



Registered Charity 1172293

Trustees Annual Report and Accounts

Year Ending 31st March 2020

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Introduction

The trustees present their report and accounts for the year ended 31st March 2020. The accounts comply with the requirements of the Charities Act 2011, Financial Reporting Standard 102 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Reference and Administrative Information

Charity Name	Belong London: Making Justice Happen
Charity Number	1172293
Charity Trustees	Mr Nicholas Massey Ms Anne Gallacher Ms Marike Koppenol Mrs Jennifer Holroyd Mr Richard Kent (from 1 st July 2019) Mr Edward Bowie (from 1 st May 2019) Ms Lyndsey Morris (from 1 st October 2019) Mr Fred Ingham (from 1 st February 2020) Mr Matthew Parris (from 1 st November 2020)
Registered Office and Principal Address	Capital Office, Kemp House, 152 – 160 City Road, London, EC1V 2NX

Organisation

The organisation is an incorporated charity, governed by a constitution which was adopted on 15th December 2016 and registered as a charitable organisation on 28th March 2017. The incorporated charity was set up in order to further the purposes of Belong London, an unincorporated charity which was registered as a charitable organisation on 19th July 2011. The charity is managed by the trustees who meet regularly to consider the progress of the charity and to consider its future direction and activities. The day-to-day operation of the charity is delegated to the Director who is supported by the other members of staff and volunteers.

Trustee Appointments

The trustees are recruited via open, competitive recruitment process and appointed in a general meeting or by existing trustees. In selecting persons to be appointed as trustees, the existing trustees take into account the benefits of appointing a person who through occupation, employment or otherwise has special knowledge of the area or who is otherwise able by virtue of his or her personal or professional qualifications to make a contribution to the pursuit of the objects and the management of the charity.

Charitable Purposes

The charity's purposes, as laid out in its constitution are:

1. To promote for the benefit of the public in the UK and its communities, with a view to the preservation of public order, the provision of services for mediation and conciliation between people, organisations and groups who are involved in disputes or conflicts where that dispute or conflict results from or may lead to acts of anti-social behaviour, crime, vandalism, racial abuse or breach of the peace.
2. To promote for the benefit of the public in the UK, the provision of services for mediation and conciliation between victims of crime and offenders, with a view to the preservation of public order, and for the preservation and protection of the well-being of such victims and the rehabilitation of such offenders.
3. To promote social inclusion among prisoners, ex-offenders, and their families who are socially excluded from society, or parts of society, as a result of their past or current involvement in the criminal justice system or the involvement of a family member(s) by:
 - providing information to support to enable prisoners, ex-offenders, and their families to identify and access education, employment, training and/or recreational opportunities;
 - providing mentoring support to enable prisoners, ex-offenders, and their families to develop self-confidence, self-awareness, empathy and life skills such as budgeting, communication, conflict resolution, goal setting and reflective thinking;

- and providing psychotherapeutic support to enable prisoners, ex-offenders, and their families to process experiences of trauma, better manage emotional and mental health problems and improve their emotional and mental wellbeing.

The charity has developed its vision, mission, values and strategic aims to cohere with its charitable purposes, in consultation with beneficiaries, funders, volunteers, staff members and trustees.

Our Vision

Hope, rehabilitation and recovery for victims and perpetrators of crime.

Our Mission

Inspiring change by providing long term, individualised responses to conflict and crime.

Strategic Aim 1

Equip more people serving custodial sentences with the skills, support and knowledge to peacefully resolve conflicts and problems.

Strategic Aim 2

Use restorative processes to help greater numbers of crime victims to cope and recover in the aftermath of offences.

Strategic Aim 3

Promote rehabilitation amongst and improve the life chances of more people with convictions.

Strategic Aim 4

Tailor our interventions to meet the complex needs of victims and perpetrators of violent and sexual offences.

Our Values

Inspiration

Genuinely believing that people can change, heal and rehabilitate
Focusing on individual's strengths and abilities
Role modelling evidence-based practice amongst other professionals

Respect

Accepting people as they are
Being consistent, open and honest with people
Challenging harmful beliefs and behaviour

Empowerment

Giving people the skills to move forward and take ownership of the future
Enabling people to talk about their experiences
Encouraging people to voice their needs and set goals

Patience

Providing long term support when this is needed
Working through setbacks with people
Understanding that lasting change takes time

Restoration

Restoring hope and self-worth
Re-building relationships
Promoting a culture of hope within criminal justice systems



Who we are



Esther Wanjie-Nyeko
Director



Hannah Wade
Development
Manager



Becky Giles
Restorative Justice
Manager



Samuel Warman
Restorative Justice
Manager



Debi Solomons
Service Manager



Archana Ballal
Dance Movement
Psychotherapist



Brian Tarling
Restorative Justice
Practitioner



Lila Rachet
Restorative Justice
Manager

Our services are led by our Director, a senior restorative justice practitioner with two decades of experience working with people who have offended and/or been a victim of crime, and more than a decade of senior management experience. Before setting up Belong with our co-Founder in 2010, our Director gained an understanding of issues in criminal justice globally by working in a number of African prisons. Other Belong staff members possess a wealth of expertise in project, financial and staff management as well as in work with disadvantaged people, including young people, offenders in custody and those with mental health problems. The team has robust knowledge and experience of risk management processes and share a genuine desire to help make positive change possible for people who have offended or been victims of crime.

Belong's board of trustees provide strategic oversight of Belong's work, contributing to sustainability, strategic growth, financial controls and effective risk management. In doing so this year the members of the trustee board have drawn on their experience of working in prisons; heading up legal teams; facilitating successful marketing and communications campaigns; leading multi-agency partnerships; undertaking senior and strategic financial leadership within public and voluntary sectors; and working extensively with disadvantaged groups.

We have a strong track record of recruiting, training and supporting volunteers from a range of backgrounds to provide assistance to people in prison and ex-offenders in the community. Our volunteer recruitment is undertaken in line with our Safer Recruitment and Single Equalities Policies. Volunteer roles are widely advertised to all sections of the community via national and regional press and social media networks. Successful participation in our bespoke training and induction package is a key part of the selection process for volunteers. All volunteers also achieve enhanced Disclosure and Barring Service and Prison Security vetting before undertaking their roles. The backgrounds of the volunteers that have been recruited onto our programmes include having studied for an undergraduate and/or postgraduate degree in a relevant area (psychology, sociology, counselling and/or criminology), having worked for youth offending teams, having worked in schools or having previously been a mentor.

What we do

This year we continued to develop and implement mentoring, therapy, violence reduction and restorative approaches projects in prisons and local communities. We have continued to support people who have offended or been victims of crime. In addition, we continued to provide training to professionals working in the criminal justice sector. During 2019 - 20 we worked from within five prisons and young offender's institutions, delivering:

- Restorative justice and mentoring interventions for people involved in violent or antisocial behaviour incidents at **HMPYOI Isis, HMP Wormwood Scrubs, HMP The Mount and HMP Coldingley;**
- Mentoring, restorative justice and psychotherapy interventions to young people aged 15-18 serving custodial sentences at **HMPYOI Feltham**, as part of the Prison Life And New Achievements (PLAN A) programme;
- Restorative justice facilitator training for prisoners, prison officers and prison managers at **HMPYOI Isis and HMP The Mount.**

705 prisoners engaged with restorative justice, mentoring or therapy, becoming better equipped to lead crime free lives after their release from prison.

55 prison staff members engaged in restorative justice work to rebuild relationships with prisoners who had assaulted or threatened them.

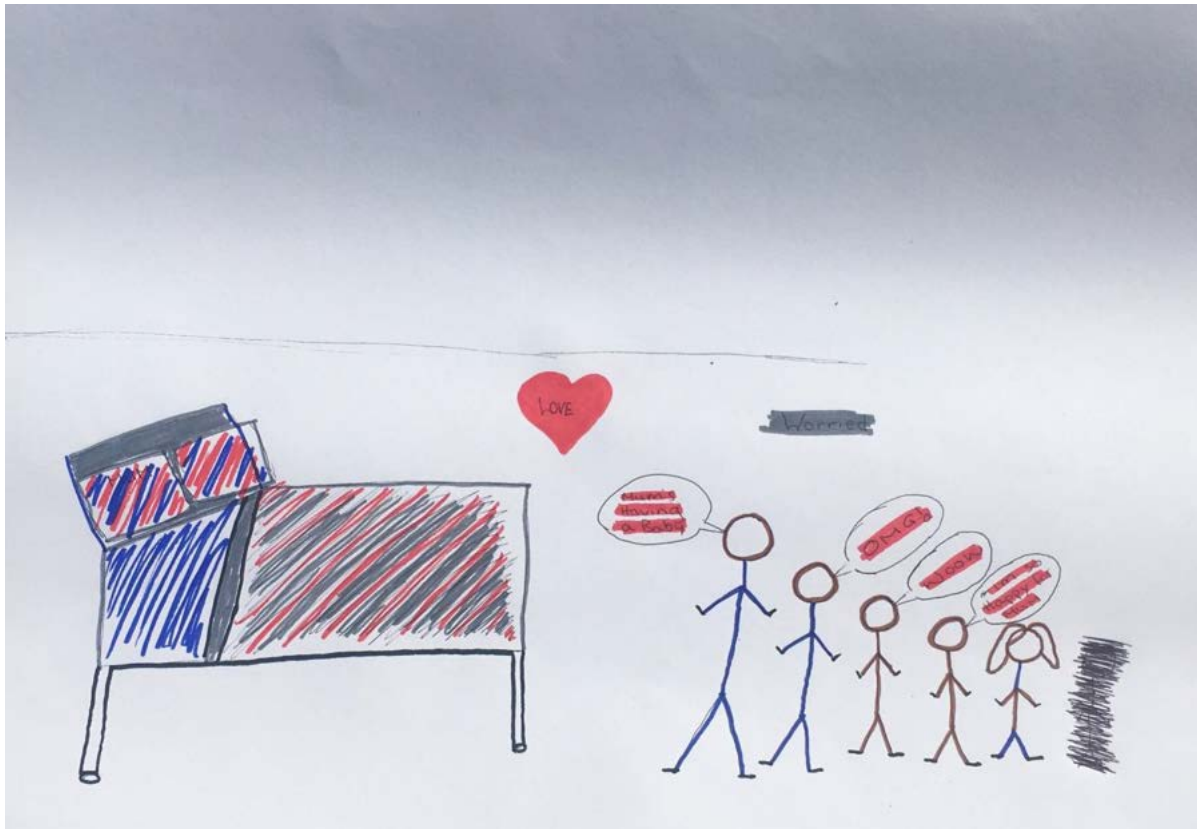
30 prison staff and 22 prisoners completed our restorative justice facilitator training.

Prison Life and New Achievements (PLAN A)

In 2019 – 20 Belong continued to deliver Prison Life and New Achievements (PLAN A) at HMYOI Feltham, with funding via a two year grant from Children in Need. PLAN A is an innovative programme that enables young people to engage with mentoring, restorative approaches and art therapy interventions whilst they are serving custodial sentences.



- **Mentoring:** One-to-one support to help young people build their confidence and deal with issues relating to accommodation; education, training and employment; health; drugs and alcohol; finance, benefit and debt; children and families; attitudes, thinking and behaviour. Our mentors are volunteers who are trained via our bespoke criminal justice training programme, and receive full support and supervision from our staff team.
- **Creative Therapy:** Group and one-to-one sessions that help people to process experiences of trauma; improve communication and conflict resolution skills; improve their mental and emotional well-being; learn to express and manage difficult thoughts and feelings.
- ❖ **Restorative Approaches:** Where it is safe and both parties are willing, restorative approaches give victims of harm chances to communicate with harmers in order to explain the impact of offending on them and have their questions answered. This helps people who have committed offences to develop empathy, learn about the impact of their offending on others and find ways of making amends or restoring relationships.



Art work created by a young person who took part in PLAN A

PLAN A has been funded at HMPYOI Feltham since 2016 by Children in Need. During 2019-20, we secured an additional three years of funding from the London Mayor's Office for Policing and Crime, to expand our delivery of PLAN A at HMPYOI Feltham. Our current funding means we can now deliver the PLAN A programme at HMPYOI Feltham until December 2023.

In delivering PLAN A, we receive generous in-kind support from HMPYOI Feltham, which provides office space, meeting rooms, telephony and internet access and security arrangements for Belong's staff and volunteer team who are based at the young offender's institution.

Our evaluation of PLAN A in 2019-20 has shown that, of the twenty one young people who engaged with the programme this year:

- **76% significantly increased their empathy with others;**
- **76% significantly increased their resolve not to reoffend and**
- **67% significantly developed their self-esteem.**

Amir

Amir had six months left of his sentence when he was offered the opportunity to engage in the PLAN A programme. He had not engaged in many interventions during his sentence and although he had been in and out of secure units and prisons since the age of 14 years old, he had never engaged in any form of psychotherapy. Amir shared a willingness to engage in the PLAN A Creative Therapy intervention but expressed reluctance towards attending a group. When given the opportunity to engage in one-to-one sessions he agreed.

In his initial session, Amir engaged in an assessment where he touched on various parts of his life. He reflected being surprised at how much he had to say and how he already felt comfortable to share some of himself and his story.

This theme continued during the therapeutic process and as trust deepened in the therapeutic relationship Amir began to acknowledge just how much he did have to say. He noticed that there were so many experiences which he had never spoken about, it soon became clear that he had not had many opportunities where he could speak, question, and feel seen, heard and responded to.

As Amir engaged with creative and non-verbal methods, he became increasingly able to name and acknowledge his emotions. During this process and in exploring themes of loss, belonging, feelings of shame and anger, his empathy for himself and others increased, and he found a new sense of self awareness and confidence.

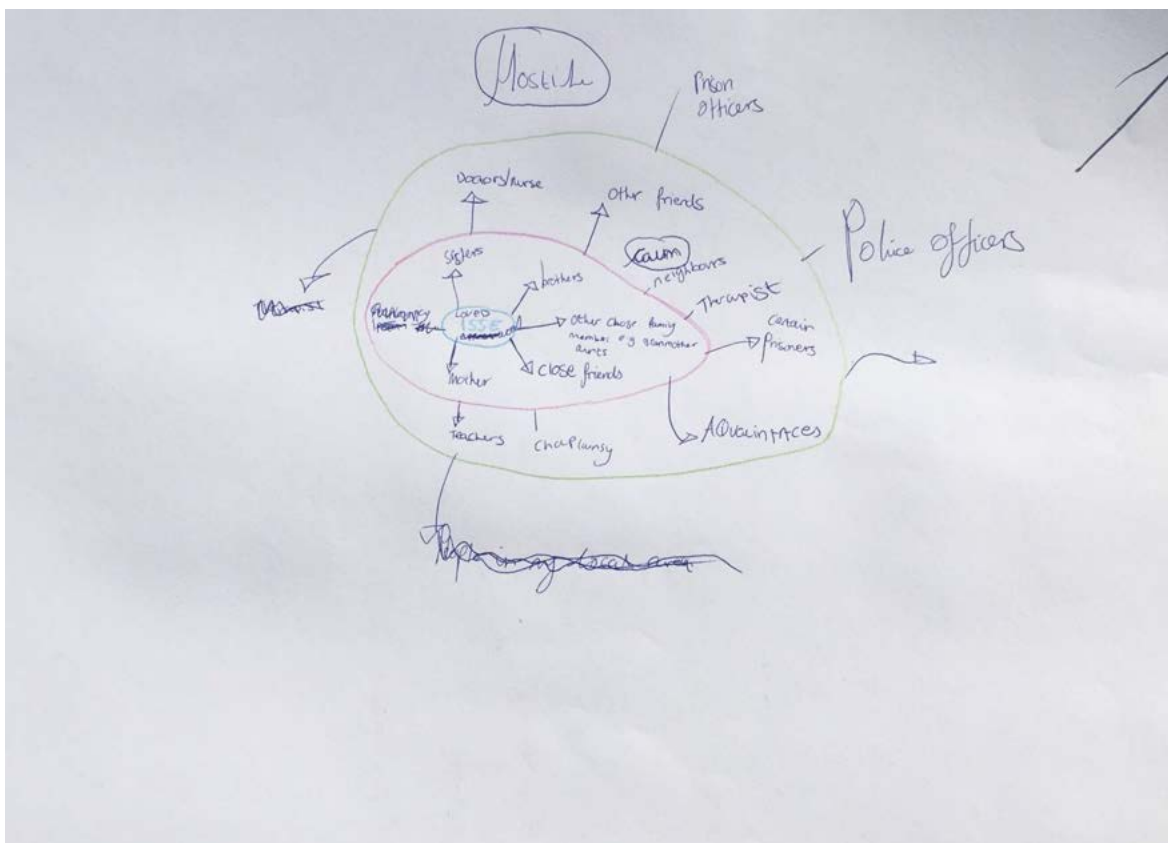
As Amir prepared for his release, he began to use his therapy space to reflect on his past and present in relation to his future. He explored vital questions around who he wanted to be, for himself and for his loved ones, what he wanted his future to look like and, upon release, how he would engage with the world as an adult for the first time.

Amir was clear that he wanted to make changes in his lifestyle. He was confident that he wanted to disengage from criminal activity and reflected a strong resolve not to offend again. Amir was open and honest in investigating what the barriers and challenges would be, he was able to trust in the therapist enough to honestly articulate what may draw him back into crime and he was proactive in thinking about strategies to help himself when out in the community.

In the final session of his sixteen weeks of therapy Amir shared that at the beginning of the process he had been unsure if he would engage for the complete sixteen sessions. He stated having felt unsure if he would need to, or want to, use the therapy space. Amir reflected pride in how he had committed to the sessions, not only in his consistent turning up, but engaging with depth and emotional honesty. He noticed that he had found the sessions useful and that a major factor in his engagement was that he had been able to build a trusting relationship with the therapist.



Art work created by a young person who took part in PLAN A



Reflections by a young person who took part in PLAN A

Sean

Sean started the PLAN A Programme when he was 1 year into a 6 year sentence for manslaughter. The start dates of each part of PLAN A are staggered, to ensure participants do not feel overwhelmed by having to contend with a lot of new spaces at one time. For Sean the Creative therapy group was the first part of the programme he began. Sean immediately demonstrated that he was an emotionally present and reflective group member. It was apparent that he was keen to find an outlet for the complex emotions and thoughts he experienced related to himself, and his index offence.

At times during initial group therapy sessions Sean became somewhat overwhelmed and talked at length about his index offence, the emotions related to this and his feelings about relationships with others involved. Sean was supported by the therapist and group members with empathy and containment, and as he became more familiar with the set structure of the group this helped him to regulate and contain his emotions and encourage his own sense of boundaries.

This containment was supported by the beginning of his work with a Restorative Justice (RJ) facilitator in his 1:1 RJ sessions. Sean engaged with an attentive attitude during these sessions and consistently approached this work with honesty and open mindedness. Sean continued to understand his own sense of boundaries and containment and although he was negotiating personal matters both in and out of the prison, when needed he was able to compartmentalise these issues, bring them into the group therapy session, and find a way to concentrate on the key focus of his RJ sessions.

Within the safety of the RJ sessions Sean demonstrated a keen ability to reflect on his involvement in a tragic incident, with support and encouragement he was able to begin a process of repair. It was noticeable that he did not minimise his actions or the part he played in the incident and he was able to put himself in the shoes of the victims and attempt to understand their possible thoughts and feelings and how it would impact on their everyday lives. Sean was able to talk about how it has affected him in the present and the possible impact on his future. He worked with his RJ facilitator to begin to pre-empt the pitfalls ahead and how best he can begin to navigate them in the future.

As this rich work was taking place and his confidence grew, Sean took time to explore his own sense of self-worth and identity. When it was time to begin work with his Mentor, Sean was more grounded in knowing where he wanted to get to, and knowing what support he needed to take the next steps. Sean fed back that he “liked PLAN A because it helped (him) realise (his) goals, helped (him) feel more comfortable to talk to people about (his) offence and influenced (him) to make a change in (his) life for the better.”

Feedback from young people who took part in PLAN A

“I found it helpful because it helped me to open up about how I feel for the victims in my case.... I liked the Creative Therapy sessions because it helped me realise what my goals are in life. (PLAN A) helped me feel more comfortable to talk to people about my case and other problems I have. It’s influenced me to make a change in my life for the better. It really helps to talk about your offence and problems and it makes you... think about your goals for the future.”

“Everyone talked about stuff and was honest, (we) really built trust, (we were) able to talk about loads. (The programme) made me think about consequences”

“(PLAN A) made me think in a different perspective about my options, opened up my mind, (gave me) a different way of thinking.”



Art work created by a young person who took part in PLAN A

“It was an eye opening experience which was very positive. I enjoyed everything in all the sessions... It made me think properly about what I have done and what I want to do with my life.”

“It's helped me with my autism, it's helped me understand it more and notice how it affects me as in identifying emotions and peoples intentions. I got along very well with the PLAN A team, I didn't feel any judgement from any of them and felt like I could trust them.”

“I feel like I've accomplished something. It (was helpful) being able to speak about my crime. I feel more remorse and fully take responsibility for my crimes.”

“It was a new experience, (I am) not used to talking about feelings on a weekly basis. However I enjoyed it. It was difficult talking about my offence during victim awareness sessions but talking about it made me understand my wrongs and how it affects people, not only the victims but the wider community. It helped me to express my feelings and thoughts better. (The staff team) were very kind and friendly at all times, they took their time to understand and listen to me.”

“The PLAN A programme... helped me a lot and now I'm going to make reasonable choices in life... PLAN A is a programme based on real life skills and how I felt at time when committing (my) offence and how to cope... and you also get to see other men's opinions (about) how they will cope with things in life”

“(The programme) influenced me to not commit crime again.”

“(PLAN A) was good, it gave me someone to speak to.... I liked how they listened to me. It has helped me with my communication skills. I got on very well with the staff. I will tell (new YP joining PLAN A) how it helped me and how it can help them.”

Restorative Approaches in Prisons

This year, Belong delivered restorative justice and one to one follow up work with **seven hundred and sixty people** at HMPYOI Isis, HMP Wormwood Scrubs, HMP The Mount and HMP Coldingley. At each prison, we offered restorative interventions to perpetrators and victims of harm in the aftermath of antisocial behaviour and violent incidents in prisons. We facilitated safe communication between perpetrators and victims of violence or antisocial behaviour. Communication was in person, via shuttle mediation or by letter and focused on resolving conflicts and repairing harm that had been caused by violence and antisocial behaviour.

After interventions and where it wasn't possible for individuals to communicate, we provided one to one support to those impacted by violence and ASB, to help individuals cope and recover. We also provided one to one support to perpetrators of violence and antisocial behaviour to help them to increase their conflict resolution skills, decrease impulsivity and aggression and use non-violent ways of achieving their goals. In addition, our team delivered restorative justice facilitator training for prison managers and prison officers at HMPYOI Isis, and for prisoners at HMP Coldingley and HMP The Mount.



DEAL WITH IT... A BETTER WAY.

Restorative justice at HMP/YOI Isis gives you the chance to voice concerns and talk through problems. It can stop conflicts leading to violence.

- 1** DO YOU OF KNOW OF A SITUATION THAT COULD BECOME VIOLENT?
- 2** HAVE YOU BEEN IN A VIOLENT SITUATION AND WANT HELP TO PREVENT IT NEXT TIME?
- 3** DO YOU WANT TO IMPROVE YOUR SKILLS IN RESOLVING CONFLICT?

GET IN TOUCH:
STAFF email: restorative.isis@hmps.gsi.gov.uk
PRISONERS contact **Belong London** using the biometrics system

Belong
Building Justice Together

Our work at HMP Coldingley, HMP The Mount and HMPYOI Isis achieved the Restorative Services Quality Mark in May 2019. We have published an internal evaluation of the restorative justice work delivered at HMP Coldingley during 2019-20. This is available at our website: www.belongmakingjusticehappen.co.uk. Evaluations of the restorative justice work that we have delivered at HMPYOI Isis and HMP The Mount, published during previous financial years, are also available on our website.

As part of our evaluations, each prison's incident reporting system was used to explore whether behavioural changes had taken place amongst participants in restorative justice processes. We focused in particular on exploring whether participants who had perpetrated violence and antisocial behaviour in custody and engaged with the restorative approaches service changed their behaviour after working with us. Each prison's incident reporting system enabled us to analyse data on individual's reported involvement in custodial violence and antisocial behaviour during the three months before engagement with our restorative justice services. We then compared this with data on their reported involvement in custodial violence and antisocial behaviour during the three months after they had engaged with the service. To date we have looked at this data in regards to 52 participants across HMP The Mount, HMP Coldingley and HMPYOI Isis. We found that amongst these participants

- **Involvement in violence decreased by 78%**
- **Involvement in threatening and antisocial behaviour decreased by 60%**

This indicates that significant reductions in custodial violent and antisocial behaviour are associated with engagement with our restorative approaches services.

Majid and Paul

Majid and Paul were referred to Belong restorative services after having had a fight in their shared cell during which Majid was injured. In order to ensure both their safety Paul was moved out of the cell immediately onto a different area of the prison. Belong were able to speak to both Majid and Paul about what had caused the fight and the events leading up to it.

We discussed how they both felt about it and what needed to happen now to repair the harm. Paul felt that the fight was Majid's fault and that it was over a misunderstanding. Majid also said it was over a misunderstanding that he felt was his fault, but he had been seriously injured and felt Paul had taken this too far.

Due to Covid-19 it was not appropriate for Paul and Majid to have a face to face restorative meeting even though both would have liked this. They did however want to pass on messages of apology to each other as they had previously been friends. Paul was upset that he had not managed to take everything from the cell when he was moved so was missing important things to him such as photos of his family. He was concerned that Majid would now not give these back and would throw them away.

Belong were able to help both Paul and Majid work through the situation. Majid was happy to get together a list of Paul's possessions. Belong obtained the list by calling him on the in cell pin phone so he could locate these as we talked. We were then able to get these from Majid and return them to Paul. Paul asked for us to apologise to Majid for his injuries and wanted him to know he did not mean for it to go that far and had never intended to hurt him.

We were able to refer Paul to the mental health team and he has been working with them since as he recognised that when he gets angry he often resorts to violence and this is due to his own past trauma. Belong were able to support Majid with referring his injuries to the Police and having photos of these taken so he could have a crime number. He did not want to take this further than that as he was happy with the apology from Paul and stated that he had done things wrong in the lead up to the fight and was not blameless but wanted this logged.

Both were happy staying on the same wing on different spurs and have reported that when they have seen each other they are happy to acknowledge each other and get along peacefully.

Steven and Officer Obote

Belong were asked to intervene after an incident where a prisoner had threatened a member of staff following him being asked to leave a wing he had gained access to without permission.

Steven and Officer Obote had been in conflict in the past and this time it was considered more serious. Officer Obote felt that Steven did not understand that he was just doing his job and ensuring everyone's safety by making sure the rules of the prison were adhered to. He wanted Steven to understand the impact some of the threats had on him as Steven had made comments about Officer Obote's family.

Belong were able to talk to Steven about what he had said. He stated that at time he felt Officer Obote picked on him and that he had 'seen red'. He stated that he had never intended to threaten Officer Obote's family and he could see how much this would impact him. He wanted to apologise to Officer Obote as he did not mean the things he had said in the moment and understood the effect this had had on Officer Obote.

Steven was also able to see that if he had not broken the prison rules in the first place he would not have been in a position where this member of staff had to challenge him. We were able to talk to Steven about his experiences with authority in the past and how he found it difficult to listen to those in authority now without being angry.

In order to support him working more on this we provided Steven with a mentor from Belong who could meet with him weekly to talk about his experiences with authority and how this often led to conflict.

We were also able to support Officer Obote in processing how the threats had impacted him and talk about how to manage seeing Steven at work in the future. Following the intervention Officer Obote reported seeing Steven in his duties in the jail, but stated that as he knew he had apologised and Steven knew Officer Obote had accepted this, they did not have further conflict.

Alan and Officer Sentry

Alan had been in prison for 3 years and was serving a long sentence. He very much treated his cell as his home due to the amount of time he had spent in prison. Officer Sentry had been working on Alan's wing in order to help train a new member of staff.

When conducting a routine search on Alan's cell, he stood on his rug. Alan became angry, entered the cell and pushed Officer Sentry out of the cell. Alan was restrained and placed in the Care and Separation Unit.

Both individuals were spoken to separately by Belong in confidential one to one meetings. They were asked about their feelings during the incident, how the incident had affected them, how it had affected others and how they wanted to move forward.

After both parties had met one to one with Belong over a series of meetings, they expressed that they would like to meet with each other in person. Alan wanted to apologise for his actions. Officer Sentry wanted to understand the reasons for the assault and to assess for himself if he felt Alan's remorse was genuine.

Belong facilitated a restorative meeting between Alan and Officer Sentry. Alan explained the factors that had led to him assaulting Officer Sentry, and took responsibility for his actions. He apologised to Officer Sentry and became visibly emotional. Officer Sentry also explained how the incident had affected him and had also led to his family becoming concerned for his safety.

Both parties were able to listen to and understand each other's views and feelings around the incident. They expressed a desire to move forward and be able to work with each other in the prison with no further conflict. Alan continued to work on a one to one basis with the Belong facilitator in order to improve his skills in resolving conflict peacefully.

Partners

In delivering services during 2019 - 20, we continued to work with several key criminal justice bodies including Her Majesty's Prison and Probation Service, the National Probation Service, Community Rehabilitation companies, Hertfordshire Police, the Metropolitan Police, St Giles Trust, Oxleas Interventions, PACT, The Forward Trust, and Why Me?. Belong is an active member of the Criminal Justice Alliance and the Restorative Justice Council. We continue to maintain strong working relationships with a wide range of organisations in local communities and individual prisons, where Belong signpost service users to additional support.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees consider how planned activities will contribute to the public benefit and the aims and objectives they have set.

Allocation of Resources

Belong is committed to carrying out programmes in community areas and prisons where there is most need for them. These include areas and prisons in which there are high crime or conflict rates, high reoffending rates, problems with specific types of crime or conflict, where there is high deprivation and where there are few other services effectively targeting these problems. The organisation identifies such areas and custodial establishments through web based research, reviewing statistics and attending multi agency conferences and partnership meetings.

Once appropriate areas and prisons within which to carry out programmes have been identified, Belong's trustees and/or staff team work to build relationships with local criminal justice organisations such as police teams, probation teams, youth offending services and staff teams within identified communities and/or prisons. At this stage we identify, in consultation with these bodies, more specifically what type(s) of programmes are needed in the area or prison that Belong could provide. We then seek to create these programmes and seek sustainable funding for them. We also identify projects to carry out via researching current tender and grant funding opportunities that are available for specific pieces of work in specific areas. If Belong's resources permit, we then bid for these opportunities.

Individuals who fulfil certain criteria can access our services. The criteria we currently use are as follows:

- Age related, e.g. at HMYOI Feltham we have funding to work with those aged under 18 years old.
- Circumstance related, e.g. in HMPYOI Isis, HMP The Mount and HMP Coldingley we can work with anyone who has been involved in a conflict or incident in custody.

This criteria is defined by Belong, through consultation with potential funders and with other criminal justice organisations. We regularly review these criteria so that they can be adapted if necessary.

Principal Sources of Funds

Belong has continued to experience sustainable growth as well as high quality financial performance. Our financial supporters this year have included:

- Her Majesty's Prison Service
- Children in Need
- The AB Charitable Trust
- The Tresanton Trust
- The Peter Lilley Memorial Foundation
- The Chesterhill Charitable Trust

Policy on Reserves

Belong's reserve policy is developed to allow the organisation to cover any of the following eventualities:

- 1) A source of income, e.g. a grant, not being renewed. Funds are needed to give the trustees and employees time to deal with this scenario.
- 2) Covering unforeseen day-to-day operational costs, e.g. employing temporary staff to cover a long-term sick absence.
- 3) The risk of unforeseen emergency or other unexpected need for funds, e.g. an unforeseen large item of spend or finding 'seed funding' for an urgent project.

The target reserve level is sufficient to fund up to twelve weeks of operational and staffing costs. The target is determined annually as a proportion of Belong's annual budget. The budget is developed in response to confirmed funding streams and contracted activity levels, and is agreed by the Board of Trustees each year. If, at year-end, all required organisational activities have been completed and the reserve target has been achieved from resulting surpluses, remaining balances will be scrutinised by the Board for further investment / financial management decisions.

Belong: Making Justice Happen
Accounts for the year ended 31st March 2020

Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31st March 2020

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income and endowments from:					
Donations and legacies	3	93,607	223,013	316,620	268,409
Other incoming resources	4	-	-	-	23,380
Total		<u>93,607</u>	<u>223,013</u>	<u>316,620</u>	<u>291,789</u>
Expenditure on:					
Charitable activities	5	71,995	212,384	284,379	250,059
Total		<u>71,995</u>	<u>212,384</u>	<u>284,379</u>	<u>250,059</u>
Net income/(expenditure)		21,612	10,629	32,241	41,730
Transfers between funds		6,995	(6,995)	-	-
Net movement in funds		<u>28,607</u>	<u>3,634</u>	<u>32,241</u>	<u>41,730</u>
Reconciliation of Funds					
Total funds brought forward		<u>27,667</u>	<u>14,063</u>	<u>41,730</u>	-
Total funds carried forward		<u><u>56,274</u></u>	<u><u>17,697</u></u>	<u><u>73,971</u></u>	<u><u>41,730</u></u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 29 to 33 form part of these accounts.

Belong: Making Justice Happen
Accounts for the year ended 31st March 2020

Balance Sheet
As at 31st March 2020

	Notes	£	2020 £	£	2019 £
Current assets					
Debtors	8	23,847		-	
Cash at bank and in hand		99,343		48,131	
Total current assets		<u>123,190</u>		<u>48,131</u>	
Current Liabilities					
Creditors: Amounts falling due within one year	9	<u>49,219</u>		<u>6,401</u>	
Net current assets			<u>73,971</u>		<u>41,730</u>
Net assets			<u><u>73,971</u></u>		<u><u>41,730</u></u>
The funds of the charity					
Restricted income funds	10		17,697		14,063
Unrestricted income funds	11		<u>56,274</u>		<u>27,667</u>
Total charity funds			<u><u>73,971</u></u>		<u><u>41,730</u></u>

The financial statements were approved by the trustees, authorised for issue and are signed on their behalf by:



Chair of Trustees

Date: 20/1/21

The notes on pages 29 to 33 form part of these accounts.

Belong: Making Justice Happen
Accounts for the year ended 31st March 2020

Notes to the accounts

1 Accounting policies

In preparing the accounts the following accounting policies have been complied with:

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.
- b) Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Trust.
- d) Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- e) Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.
- f) All incoming resources are included in the Statement of Financial Activities when the Trust is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
 - i) Donations and legacies are received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the Trust, are recognised when the charity becomes unconditionally entitled to the grant.
 - ii) Investment income is included when receivable.
 - iii) Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- g) Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:
 - i) Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
 - ii) All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- h) All fixed assets costing over £1,000 are initially recorded at cost and depreciated over their useful economic life.
- j) The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the Trust. The annual contributions payable are charged to the Statement of Financial Activities.

2 Taxation

The charity is exempt from taxation on its income and gains where they are applied for charitable purposes. Irrecoverable VAT is included in the cost of the goods or services on which it was charged.

Belong: Making Justice Happen
Accounts for the year ended 31st March 2020

Notes to the accounts (Continued)

3 Income and endowments from: Donations and legacies

	Unrestricted	Restricted	Total funds	Total funds
	funds	funds	2020	2019
	£	£	£	£
Other donations and grants	<u>93,607</u>	<u>223,013</u>	<u>316,620</u>	<u>268,409</u>

4 Other incoming resources

	Unrestricted	Restricted	Total funds	Total funds
	funds	funds	2020	2019
	£	£	£	£
Other income Transfer from unincorporated charity	<u>-</u>	<u>-</u>	<u>-</u>	<u>23,380</u>

5 Expenditure on: Charitable activities

	Unrestricted	Restricted	Total funds	Total funds
	funds	funds	2020	2019
	£	£	£	£
<i>Staff and Volunteer Costs</i>				
Salaries	50,092	166,509	216,601	187,234
Social security	4,304	13,510	17,814	16,028
Pension costs	1,202	3,845	5,047	4,489
Staff Training	3,590	2,932	6,522	3,745
Volunteer Training	255	344	599	408
Staff subsistence	-	-	-	124
Travel - National	3,872	9,025	12,897	11,165
Volunteer Expense Claims	337	624	961	2,581
Recruitment Costs	600	4,928	5,528	3,650
Clinical Supervision	1,562	2,747	4,309	-
Freelance Trainers	-	-	-	550
<i>Administration and Other Costs</i>				
Advertising & Marketing	678	839	1,517	459
Accountancy fees	2,712	1,768	4,480	1,740
Payroll fees	-	600	600	735
Software	-	211	211	218
Legal expenses	-	-	-	1,600
Consulting	-	234	234	960
General Expenses	2,678	4,088	6,766	6,058
Insurance	-	-	-	4,031
Printing & Stationery	113	180	293	3,010
IT Software and Consumables	-	-	-	212
Repairs & Maintenance	-	-	-	150
Subscriptions	-	-	-	125
Telephone & Internet	-	-	-	787
Total	<u>71,995</u>	<u>212,384</u>	<u>284,379</u>	<u>250,059</u>

Belong: Making Justice Happen
Accounts for the year ended 31st March 2020

Notes to the accounts (Continued)

6 Employee information

No employee received emoluments in excess of £60,000 during the year (2019: nil).
 Employee costs during the period were as follows:

	2020	2019
	£	£
Wages and salaries	216,601	187,234
Social security costs	17,814	16,028
Other pension costs	5,047	4,489
	<u>239,462</u>	<u>207,751</u>

The average number of people employed during the period was as follows:

	2020	2019
Charity staff	<u>9.0</u>	<u>7.0</u>

7 Trustee information

No trustee received remuneration (2019: none) or was reimbursed expenses (2019: nil) during the year.

8 Debtors

	2020	2019
	£	£
Prepayments and other debtors	2,130	-
Income in arrears	21,717	-
	<u>23,847</u>	<u>-</u>

9 Creditors: Amounts falling due within one year

	2020	2019
	£	£
Taxation and social security	6,232	4,983
Other creditors	42,987	1,418
	<u>49,219</u>	<u>6,401</u>

10 Restricted income funds

	Balance at 1 Apr 2019	Income	Expenditure	Transfers	Balance at 31 Mar 2020
	£	£	£	£	£
AB Charitable Trust	-	9,213	(9,504)	-	(291)
Children in Need	406	54,542	(61,243)	4,539	(1,756)
DDP	-	2,600	(2,535)	-	65
HMP Coldingley	(3,289)	58,900	(52,703)	-	2,908
HMP The Mount	5,412	67,090	(68,241)	-	4,261
HMPYOI Isis	11,534	-	-	(11,534)	-
HMP Wormwood Scrubs	-	18,168	(16,677)	-	1,491
MOPA's Young Londoners' Programme	-	12,500	(1,481)	-	11,019
	<u>14,063</u>	<u>223,013</u>	<u>(212,384)</u>	<u>(6,995)</u>	<u>17,697</u>

Belong: Making Justice Happen
Accounts for the year ended 31st March 2020

Notes to the accounts (Continued)

10 Restricted income funds (Continued)

The Children in Need income in the year to 31st March 2019 included £4,958 which related to the provision of services in April 2019 and expenses of £4,539 which should have been charged to the General Fund. If this had been adjusted in those accounts the figures for this year would have been as follows:

	Balance at 1 Apr 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 Mar 2020 £
Children in Need	<u>(13)</u>	<u>59,500</u>	<u>(61,243)</u>	<u>-</u>	<u>(1,756)</u>

The HMPYOI Isis fund included amounts to meet the charity's liability for redundancy costs when the project ended and any other unforeseen staffing liabilities arising during the project. The project is now funded as an unrestricted designated fund and therefore the provision for these liabilities has been transferred to that fund.

11 Unrestricted income funds

	Balance at 1 Apr 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 Mar 2020 £
Designated Fund					
- HMPYOI Isis	-	66,600	(68,474)	11,534	9,660
General funds	27,667	27,007	(3,521)	(4,539)	46,614
	<u>27,667</u>	<u>93,607</u>	<u>(71,995)</u>	<u>6,995</u>	<u>56,274</u>

See note 10 above for details of the transfer during the year.

Included in the income to the General funds is £24,000 which was from the Tresanton Trust.

12 Analysis of net assets between funds

	2020 £	2019 £
Restricted funds		
Current assets	17,697	14,063
Unrestricted funds		
Current assets	<u>56,274</u>	<u>27,667</u>
	<u>73,971</u>	<u>41,730</u>

13 Related Parties

The charity was related to an unincorporated charity registered with the Charity Commission (RCN: 1142931) under the name "Belong London: Making Justice Happen". All of the operations, assets and liabilities of the charity were transferred from it on 1st April 2018.

14 Controlling Parties

The charity is controlled by the trustees

15 Other Information

The charity is an unincorporated trust with its registered office at Capital Office, Kemp House, 152-160 City Road, London, EC1V 2NX.

Independent Examiner's Report to the Trustees of Belong: Making Justice Happen

I report on the accounts of the charity for the year ended 31st March 2020, which are set out on pages 27 to 33.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

D Burton

David Burton

A member of the Chartered Institute of Public Finance and Accountancy

133 Wear Bay Road
Folkestone
Kent
CT19 6PL

Date: 7th January 2021