

LINCOLNSHIRE

action  
trust

# ANNUAL REPORT

2018-19





## CHARITABLE OBJECTS

The Trust is governed by the following charitable objects:

- 1 The care and resettlement and rehabilitation of individuals involved in the Criminal Justice System, and those at risk of offending and their families and dependants primarily but not exclusively in the County of Lincolnshire;<sup>1</sup>
- 2 To provide, promote, support or organise the recruitment and training of individuals involved in the Criminal Justice System, and those at risk of offending, and to assist them in finding employment and accommodation and to rehabilitate themselves;
- 3 To further and promote the study of and research into all aspects and methods of the prevention of crime, social exclusion and delinquency and to obtain and make records of and disseminate information concerning the same;
- 4 To relieve the suffering of families and carers whose lives have been affected by substance use in Lincolnshire by providing support and information to help reduce drug and alcohol related harm.<sup>2</sup>

<sup>1</sup>Amended by Special Resolution made 12th February 2004

<sup>2</sup>Amended by Special Resolution made 23rd September 2015

## OUR VISION

*The vision of Lincolnshire Action Trust is that all individuals in the Criminal Justice System are treated with respect, have equality of opportunity and are empowered to achieve their full potential.*

## OUR VALUES

We aspire to demonstrate the following core values in everything we do:



### Achievement

To achieve the best outcome for others and myself



### Empowerment

To give power to individuals and encourage them to increase their confidence



### Inspiration

To positively motivate and influence others



### Quality

To work to the highest standards at all times



### Respect

To be respectful and considerate to others

# CHAIR'S INTRODUCTION

*I am very pleased to invite you to read this report which provides an account of the work of the Lincolnshire Action Trust during 2018-19.*



As a responsive and innovative organisation, the Trust has diversified its activities amongst those caught up in the Criminal Justice System, and those adversely affected by the behaviour of others. We continue to operate in prisons and in the community, engaging with individuals, families and groups. Our professional staff, mentors and volunteers show high levels of commitment in addressing the emotional, relationship, dependency and health issues of their clients. Where appropriate, help is given with the more practical problems of finding accommodation, obtaining

benefits, and preparation for employment. This involves liaison and advocacy with other agencies, many of which the Trust works in partnership with. Collaboration contributes to the high level of performance which is being achieved across a wide range of projects. We are committed to maintaining the confidence of our partners and funders as they continue to invest in our present and future.

The years of public sector austerity and policy deficits have particularly harmed services in the Criminal Justice System, adding to the importance of the voluntary sector closing some of the gaps by delivering high quality targeted services which also offer value for money. LAT is able to meet this challenge because it is well managed and effectively led by a very competent Chief Executive and management team. The Board of the Trust fully supports the growing range of work outlined in this report and is actively involved in its governance. I pay tribute to my Vice Chair and all the trustees, to our increased number of volunteer/mentors and all who support our talented and dedicated employees.

**Sheridan Minshull**  
Chair

# CHIEF EXECUTIVE'S REPORT

*Since LAT was first established in 2000, we have aimed to identify and develop provisions that will meet the needs of individuals involved in the Criminal Justice System and their families, in an innovative and responsive manner.*

The last 12 months have been very busy for us, as we continue to work towards achieving that aim. We have introduced several new projects, which have involved forming new collaborations and working in new locations, whilst also seeing a continued rise in demand for existing services.

We continue to be regarded as a provider of high quality interventions, delivered in a flexible and responsive manner to meet the various needs of individuals who need our support. To do this, we rely on a team of fantastic staff and volunteers who regularly go above and beyond to 'do the right thing' with an individual. The outcomes that our clients achieve and the feedback that we receive from them, and from stakeholders and funders, is testimony to the importance of treating people as individuals and flexing support to meet the needs of each person. I continue to be very thankful for the supportive and wise Board that give their time to ensure that LAT is appropriately governed, and I look forward to working with them and our staff team to achieve even bigger and better outcomes for our clients over the next year.

## **Alison Goddard**

Chief Executive





# THIS YEAR IN BRIEF

2018-2019 has been another exceptional year for LAT.  
Here are some of our achievements:

## APRIL 2018

We re-launched our innovative Supporting People After Remand or Conviction (SPARC+) service providing support to people on their transition into prison custody.

Introduction of 'virtual' departure lounge at HMP Ranby, as part of a new collaboration with Nottinghamshire Partnership NHS Foundation Trust.

## MAY 2018

LAT was successfully re-accredited against the Matrix quality standard for its advice and guidance services.

## NOVEMBER 2018

Commenced planning for family services element of 10 Prisons Project in collaboration with Clinks and HM Prison Service.

## DECEMBER 2018

We commenced phasing out the use of the words 'offender' and 'ex-offender' in our discourse due to the issues surrounding labelling and associated stigma.

We promoted our 'Christmas Wishes' campaign to support children and young people affected by parental substance use who are supported through our Young Oasis service. There was an excellent response from individuals and businesses with every child supported by Young Oasis receiving several gifts to open.

## JANUARY 2019

We launched our new Healthy Foundation Service, in partnership with HMP Lincoln. The service provides support to people who are particularly vulnerable as a result of health and /or social care needs to navigate the transition from prison into the community.

We commenced delivery of a new Positive Parenting Programme at HMP Humber.

## FEBRUARY 2019

We were recognised by HM Inspectorate of Prisons for the good support available to people at HMP Stocken in relation to maintaining and strengthening family ties.

## MARCH 2019

We held a staff wellbeing day and our annual staff awards during which individual staff and teams were recognised for their commitment and achievements in supporting clients.

Two students from the University of Lincoln MSc Social Work programme successfully completed their placements with us, bringing the total number of successful placements to 8. This is in addition to continued work with the University to deliver lectures to inspire future Practitioners and Leaders in the Criminal Justice System.

*We have continued to deliver our existing children and family services, employability services, resettlement services, departure lounge and women's service.*

# CHILDREN & FAMILIES

*In 2017, Lord Farmer published his landmark review into maintaining and strengthening family ties for those in custody. He described families and significant others as “The Golden Thread” that must be considered throughout the rehabilitation of people with convictions. He described how maintaining family ties can have a significant positive impact on reducing reoffending and intergenerational offending. LAT has continued to work in partnership with prisons to support the HMPPS ‘whole prison approach’ to supporting families of people in prison.*

Our Children and Family Services delivery has continued at HMP Lincoln, HMP Humber, HMP Hull, HMP North Sea Camp, HMP Stocken and Immigration Removal Centre (IRC) Morton Hall. Support is provided by dedicated Children and Families Practitioners to individuals at each location, and their family and friends, to maintain ties while the person is in custody. The teams also provide support to try to minimise the impact prison can have on family members. This includes advice on how to talk to children about prison, financial support, accommodation related support, health-related support, signposting and advocacy. The teams also have a presence before, during and after prison and IRC visits, to offer practical and emotional support to people in prison or IRC and their visitors, as well as telephone support in between visits. During the course of the year, we have directly supported a total of 6,634 people and completed 8,276 interventions in prisons, and a further 2917 family interventions at IRC Morton Hall. We have strengthened our team of children and families volunteers to support this activity.

*“A big ‘thank you’ to you and the team. The team are a credit to the prison and have made us feel really special. We really appreciate all the work that has been done. Prison can be daunting but you’ve made us feel so welcome.”*

In addition to the core children and families support, we have, in partnership with each prison, delivered a total of 38 extended family visits during the year. The family visits are longer in duration and offer extensive activities during the day

to facilitate increased family interaction. 439 families have benefitted from family visits over the course of the year.

*“We really enjoyed spending quality time together as a family. Thank you”.*

LAT have continued to deliver the ‘Being Dad’ positive parenting course to people at HMP Lincoln. 46 people attended 8 courses over the year. All participants reported an increase in confidence and knowledge as a result of attending the course. Participants reported learning a lot about themselves, understanding and building bonds with their children, seeing things from other people’s perspectives and learning important things to use outside of prison.

*“I’m learning things about kids and development I wouldn’t have learned without this course.”*

LAT’s Young Oasis service has continued to support children and young people affected by parental substance misuse. Support has included safeguarding, child in need, and team around the child proceedings; building positive support networks and keep safe plans. 98 children and young people have been supported during the course of the year with 601 appointments held. Young Oasis interventions took place over the course of the year. All young people supported reported positive progress in areas including ‘coping’, ‘relationships’, ‘self-esteem’ and ‘positive activities’. 65% of people reported progress in all areas that were important to them.



## Artem's Story

### Children & Families Support

Artem arrived into prison on remand and was expecting to receive a long sentence. During his time in prison, Artem was made aware that the mother of his 8 year old son, Jack, had passed away. Artem had heard that Jack was being cared for by Jack's Auntie but had not been able to confirm this due to no contact for 3 months. Artem was aware that Children's Services were involved but had received no contact from them either. The Children and Families Practitioner made contact with Children's Services and subsequently facilitated a phone call between Artem and Jack's Social Worker. They had a long chat about how Jack was doing really well, living with his Auntie. Artem and the Social Worker continued to have regular contact so Artem was kept informed of how Jack was doing. Shortly after, Artem also started to have direct contact with Jack. Both are continuing to do well.

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## Emma's Story

### Young Oasis

Emma was referred to Young Oasis after having recently been placed in care due to her parents using substances. Emma had witnessed domestic violence and cared for younger members of her family. Emma was finding it very difficult to cope with the changes she was experiencing and was angry at the situation. Emma worked with her Young Oasis Practitioner to understand her past and the impact this had. She used thoughts and feelings diaries to express how she felt when she felt unable to talk to someone. Over time, Emma has learned to understand and manage her feelings of anger, fear, blame and sadness. She has developed a positive support network and reports reduced feelings of anxiety. Emma has taken up cooking as a new hobby which she feels is a healthy distraction when she needs it.

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*"I feel less worried because I have overcome my anxiety. I'm not always worried about what's going to happen."*



# RESETTLEMENT SUPPORT

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*LAT has continued to deliver resettlement interventions across a number of prison sites. Resettlement offers support to people across accommodation, employment and training, and finances.*

Effective resettlement starts from the beginning of someone's sentence with the sustainment or surrender of accommodation, depending on the length of the sentence; the management of current finances including active direct debits; and the appropriate communication with employers and training providers. It then requires working in partnership with other agencies such as probation services to produce a co-ordinated and achievable plan for each person's release which includes suitable and safe accommodation, access to finances and opportunities for employment and training. Due to our specialist knowledge of supporting the resettlement needs of people who have been convicted of sexual offences, our Resettlement Practitioners complete this work in HMP Whatton and HMP Stafford which both house adults convicted of sexual offences.

LAT's innovative Departure Lounge has continued to be delivered in partnership with HMP Lincoln. The Departure Lounge offers a comfortable place for people to receive support immediately after their release from HMP Lincoln. Every person released from the prison passes through the facility and is offered a range of support including sourcing accommodation, contacting Probation, contacting their GP to arrange appointments and accessing transport. Clients are also able to access a 'Release Pack' which includes a toothbrush, toothpaste, shower gel, contraception, clean socks, underwear, a bottle of water and key contact information. The Departure Lounge also has stocks of warm clothing for those who need this and every client is offered breakfast before they leave. Over the course of the year, 785 people (89% of all releases) engaged and were supported through the Departure Lounge. 1242 interventions were delivered. The Departure Lounge also provides somewhere warm and dry for families and partner agencies to meet people on their release from prison, and to access additional support. Over the course of the year, The Departure lounge has strengthened its partnerships with Humberside Lincolnshire and North Yorkshire Community Rehabilitation Company (HLNY CRC), Addaction and The Department for Work and Pensions who now all attend the Departure Lounge to support people immediately after release.

LAT has continued to deliver the Fulfilling Potential Service to people leaving HMP Lincoln and residing in the Lincoln area. The service provides through the gate mentoring support to help people successfully reintegrate into the community. 22 people were supported over the course of the

year and 197 appointments were held, with an attendance rate of 92%. The main areas of support provided to people were housing, emotional support, health and wellbeing, accessing benefits and liaison with other agencies.

In January 2019, LAT commenced delivery of a new service in partnership with HMP Lincoln. The Healthy Foundation Service works to support people who have increased vulnerabilities relating to mental health, physical health or adult social care needs. All people aged over 50 years are eligible for the service but many people under 50 have also been supported. The service works to help people to successfully navigate the transition from prison to the community. Practitioners work to ensure the support provided inside the prison is translated into ongoing effective support in the community. The main areas that people have been supported in are support on day of release to get to their destination and access the right services, housing support, wellbeing and finances.

Since April 2018 we have delivered a 'virtual departure lounge' in partnership with Nottinghamshire Healthcare NHS Foundation Trust to support individuals being released from HMP Ranby. We identify individuals who have complex needs or health-related needs, and work with partners inside and outside the prison to agree a coordinated release plan to assist each individual to positively engage with support services and move away from criminal behaviour. 986 men have accessed the project during the year.

## John's Story

John was released from HMP Lincoln and needed to travel to his home city of Leicester. John had experienced significant cognitive degeneration and struggled to remember what he needed to do in order to live independently. John's Healthy Foundation Service Practitioner started to build a relationship with him while he was in prison. The Practitioner established what support John required post-release and worked with agencies internally and externally to the prison to ensure everything for his care was in place. On the day of release, staff travelled with John on the train back to Leicester and helped him to meet up with his Social Worker. Without this support, it is thought that John would not have managed to get back to Leicester.





## WOMEN'S SERVICE

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*It is now widely recognised that women in the Criminal Justice System have unique needs and as such, require a different response to help them progress towards desistance from offending.*

LAT was commissioned in 2017 by Humberside Lincolnshire and North Yorkshire Community Rehabilitation Company (HLNY CRC) to deliver a specialist Women's Service across Greater Lincolnshire. Dedicated Women's Service Practitioners work in close partnership with CRC Case Managers to offer bespoke support to each woman on a one to one and/or group basis. The support is offered across all 9 'Reducing Reoffending' pathways: accommodation; employment and training; relationships; health; drugs and alcohol; finances; attitudes, thinking and behaviour; abuse and prostitution.

Over the course of the year, 177 women have accessed the service. 155 one to one appointments were held and 188 group sessions were delivered. 100% of women accessing the service reported progress in at least one area of their lives and 74% reported progress in 3 or more areas. 2027 positive outcomes were achieved by the women with support from LAT Practitioners. Positive outcomes included gaining employment, gaining accommodation, accessing financial advocacy, improving health and wellbeing, and the completion of a range of training courses.

### *Janine's Story*

Janine had been 'sofa surfing' at friends' houses but contacted LAT to say she was struggling as she had run out of places to stay. Janine had an intellectual disability and had been vulnerable to exploitation in the past. Janine was supported by her Women's Service Practitioner to speak to the local authority. However, they refused to assist her. Janine was supported to access 2 nights in a hotel and the Practitioner took her to the hotel and ensured she was safe. The following day, the Practitioner liaised with a local provider of supported housing and managed to secure an interview for Janine. Janine moved straight from the B+B into the supported accommodation the following day with support to access bedding, clothes and food.

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*"I'm happy here, I know I can make good choices now".*



## EMPLOYMENT, TRAINING AND EDUCATION

*LAT have provided support to people in the Criminal Justice System to access employment, training and education since 2001. Meaningful employment remains the single biggest contributing factor to reducing reoffending.*

LAT have continued to provide Information, Advice and Guidance to meet the employability needs of clients. This requires a holistic approach to reduce multiple barriers to accessing employment including support around accommodation, finances, relationships and health as well as specific support to identify skills and match these with appropriate employment and training opportunities, to source equipment and clothing, and to disclose offences in line with the Rehabilitation of Offenders Act (1974, amended 2013). This support has been delivered through two distinct services. Firstly, LAT have continued to offer the CF03 Employability and Social Inclusion service across three prison sites, as well as in the community across Lincolnshire. This service has supported 400 people over the course of the year to progress towards work and training, including 15 people securing employment.

Secondly, LAT have continued their work as part of the Building Better Opportunities MOVE Programme. The service offers intensive support to people in the community with previous convictions to progress to work and/or training. The service has supported 30 people during the contract since 2016.

### Dan's Story

Dan had previously spent time in prison before accessing support via the MOVE Programme. Dan has been supported to access a laptop in order to complete online courses to further his knowledge and develop his confidence. Dan's confidence improved so much that he decided he would like to apply to University. He is now studying part-time with the Open University and has been awarded 'first class' grades for his assignments so far.

*"Thanks to the unique individual support they [LAT] have given me I have managed to turn my life around, take opportunities, regain my confidence and start to achieve goals I have set for myself."*

## John's story

### SPARC+

As told by John about the support he received from Nathan (SPARC+ Practitioner)

I was new into HMP Lincoln and spoke to Nathan. Nathan rang my Mum which was reassuring. He advised me of what services are on offer and how to sort paperwork for phone pins, app forms and medical. Nathan has gone above and beyond to help me. He called my Mum, sorted out my mental health appointment, helped me get on my visit and is helping me sort appointments out. It has helped me settle in and reassured me that help is there. After a stressful few days, I feel more comfortable. I can't thank Nathan enough for the help he has given me and also reassuring my Mum.

## Pranav's story

### IRC Morton Hall

The Home Office had made the decision that they wished to release Pranav from the centre on bail. However, he could not be released from the Centre without a suitable address to go to. Pranav was supported by an LAT Welfare Practitioner at the Centre to co-ordinate the response of agencies involved in his case. This resulted in him being provided with emergency accommodation so that he could be released from the Centre the same day as the original Home Office decision was made. He was further supported to access clothing and food for after his release.

## WELFARE SUPPORT

*LAT has delivered the Supporting People After Remand or Conviction (SPARC) service in partnership with HMP Lincoln since 2013.*

The service supports people during their transition into prison custody to ensure their immediate needs are met. The aim is to reduce the challenges during the transition and improve access to resources and support. This has been shown to have a positive impact on well-being and safer custody. The SPARC service offers support to people in Lincoln Magistrates Court and HMP Lincoln. In 2018, the service was re-launched as SPARC+. The new service also provides a support provision in the prison reception so that people from out of area courts and transfers from other prisons can access comparable support during their transition into HMP Lincoln.

Immigration Removal Centre (IRC) Morton Hall houses people who are subject to Immigration proceedings. It is managed by HMPPS on behalf of the Home Office. Since October, 2017, LAT has been commissioned to deliver welfare support to individuals detained within Morton Hall and to their families. Support delivered includes accommodation related assistance, securing property, signposting to legal advice, the provision of IRC information, financial support, and training and employment related support. Support is also provided to each individual who is released from the IRC and to those who are due to be removed from the country. During the year, 2,775 people were supported on arrival at the centre, 2,715 welfare interventions were delivered, 1,178 people were supported prior to their release, and 673 people were supported prior to their deportation.





## VOLUNTEERING AND MENTORING

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*LAT now has a large team of volunteers and mentors supporting staff in their delivery of support.*

Volunteers work across prison sites to deliver children and families related support, as well as offering 1-1 mentoring for clients who require extra support. All LAT volunteers are trained and provided with ongoing supervision and support. Over the year, 236 1-1 mentoring appointments have been held and 203 volunteer hours have been given at our children and families prison delivery sites, and 105 individuals have applied to volunteer with us. Many of our volunteers progress to becoming staff members within LAT.

 [@LATcharityVols](#)

### *Cejay's Story*

Cejay became a Volunteer Mentor for LAT during her degree studies. She successfully mentored 2 Mentees and supported each of them to make significant progress in their lives. Following completion of her degree, Cejay applied to work with LAT. Cejay is now the Volunteering and Mentoring Co-Ordinator for the organisation and a Trainee Children and Families Practitioner.

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*"[Lincolnshire Action Trust] offers life-building support to people who often feel broken from the Criminal Justice System.*



## FUNDING

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Lincolnshire Action Trust relies on support from a range of funding sources to undertake the activities described in this Report. We would therefore like to acknowledge and thank the following;

- > 29th May 1961 Charitable Trust
- > APM (Advanced Personnel Management)
- > Big Lottery Fund
- > Charles Hayward Foundation
- > Clinks
- > Derbyshire, Leicestershire, Nottinghamshire, and Rutland Community Rehabilitation Company
- > European Social Fund
- > HM Prison and Probation Service
- > Humberside Lincolnshire and North Yorkshire Community Rehabilitation Company
- > Investors in Lincoln
- > Lincolnshire County Council
- > Lincolnshire Economic Action Partnership
- > Ministry of Justice
- > New Provincial Benevolent Fund
- > No Way Trust Ltd
- > Purple Futures Ltd
- > And a number of individual donors

## LEGAL AND ADMINISTRATIVE DETAILS

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Lincolnshire Action Trust is a company limited by guarantee (number 4108372) and a registered charity (number 1089130), governed by a Memorandum and Articles of Association.

### Directors and Trustees:

**Sheridan Minshull**, Chair

**Elaine Baylis**, Vice Chair

**Roy Harper**

**Derek Smith**

**Linda Withers**

**John Carpenter**, Treasurer

**Alison Goddard**, Company Secretary

### Accountant:

**Streets Chartered Accountants**

Tower House, Lucy Tower Street, Lincoln, LN1 1XW

### Bankers:

**Co-operative Bank**

PO Box 101, 1 Balloon Street, Manchester, M60 4EP

### Solicitors:

**Andrew & Co**

St Swithin's Court, 1 Flavin Road, Lincoln, LN2 4GR

### Auditors:

**Streets Audit LLP**

Tower House, Lucy Tower Street, Lincoln, LN1 1XW

# ACCOUNTS

## Statement of financial activities

Incorporating income and expenditure account for the year ended 31 March 2019

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>Income From:</b>				
Donations and legacies	11,635	20,000	31,635	39,390
Charitable activities	1,317,699	16,812	1,334,511	1,072,407
Investments	11,236	-	11,236	10,168
<b>Total income</b>	<b>1,340,570</b>	<b>36,812</b>	<b>1,377,382</b>	<b>1,121,965</b>
<b>Expenditure On:</b>				
Charitable activities	1,338,835	49,684	1,388,519	1,101,323
<b>Total expenditure</b>	<b>1,338,835</b>	<b>49,684</b>	<b>1,388,519</b>	<b>1,101,323</b>
<b>Net Income / (Expenditure)</b>	<b>1,735</b>	<b>(12,872)</b>	<b>(11,137)</b>	<b>20,642</b>
Before transfers				
Transfers between funds	(14,406)	14,406	-	-
<b>Net Income / (Expenditure)</b>	<b>(12,671)</b>	<b>1,534</b>	<b>(11,137)</b>	<b>20,642</b>
Before other recognised gains and losses				
<b>Net Movement In Funds</b>	<b>(12,671)</b>	<b>1,534</b>	<b>(11,137)</b>	<b>20,642</b>
<b>Reconciliation Of Funds:</b>				
<i>Total funds brought forward</i>	1,077,292	(539)	1,076,753	1,056,111
<b>Total funds carried forward</b>	<b>1,064,621</b>	<b>995</b>	<b>1,065,616</b>	<b>1,076,753</b>

All activities relate to continuing operations.

# ACCOUNTS

## Balance sheet As at 31 March 2019

	2019	2018
	£	£
<b>Fixed assets</b>		
Tangible assets	5,982	7,831
<b>Current assets</b>		
Debtors	164,796	187,963
Investments	798,524	828,568
Cash at bank and in hand	215,439	154,603
	<b>1,178,759</b>	<b>1,171,134</b>
<b>Creditors:</b>		
Amounts falling due within one year	(119,125)	(102,212)
<b>Net current assets</b>	<b>1,059,634</b>	<b>1,068,922</b>
<b>Net Assets</b>	<b>1,065,616</b>	<b>1,076,753</b>
<b>Charity funds</b>		
Restricted funds	995	(539)
Unrestricted funds	1,064,621	1,077,292
<b>Total funds</b>	<b>1,065,616</b>	<b>1,076,753</b>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 13 June 2019 and signed on their behalf, by:

**Sheridan Lincoln Minshull, Chair  
Trustee**

Lincolnshire Action Trust  
**Registered Office:** Lincoln House,  
37-39 Newland, Lincoln LN1 1YA

[www.LATcharity.org.uk](http://www.LATcharity.org.uk)  
[@LATcharity](https://twitter.com/LATcharity)

