


Grant Ref Code and Name: 2017-11-R003 abandofbrothers	
Grant Details: Total Grant: £60,000 Amount funded to date: £60,000 Amount remaining: £0 Start date: May 2018 End date: April 2021 Date of Report: 13 May 2021	
Grant Summary: abandofbrothers supports young men through mentoring and peer support to change their offending behaviour. To ensure its long term sustainability abandofbrothers has implemented a franchise structure which allows local groups to fundraise their own income whilst the charity provides central funding for core costs. Our grant is helping abandofbrothers develop this sustainability model so that it can expand into new communities and reach more young men and support them to stay out of prison. abandofbrothers.org.uk	

1. What is the first expected key achievement?			
Create a community of 1,000 men by the end of 2020 – Over the past 9 years, we have carefully refined our process. We have in the process become a community of just over 400 men. We expect to more than double it to 1,000.			
Measures for this achievement		Target date	Progress towards these measures
1a.	1000 men participated in abandofbrothers programmes	Dec 31 st 2020	By the end of 2018 we had worked with 592 men – through our Rites of Passage weekends and through training programmes. Whilst referrals from a chaotic probation system are still problematic, we are finding ways to work around. 2020: By the end of 2019, we had worked with 840 men – through our Rites of Passage weekends and training programmes. This is despite continued turmoil in the probation sector. 2021: We were unable to deliver face to face programmes during 2020 due to Covid 19. However, we have developed different ways to support men – both young and older. This has included the development of the National Quest Preparation Cycle (NQPC). This meant that we could provide one-to-one mentoring to 85 young men

			during 2020/21. These are then likely to become participants in our new programmes once we can roll these out again. This will now be an integral part of our Quest programme – engaging young men before their participation in a Quest weekend. We also launched our 'abandofbrothers Community Support Service' (ACSS), working in partnership with Probation to deliver telephone and mentoring support across London. Thirty-six young men have now received this mentoring.
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2. What is the second expected key achievement?

To be operating in 15 different towns, cities or London Boroughs by end 2020/21. Abandofbrothers is currently operated in Brighton, Crawley, Eastbourne, Haringey, Oxford and Cornwall. This will increase to 15 by the end of the grant period.

Measures for this achievement		Target date	Progress towards these measures
2a.	abandofbrothers to have active communities in 15 different geographic locations	1 April 2021	<ul style="list-style-type: none"> 2020: During 2019, we were able to hold our first full Quests for community in Hastings, Leamington Spa, and Bristol. In addition, our communities in Manchester, and Portsmouth continue to develop. In Cornwall, we are working to establish two distinct community projects – enabling us to support more young men and have a presence more widely in Cornwall. In total we have 12 geographies active at the moment. As lockdown restrictions ease we have moved from tele-mentoring to in-person 1:1 mentoring and will begin our group mentoring work as soon as it is safely possible. <p> 2021: There are now eight fully operational communities operating in the South and South West of England. These are Brighton, Crawley, Eastbourne, Hastings, Oxford, Penzance, Leamington Spa and Bristol. Further to these, we have another 4 in development - in Portsmouth, Falmouth, Manchester and Haringey. This gets us to 12 in total, and still expect to be able to set up active communities in 15 areas by 2022. We continue to nurture interest from men to set up communities in Camden, Maidstone, Coventry and Nottingham. In London, our work has developed to include a new project where volunteers are providing tele-mentoring in partnership with the London CRC Probation. This is continuing to happen during this current Covid 19 crisis and is supported by volunteers from across all our communities. </p>

3. What is the third expected key achievement?

To have become an exemplar model for both scaling through Social Franchise and Social Action Programmes in the Criminal Justice System

Measures for this achievement		Target date	Progress towards these measures
3a.	To have created a best in class CRM system based on Salesforce which we make available free of charge of other charities	End June 2019	We have migrated away from Salesforce, as it proved to be too complex, too expensive to customise and very unwieldy. We have instead found a much more flexible and nimbler platform called AirTable. We have now migrated all our data over to it. Our growing competence with AirTable means we have been able to advise other social enterprises on setting up and integrating AirTable.
3b.	To have won awards for our programmes and be recognised nationally and internationally	End 2020	In terms of recognition further afield, we are receiving interest in our work from other areas – for example ‘Remembering our Roots’ in Cornwall; ‘All Kings’ in the USA, ‘Intentional Communities in Spain and an aspiring abandofbrothers community project in France. We have worked and shared our work with all these groups who are drawing on our methodology and materials to create empowered and sustainable communities and most of them looking to work with disadvantaged young men in the criminal justice system. During 2020 we were delighted to be awarded we were delighted to be awarded the Kindred Spirit Community Spirit Award this year. This is from the Kindred Spirit Magazine and made even more special as it is voted for by the community. It is recognition of the difference made by men across the country. We were also nominated as the Mayor’s Charity in Eastbourne and Crawley, and ‘Charity of the Year’ by ‘First Central Insurance’.
3c.	To have secured over 250,000 volunteer hours	31 st March 2021	By the end of 2018, this total was over 114,000. As more communities develop, more volunteer hours will be secured. Our new CRM system also enables us to track these hours more robustly. 2020: This total is now over 250,000.
3d.	To have produced a third party produced Social Value report demonstrating the value to wider society	31 st March 2020	2020: We had had initial conversations with NEF Consulting but were unable to move forwards with this work due to funding constraints. However, we are now working with a consultant specialising the CJS who is supporting us to develop this work including doing a fresh look at our theory of change and evaluation process. 2021: Due to changes both internally and externally this hasn't been completed. However, we are currently working with a funder to develop an external analysis to help us develop new partnerships and ensure our day-to-day activities connect to our objectives. Furthermore, the insights gained will help us plan for growth and development; support our fund development activities, develop our social franchise model; inform best practice, and influence policy change. Ultimately, we believe it will

			help us be adventurous in creating relevant interventions that meet our beneficiaries' urgent needs.
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4. Optional – please detail any additional expected achievements you would like us to know about.

In 2018, in Sussex, we have developed a six-week RAR day programme for young men. We pitched this to probation and ran it in Eastbourne and Newhaven. We have already had some success with this and the feedback from young men is fantastic. The next step is for people to become aware of it and know that it is an option for them. We are hoping to roll this out into each of the geographical areas where we have a presence. Participants in this may well become participants in our Quest Programmes.

At our RAR Day Pilot in Eastbourne we ran 12 sessions in total, attended by 8 young men accessing support 23 times. We also ran a RAR Day Pilot programme with Newhaven Foyer (9 sessions in total), attended by 11 young men who accessed support 15 times.

2020: Some examples of recent partnership development include:

- We have created partnerships with Catch 22 (London Gang Exit Programme), The Forward Trust and an innovative Hub Delivery model in collaboration with the London Community Rehabilitation Company. This last project will see volunteers from across London act as coaches inside the probation office in West London's Askew Road. This pilot has been astonishingly successful, as the probation office have never seen levels of attendance like it for a voluntary programme. One participant remarked "*It was worth being put on probation for this.*"
- We have a partnership with Ford Open Prison, where men serving long sentences can come and be part of our community to give them an asset upon their release. We're seeing the impact of those men sharing their stories about having taken life be a very hard-hitting sobering reality check for young men involved in gangs and knife crime.

2021: We have received some great feedback from the first cohort of young men who went through the NQPC, one young man, Jamie, told us that he'd tell other young men "That it has been a life changing experience and I would recommend doing it."

The Covid 19 pandemic has had a significant impact on our work and meant that we had to pause our face to face Rites of Passage programmes. However, our community volunteers stepped to self-organise into a governing body that has helped steady the ship and provide leadership. A welcome development, this is something we wish to nurture and integrate into our future governance structure as we emerge from the initial disarray caused by the pandemic. This will in turn have a significant positive impact for the young men we work with – both in terms of the support they receive strengthening around them, and as an opportunity for them to deepen their involvement with abandonofbrothers.

There have been new opportunities that have come about as a result of lockdown. The most significant of these has come in organising Education and Training across the whole of ABOB. Hugh Newton (Head of Education and Training) formed a Zoom group so that Education and Training co-ordinators from all communities can now meet online once a month. We share experience and expertise. Hugh has also been able to develop ways of training 'experts' in our local communities. All communities have now put forward volunteers in four critical areas of expertise. Hugh will train all these men in their respective areas so that they can disseminate essential ABOB skills out into their communities.

5. If the success of your strategic plan submitted during the application process is dependent on your organisation obtaining income in addition to the Triangle Trust grant from other sources during the grant period, please summarise total additional income you expect to achieve each year.

This can be presented as a total figure for each grant year or as a total figure for each financial year that covers the grant period – whichever works best for you. The total figure should include all income sources eg. Trading, contract, grant etc.

	Start date of year	Total additional income		
		Expected at start of grant	Reforecast	Received to date
Year 1	1 Apr 18	£ 430,000	£428,663	£428,663
Year 2	1 Apr 19	£ 535,000	£417,802	£417,802
Year 3	1 Apr 20	£ 555,000	£366,913	£366,913
Year 4 (if required)		£	£	£

Please explain how these figures relate to the budget submitted for the grant and any assumptions made.

The figures for 2020/21 are significantly affected by Covid 19.

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

We haven't expanded in terms of number of communities as quickly as hoped. The Covid 19 Pandemic, as well as external challenges within the probation services made this difficult. However, 2020 gave us some time to step back and reassess our work. We were able to introduce new innovations to enable us to reach more young men in different ways.

For example, we have also recently been able to launch a new Mentor Introductory Training (MIT) programme. This equips older male volunteers to provide 1:1 mentoring for young men on our National Quest Preparation Cycle or the abandonofbrothers Community Support Services programme). As part of this, our new volunteers receive six weeks of 1:1 mentoring with an experienced abandonofbrothers mentor and two days of training. This training programme means that more can be available without them needing to become fully fledged community mentors. It is a good way to introduce older men to abandonofbrothers and many will then continue to a Rites of Passage weekend and join their local communities. We hope that this will help us grow our ability to recruit and engage older men as well as connect them with young men in their communities who are struggling.

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

Yes - our overall aim is to help young men grow and develop - improving their lives and the communities in which they live. Despite all the challenges of 2020, we managed to achieve this aim and take the time to train and support older men – helping them be even better mentors and role models for the future. We have found new ways to engage with young men during this time. We learnt to be more agile and adaptive; the fruits of which we take into the future. Our partnerships with referral partners became better as a result. Because of the innovations we introduced during 2020; we can now provide a more consistent support to young men referred to us by partners throughout the year, strengthening our relationships.

Your grant added to us maintain a sound financial footing over the years and not only deliver our core programmes but also remain adaptive in bring relevant mentoring support to young men in need. It has also helped us to navigate a change of governance at a board

and executive level and bring on the current executive leadership team to steward our community work into the future.

We are proud of what your grant has helped us achieve over the past three years.

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 plan to continue our work to develop and expand support for young men by supporting communities to come together. As well as the training we mentioned above, to enable us to achieve this, we will recruit four paid community mentors.

These passionate individuals will aid our expansion by stewarding:

1. The quality of programme delivery across our 9 existing community projects.
2. The development of 3 existing pioneering communities to deliver our complete mentoring programme.
3. The seeding of 3 other communities.
4. Continued development of a relevant & sustainable franchise model

This will help us to take the social franchising model to the next stage by giving it structure and focus.

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.

Your investment has supported our growth over the past three years. An organisation like yourselves supporting us has given us a firm foundation giving us the confidence to innovate, all with the aim of supporting young men to realise their potential – reducing reoffending and helping them achieve secure housing and employment.