

Annual Report

2019/20

LINCOLNSHIRE

action
trust





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;
- 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 misuse in Lincolnshire by providing support and information to help reduce drug and alcohol related harm.

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 invite you to read this report which provides an account of the work of the Lincolnshire Action Trust during 2019-20



At the time of writing, Covid-19 is an overwhelming and continuing concern for everyone, and its impact upon the work of the Trust during 2020-21 will be reported upon next year. At the end of the year under review, the Chief Executive and her team were making urgent and extensive preparations to protect the safety of staff and clients in prisons and the community. The effectiveness of the measures implemented has been, as with much of the work of Lincolnshire Action Trust [LAT], very dependent upon the mutual trust and strength of relationships with our partners, not least in HM Prison Service.

Throughout 2019-20 LAT has continued to develop existing services and develop new ones which are all built upon collaborative working with statutory agencies in the spheres of criminal justice, health and social care, education and housing. As both a former non-executive director of the Lincolnshire Partnership NHS Trust and Chief Probation Officer of Lincolnshire, I am delighted at the launch this

year of the Liaison and Diversion service which has the purpose of reaching, diagnosing and treating those with mental health problems, and other vulnerabilities who have been arrested and may come before criminal courts. Taking the long view, it is important that into the future, the NHS continues to support services of this kind which can help to reduce the high incidence of mental illness amongst the prison population.

Working with adults with a variety of needs, children and families affected by separation as a consequence of imprisonment or by the substance dependency of a parent, LAT's skilled and committed staff, work hard to make a difference in people's lives. Supported by carefully selected and trained volunteers, they enable people to develop coping skills which equip them to make better futures. They are ably led by our Chief Executive and together they contribute to the continuing success and positive reputation of LAT and deserve our thanks and praise.

As this is the last LAT Annual Report to which I will contribute, may I thank too the other members of the Board who, like me are retiring or will shortly be doing so; each has made a significant contribution to supporting the organisation in its progressive growth. They, I am sure, join with me in warmly welcoming Jo Mead, who has taken over as Chair and also four new board members. We wish them every success in exercising governance and leadership to ensure that LAT continues to achieve excellence and seize opportunities for further development.

Sheridan Minshull
Chair

CHIEF EXECUTIVE'S REPORT

Over the last 12 months we have delivered high quality, individual support to over 20,000 individuals affected directly or indirectly by the justice system, providing opportunities to make positive changes in their lives.

I am also really proud that we have continued to collaborate with many organisations, often providing the 'glue' that joins services together, so individuals do not fall through the cracks.

In March 2020, the year rapidly changed like no other as the impact of Covid-19 started to become apparent. LAT's operations swiftly responded to the emerging needs presented by our clients, whilst moving to keep them, our staff and our volunteers safe. We have been fortunate that our funders have, without exception, allowed us to flex our delivery to ensure we continue to meet needs, albeit in often very different ways. We are hugely thankful for the faith they placed in us as we adapted our services.

March also saw some significant changes to our Board. Our Chair, Sheridan Minshull, stepped down after 20 years in post. Sheridan has devoted significant time and effort in supporting LAT to become the charity it now is, overseeing our growth and development, whilst ensuring we remained true to our values and ethos. I also thank him for the support he has provided to me in leading LAT over this time. Two other Trustees, Elaine Baylis and Derek Smith also stepped down in March, and we thank them, and all our Board, for their wise counsel and active commitment to LAT.



As always, our work would not be possible without the significant efforts of our staff and volunteers. They constantly amaze me with their enthusiasm, innovation and dedication to going 'above and beyond'. LAT would not be the same without them!

I am confident that LAT will continue to grow and thrive despite the uncertain times that we are all experiencing currently due to Covid, and look forward to working with our new Chair, Jo Mead and our Board to continue to ensure LAT is best placed to support individuals to make positive changes in their lives.

Alison Goddard
Chief Executive



THIS YEAR IN BRIEF

2019-20 has been another busy year for us.
Some of our highlights include:

We have continued to deliver services for children and family members, prisoners and individuals involved in the criminal justice system in the community across Lincolnshire and the Midlands.

In addition, we have continued to represent the views, challenges and achievements of the people we support in key local partnership forums including the Lincolnshire Reducing Offending Strategic Board, Lincolnshire Homeless Strategy Group and the Lincolnshire Mental Health Crisis Care Concordat.

JULY 2019

Remodelling of our family services in HMP Hull to introduce a family support team to induct all new visitors and undertaking casework with men.

SEPTEMBER 2019

Rolled out MS Office 365 across LAT to support mobile roaming and enhanced collaboration.

NOVEMBER 2019

HM Inspectorate of Prisons noted regarding our work at IRC Morton Hall: "Another considerable strength was the welfare service provided by the third-sector organisation Lincolnshire Action Trust, which detainees valued highly. Well-qualified workers gave detainees good support on arrival and before discharge."

OCTOBER 2019

Hosted a Centre for Social Justice visit to HMP Lincoln.

DECEMBER 2019

Project managed upgrade of 'Ted's Place' visitors café at HMP Lincoln.

MARCH 2020

Final mobilisation plans put in place to launch the Lincolnshire Liaison and Diversion Service in partnership with Lincolnshire Partnership NHS Foundation Trust, locating LAT staff in police custody suites throughout the county to identify and support vulnerable individuals at the point of arrest.

JANUARY 2020

HM Inspectorate of Prisons' report of its full inspection of HMP Lincoln said that, "Lincolnshire Action Trust provided a range of effective services that supported prisoners and their families."

CHILDREN & FAMILIES

LAT has continued to work in partnership with HMPPS to support their 'whole prison approach' to supporting families of people in prison, following the recommendations of the Farmer Review published in 2017.

Our Children and Family Practitioners are able to make a difference to individuals held at HMP Lincoln, HMP Humber, HMP Hull, HMP North Sea Camp, HMP Stocken and Immigration Removal Centre (IRC) Morton Hall to be able to keep in touch with and support their children. 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. During the year, we have directly supported almost 17,000 people.

In addition to the core children and families support, we have, in partnership with each site, 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. 447 families have benefitted from family visits over the course of the year.



“LAT staff are so friendly and kind and do their best to make the visits go smoothly for me and my children.”

Adam's Story *Children & Families Support*

Adam wanted help to find out information about his birth family. His father died whilst Adam was in prison and he learned that he had been adopted. With the help of a social worker, contact was made with his birth family. After starting exchanging letters, Adam's birth father visited the prison, and they had an emotional reunion. After several visits, his birth father brought his paternal grandmother to visit also. Adam continues to exchange letters and photos with his birth mother and hopes she will feel ready to meet him soon. Our team have continued to provide emotional support to Adam throughout this time. He says he is really grateful for the opportunity to get to know his birth family, whom he knew nothing about until coming into prison.



Tia's story

Young Oasis

Tia was referred to Young Oasis by her school because of concerns about her mother's alcohol use. Tia was living with another family member as she found her mother's drinking difficult to cope with and this had an impact on her own mental health. Tia had been experiencing panic attacks and found that her anxiety was spiralling.

Young Oasis supported Tia on the impact that her mother's alcohol use had had on her, especially on how Tia felt about herself. Tia was able to identify reasons why her mother might have started using alcohol to help her cope.

Tia had felt many emotions but identified anger as being the most prominent. When this was explored further, it became apparent that Tia felt this way because her mother was not aware of the impact of her drinking on those around her, or on herself. Tia felt that alcohol had taken away the mother she once knew, and she felt increasingly angry that her mother could not recognise this and was not taking action to stop drinking.

A Young Oasis practitioner helped Tia explore how she could manage her anger by focusing on healthy coping strategies. They looked at positive activities that Tia could use as an outlet for her anger such as sport and singing. They explored Tia's support network and who she felt she could talk to if needed, in and out of school.

Age appropriate information was provided to Tia to help her understand her parents' addiction and how this could change the way her mother might think, feel and behave.

Tia said that for a long time she had not felt able to talk about her mother's alcohol use with other family members. She felt they did not acknowledge what was happening or understand how this made her feel. Young Oasis helped Tia to feel more confident in having these conversations which enabled her to feel more supported by others. Tia was able to recognise that her mother's drinking was not her fault.



LAT's Young Oasis service has continued to support children and young people affected by the substance use of a family member. Thirty-eight new children and young people have been supported during the course of the year with 615 appointments held.



"Young Oasis gives me time to focus on me"



EARLY INTERVENTION, RESETTLEMENT AND THROUGH THE GATE

The SPARC (Supporting People After Remand and Conviction) service that LAT first introduced to HMP Lincoln in 2013 has continued to go from strength to strength in the last year.

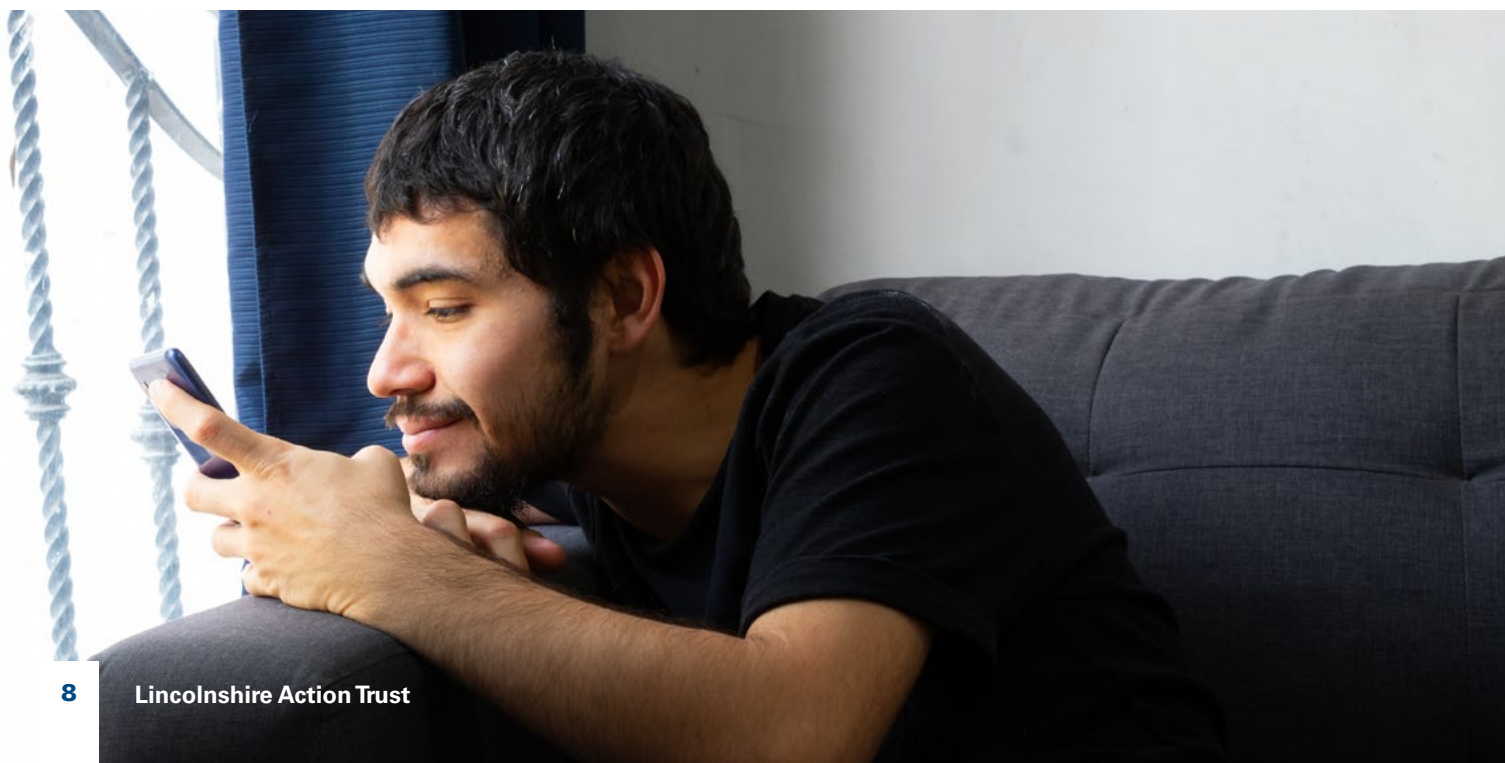
This provision aims to identify the wellbeing needs and concerns of individuals at court, to ensure these can be addressed on transition into custody. We work closely with court staff and prison reception staff to ensure individuals are safe and that family members are informed about circumstances where appropriate. Almost 1,000 individuals have been supported by the SPARC team in the last year.



“I was really nervous to come to prison, but you’ve helped me feel less anxious. Thank you.”

David’s story Early Intervention

David arrived in HMP Lincoln with two main concerns - his accommodation and his cat, Maisie. David was seen by a SPARC practitioner to check on his safety. This was David’s first experience of custody. He had spent three days in police custody with no access to a phone to contact anyone to arrange care for his cat. He had not expected to go to prison. The SPARC practitioner took down the details of where Maisie was located. She made a referral to the resettlement team to arrange for David’s flat to be kept for him to return to on release. The SPARC practitioner contacted the RSPCA and they, supported by the police, gained entry to the property and took Maisie to a local animal rescue centre. The SPARC practitioner then agreed with the manager that Maisie would stay in the centre and be returned to David on his release. David’s mother was updated on the situation and she sent a generous donation to the animal rescue centre. David is now awaiting to go to court for sentencing but now has no concerns about Maisie or his flat



LAT continues to deliver resettlement interventions in several prisons, supporting people with accommodation, employment and training, and finances. Effective resettlement starts from the beginning of an individual's sentence, working in partnership with other agencies such as probation, to produce a co-ordinated and achievable plan for 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 undertake this work in HMP Whatton and HMP Stafford.

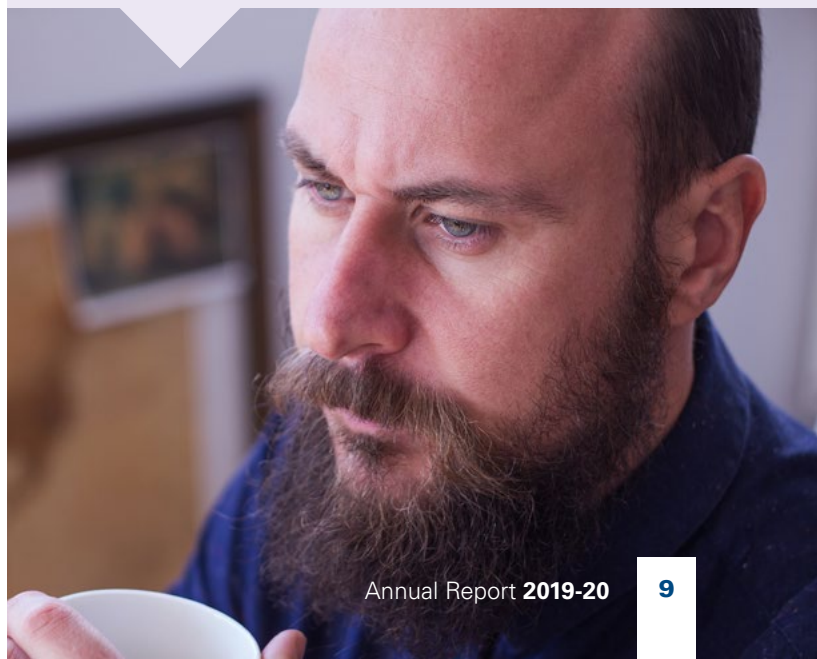
LAT's innovative 'Departure Lounge' concept has been replicated in a number of prisons across England since it was first introduced in August 2015. The Departure Lounge supports men leaving at HMP Lincoln to address issues such as housing, benefits, access to support agencies, as well as providing practical support including a hot breakfast, charging a mobile phone, directions for public transport, and clothing. During the year 1,086 prisoners engaged with the service (93% of men released). A release pack is offered containing essentials such as toothbrush, toothpaste, contraception, clean socks and underwear, a bottle of water and key contact information. The Departure Lounge has also engaged with 178 friends or family members to provide information and advice at the point of release. The facility encourages other organisations to use the resource to see individuals at the point of release to enable immediate interventions to take place.

During the year, release support has continued to be offered to individuals with complex needs at HMP Lincoln, with engagement starting before release to assist with co-ordination of release plans, and then provision of intensive support in the first hours, days and weeks following release, to assist with effective engagement with community support services. Forty-seven men have been supported during the year.

A 'virtual discharge lounge' has continued at HMP Ranby, delivered in partnership with Nottinghamshire NHS Partnership Foundation Trust, to support men approaching release. Individuals who have complex or health related needs are offered support, and work is undertaken 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.

John's Story Resettlement

John was released from HMP Lincoln at the end of his sentence with no accommodation to return to. He passed through the Departure Lounge and was met there by LAT practitioners who contacted two housing associations and his local council. John was eventually offered a room in a shared house later that day. His probation appointment took place over the phone in the Departure Lounge and John went on his way, successfully accommodated and having complied with his statutory reporting obligations.



WOMEN'S SERVICES

Lincolnshire Action Trust continues to support the specific needs of women involved in the criminal justice system through the Greater Lincolnshire Women's Service, which we deliver on behalf of HLN Community Rehabilitation Company. Women subject to supervision by both NPS and CRC are offered one to one and group support. In the last 12 months, 95 women have been referred and over 2,000 positive outcomes have been achieved.

Claire's story

Claire was referred to LAT following a two-year suspended sentence order for causing an affray.

Claire was suffering with mental ill-health, anxiety, depression and anger issues. She was smoking cannabis heavily and drinking up to ten cans a day of energy drink a day.

Claire had weekly meetings with an LAT practitioner. She was able to identify the triggers for her anxiety and depression. Claire was referred to a drug and alcohol service for support with her cannabis usage and to a mental health service. Claire attended these appointments with the support of LAT. Claire also had regular phone calls with us when she needed emotional support and coping strategies. Claire attended emotional first aid courses to help her identify triggers as well as learn how to cope with different situations.

Claire stopped using cannabis and reduced her intake of energy drinks dramatically. She now takes medication for her mental health regularly and her condition is regarded as stable.



EMPLOYMENT, TRAINING AND EDUCATION

Research evidence shows that sustainable employment is the single most effective factor in reducing risk of re-offending and Lincolnshire Action Trust has delivered employability interventions to individuals who have a criminal conviction since 2001.

Our current funding requires us to focus on individuals who are furthest from the labour market and we therefore work intensively with smaller numbers of people, the majority of whom we start to engage with whilst they are still in custody. We have commenced support with 223 individuals to reduce barriers and support progression towards employability. Of these, 148 have been supported to access at least one 'support measure' to address barriers such as substance misuse, debt, health and wellbeing, or mentoring. 122 have also achieved an accredited training course to enhance their employability. Much of our focus at the start of our support is on 'soft outcomes' including disclosure advice, interview skills training, and improved confidence when job searching, in order to progress individuals further towards employment.

LAT offers an intensive employability service for individuals who have previously been involved with the criminal justice system. The provision works with a small number of people to build self-confidence and to develop skills and, in some cases, to progress into employment. The project has supported seven new individuals during the year.

Stuart's story

Stuart was referred to LAT for support with ETE by his offender manager. He had recently been released from youth custody after serving a sentence for robbery.

Aged just 19 he clearly wanted to support his family and be a role model to his child, he figured gaining employment would be a good start. It was established that Stuart would benefit from improving confidence and self-esteem, obtaining ID, creating and CV, disclosure advice, support with interview skills, job searching and disclosure advice. An action plan was created and together Stuart and his case manager began working towards these goals.

Stuart had no previous work experience and initially was keen to gain employment in construction, which required a CSCS card. He started to study for it at home and with his case manager, though found it terribly difficult. Despite encouragement from his case manager, Stuart decided that he would like to look to alternative employment.

Over a number of weeks Stuart managed to achieve all of the goals he had set at initial session with his case manager, but disappointed he was still not in work. After a lengthy discussion and some IAG with his case manager, it was agreed that the focus would be to intensify job search and support Stuart to secure employment. He was keen to get 'any' job at this point.

Stuart applied for a number of vacancies, though was unsuccessful in securing an interview and employment. His case manager was becoming concerned about the decline in his motivation and decided to contact local employers.

A suitable vacancy was identified and Stuart was supported to submit an application. After a refresh of interview techniques and disclosure, Stuart attended his interview and was offered the role. His confidence has improved, he has completed his licence and is enjoying providing for his family.

WELFARE

Lincolnshire Action Trust continues to deliver welfare support to detainees at Morton Hall Immigration Removal Centre as part of a contract with HM Prison and Probation Service.

Interventions focus on the welfare needs of the men, many of whom have come from prison, to address issues relating to housing, education, belongings, debt and family. We see every individual on arrival, during detention and at the point of release or deportation. Close links have been established with the Home Office to complement their focus on immigration issues, as well as with other departments in the Centre. Almost 13,000 interventions have been delivered during the year.

VOLUNTEERING AND MENTORING

Lincolnshire Action Trust continued to recruit and train volunteers and mentors during the year, with 57 new individuals applying to work with us across the region.

Volunteers undertake a variety of roles including preparing activities for prison family visits, supporting Women's Service workshops and working with families visiting prisons. Mentors are trained to work one to one with adults who need additional levels of support.



Michael's story IRC Morton Hall

During Michael's time in detention, LAT practitioners supported him to access housing providers as he did not have a suitable address to be released to. Michael had previously been sleeping rough and had used homeless shelters, on and off, for the past seven years. Although Michael was known to the housing providers, they were unable to allocate him an address as the Home Office could not confirm if he would be entitled to welfare benefits or to work. LAT practitioners therefore supported Michael to make an application to the Home Office to provide accommodation.

We supported Michael to apply for support under section 95 of the Immigration and Asylum Act 1999 as he had a pending asylum claim. This took four months to decide while Michael remained in detention. Michael was advised by LAT practitioners to access legal representation, but he did not wish to do so.

Eventually, a decision was made on Michael's application. Practitioners supported him to understand the paperwork, including the outcome letter. Michael was then able to understand the letter and appeal against the refusal of Home Office accommodation. Michael's appeal was heard and his Section 95 refusal was overturned. Michael was released to Home Office accommodation where he had access to financial support. Michael was able to stay in Home Office accommodation until his asylum claim is assessed which was successful.

FUNDING

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
- > Big Lottery Fund
- > Business Lincolnshire Growth Programme
- > Charles Hayward Foundation
- > Clinks
- > Derbyshire, Leicestershire, Nottinghamshire, and Rutland Community Rehabilitation Company
- > European Social Fund
- > Greater Lincolnshire Local Employment Partnership
- > HM Prison and Probation Service
- > Humberside Lincolnshire and North Yorkshire Community Rehabilitation Company
- > Ingeus Ltd (formally Advanced Personnel Management)
- > Investors in Lincoln
- > Lincolnshire County Council
- > Lincolnshire Discharged Prisoners Welfare Fund
- > Lincolnshire Economic Action Partnership
- > Lincolnshire Partnership Foundation Trust (LPFT)
- > Ministry of Justice
- > New Provincial Benevolent Fund
- > Nottinghamshire Healthcare NHS Foundation Trust
- > No Way Trust Ltd
- > Purple Futures Ltd
- > Urban Challenge Ltd
- > And a number of individual and corporate donors

LEGAL AND ADMINISTRATIVE DETAILS

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:

Chair: **Sheridan Minshull**
(resigned 31st March 2020)

Treasurer: **John Carpenter**

Roy Harper

Linda Withers

Jo Mead (appointed 4th December 2019)

Vice Chair: **Elaine Baylis**
(resigned 4th March 2020)

Derek Smith (resigned 4th March 2020)

Company Secretary: **Alison Goddard**

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 2020

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income From:				
Donations and legacies	20,736	26,000	46,736	31,635
Charitable activities	1,272,419	12,270	1,284,689	1,334,510
Investments	11,772	-	11,772	11,236
Total income	1,304,927	38,270	1,343,197	1,377,381
Expenditure On:				
Charitable activities	1,360,101	53,324	1,413,425	1,388,518
Total expenditure	1,360,101	53,324	1,413,425	1,388,518
Net Income / (Expenditure)				
Before transfers	(55,174)	(15,054)	(70,228)	(11,137)
Transfers between funds	(16,717)	16,717	-	-
Net Movement In Funds	(71,891)	1,663	(70,228)	(11,137)
Reconciliation Of Funds:				
<i>Total funds brought forward</i>	1,064,621	995	1,065,616	1,076,753
Total funds carried forward	992,730	2,658	995,388	1,065,616

All activities relate to continuing operations.

ACCOUNTS

Balance sheet As at 31 March 2020

	2020	2019
	£	£
Fixed assets		
Tangible assets	23,284	5,982
Current assets		
Debtors	179,773	164,796
Investments	724,776	798,524
Cash at bank and in hand	161,876	215,439
	1,066,425	1,178,759
Creditors:		
Amounts falling due within one year	(94,321)	(119,125)
Net current assets	972,104	1,059,634
Total Net Assets	995,388	1,065,616
Charity funds		
Restricted funds	2,658	995
Unrestricted funds	992,730	1,064,621
Total funds	995,388	1,065,616

These summarised accounts are an extract of information from the full statutory accounts, which were approved and signed by the Trustees on 17th June 2020. The auditors, Streets Audit LLP, have issued an unqualified audit opinion on the full accounts, a copy of which can be obtained from the charity's Head Office.

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

www.LATcharity.org.uk

 @LATcharity

