


<b>Organisation Name: Tempus Novo</b>	
<b>Grant Details:</b> Total Grant: £75,436 Amount funded to date: £75,436 Amount remaining: £0 Start date: 01/12/20 End date: 21/03/24 Date of Report: 09/04/24	
<b>Grant Summary</b>	
<p>To increase the number of offenders gaining and retaining employment by developing an employment pathway into the logistics industry.</p>	
<b>Grant Performance</b>	
<p>This grant can certainly be considered as having been a success, both in terms of helping Tempus Novo to generate income but also take the organisation forward. Whilst the training element was not carried out as originally envisioned there has absolutely been progress made in this area through working in partnership rather than as the main delivery agent. The links to local employers have also been impressive.</p> <p>A lot of the success of Tempus Novo is down to the determination and personalities of the two founders, Steve and Val. Both are former Prison Officers and their story of setting up Tempus Novo is both sincere and inspiring. They have done exceptionally well to forge relationships with key businesses locally that have enabled them to show that their model works and encourages others to follow suit. They have also managed to monetise their recruitment which has provided valuable unrestricted funds for the charity.</p> <p>Our funding has helped them to further prove their concept with other funders and they have also benefited from being invited into bigger research pieces of work and funding partnerships. Our support at the time we made the grant has contributed to their ongoing development.</p> <p>To some degree though Tempus Novo probably do work with 'lower hanging fruit' so their employment outcomes might be more positive than if they were targeting the very hard end of reoffending. But they are still making a considerable difference to the lives of those who they do support, and they do a great job of promoting the benefits of supporting those with offending histories. It is probably unlikely that Dominic Raab changed legislation specifically because of speaking to Tempus Novo beneficiaries but their links people like Jonathan Aitkin do give them access to high profile decision makers and they use their voice well to push for change.</p>	

<b>1. What is the first expected key achievement?</b>			
To recruit additional Logistics companies willing to give offenders a job and also pay a contribution to TN's Costs			
<b>Measures for this achievement</b>		<b>Target date</b>	<b>Progress towards these measures</b>
1a.	Target numbers to be included where possible. 5	March 24	This partnership with the Triangle Trust has helped TN to bring in some incredible partners. In the last 12m alone we have begun working with A.G.Barr, Ibstock, Pennine Healthcare, DFS, plus several other branches of existing business partners GXO.
1b.	Insert additional lines if required		
1c.			
1d.			

<b>2. What is the second expected key achievement?</b>			
<b>Measures for this achievement</b>		<b>Target date</b>	<b>Progress towards these measures</b>
2a.	Target numbers to be included where possible  Place 50 offenders into sustainable employment.	March 24	The team have over achieved in 23/24 and managed to place 201 ex-offenders into good jobs.
2b.	Insert additional lines if necessary		
2c.			
2d.			

<b>3. What is the third expected key achievement?</b>			
To establish and operate a pilot logistics industry vocational preparation by			
<ul style="list-style-type: none"> <li>Working with a training provider to develop course content and match with accreditation.</li> <li>Gain prison approval for provision and preparation of in-prison training area.</li> <li>Establish arrangements for place people on ROTL (Release on Temporary Licence) to undertake placements with logistics companies.</li> <li>Promoting the benefits of logistics vocational training to Logistics Industry employers</li> </ul>			

Measures for this achievement		Target date	Progress towards these measures
3a.		March 24	As highlighted in our last report, this wasn't possible due to contractual arrangements between Novus and the HMPPS. However what we have done is supported Novus in their logistics training programme in HMP Hatfield. Also we feel we have influenced major policy change in the area of training of prisoners. The former Justice Minister Dominic Raab visited us at HMP Hatfield and after speaking to our employers, he changed the law so serving prisoners can now access apprenticeship training.
3b.	Insert additional lines if necessary		
3c.			
3d.			

**4. Optional – please detail progress made towards the additional expected achievements you told us about.**

We now have a new funding model where we will receive £3000.00 for every exoffender we place into work that successfully passes their probation. This gives us a much more sustainable funding strategy to work with going forward. The great news is that because we now have 10yrs proof of concept, our business partners see this as very fair and low risk.

**5. If you specified in your Expected Key Achievements document that there would be additional income generated as a result of the grant please include the final income figures (including all income sources e.g. trading, contract grants etc.)**

	Start date of year	Total additional income		
		Expected at start of grant	Reforecast	Received
Year 1		£15,000	£	£
Year 2		£90,000	£75,000	£35,000
Year 3		£202,500	£150,000	£106,000
Year 4 (if required)		£	£	£

**6. Did any aspect of the grant delivery not progress as expected and were any subsequent changes made?**

The training aspect as previously highlighted, but other than that I believe this partnership has significantly overachieved and in an area of society that is not popular.

**7. Has the grant achieved the expected results overall or did anything need to change?**

The grant has helped to deliver positive impact on a scale not seen before in the criminal justice sector. As more and more businesses see TN as a great way to recruit hardworking and loyal employees, more people are lifted out of poverty.

Other benefits:

Less crime.

Less victims.

More people paying tax.

Less people on benefits.

Better role models for the children.

Safer streets.

More prosperous communities.

Hope for those who otherwise would have none.

**8. What are the future plans for the development funded by this grant? (include details of any further funds secured to continue the work)**

We have just secured £200,000 from the Lottery to help us to scale.

Also received £200,000 from Innovate UK to work in partnership with Sheffield Hallam University, using a KTP or Knowledge Transfer Partnership as a vehicle to sustainability. This money pays for a post graduate to work for TN over 2yrs, during which time Chinedu will research what funding strategies to consider, and he is also providing a framework for TN to adopt in line with the United Nations SDG's or Sustainable Development Goals.

We are really selective now on business partners having tangible ESG programmes, and so it's only right we do the same.

We are now working in 5 regions of the country with 6 category D prisons (open prisons with a focus on rehabilitative programmes).

**9. Is there anything you have not included elsewhere in the report that you feel we should know? E.g. you might have some wider reflections about the impact of the grant overall both within your organisation and beyond.**

We have also had interest from Ireland and the USA. In fact, we received £100,000 investment from The George Mason University, Virginia to do some international research with Sheffield Hallam.

The impact over this last 3yrs has been significant and has the potential to shape a more progressive justice sector far and wide. I know this sounds a little ambitious, but I genuinely believe it !

When you have a model with a SROI of approx. £25 for every £1 spent and that produces hard working loyal employees, it's an attractive proposition and money well spent.

In addition it costs £46,600pa to keep someone in prison for 12m. It costs TN £3000.00pp to secure them a good job and support them for 12m.

This last 3yrs we have been able to demonstrate the significant value both to society and business of our collective efforts, both socially and economically.

**10. Please email us a copy of your latest annual report and full accounts independently examined by a qualified accountant covering the last 12 months (if you have not already sent them).**

**Date this form was completed**

6/4/24