

Tony's Cycle of Change



Trustees' Report and Financial Statements

Year Ended 31 March 2022

Registered Charity Number: 1166057

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Chairman's Message

LandWorks has continued to thrive during the past year, navigating the challenges of further lockdowns and delivering 1460 training days, an increase of more than 30% over 2021. With Covid restrictions still denying access for prisoners from Channings Wood, we have again focused our attention on those serving community sentences, in many ways a more diverse and challenging cohort. The one-year re-offending rate among our graduates is steady at just over 5%, compared to the national average of 45% for adult offenders released from prison and 56% following a community order. 94% of our graduates who can work are in employment.

The team continue to work closely with local prisons, developing strong links with Exeter and Dartmoor alongside Channings Wood and building awareness of how the LandWorks approach to rehabilitation and ongoing support can have such a positive impact on re-offending rates. As the probation service finally returns to adequate staffing levels, after too many years of under-funding and staff shortages, we are pleased that LandWorks stands as a beacon of success for those probation officers trying their best to help those with such complex and difficult lives.

As we build the experience, strength and depth of the LandWorks team and the services that we offer, we can see that our ability to influence decision-making in the criminal justice system is becoming ever more effective. Thanks to the strong support from Anthony Mangnall, our local MP, LandWorks is regularly mentioned in parliamentary debates and our contribution to the Ministry of Justice Prison Strategy White Paper in December 2021 was well received. Recognition as the Outstanding Regional Organisation in the annual Criminal Justice Alliance Awards has further enhanced the understanding and reputation of our approach amongst key decision makers. As we approach our tenth anniversary, Chris Parson's fortnightly blogs and the PeN project reach an ever-wider audience.

We are sometimes asked why we don't offer the LandWorks model as a franchise solution to prisoner rehabilitation. It works so why



not replicate the model? Apart from being financially and administratively unachievable for a charity of our size and resources, this question misses a key point of our mission. Of course, we are immensely proud of our success in changing the lives of our graduates, all 164 of them to date. What we must and can do in addition is to demonstrate to decision makers in the Criminal Justice system not only that the current system is failing but also that an alternative approach is available. Such an approach will require longer term commitment and greater financial investment from the Government but has the potential to dramatically transform the landscape for prisoner rehabilitation and re-offending.

However, we can only achieve this goal if we remain a centre of excellence and consistently achieve the goals that we set ourselves. Here I must once again express my sincere thanks and admiration to our immensely strong team. In sometimes the most challenging of circumstances, they remain totally committed to our Guiding Principles, dealing with day-to-day challenges and building upon our successes. My thanks also to our generous and committed funders and our loyal supporters. Together we have built strong foundations upon which LandWorks will continue to thrive so that we really can make a long term difference.

A handwritten signature in black ink, appearing to read 'Ted Tuppen'. The signature is stylized with a long, sweeping horizontal line at the end.

Ted Tuppen CBE
Chair of Trustees

Trustees' Report

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity for the year ended 31 March 2022. They are satisfied that the Financial Statements comply with the requirements of the Charities Act 2011, the Trust Deed as described below and 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) - (Charities SORP (FRS 102)).

Objectives and Activities

The object of the charity as set out in its governing document is to develop the capacity and skills of the members of the socially and economically disadvantaged community of offenders, ex-offenders and those at risk of offending, in such a way that they are better able to identify and meet their needs, and to participate more fully in society.

LandWorks delivers its charitable purpose by providing a supported route back into employment and community for people in prison or at risk of going to prison (LandWorks trainees).

We have considered the Charity Commission guidance on public benefit and are confident that our activities and success in supporting trainees into employment and away from crime satisfies the criteria.

The charity's key aims are to:

1. Reduce reoffending
2. Improve individual wellbeing
3. Change attitudes towards offenders in wider society

In addition, we aim to continue to fund the project in the long term.



“ I still go out to LandWorks at least once a week... they support you and all sorts of stuff... when things come up that I struggle with, I go straight to XXX or whoever and say I need a bit of help and they do it. I've got a lot of support yeah. ”

LandWorks graduate receiving post-placement support.

Based on the Dartington Hall estate in South Devon, the charity provides intensive, individually tailored placements for its trainees. LandWorks uses the structure of a working day to develop skills and work intensively on a one-to-one basis with its trainees, building trusted relationships to help them develop a crime-free identity and transform their lives.

Trainees take part in three training enterprises on our site - including a sustainably operated market garden, a woodwork shop and a pottery studio - all offering produce for sale to the local community. As well as developing vocational skills, participation in these enterprises builds social skills, increases self-worth, and encourages self-responsibility.



The working day at LandWorks includes daily cooking of lunch for staff and trainees, together with a team of volunteer cooks, using seasonal produce grown on site in the market garden. Cooking and eating together is a key part of building a community at LandWorks, developing social skills, and learning about budgeting and healthy eating.



Alongside this core vocational and social skills training, LandWorks provides counselling and practical resettlement support to provide a holistic response to the needs and challenges faced by its trainees. All trainees develop a bespoke resettlement plan that covers specific training and skills, alongside practical support for life after the project (employment, housing, benefits, addiction, physical and mental health). The counselling delivered on-site helps trainees to come to terms with a range of issues and assists with building resilience for life after crime and importantly, to build relationships with their families.



Placement lengths at LandWorks vary depending on needs and circumstances, but on average they last for about six months. Trainees attend the site for a full working-day, for up to five days a week. After trainees finish their placement, LandWorks provides an on-going programme of 'graduate' support, keeping in touch with its former trainees and providing advice, guidance, and support to further aid their resettlement and rehabilitation as and when required.



Referral to LandWorks is through our partners in the probation, prison, and police services. This normally includes serving prisoners attending LandWorks on day-release from our local prison HMP Channings Wood through the 'release on temporary licence' (ROTL) scheme, where men from the resettlement wing are released on a daily basis to prepare for their integration back into the community. This allows LandWorks to provide 'through the gate' support, with placements spanning pre and post release from custody. Other trainees are based in the community, serving community sentences, suspended sentences or on licence following release from custody and are primarily referred to LandWorks through probation services.

LandWorks offers an intensive, prolonged, and bespoke approach, working comprehensively with some of the most socially excluded people in our communities.

LandWorks Guiding Principles

- **We work with people in prison or at risk of going to prison** who demonstrate and are assessed as wishing to change their lives and patterns of behaviour.
- **Every trainee at LandWorks is accepted as an individual**, addressing their differing and often complex issues. This is achieved by delivering person-centred and relational work with our trainees.
- **Building individual trusting relationships is a critical starting point for successful resettlement.**
- **LandWorks has a clear work ethic.** At its core is a structured workday where we build practical skills.
- **LandWorks believes in a standard of achievement** and we identify accomplishment as something to be proud of.
- **LandWorks allows people to develop a non-criminal identity**, developing a sense of hope and belief that change is possible and encouraging honesty and openness.
- **LandWorks offers longer term engagement and post-placement support.**
- **LandWorks is committed to being informed by evidence and learning from its experience**, including through evaluation, to continually improve and develop its delivery model and activities.

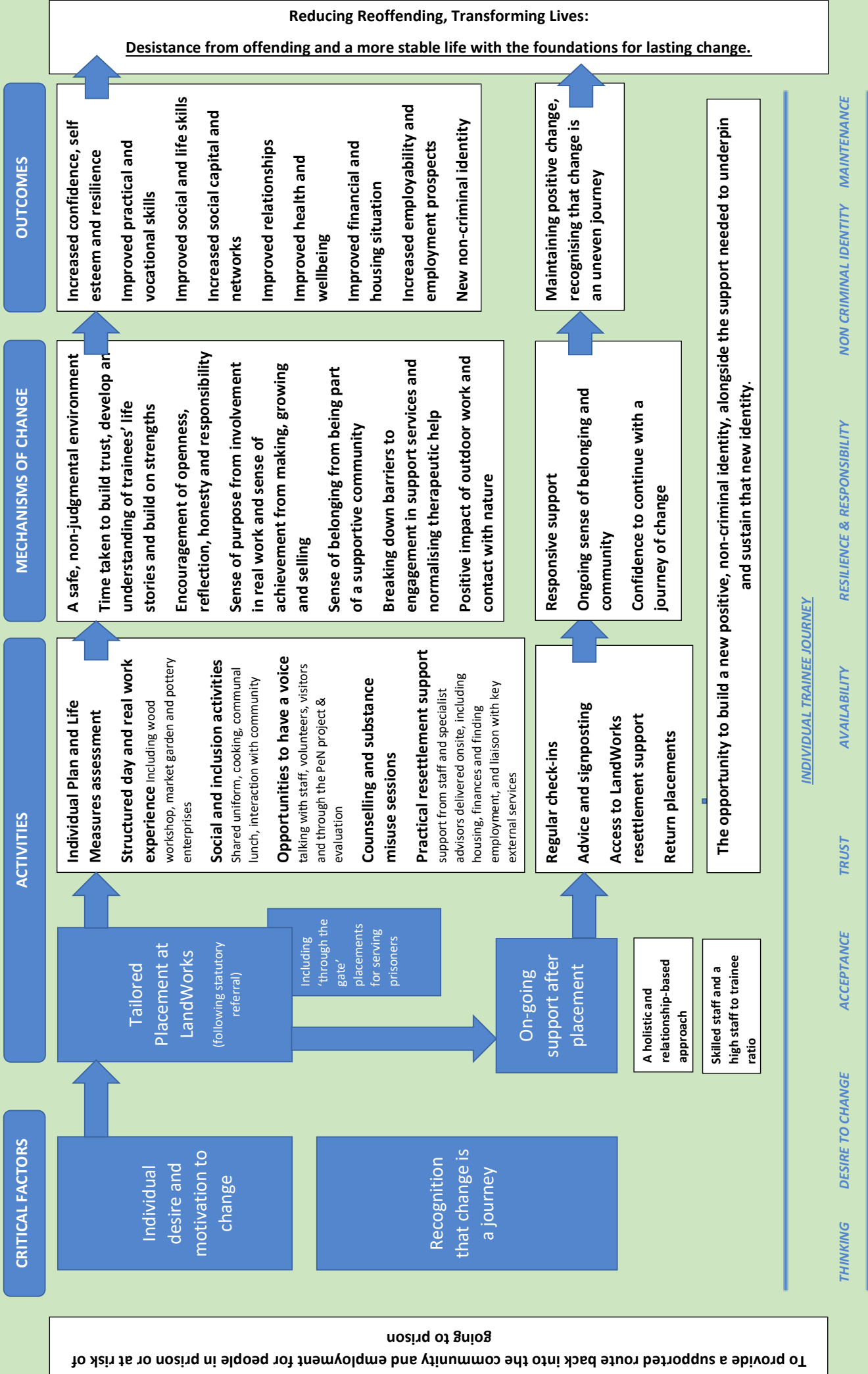
The annual evaluation of LandWorks undertaken by the University of Plymouth recognises that the combination of real work experience and training alongside comprehensive support in a highly nurturing environment is very distinct, if not unique. It outlines how the systematic 'Theory of Change' (ToC) model (see diagram on next page) developed over years and this year adopted at LandWorks as the core vision to manage the journeys of Trainees and Graduates underpins the holistic service and support that we provide.

The 'ToC' is informed by desistance theory and research. Desistance is the term used by criminologists to describe and explain the challenges that offenders face and the processes that they navigate as they make the decision to cease offending.

We would like to acknowledge the use of evidence and many direct quotes from the University of Plymouth evaluation document in this annual report.

Gray, P., Grose, J. and Parson, J. (2022) LandWorks Evaluation. 1 April 2021 - 31 March 2022 "Moving Forward"





To provide a supported route back into the community and employment for people in prison or at risk of going to prison

Raising awareness and influencing

Robust evidence and analysis Sharing information through a range of targeted communications channels Credibility from evidence and real world experience of the system Awareness raised and system improvements



How it Works

We help people like Sam...

After declaring on day one that he had never worked a day in his 40 years, Sam has now been in full-time employment for two years.

Join
LandWorks
6 month
placement

"LandWorks has helped me function normally again. Now I've got a purpose, I'm not sitting rotting."

Practical Skills

- Construction
- Woodworking
- Vegetable Growing
- Landscaping
- Art & Design

Gain/develop
skills

Life Skills

- Cooking
- Eating together
- Managing Money
- IT, Maths and English
- Paperwork

Counselling, and
drugs and alcohol
support (optional)

Building Self-Worth

- Social Skills
- Confidence

Create Your
Action Plan

Help Securing
Accommodation

Review
Action Plan

Help Securing a Job
We are partners with
employers who accept
people with criminal
records

Partnerships
With probation,
employers, and
other support
organisations.

Organise
Housing and
Work

Continued
involvement with
LandWorks

"If it wasn't for
LandWorks I'd be
back in prison,
without a shadow
of a doubt."

Back in control
of your life

Achievements & Performance

The year in figures:

36	trainees supported over the year, all based in the community. This included 24 new registrations. 4 people were on licence and 32 serving community sentences. There were 34 men and 2 women
110	LandWorks graduates provided with support or advice over the year. At any one time during the year, we have been providing support to around 20 graduates at higher levels of need
1460	training days provided at LandWorks in 2021-22, against a target of 1600. We were unable to deliver any of the planned training days for people on day release from prison because of Covid restrictions.
164	trainees who have attended LandWorks from when it was first established in 2013 until the end of March 2022.
95	on-line 1:1 counselling sessions with trainees and graduates delivered across the year
71	resettlement surgery sessions delivered by Citizens Advice and our housing, employment and substance misuse specialists
198	online and in-person 1:1 resettlement support sessions
5.4%	the one-year reoffending rate for LandWorks trainees. This compares to a national reoffending rate within one year of 45% for adult offenders released from prison or 56% following a community court order (Prison Reform Trust, 2022)
94%	of all LandWorks graduates available to work who were in employment at the end of the year
>1000	registered LandWorks supporters
3	average number of visitors from the community and partner agencies joining us each week for lunch with trainees and staff
£226	the total cost per training day delivered at LandWorks, reduced to £168 net of income generated from our commercial operations



“ It's no understatement to say that LandWorks literally saved my life. The humility, care and support provided means that I have a real solid platform to move forward in life. I can't thank the team enough for being there in a time of real crisis in my life. ”

LandWorks Trainee, 2021

“LandWorks goes above and beyond the science of rehabilitation and recidivism. It's a way of life and the opportunity to reset and prepare for the world beyond the gate”

**Criminal Justice Alliance Award Judges,
November 2021**



We have been successfully delivering our core programme onsite at LandWorks over the last year, continuing to rebuild following the difficulties caused by the pandemic. We are proud that throughout the pandemic we kept operational and did not mothball the organisation as we know many other charities had to do.

We have had a high demand for places at LandWorks from people recently released from prison or serving community sentences, referred by local probation services. Day-release placements direct from the local prison continue to be suspended due to Covid restrictions, but we are hopeful that they will restart soon and there is regular contact with the Prison Service. As part of the preparations for restarting we have hosted 10 new prison officers at LandWorks for the day as part of their introductory training and so that they can act as advocates for LandWorks in their prison.

Over the year 2021-22, we worked with 36 trainees on placement (including two women) at LandWorks, delivering 1,460 training days. We believe this is a considerable achievement given the continuing challenges over the period, including having to limit the number of people on site at any one time and maintaining social distancing requirements for much of the time.

In addition, we have continued to maintain high levels of contact with our graduates over the last year. We were in contact with over 110 graduates during the year, and at any one time we have been providing support and advice to around 20 graduates at higher levels of need.

We have focused on continuing to rebuild following the pandemic and deliver our core services. We have had placements on site continuously throughout the last year, including during the second and third national lockdowns, and in many ways have been doing our most important work, supporting vulnerable people during these difficult times and the additional pressures they have faced. While it is frustrating that placements direct from prison on day-release have still not restarted, in the meantime, we continue to have a strong demand for placements from community-based trainees.

We have continued to embed our resettlement services at LandWorks over the year including the 'resettlement surgery' approach where specialist advisors and services provide regular support sessions at LandWorks. Providing this support on site is critical to overcoming some of the key barriers that our beneficiaries face in engaging with services and is ensuring that LandWorks can act as a comprehensive 'support hub'. We continue to believe this is a model that has potential lessons for the wider criminal justice system. We have continued to build and develop the structures, systems and processes needed to operate as a successful charity and introduced the new role of Resettlement Manager during 2021.

We would like to draw attention to a film "Finishing Time and Moving on: Life after Punishment" that has been produced by the University of Plymouth about LandWorks. It draws on the research that the University has been undertaking with trainees and graduates and provides an overview of our work, including through interviews with three graduates. The film is proving to be a very valuable tool for explaining LandWorks to a range of audiences and has had very positive feedback: <https://youtu.be/ALEj2qlYaxo>

Our evaluation report for the year 2021-22 produced by the University of Plymouth recognises that LandWorks has successfully negotiated the disruption generated by the aftermath of the Covid pandemic. The report provides powerful feedback from trainees and graduates about the impact of the support that has been provided. It highlights the fact that despite the challenges they have faced the level of reoffending amongst LandWorks trainees and graduates has remained low at 5.4% and the vast majority of graduates seeking work continue to be in at least part-time employment.

We are pleased that the work of the charity is increasingly being recognised, not least we were delighted to have been awarded "Outstanding Local or Regional Organisation" at the national Criminal Justice Alliance Awards 2021, in November last year. This recognition of the charity's work means a lot to the team and has helped to raise our profile further in the sector: see more at www.criminaljusticealliance.org

We are hugely grateful for the continuing support that we received over the last year. We are only able to keep going due to our funders, supporters, volunteers, and partners.



Research, Raising Awareness and Influencing

As well as seeking to directly improve the lives of our beneficiaries and reduce reoffending, LandWorks is committed to using its experience to engage the wider community in the issues of resettlement and rehabilitation and to inform public debate about the criminal justice system. The 'ToC' places much emphasis on 'raising awareness and influencing', this is achieved through the collation of 'robust evidence and analysis' and 'sharing information through a range of targeted communications' with the aim of improving resettlement and criminal justice processes and systems. LandWorks has set in place several channels to achieve this:

In 2021/22 the charity:



- Distributed fortnightly blog posts about project news and wider criminal justice issues to our group of over 1000 registered supporters and through our social media channels;
- Welcomed 150+ visitors to LandWorks Supporters Day August 2021 featuring results of 'Finishing Time' project, funded by the British Academy to investigate the impact of COVID19 on the experience of people with criminal convictions once they had been released into the community after punishment. These were summarised in a 'zine' https://issuu.com/fotonowpublishing/docs/pen_project_issuu
- Entered the Criminal Justice Alliance awards. LandWorks was given the Award for 'Outstanding Local or Regional Organisation' in November 2021;
- Worked with the University of Plymouth and Fotonow CIC to make the film 'Finishing Time and Moving on: Life after Punishment'. It has had over 1000 views and is available to watch on YouTube and the LandWorks website;
- Contributed a response to the Ministry of Justice Prisons Strategy White Paper in December 2021 <https://www.landworks.org.uk/wp-content/uploads/2022/02/Prisons-Strategy-White-Paper-Consultation-Response-LandWorks-February-2022.pdf>
- Hosted 10 new prison officers and two police trainees for placements during their training
- Published our latest evaluation report in partnership with the University of Plymouth in October 2021;
- Continued to support the PeN Project (independently funded by the Independent Social Research Foundation) which aims to give the community a window into the lives and experiences of trainees as LandWorks;
- Developed our use of social media, including the number of Facebook, Twitter and Instagram followers increasing over the year

Fundraising

Despite the challenging environment, we had a successful fundraising year. This included an award of £190,000 over this and the coming three years from the National Lottery Community Fund, Reaching Communities South-West Region and £60,000 over this and coming two years by the Sir Halley Stewart Trust towards the Resettlement Manager role at LandWorks. Funding granted over the next two years of £34,358 from The Big Ask will support the pilot of a part-time cook and cookery skills trainer at LandWorks.

We are hugely grateful to the 114 individual donors who continue to support the charity, and especially as we know that this has been a challenging financial period for many people. Our donors included 69 people who gave regular donations across the year and 45 people who gave one-off donations.

We would like to thank all our grant funders who provided income to LandWorks over the last year:

- Drapers Charitable Fund
- Charles Hayward Foundation
- Criminal Justice Alliance - Awards 2021
- Devon Community Foundation - OPCC Community Grant
- Exeter Diocesan Church of England Council
- High Sheriff Award
- Lloyds Bank Foundation
- Mabel Cooper Charitable Trust
- National Lottery Community Fund RC South West Region
- Sir Halley Stewart Trust
- Spielman Charitable Trust
- The Aurum Charitable Trust
- The Dartmouth and Kingswear Society
- The Fellfoot Charitable Trust
- The Henry Smith Charity
- The Missing Kind
- W.G. Beloe Charitable Trust

“ We've got a big board out there with tools on and it's just restoring tools and people can buy them. I've always wanted to leave something for when I go...Even though it was X's idea, I've restored most of the tools to be fair. I enjoy that, it did take off...”

Tony, PeN Project

Finally, we would like to thank all our customers who bought items from our market garden, pottery and wood workshop. All proceeds from the sales directly support the charity. Earned income did well across the year, providing 25% of our total income, up 5% on last year as a proportion of total income.

Alongside the important income generated, the shop provides a real sense of purpose and achievement for trainees from making, growing, and selling produce.

Trainee Voices

The core 'mechanisms of change' highlighted by the 'ToC' are evidenced through the voices of the Trainees who participated in the 'Photographic Electronic Narrative' (PeN) Project. PeN is an independently funded project that allows trainees and to tell their stories in their own words, including through photographs that they take to record their time at LandWorks. The full stories can be found at penprojectlandworks.org

First LandWorks provides a 'safe, non-judgmental environment' in which trainees can 'build trust', 'share their life stories' without recrimination and 'build on strengths'. In this environment trainees are encouraged to be 'open', 'reflective', 'honest' and 'take responsibility' for their actions.



“...despite what you might feel are your feelings or faults, you have that feeling that you've been accepted and it's OK. That essentially is the most important part because most people in this situation would have quite a few years of feeling inadequate... So yeah, it's just going back to basics, feeling accepted. It's a place to build your confidence and a place to get some self-esteem, somewhere to rebuild yourself, somewhere where you can give yourself some kind of foundation to get some kind of life again.”

Joshua, PeN Project

Second, 'involvement in real work' gives the Trainees a 'sense of purpose and achievement' from making, growing and selling.



“ I just felt it was a nice environment... I planted some potatoes the other day. I've done tomatoes and runner beans....I would recommend it to anyone if they were having a hard time or they just want to get a bit of structure in their life....it's helping me in a way thatI'm getting ready to do some work, actually go back to work, whereas before, I just had no motivation or anything apart from just getting out of my face.”

Johnny, PeN Project

Third, LandWorks creates a 'sense of belonging from being part of a supportive community'.

“ I just generally like it out here, just everything about it, the work and the people....I just feel like a part of a team, I suppose... ”

Tony, PeN Project

Fourth, many of the trainees who arrive at LandWorks have faced damaging life experiences often originating from childhood. The LandWorks environment supports Trainees to 'break down the barriers to engagement with support services' and accept the 'normalcy of therapeutic help'



“ ...a lot has gone on in my life... but I'm in a better mind frame now to sort of talk about that...stress can come in many shapes and forms. I've had a bit of that, but I feel like I've controlled it better because I've sort of processed it better instead of just flying off the rails. It's just sort of processing it and dealing with it in a better way. Normally I'd just turn to drink or go mental. ”

Tony, PeN Project

Finally, the positive benefits of 'outdoor work and contact with nature' to building well-being and the motivation to change.



“ Yeah, I think I prefer outdoors. I think this has showed me something I can actually do and enjoy...I thought I don't like gardening. I did it for pocket money as a kid...but I love being on strimmers. I love it I think that's something I'd enjoy doing and I think I could really get into it. ”

Tony, PeN Project

Graduate Voice (Finishing Time)

A 'Graduate' is a Trainee who has finished their placement at LandWorks and is living in the community. Currently LandWorks has 164 Graduates and 112 remain in active contact. After check-in by phone, text or email, the Graduate's situation is assessed as 'Green', 'Amber' or 'Red'. 'Green' signifies that the Graduate is doing well and just needs low level, regular contact. Of those in regular contact with LandWorks, 83% were in this position. An 'Amber' alert means that the Graduate has some issues and needs a medium level of support (11.6 %). A 'Red' alert signifies serious concern and that the Graduate needs high levels of support (5.4%).

Extracts from the Finishing Time research project, established in 2018 and followed up in 2020, funded by the British Academy demonstrate the value of the considerable stress LandWorks places on providing ongoing support after placement, tailored to the individual needs of its Graduates.

Support is 'responsive', responding to the immediacy of Graduates' needs. Rodney was on a 'Red' alert from May 2021 to February 2022. This related to poor mental health and getting into cocaine over the November lockdown. He was invited back to LandWorks and described the impact of the 'return placement' as follows:

“...on a bad day I could just turn up, not that I would because it's very organised and especially with the pandemic...I would touch base and say I'm really struggling, can I come out? ...sometimes I don't feel heard. That's a big problem for me when I don't feel heard or listened to... this place is brilliant for that. I can come out here and chew someone's ear off all day and by the end of the day, they're still not telling me to shut up. I'll still get a message when I get home asking how I'm feeling and that's refreshing.”

Rodney, Finishing Time Interview



LandWorks provides Graduates with a strong sense of 'belonging' and 'community'. Graduates see this as a critical antidote to a life interspersed with chaos, upheaval, and disjointed relationship

“ It's having a connection with people that understand where you've been, I think, because no-one on the outside really understands it. I get that from keeping in touch with LandWorks...I just tell them how things are going, just keeping them informed of what I'm up to and how I'm finding life, sort of thing, having a little moan and stuff.

”

Quentin, Finishing Time Interview

Interviews with Jarvis present strong evidence of having now adopted a new non-criminal identity although it has been years in the making, with his placement ending in 2018. But supported by the friendship networks and social capital he has acquired at LandWorks he appears to be well on the road:

“ It takes years to change...only about three or four months ago I was looking out my window and I thought to myself, where's all this going really? Am I kidding myself? And then all of a sudden, I've landed this job...I'm improving and getting further down the ladder, whatever you want to call it...I think what you could call it is probably self-worth...I've got a lot of self-worth now. I feel quite proud of myself. I've never really been proud before. I thought I had, but I hadn't really. So, I've done quite well.

”

Jarvis, Finishing Time Film



“ To do this job you need to be reactive and proactive, delivering support in the immediacy of a crisis, often averting a reoffending incident. We work in a person-centered way, where kindness, empathy, compassion, genuineness, and regard for others, are all greatly valued. Above all we build trust relationships...

”

Director's blog, 7th Feb 2022

Challenges & Learning

It remains frustrating that LandWorks was unable to provide placements for people on day-release throughout the year. However, despite this and pandemic restrictions requiring the site to close on occasion, we have provided 1460 placement days. Research and evaluation have provided further evidence for the post-placement Graduate support we provide, and this has increased during the year due both to demand and securing funding to expand our offer, seeing us in contact with more than 110 former trainees.

LandWorks recognises that despite the resettlement work conducted during placement, some Graduates remain vulnerable to relapse without some form of support. In the current evaluation year, the impact of Covid restrictions continued to be a significant source of disruption for many Graduates, making ongoing support even more important. Employment and mental health were of particular concern, with increased risks of financial hardship. Annual evaluation reports that LandWorks offered a lifeline to Graduates during this difficult time ranging from regular check-ins through to providing advice and signposting, accessing LandWorks resettlement support and, at points of crisis, can even lead to return placements.

While there were some minor changes to the structure and administration of the LandWorks team, the main development was the securing of funding to appoint a new Resettlement Manager in the spring of 2021 with the aim of expanding this offer. Sadly, the first appointment (in October 2021) did not work out resulting in a rethinking of the role. This set back plans to develop the resettlement work and implement the ToC as the main model to monitor the journey of trainees through the project and evaluate outcomes. This year, Trainees were instead subject to individual assessments and reviews at team meetings leading to the development of tailored placements for their time at LandWorks. While not strictly within the timeframe of this report, a new Resettlement



Manager was appointed in June 2022 which means that the full implementation of the 'ToC' resettlement vision can now be pushed forward and backed up by a comprehensive electronic database to facilitate a more systematic method of assessment and planning.

Although a new system of monitoring and evaluation is in development, both qualitative and quantitative data from this year's Trainee cohort and Graduates reported in evaluation by the University of Plymouth and this document offer evidence of successful outcomes. We continue to learn from research, evaluation and from witnessing first-hand the experiences of LandWorks Trainees and Graduates and develop our programme in response.

To strengthen the existing programme, LandWorks has ambitions to work more closely with external public health and community agencies and partners in the prison and probation services. In the case of external agencies, the aim is to strengthen the 'wraparound' support network for Trainees and Graduates, particularly with respect to employment, substance misuse and mental health services. With reference to partners, the aim is to create more robust referral routes into LandWorks for ex-offenders released from prison or serving community sentences. This fits well with the new 'One HMPPS' policy agenda which aims to merge the prison and probation services and develop more innovative, regional working relationships with third sector agencies.

Finally, 'raising awareness and influencing' stand high on LandWorks planning agenda for 2022/23. While much has already been done in this area, particularly with the PeN and Finishing Time projects, in the next financial year it is hoped to expand on this type of work by strengthening connections with national penal reform agencies such as the Centre for Crime and Justice and the Prison Reform Trust as well as regional and local agencies. Raising awareness of the needs and problems faced by this target group and influencing policy and practice to improve the resettlement process has long been a key aim of LandWorks.

While developing monitoring systems, further partnership working and awareness raising, face to face work with trainees and graduates will remain at the core of LandWorks.

Financial Review

In the current economic environment, fundraising continues to be challenging and we are therefore pleased to report a favourable outcome for the year with total income increasing to £386,138 (2021: £299,366). Total expenditure was £327,286 (2021: £282,201) resulting in a net increase in funds of £58,852, reflecting a net increase to restricted funds of £65,217 and a net decrease to unrestricted funds of £6,365. The total level of reserves held at 31 March 2022 was £314,502 (2021: £255,650).

Grant income includes £50,000 accrued income for amounts receivable in future years where multi-year grants awarded and the SORP recognition criteria has been met.

It is the trustees' assessment that the charity is a going concern given the future grant funding already secured (including the award of a three-year grant from the National Lottery Community Fund announced later in 2021), the continuing strength of its earned income generation, and the level of its unrestricted reserves.

Reserves Policy

The trustees' reserves policy is to build reserves equal to a minimum of six months and maximum of twelve months running costs to protect the continuity of the project against fluctuations in income. The unrestricted reserves for the year ended 31 March 2022 were £229,185 (including fixed assets of £4,155), equal to around 8 months' running costs. Total planned expenditure is set to increase in 2022-23 and the unrestricted reserves are the equivalent to around 7 months' costs against the 2022-23 budget agreed by trustees.



Our Team

LandWorks is staffed by people well qualified to deliver its objectives. The Project Director is supported by an experienced board of trustees who provide strategic direction, and a team of seven other salaried staff with specific responsibilities. We introduced a new Resettlement Manager role this year to increase our capacity for practical resettlement support for both trainees and graduates. The charity is supported by a dedicated team of volunteer cooks. Additional specialist support and professional services are provided by sessional workers and outside contractors, including a significant percentage on a pro bono basis by the team of LandWorks advisors and ambassadors.

During 2021-22, the charity continued to employ one of its former trainees - who leads the woodwork training enterprise, overseeing its operations, and training others. As well as offering valuable insight to project development, his knowledge of the criminal justice system and the challenges facing our beneficiary group filters into the day-to-day running of LandWorks. His desire to 'give back' to an organisation that has helped him turn his own life around adds a genuine level of commitment to his work.



Recruitment & Training of Trustees

Any new trustees are appointed by the existing trustees. Prospective trustees have the opportunity to meet with the Chair and other trustees and to speak with the Project Director, and they are provided with background information about the charity. Following appointment, all new trustees are provided with a copy of the Charity Commission guidelines 'The Essential Trustee', as well as the charity's constitution, the LandWorks Handbook and recent annual reports and financial statements. New trustees are encouraged to visit the site and meet with staff and trainees. They all complete Safeguarding adults training.

Structure, Governance & Management

LandWorks is constituted as a Charitable Incorporated Organisation (CIO), registered as a charity on 15 March 2016. The charity has a governing constitution registered with the Charity Commission. The governing document was amended in September 2020 in order to allow trustees to serve up to three, rather than two, consecutive terms of office.

Trustees meet a minimum of three times a year. All trustees give their time voluntarily and receive no benefits from the charity.

Reference & Administrative Details

Registered charity name LandWorks

Charity number 1166057

Principal address Quarry Field
Dartington Hall
Totnes
Devon
TQ9 6EA

Charity trustees Graham Edward Tuppen CBE (Chair)
Celia Atherton OBE
Sally Benthall
John Kiddey
Sarah James (Wollaston) (Appointed 28th September 2020)

Independent examiner Neil Hitchings FCA
Francis Clark LLP
Centenary House
Peninsula Park
Rydon Lane
Exeter
EX2 7XE

Charity staff During 2021-2022:
Chris Parsons (Project Director)
Daniela Chivers (Office Administrator)
Gill Hearnshaw (Office and Finance Administrator)
Graham Stone (Woodwork)
Jamie Stephenson (Resettlement Manager)
Lucy Phillips-Kassanis (Market Gardener)
Steve Bradford (Charity Manager)
Steven Wellington (Site Maintenance)

Statement of Trustees' Responsibilities

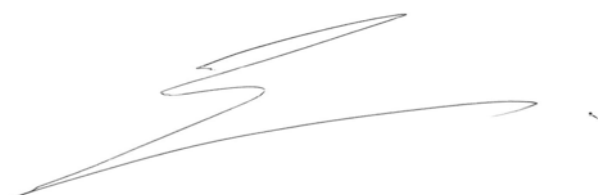
The trustees of LandWorks (CIO) are responsible for preparing the Trustees' Report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities in England and Wales require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees Report was approved by the Trustees and signed on their behalf by



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
12 January 2023

Independent Examiner's Report to the Trustees of LandWorks

Year ended 31 March 2022

I report to the trustees on my examination of the accounts of LandWorks (the charity) for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commissioner under section 145(5)(b) of the 2011 Act.


Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Neil Hitchings FCA
Francis Clark LLP
Chartered Accountants
Centenary House
Peninsula Park
Rydon Lane
Exeter
EX2 7XE

17 January 2023

Statement of Financial Activities

(Including the Income and Expenditure Account)

Year ended 31 March 2022

	Note	Unrestricted Funds	Restricted Funds	Total year ended 31 March 2022	Total year ended 31 March 2021
Income:		£	£	£	£
Donations and Legacies	2	190,442	109,830	300,272	238,133
Investment income	3	923	-	923	1,183
Charitable activities	4	84,943	-	84,943	60,050
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total Income		276,308	109,830	386,138	299,366
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Expenditure:					
Charitable activities		282,673	44,613	327,286	282,201
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total Expenditure	5	282,673	44,613	327,286	282,201
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Net income/(expenditure)		(6,365)	65,217	58,852	17,165
Transfers between funds		-	-	-	-
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Net movement in funds		(6,365)	65,217	58,852	17,165
Reconciliation of Funds:					
Total funds brought forward		235,550	20,100	255,650	238,485
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total Funds carried forward		229,185	85,317	314,502	255,650
		<u> </u>	<u> </u>	<u> </u>	<u> </u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Balance Sheet

As at 31 March 2022

	Note	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	8		4,155		6,012
Current assets					
Debtors	9	52,793		3,707	
Cash at bank and in hand		262,788		257,775	
		<u>315,581</u>		<u>261,482</u>	
Total current assets					
Liabilities					
Creditors due within one year	10	(5,234)		(11,844)	
		<u></u>		<u></u>	
Net current assets			310,347		249,638
Net Assets			<u>314,502</u>		<u>255,650</u>
The funds of the charity					
Unrestricted funds	11		229,185		235,550
Restricted funds	11		85,317		20,100
			<u>314,502</u>		<u>255,650</u>
Total Charity Funds			<u>314,502</u>		<u>255,650</u>

The notes on pages 26 to 35 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees.



Graham Edward (Ted) Tuppen CBE
Chair of Trustees
12 January 2023

Registered Charity Number: 1166057

Notes to the accounts

Year ended 31 March 2022

1. Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of preparation

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) - the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has been withdrawn.

The charity meets the definition of a public entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The organisation is a Charitable Incorporated Organisation (CIO) registered in England and Wales on 15 March 2016.

The functional currency of LandWorks CIO is considered to be pounds sterling because it is the currency of the primary economic environment in which the charity operates.

Although the charity reported an unrestricted deficit for the year of £6,365 (2021: surplus £27,590) it has already secured a significant amount of funding for the coming year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern

(b) Funds

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work for specific projects being undertaken by the charity.

(c) Income

Receipts are included in the Statement of Financial Activities (SOFA) when: the charity becomes entitled to the resources; it is probable they will receive the resources; and monetary value can be measured with sufficient reliability.

Income from government and other grants (including multi-year grants), whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(d) Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

(e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings: Expenditure on charitable activities includes the direct cost of work with service users and other activities undertaken to further the purposes of the charity and their associated support costs. Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

(f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charities work and activities. These costs have been allocated to expenditure on charitable activities.

(g) Tangible fixed assets and depreciation

Individual fixed assets costing £2,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

- Leasehold improvements - Straight line over the life of the lease
- Furniture and equipment – 50% on a straight line basis
- Plant, machinery and motor vehicles – 20% on a straight line basis

(h) Taxation

The charity is not registered for Value Added Tax, and the cost of irrecoverable VAT is therefore included within the relevant expenditure headings

(i) Financial instruments

LandWorks only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity currently holds:

- Trade and other debtors and trade and other creditors.

2. Donations and Legacies

	2022	2021
	£	£
Donations and gifts	31,127	51,511
Gift Aid	10,965	12,049
General grants provided by government/other charities	258,180	174,573
	<u>300,272</u>	<u>238,133</u>

The income from donations and legacies was £300,272 (2021: £238,133) of which £190,442 was unrestricted (2021: £190,283) and £109,830 restricted (2021: £47,850).

Included in the donations and gifts was £nil related to the Coronavirus Job Retention Scheme (2021: £5,485)

3. Investment Income

	2022	2021
	£	£
Bank Interest	923	1,183
	<u>923</u>	<u>1,183</u>

The income from investments was £923 (2021: £1,183) of which £923 was unrestricted (2021: £1,183) and £nil restricted (2021: £nil).

4. Income from Charitable Activities

	2022	2021
	£	£
Wood workshop income	59,002	35,372
Market garden sales	9,619	10,306
Off site working sales	370	-
Art department sales	7,024	3,228
Compost sales	8,928	11,144
	<u>84,943</u>	<u>60,050</u>
	<u><u>84,943</u></u>	<u><u>60,050</u></u>

The income from charitable activities was £84,943 (2021: £60,050) of which £84,943 was unrestricted (2021: £60,050) and £nil restricted (2021: £nil).

5. Total Expenditure

	2022	2021
	£	£
Project staff (all activities)	225,575	199,832
Operating and direct costs	33,736	16,715
Overhead costs	67,975	65,654
	<u>327,286</u>	<u>282,201</u>
	<u><u>327,286</u></u>	<u><u>282,201</u></u>

The total resources expended were £327,286 (2021: £282,201) of which £282,673 was unrestricted (2021: £223,926) and £44,613 restricted (2021: £58,275).

6. Staff costs

	2022	2021
	£	£
Wages and salaries	202,360	178,652
National Insurance	16,570	15,823
Pension costs	6,645	5,357
	<u>225,575</u>	<u>199,832</u>
	<u><u>225,575</u></u>	<u><u>199,832</u></u>

There were no employees in receipt of emoluments exceeding £60,000.

The charity trustees were not paid or received any other benefits from employment with the charity (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

The key management personnel of the charity are the Project Director and the Charity Manager and their remuneration for the year is £91,986 (2021: £81,892).

The average number of employees during the year was 8 (2021: 6).

There were no other related party transactions during the year ended 31 March 2022.

The charity paid £6,645 (2021: £5,357) of pension contributions through NEST.

7. Net income/(expenditure) for the year

	2022	2021
	£	£
This is stated after charging:		
Depreciation	1,857	4,533
Independent Examination and accountancy	2,250	2,100
	<u><u>2,250</u></u>	<u><u>2,100</u></u>

8. Tangible fixed assets

	Leasehold Improvements	Plant, machinery & motor vehicles	Fixtures, Fittings and Equipment	Total
	£	£	£	£
Cost				
At 1 April 2021	11,289	14,468	2,518	28,275
Additions	-	-	-	-
	<u>11,289</u>	<u>14,468</u>	<u>2,518</u>	<u>28,275</u>
At 31 March 2022	<u>11,289</u>	<u>14,468</u>	<u>2,518</u>	<u>28,275</u>
Depreciation				
At 1 April 2021	5,746	14,250	2,267	22,263
Charge for the year	1,412	218	227	1,857
	<u>7,158</u>	<u>14,468</u>	<u>2,494</u>	<u>24,120</u>
At 31 March 2022	<u>7,158</u>	<u>14,468</u>	<u>2,494</u>	<u>24,120</u>
Carrying amount				
At 31 March 2022	<u>4,131</u>	<u>-</u>	<u>24</u>	<u>4,155</u>
At 31 March 2021	<u>5,543</u>	<u>218</u>	<u>251</u>	<u>6,012</u>

9. Debtors

	2022	2021
	£	£
Prepayments and accrued income	2,793	3,707
Grants receivable	50,000	-
	<u>52,793</u>	<u>3,707</u>

10. Creditors: amounts falling due within one year:

	2022 £	2021 £
Trade creditors	331	-
Taxation and social security	-	5,053
Accruals and deferred income	3,776	4,850
Other creditors	1,127	1,941
	<u>5,234</u>	<u>11,844</u>

11. Funds

	1 April 2021 £	Incoming resources £	Expenditure £	Transfers £	31 March 2022 £
Restricted funds					
Lloyds Bank Foundation	18,750	25,000	(25,000)	-	18,750
National Lottery Community fund RCSW	-	20,000	(10,000)	-	10,000
The Norman Family Charitable Trust	250	-	(250)	-	-
Devon Community Foundation	-	4,830	(2,013)	-	2,817
Devon Community Foundation – WACE CT	1,100	-	(1,100)	-	-
Sir Halley Stewart Trust	-	60,000	(6,250)	-	53,750
	<u>20,100</u>	<u>109,830</u>	<u>(44,613)</u>	<u>-</u>	<u>85,317</u>
Total restricted funds	20,100	109,830	(44,613)	-	85,317
Unrestricted funds	235,550	276,308	(282,673)	-	229,185
	<u>255,650</u>	<u>386,138</u>	<u>327,286</u>	<u>-</u>	<u>314,502</u>
Total funds	255,650	386,138	327,286	-	314,502

11. Funds (continued)

Lloyds Bank Foundation - Woodwork Trainer salary

National Lottery Community Fund RC South West Region – Salaries, Evaluation and Overheads

The Norman Family Charitable Trust - To further develop our resettlement support to trainees, during and beyond their placement at LandWorks, offering on-going personal and practical support.

Devon Community Foundation/OPCC – Woodwork trainer and materials for workshop extension

Devon Community Foundation WACE CT- A grant towards counselling support for trainees and staff

Sir Halley Stewart Trust – Resettlement Manager

Elmgrant Trust – Funding towards electric potting wheel

Devon County Council - Resettlement

National Lottery Community Fund - HM Government Coronavirus Community Support Fund – Coronavirus support

Clinks / HMPPS – Covid response: Marquee/PPE/travel costs

Mabel Cooper Charitable Trust – Resettlement Manager and services

National Lottery Awards for All - Art Co-ordinator salary.

11. Funds (continued)

	1 April 2020 £	Incoming resources £	Expenditure £	Transfers £	31 March 2021 £
Restricted funds					
Lloyds Bank Foundation	20,833	25,000	(27,083)	-	18,750
National Lottery Awards For All	5,833	-	(5,833)	-	-
National Lottery Community Fund	-	13,750	(13,750)	-	-
The Norman Family Charitable Trust	167	1,000	(917)	-	250
Elmgrant Trust	500	-	(500)	-	-
Devon County Council	125	-	(175)	-	-
Devon Community Foundation – WACE CT	3,067	-	(1,967)	-	1,100
Clinks/HMPPS	-	3,100	(3,100)	-	-
Mabel Cooper Charitable Trust	-	5,000	(5,000)	-	-
Total restricted funds	30,525	47,850	(58,275)	-	20,100
Unrestricted funds	207,960	251,516	(223,926)	-	235,550
Total funds	238,485	299,366	(282,201)	-	255,650

12. Analysis of Net Assets between Funds

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	4,155	-	4,155
Net current assets	225,030	85,317	310,347
Total net assets	229,185	85,317	314,502

12. Analysis of Net Assets between Funds (continued)

2021 Comparative net assets by fund

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Fund balances at the year-end are represented by:			
Tangible fixed assets	6,012	-	6,012
Net current assets	229,538	20,100	249,638
Total net assets	235,550	20,100	255,650

13. Operating lease commitments

Commitments – the total of future minimum lease payments as follows:

	2022 £	2021 £
Land and Buildings		
Less than 1 year	500	500
2-5 years	1,500	2,000
>5 years	-	-
	2,000	2,500



Reducing Reoffending. Transforming Lives

LandWorks is an independent charity providing a supported route back into employment and the community for people in prison or at risk of going to prison.

landworks.org.uk

info@landworks.org.uk

01803 864 891

Registered Charity Number: 1166057