

MEETING: 16/07/2014

Ref: 12113

ASSESSMENT CATEGORY - Resettlement and Rehabilitation of Offenders

The HARRP Trust

Adv: Joan Millbank

Amount requested: £92,330

Base: Haringey

{Revised request: £108,630}

Benefit: Several NE London

The Charity:

The HARRP Trust was set up in February 2011 to address the fundamental gap in the resettlement of male, adult, ex-offenders in Haringey sentenced to less than 12 months. It now works with any ex-offender.

The Application:

HARRP is seeking your support to develop its 'Work Works' project, which builds on its existing motivational and mentoring work. A grant would allow HARRP to employ a full-time employability trainer to help ex-offenders overcome barriers imposed by past criminal convictions and to progress into sustainable employment. The role will involve provision of one-to-one support to reinforce positive attitudes and behaviour; employability skills training including CV writing, interview techniques, job search, personal presentation and offence disclosure; while also building relationships with employers to help service users access work placements and jobs.

The Recommendation:

The main goal of the 'Work Works' project is to break the barriers faced by ex-offenders to support employability. It complements HARRP's existing work and will help service users to take responsibility to turn their lives around for the better. Following discussion with your grant officer, project costs have been revised to reflect full cost recovery from midway through the project, when a core-funding grant ends. Beneficiary numbers have also been adjusted (from 240 to 180 over 3 years) to ensure better quality of support.

£109,000 over three years (£31,000; £35,500; £42,500) towards the salary of a full-time Employability Officer and running costs of the 'Work Works' project, conditional on receipt of a reserves policy.

Funding History

None.

Background and detail of proposal

The charity works to help offenders and ex-offenders become sufficiently motivated, and to develop a positive attitude and a sense of accountability in order to avoid recidivism. Its approach includes one-to-one case management, including prison in-reach; support on release; providing mentoring and motivational learning; skills development training and job brokerage to improve employability; and employer engagement and community participation through volunteering. Its approach also includes family brokerage to restore relationships. In addition HARRP facilitates a Reduced Re-offending Network in North London, which brings a range of service providers together to support collaboration and sharing of good practice.

Since 2011, HARRP has worked with 154 ex-offenders of whom 80% were repeat offenders and 78 % male, aged between 18 and 24 years. Its non-reoffending rate is

90%, determined by monitoring people six months after leaving HARRP. It currently has 25 volunteer mentors including 7 ex-service users acting as peer mentors.

Research has found that unemployed ex-offenders were more likely to reoffend, with 68% of ex-offenders charged three or more times. The barriers to employment are intensified because many have additional needs including mental ill-health, homelessness, drug and alcohol issues. Referrals will come from existing prison work (in Pentonville and Holloway), local job centres, probation service, community organisations and through self-referral.

180 ex-offenders will benefit from the core programme and aftercare support. At least 81 are expected to undertake volunteering or a paid work trial, with 36 moving onto jobs. Service users will be linked into other specialist agencies as required, for example, drug/alcohol treatment, mental health support, adult and further education. 10 service users are expected to become voluntary peer mentors.

HARRP has demonstrated a strong track record in addressing resettlement issues. Its 90% non-reoffending rate is impressive; it exceeds the Ministry of Justice national target by 10%. Over the past three years HARRP can claim to have saved statutory authorities almost £14 million by preventing ex-offenders from re-entering the criminal justice system. Involving ex-offenders as peer mentors is also admirable.

Financial Information:

The charity advises that the deficit in 2012-13 was due to the appointment of two case workers during the year in response to a change of national policy; grant funding will be sought to support these posts in future years. The charity advised that it is developing its reserve policy (hence this being a condition of grant) and is aware of the need to build free unrestricted reserves.

Year-end at 31 March	2012/13 Examined	2013/14 DRAFT	2014/15 Current Forecast	Year
Income and Expenditure	£	£	£	
Income	65,065	135,798	127,609	
Expenditure	87,657	135,450	127,609	
Unrestricted Funds Surplus / (Deficit)	(23,312)	348	0	
Restricted Funds Surplus / (Deficit)	720	0	0	
Total Surplus / (Deficit)	(22,592)	348	0	
Surplus / (Deficit) as a % of turnover	34.7%	0.3%	0	
Generating funds as % of expenditure	-	-	-	
Free unrestricted reserves				
Unrestricted free reserves held at Year End	2,966	3,314	3,314	
~ how many months' worth of expenditure	0.4	0.3	0.3	
Reserves Policy target (£)	-	-	-	
~ how many months' worth of expenditure	-	-	-	
Free reserves over target / (under target)	-	-	-	

The budget for the current year to 31st March 2015 shows a breakeven position on expected income of £127,609, of which 99.7% had been confirmed at 31st March 2014.