enhanced our offer of tailored one-to-one support that we know is critical for long term success.



Career Hub

We are delighted that our Career Hub, established by the community coach team and trialled last year, has continued to develop. Career Hubs are held roughly monthly and have been hosted at our offices. Men we are supporting after prison are invited and have an opportunity to update their CVs, receive coaching support from the team, and at each Career Hub to meet with employers in a relaxed environment that encourages enquiry and conversation. This unpressured approach to supporting

people to make progress has proved successful and we carried out an internal review to inform decisions on how Career Hub might develop this further. As a result Career Hubs now feature two different employers, widening out the range of possible interests for men who attend. Feedback also shows that Career Hubs offer a space for mutual encouragement for men who attend, who report enjoying meeting with others who are also navigating the challenging journey of life after prison.



Staying in touch

StandOut's offer of support after prison is unconditional and open ended. To support the direct relational work the community team have developed two regular newsletters that are sent to men after release. The first is an employment and training focused newsletter, Opportunities on the Out sent monthly with a round up of live roles, support reminders, training and encouragement. In addition, the team has created a dedicated Bulletin with StandOut news and stories from participants that adds another strand to the relationships and staying in touch.

Grants, bursaries and practical support

We have continued to build on our grants and bursaries programme. Building on the experience of offering support during the pandemic we can now support people with grants for emergency accommodation for three nights, these are most frequently the early nights after leaving prison when accommodation provision has failed. We also now hold a stock of clothing and toiletries and put together release packs for men to collect on leaving prison or from our offices at any stage. These have been supplemented with donated products or goods purchased through In Kind Direct. Meeting essential needs continues to be a theme and so we are also able to support with pre-loaded travel cards, food bank vouchers or to support someone with a basic

“ I got released, StandOut stayed in touch. I kept going back to prison and then one day I woke up and thought ‘What can I change? Can I change my life?’”

Jamie – StandOut participant

supermarket shop for essentials. We also continue to offer progression grants where assistance is needed, for example to purchase a laptop or tools for work. There are external sources of funding that coaches can support men to access too – such as the Sheriffs' and Recorders' fund which offers grants to people who have left prison to purchase equipment in preparation for employment. These opportunities to collaborate form an integral part of how StandOut works.

StandOut's wider impact

We increasingly see StandOut's approach being adopted in other settings and are encouraged at the shifting attitudes to the question of employment for people with convictions. We are pleased that we have been able to contribute to the Ministry of Justice project through New Futures Network to set up Employment Advisory Boards at all prisons that release people. Penny Parker has been a founder member of the boards at HMP Wandsworth and HMP Wormwood Scrubs, allowing us to share wisdom and collaborate with others working in and around the prisons to ensure better outcomes and more joined up thinking for people leaving prison. Penny has also led a webinar hosted by the Ministry of Justice's New Futures Network for the Chairs of the Employment Advisory Boards across the country, sharing good practice, advice on working collaboratively with the third sector and underlining the importance of long-term support for people leaving prison.

In March 2023, Alex Rose our Head of Programmes, along with two men who had worked with StandOut in and after prison, co-designed and led a workshop for Unlocked Grads conference on communication skills, sharing ideas from the programme to upskill officers with techniques they could use in conversations on the wing.

Over the year we have also hosted two placements for Unlocked Grads officers. During their two year programme they are offered an optional two week placement and hosting each officer was a

beneficial two way information and development opportunity. We aim that they should leave with the experience of deep relational working that we hope will inform their approach to their work on the wings on their return to duty. StandOut benefits from fresh insights and ideas and a short project that they deliver back to the team.

As foreseen in last year's report we have developed our connection with the Longford Trust and have run a range of workshops for Longford scholars, all of whom have had custodial sentences and who are now university students. Working with the Trust has been a positive partnership allowing the programme team to flex their delivery skills in a new setting and broaden the impact of StandOut's approach, with a mix of group and one-to-one coaching sessions for Longford scholars.

Experts Beyond Bars

Experts Beyond Bars (EBB) is our group made up of people we have worked with in prison who meet up every 4-6 weeks, convened by our community team. The group offer friendship, support and encouragement but have also been developing their own impact with sessions advising on the curriculum development project and a session with the team from Revolving Doors on how they can use their voice.

Independent evaluation

In October 2022 we published the first independent **evaluation** of StandOut's work conducted by criminal justice expert **Russell Webster**. Russell conducted a mix of quantitative and qualitative enquiries into the impact of StandOut's work. While not able to see the delivery of the full programme as the research period pre-dated the return to full delivery, the research reviewed the curriculum and data collected since StandOut's first programme.

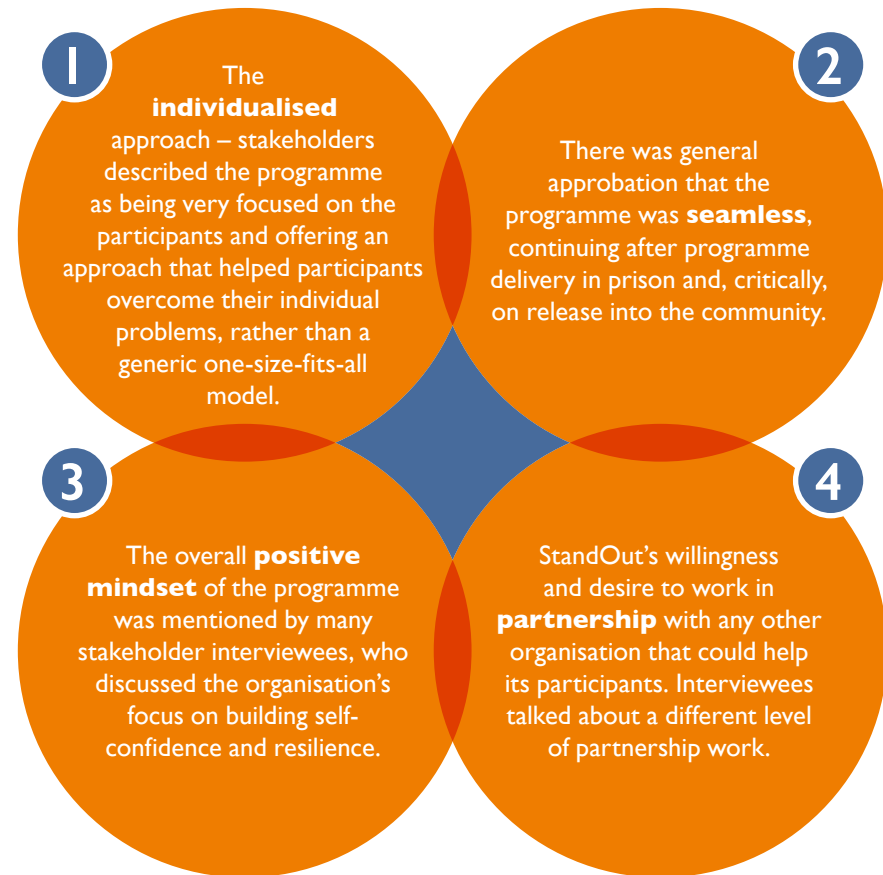
The evaluation found that StandOut has developed an impressive and effective programme to help people in prison and on release maximise their chances of living a personally fulfilling and crime-free life.

“It is clear that StandOut has developed an effective holistic resettlement model which is valued by prisons, partner organisations and, most importantly, by the participants themselves. The programme is unique in its approach and has proved successful in engaging participants on release and in helping them find work and supporting them in resolving a wide range of difficulties.”

Russell Webster – Independent evaluator

In conjunction with the evaluation we developed a theory of change, working with New Philanthropy Capital and published as part of the evaluation. The theory of change will support further developments, helping us focus on where to invest to increase StandOut's impact.

Russell went on to say: “Stakeholders universally held the view that the StandOut programme was well-designed to help people leaving prison, identifying four critical success factors.” These were:



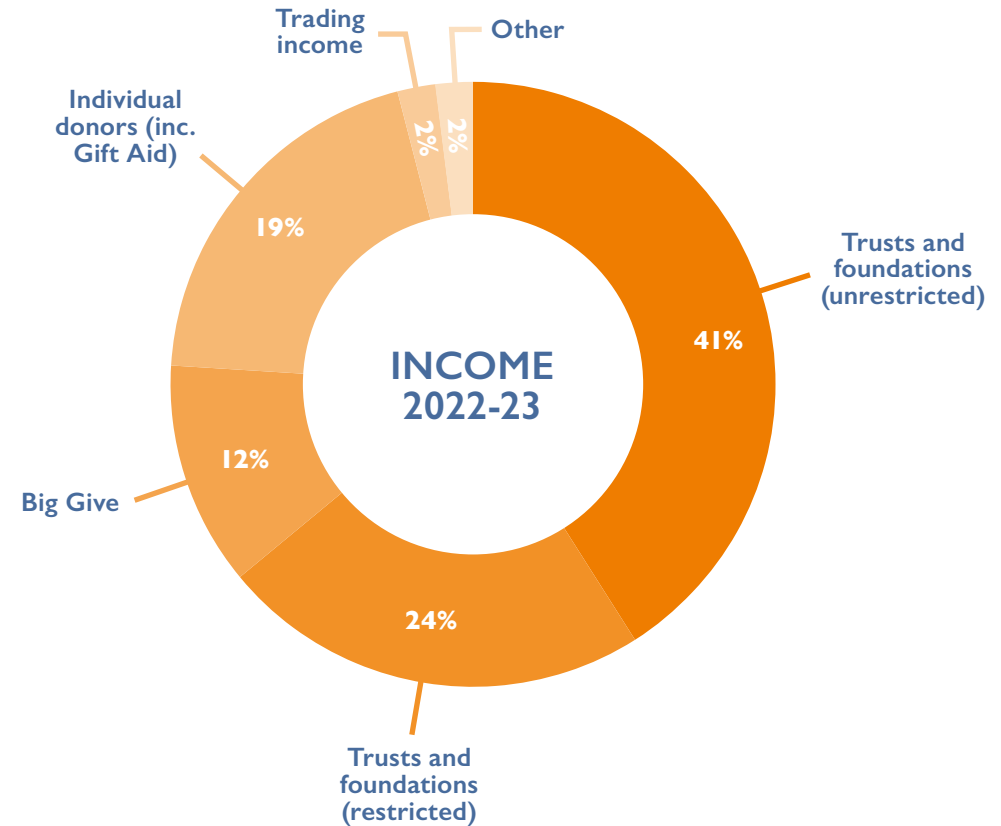
Fundraising and income generation

StandOut continues to fund its work with charitable income, taking no contribution from commissioned statutory sources. We deliver our programmes free of charge to partner prisons and we still believe this is the most appropriate way to operate. This gives us independence and the ability to focus on long term, sustainable work, rather than being drawn into the often-short-term nature of commissioning.

Following the appointment of our first full-time Fundraising Manager in April 2022, we have reviewed our income generation mix and developed a more systematic approach to fundraising. This has included the development of Salesforce CRM and engaging with a range of new potential funders and donors. A two-year income generation strategy is being adopted from April 2023 which outlines our plans for income growth and diversification.

StandOut's income over the year has been predominantly from charitable trusts and foundations, though we continue to have success with the Big Give Christmas Challenge and have a group of committed individual donors. In the Big Give we once again surpassed our original target, extending the aim during the week. We also had our first entrants in the Hackney Half 2022 fundraising on our behalf, which raised our profile as well as funds.

Despite a sector wide concern of the impact of cost of living, we grew our income by 27% (£390,553 to £497,211) over the previous year. This growth was predominantly through applications to trusts and foundations, which grew by 57% (£184,600 to £323,232).



Trusts and foundations make up almost 65% of our overall income, with an increase this year in the proportion which is unrestricted. This gives us more flexibility to deliver our work and support the expansion of our back-office infrastructure. We have seen an increase in our trading income, thanks to a partnership with Longford Trust, and we are keen to explore how we could make this partnership grow, as well as develop new partnerships to deliver training, coaching and skill development sessions.

We would like to thank everyone who has contributed to our work this year, whether through a financial donation, giving up their time as a volunteer or promoting our cause to others. Your continued support of our work means a great deal to both staff at StandOut, and the men we work with, who often comment how much of an impact volunteering and employer engagement has on their confidence and self-belief.



“ It was me that walked through the door and handed out my CV, but they gave me the ability. That’s what’s good about StandOut, they don’t do everything for you, they put the power in your hands.”

Chris – StandOut participant

Trusts and foundations

We have a number of charitable trusts and foundations who have contributed to our work with a donation of over £10,000 including:

- AB Charitable Trust
- Aurum Charitable Trust
- The Bromley Trust
- Charles Hayward Foundation
- Garfield Weston Foundation
- The GL Jubilee Foundation
- Goldsmiths Company Charity
- Lloyds Bank Foundation for England and Wales
- The London Community Foundation
- Maurice and Hilda Laing Charitable Trust
- The PA Foundation
- QBE Foundation
- Swire Charitable Trust
- The Tudor Trust
- The Waterloo Foundation
- The Windfall Foundation



Fundraising regulation

This year we took the decision to register with the Fundraising Regulator. Although our income remains below £1 million, it shows our commitment to our donors that we will continue to follow the regulator's code of practice. We also commit to following the regulators 'Fundraising Promise'. StandOut does not contract with third-parties for fundraising activities and uses in-house staff to generate income.

Operations

A key development during the year has been the continued consolidation and development of our infrastructure to support the programme delivery team. In particular this included the appointment of a Head of Operations in October 2022. Together with the Fundraising Manager, these key appointments have supported the development of our leadership team as the key operational decision making team along with our Founder and the Head of Programmes, an internal appointment in January. We started the year with a headcount of seven and it was 12 at the end of the year.

Having returned to using our office space last year, growth in the team alongside increased office use meant that we decided in October 2022 to take advantage of the availability of a larger unit available in our building and so moved units to give about 50% more space in a unit that also offers greater flexibility. It is an important part of our team dynamic that we can regularly work in the same physical space, ensuring learning and mutual support across the team and that we remain **connected**.

We have continued to develop our use of Salesforce as our CRM, managing all aspects of our programme delivery and have started the project to move the management of our fundraising across too. We envisage more work on Salesforce in the year ahead to refine our impact reporting across all areas.

A further development in the team has been the appointment of a communications officer in September 2022. There is still work to do on growing our voice and we have maintained a social media presence on X (formerly known as Twitter), developed our LinkedIn presence and continued with the current pattern of four newsletters a year, and mailings to support the Big Give Christmas Challenge.

We have continued to use consultants to add strength in those areas where we have not yet appointed an employed team, in particular in managing our finance function in expectation of bringing someone on to the team early in the next financial year. With the arrival of a Head of Operations we have wound down the use of a consultant who has supported us since 2019 in that function.

THE YEAR AHEAD



Over the last year the StandOut team has grown significantly. We have accomplished a successful launch at HMP Wormwood Scrubs and have made considerable progress in building out the infrastructure and systems that will be vital to ensure continued progress in line with the strategy.

We continue to value the close partnerships with the prisons we work in which, along with the relevance and quality of what we offer, we believe underpins the successful delivery of the programme and has resulted in StandOut becoming a trusted and valued contributor to the life of those prisons, and of course a vital support to the men who accept the invitation to join the programme. We continue to return to the principle that the most important driver for our work is the needs of the people in prison we work with. Those needs remain as high and as complex as ever, so StandOut's support continues to offer vital support for people as they prepare to face the challenges of the world outside prison.

The year ahead will see further new appointments to the team to support and grow our work, in particular in growing our corporate partnerships. We expect to develop our volunteer processes, establishing a more developed system of induction as we respond to growing interest to support our programme delivery.

In light of the rate of StandOut's development and the wider context of our work, which includes the embedding of new prison roles supporting employment outcomes, along with the development of new funding opportunities and new organisations engaging in this area, we are undertaking a fresh review and strategic planning exercise. This

will take place later this year and will be a whole team project, also involving people we have worked with and our stakeholders to ensure that StandOut remains centred on the needs of people in prison but also alive and responsive to new opportunities that may emerge.

While the trustee board has not grown over the year, as the year closed, a new trustee with skills and experience in working with excluded young people and a professional experience supporting people with ADHD agreed to join the board in the summer of 2023. The year ahead will see an open trustee recruitment campaign to bring in new skills and increase the diversity of the board. People interested will be asked to apply in writing. All applicants will be interviewed by a sub-group of the Board, and new members voted in by the existing Trustees by a majority.

With StandOut established in three prisons we are confident that our mission to build a robust organisation is on track and that we have the financial provision in place to satisfy our position and plans for the year ahead.

GOVERNANCE AND FINANCE

DAY 1

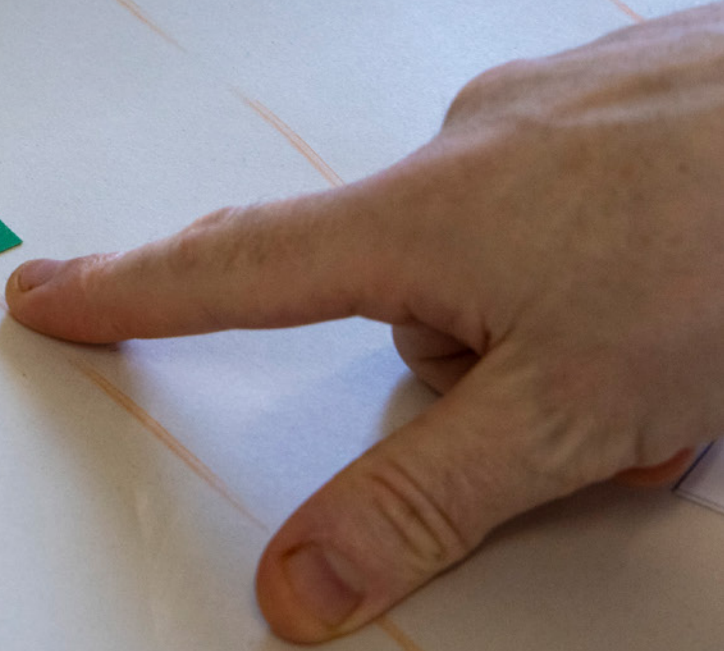
Probation Meeting

Gym/
Work Out/
Fitness

Housing Meeting

Visit or spend time
with Family

See Friends &
Socialise



Charitable objects

The objects of the charity are the training, care and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through
- Advancing education
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves; as an expression of the Christian life and faith.

Public benefit

The Trustees have complied with their duty under the Charities Act 2011 and have paid due regard to public benefit when preparing this report.

Reserves

The Board's reserves policy is to maintain a minimum level of operating costs in light of the predominant risks to the organisation, specifically a fall in income. The Board has reviewed the current unrestricted reserves of the Charity and considers that the level is sufficient but not excessive. The Charity has unrestricted reserves to cover 6 months operation costs.

Risk

The Trustees have undertaken procedures in order to implement SORP 2019 as it is acknowledged best practice for charities. They have undertaken a risk management process, which outlines the key risks of the Charity, relevant control procedures, responsibilities and future actions to be taken. Future monitoring of risk has now become embedded within the overall agreed procedures of the Charity. The Trustees are satisfied that all the major risks to which the Charity is exposed are being reviewed and systems of internal control are being established to manage those risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' responsibility in relation to the financial statements

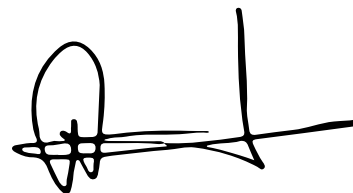
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Directors (who are also Trustees for the purposes of charity law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees/Directors and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Joe Froud', with a long horizontal stroke extending to the right.

Joe Froud, Trustee/Director

Date: 14 November 2023



Trustees report and financial statements

For the year ended 31 March 2023

Legal and administrative information

Trustees

Joe Froud
Marion Peters
Elizabeth Delacave
Joseph Ewing

Independent Examiner

Andrew Jepson FCCA
Haines Watts South East LLP
New Derwent House
69-73 Theobalds Road
London
WC1X 8TA

Charity number: 1177813

Company number: 11257739

Registered office

Unit 450, China Works
Black Prince Road,
London, SE1 7SJ

Bankers

Metro Bank
One Southampton Row
London
WC1B 5HA

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Report of the Trustees

The Trustees are pleased to present their report and financial statements for the year ended 31 March 2023. The Directors (who are also Trustees for the purposes of charity law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Structure, governance and management

The Charity is a company limited by a guarantee. The Members of the Charity are the Trustees. In the event of the Charity being wound up the liability in respect of the guarantee is limited to £10 per Member.

The Trustees, who are also Directors for the purpose of company law, who served during the year were:

Penny Parker (Resigned on 9 December 2022)

Joe Froud

Marion Peters

Elizabeth Delacave

Joseph Ewing

Trustees are recruited as and when necessary.

The Board are mindful of their requirements to undertake necessary and relevant training.

The management of the Charity is undertaken by the Trustees. The Trustees are mindful of the need to have adequate controls and procedures to identify and mitigate areas of potential risk.

Objectives and activities

The objects of the charity are the training, care and rehabilitation of people in prison and people with a conviction by providing advice, assistance and support and organising educational programmes and other activities, and supporting the provision of the same, as a means of:

- Helping people in prison and people with a conviction to advance in life by developing their skills to enable them to integrate into and participate in society as independent and responsible individuals through
- Advancing education
- Relieving unemployment among people who have been in prison or had a conviction, including through assisting them to find employment and to otherwise rehabilitate themselves; as an expression of the Christian life and faith.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Independent Examiner's report to the Trustees of StandOut Programmes

I report to the Charity Trustees' on my examination of the accounts of the charitable Company for the year ended 31 March 2023, which are set out on pages 30 to 35.

Respective responsibilities of Trustees and Examiner and basis of report

As the Charity Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your Company accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act;
- The accounts do not accord with those records; or
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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.

Andrew Jepson FCCA
Haines Watts South East LLP
69-73 Theobalds Road, London WC1X 8TA

Signed



Date: 14 November 2023

Statement of financial activities for the year ended 31 March 2023

	Notes	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Income from:					
Grants and Trusts		206,232	117,000	323,232	184,600
Donations/ Gift Aid		89,571	75,084	164,655	205,233
Other		9,324	-	9,324	720
Total income		305,127	192,084	497,211	390,553
Expenditure on:					
Charitable activities	2	331,595	146,784	478,379	357,922
Raising funds		5,802	41,793	47,595	24,546
Total expenditure		337,397	188,577	525,974	382,468
Net movement of funds		(32,270)	3,507	(28,763)	8,085
Reconciliation of funds					
Brought forward		213,034	81,633	294,667	286,582
Total funds carried forward at 31 March 2023		180,764	85,140	265,904	294,667

Balance sheet as at 31 March 2023

	Notes	2023 £	2022 £
Current assets			
Cash at bank and in hand		284,921	325,839
Debtors	3	27,792	14,062
Total assets		312,713	339,901
Current liabilities			
Amounts falling due within one year	4	46,809	45,234
Net current assets		265,904	294,667
Total assets less current liabilities		265,904	294,667
Funds			
Unrestricted funds		180,764	213,034
Restricted funds		85,140	81,633
Total funds		265,904	294,667

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

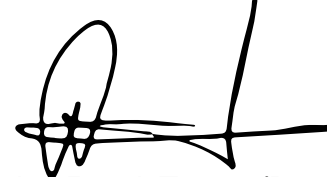
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- Ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors and were signed on its behalf by:



Joe Froud, Trustee/Director

Date: 14 November 2023

Notes forming part of the financial statements for the year ended 31 March 2023

I. Accounting policies

A summary of principal accounting policies, all of which have been applied consistently throughout the year and the preceding year, is set out below.

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

In applying the Trustees' accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining the carrying amounts of assets and liabilities. The Trustees' judgements, estimates and assumptions are based on the best and most reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to the inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

The estimates and underlying assumptions are reviewed on an ongoing basis.

Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Critical judgements in applying the company's accounting policies

The critical judgement that the Trustees have made in the process of applying the charity's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

Assessing indicators and impairment

In assessing whether there have been any indicators or impairment of assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience or recoverability. There have been no indicators or impairments identified during the current financial year.

a. Income

Donation income is recognised in the Statement of Financial Activities once the Charity is entitled to receipt.

b. Expenditure is included on an accruals basis.

c. Funds structure

The funds are made up of both restricted and unrestricted funds.

d. Going concern

The accounts are prepared on the basis that the Trustees have adequate resources to continue to operate.

e. Financial instruments and critical accounting

Estimates and judgements Basic financial instruments including basic financial liabilities – other payables – which are recognised at transaction price.

Cash at bank includes cash held with banks.

In the application of the accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and assumptions are based on experience and other factors that are considered to be relevant. Actual result may differ from these estimates which are reviewed on an ongoing basis and recognised when appropriate.

Key sources of estimation uncertainty

Due to the straightforward nature of the activities of the charity, the Trustees do not believe that there are any estimation uncertainties that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Funds structure

Unrestricted funds can be used at the discretion of the Trustees in furtherance of the general objectives of the charity.

Restricted funds are available to use subject to restrictions imposed by the donor.

Donation income recognition

Charitable income is recognised on a cash received basis other than where an accruals basis provides a more accurate basis or will give a fairer representation of the underlying nature of the transaction. Income is recognised so far as there is entitlement to the income, it is more than likely that it will be received and the amount is quantifiable.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

Gifts in kind

Gifts in kind are recognised in both income and expenditure to reflect the true levels of income and costs.

Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the obligation will be required to be settled, and a reliable estimate can be made of the amount of the obligation. The amount recognised

as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting taking into account the risks and uncertainties surrounding the obligation. Provisions are discounted when the time value of money is material.

Financial instruments

Financial assets and liabilities are recognised when the company becomes party to the contractual provisions of the financial instrument. The company holds basic financial instruments which comprise cash at bank, trade and other receivables and trade and other payables.

Financial assets – classified as basic financial instruments

i. Cash at bank and in hand

Cash at bank and in hand include cash in hand, deposits held with banks, and other short-term highly liquid investments with original maturities of three months or less.

Going concern

After making enquiries, the Trustees believe that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Based on these assessments, the Trustees have continued to adopt the going concern basis in preparing the financial statements.

2. Total expenditure

	2023 Total £	2022 Total £
Analysis of charitable expenditure Including support costs		
Charitable activities	414,115	327,183
Governance	7,046	3,759
Central costs	57,218	26,350
Total resources expended	478,379	357,922

3. Debtors

	2023 Total £	2022 Total £
Trade receivables	751	-
Gift Aid receivable	11,302	4,761
Rental deposit	8,994	4,333
Prepayments	6,745	4,968
	27,792	14,062

4. Creditors: amounts falling due within one year

	2023 Total £	2022 Total £
Trade creditors	9,430	7,498
Social security	12,208	6,607
Deferred income	25,000	30,000
Other creditors	171	1,129
	46,809	45,234

5. Trustee remuneration/ employee salaries

The Trustees receive no remuneration or expenses.

There were no employees whose annual remuneration was £60,000 or more.

No Trustees received remuneration or were reimbursed for expenses in the current period.

	2023 Total £	2022 Total £
Salaries	297,297	219,616
Social security	25,705	17,519
Pensions	12,330	7,431
	335,332	244,566

The average number of employees for the year was 19 (2022: 13).

6. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2023 Total £	2022 Total £
Independent examination fee	5,460	2,520

7. Taxation

The charity is exempt from corporation tax on its charitable activities.

8. Status

StandOut Programmes is a registered charity constituted as a company limited by guarantee, and does not have share capital. The liability of each member is limited to £10.

9. Capital commitments

The Trustees are not aware of any capital commitments.

10. Contingent liabilities

The Trustees are not aware of any contingent liabilities.



Get involved

As a charity, we couldn't continue our work without the amazing and generous support of funders, donors, volunteers, and partners.

There are lots of ways to get involved and show your support for StandOut. Scan the QR code or visit our website to find out more.



Join the conversation

info@standout.org.uk

www.standout.org.uk



StandOut is the trading name of StandOut Programmes. Registered charity no. 1177813 and company limited by guarantee registered in England and Wales no. 11257739.

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