



ANNUAL REVIEW 2018



FROM
PRISON TO
EMPLOYMENT



“Fantastic support and enthusiasm from the very outset. After a tough period in my life Clean Sheet were there to encourage me to stay positive and know there is light at the end of the tunnel.”

“I’m privileged to be the CEO of Clean Sheet during a period of such growth and development”



Thanks as ever must first go to our Trustees whose support, commitment and wisdom I value highly.

In December 2017, we were joined by Richard Rowley, Development Director. Hugely experienced, widely-known and respected across the Justice sector, he has led on many improvements and helped Clean Sheet make the transition from a small charity with a great model and a good reputation to a successful organisation, playing a leading role in the vital area of employment for ex-offenders.

Over the year, we’ve had so many high points, so it’s difficult to pick out just one or two; but speaking at the CLINKS AGM, to the Governors of the Women’s Estate and to 800 Members at the Nottingham Citizens ‘Celebration, Justice and Accountability’ Assembly, were stand-out occasions. We were also shortlisted finalists at this year’s ERSA Awards and finalists in the Criminal Justice Alliance Awards ‘Outstanding Organisation of the Year’ category, to be announced in November.

Surrey PCC has the distinction of being our first PCC partnership, using our services to address the issue of reoffending in the County.

The challenge of GDPR Compliance has highlighted opportunities for improving our professionalism. We, our Members and employers can feel secure within the systems and transparency that we have introduced.

During the Summer, we appointed our amazing group of Ambassadors. They have freely shared their wealth of knowledge and experience – within and beyond the Justice Sector – noticeably raising our profile.

Our brilliant Members and Employers teams - led by Operations Director, Becki Gillies - continue to go the extra mile. Beyond the practical business of job searches, advocacy, applications and interviews, they encourage, empathise and inspire Members to hope and work for better futures.

Whatever the changes and challenges ahead - for our sector and our country - Clean Sheet will continue to work with creativity, resilience and compassion in this most tough, rewarding and crucial work.

Jane Gould, Clean Sheet CEO

OVER 80 NEW MEMBERS NOW JOIN US EACH MONTH...



Some are still in prison - others are already in the community.

Some join us after years of fruitless search for employment. They may have left prison ten years ago - but still fight the unnecessary stigma of being an ex-offender.

They've served their sentence - and yet society persists in making them serve a further indefinite term.

They all have a story.

"It gives me another catalyst to do my best, as if I can make a success of this, hopefully word will spread that we can be valuable, hardworking, and trustworthy employees."

"Working with Clean sheet has been truly a life changing experience. They even found my old CV and sent it to me. Last month I was homeless and today I have a job with accommodation. Thank you all so much."

"Having a job has made me value myself and my contribution to society as a whole. It has taught me the true value of money and hard work. It has given me an appreciation of life."

Becoming a Member

Every one of our Clean Sheet Members wants to work, to give themselves a chance of a better future - Clean Sheet is ready and equipped to support them into employment.

First, a prisoner needs to complete our simple Membership Module, then after assessment, they will be registered as a Clean Sheet Member. Once contact is established with the Member upon release, they receive secure login details for our Employers Directory. They can immediately start applying for work, with the help and encouragement of the Clean Sheet Employment Team.



"Since my conviction I have come to appreciate how hard it is for ex-offenders to get back into the workplace, and as such I know that the work you do really changes lives for the better."



OVER 140 EMPLOYERS LOOKING BEYOND THE STEREOTYPE...

“We have been pleased by the way he has rapidly become part of the team here at Millmoll Ltd. He has been prompt and reliable, happy to work on any task, be it in the warehouse or on the road, and gets on well with his co-workers. In summary, he has quickly become an asset to the company, and we look forward to developing his skills with us over the coming months.”

Geoff Webb, Millmoll Ltd



What is a Clean Sheet Employer?

An organisation that believes everyone deserves the opportunity to start again with a Clean Sheet.

They put this belief into practice by registering as a Clean Sheet Employer. Employers actively consider Clean Sheet Members for employment within the law, the terms of the individual's licence, and their own recruitment policy.

Why is this important for business?

Businesses need a diverse and highly-skilled workforce. They want to improve retention rates and drive down recruitment costs.

These days, prisoners have access to a wide range of training and real work opportunities, enabling them to learn new skills prior to release.

A prisoner might choose from barbering, call centre work or even barista training that they learn whilst working in the on-site coffee shop. This helps them to develop a work ethic and an attitude that employers want. Many employers tell us that the two most important factors in recruiting staff are 'skills' and 'attitude'.

Why is it important to society?

Reoffending by those released from custody costs society in the region of £15bn per year, with the average annual cost of a prison place in England and Wales now at £38,042.

It is widely accepted that employment significantly reduces the chance of someone reoffending, yet only 17% of ex-prisoners find themselves in P45 employment a year after release. Socially, a job can help to heal family relationships, reintegrate into the community and build a better future.

So, a Clean Sheet Employer actively considers Members for suitable vacancies, but there are no guarantees nor magic wands here. Every job applicant has to prove his or her worth to their potential employer.

What's the advantage in applying to a Clean Sheet Employer?

Clean Sheet Employers know our Members have convictions, in fact it's our charitable mandate to only work with people with convictions. Members can confidently own up to having a conviction, and know that it won't automatically discount them from the employment process.

Of course, if a Member has any restrictions regarding certain activities or a geographical exclusion on their licence, this is always adhered to - it's the law.

What areas does the Employers Directory cover?

Our growing Directory of over 140 Clean Sheet Employers, covers more than 15,000 business centres: outlets, branches and sites nationwide.



So far in 2018, we've supported over 200 Members into employment.

WORKING FOR CLEAN SHEET - WHAT IT'S REALLY LIKE



**Layla, Clean Sheet
Employment Team**

Part of the joy of working for Clean Sheet is the variety.

The variety of Members we work with, the variety of their backgrounds and stories, the variety of skills and experiences they have and the variety of support we can offer. No two days are ever the same because we are working with people, real people. And the fact that we wholeheartedly embrace this is what makes Clean Sheet different.

Part of our success in finding employment for Members is that we form genuine relationships. We are not just there to match skill sets. We take the time to boost confidence and morale; cheering Members through

the highs and being an understanding and sympathetic ear in the lows. We care for them and what is going on in their lives. We know that finding employment is so much more than filling out forms, meeting targets and building statistics. For a Member to be in the best position to resiliently apply dozens of times for jobs, to bounce back when there's a rejection, to have the confidence and belief that someone, somewhere out there wants you and all you have to offer, is really, really tough. Our aim is to try and help our Members get to that point; a point that many other agencies expect people to be at straightaway.

Some Members are eager, driven, educated and experienced. They present well and can slot into a job easily. Others face many more struggles. They come with all the

difficulties that led them into prison in the first place, plus the psychological impact of surviving prison itself. They have few qualifications, have never known what it is to feel supported or valued, perhaps struggle with communication and need patience, grace and understanding when they occasionally get things wrong. They take a lot of time. But they are oh so worth it.

I recently went on holiday for a week. It was a lovely time to switch off with my family and enjoy camping (if those two words can ever sit together!) and a week of relaxing at the beach. But in my heart and mind I often thought of our Members. Because building relationships means that I don't stop thinking about them when the working day is done. I reflect on the Members and often think "there but for the grace of God go I". Where I know that if my life had been just that little bit different, I could be walking in their shoes. I consider how I would like to be treated if our paths were the same. Especially when I know they have a job interview or when their housing has fallen through or when they are just finding life tough.

On my return I was on tenterhooks to see if anyone had received good news from job interviews from the week before. And I was absolutely overjoyed to hear that one Member had! I punched the air, sent an email of

congratulations and shared it with the team because I knew they would all be thrilled. Not because we had ticked a box and added another number. But because this man's life had changed in a way that would give him the best chance in staying on the right track.

In my full inbox when I returned was another email, from a Member who had finally moved out of hostel accommodation to a place of his own. It wasn't a job, it wasn't even a notification that he had applied for anything, but I was equally pleased to read it. It's another step in this man's journey to a Clean Sheet – a fresh start, new hope and a second chance. Whatever that looks like. Whether it is getting that longed-for job, or that someone has found the courage to walk into town a week after release, when the world still feels alien and confusing. I smile and know that we are so much more than a recruitment agency.



**38 prison and
community-based
partners.**

CLEAN SHEET PARTNERS



Prisons

We work in direct partnership with prisons around the country - public and private. Our offer is simple and effective. As we can support ex-offenders into work anywhere in the country, via our national Employers Directory, Clean Sheet partner prisons can offer work-ready residents the opportunity to become Clean Sheet Members, by completing our Membership Module. On leaving prison, our team contacts Members, helping them to access the Employers Directory, supporting them to job search, encouraging them to ask for help when they need it and generally making them feel accepted and welcome as they begin their journey towards a job that they not only need to do; but want to do.

We give our partner prisons monthly statistical feedback on their former residents' progress, as we share a common aim; to break the destructive and expensive cycle of reoffending.

"Experienced staff and an empathetic approach to all promotes confidence and gives genuine hope to those who want to change their lives positively. The process for enrolment is simple and clearly explained. This prison is very happy to be associated with Clean Sheet and would like to remain as a partner for the long term. We see it as a main resettlement partner in supporting men on release."

*Mark Jellicoe
Curriculum Manager,
Weston College at
HMP Channings Wood*

Community

Our community partners range from national organisations such as St Giles Trust and Langley House Trust, to smaller local groups like Fine Cell Work.

These partnerships offer Members real wraparound support, as we all work towards the same goal - to see individuals properly integrated into their communities, working and thriving.

"Our partnership with Clean Sheet brings together two organisations with similar ethos and values, with a common aim to support people with convictions into sustainable employment. We prepare our candidates by creating a work ethic and developing self-esteem prior to release; Clean Sheet and their network of Employers work with us in partnership to pick up the mantle and support our men and women into work and significantly reduce the risk of reoffending."

*Alasdair Jackson
Chief Executive,
Recycling Lives Charity*

Based on the annual overall cost of a prison place of £38,042, Clean Sheet has saved HM Treasury £7,608,400.

Source: Table 1, Ministry of Justice (2017) Costs per prison place and cost per prisoner by individual prison establishment 2016 to 2017 tables, London: Ministry of Justice; Table 42, Ministry of Justice (2011) National Offender Management Service Annual Report 2009/10: Management Information Addendum, London: Ministry of Justice; and HM Treasury (2017) GDP deflators at market prices, and money GDP September 2017 (Quarterly National Accounts, September 2017), London: HM Treasury

OUR DEVELOPMENT TEAM



Over the last 12 months, the development team have played a pivotal role raising the profile of Clean Sheet and highlighting the benefits of our work across a broader section of society.

The significant growth in partnerships has emphasised the need for our services. Employment is usually the final piece of the jigsaw, completing the individual's resettlement and reintegration journey.

We've seen a major shift in the number of businesses joining us as Clean Sheet Employers. Our national Employers Directory has grown to over 140 in the last 12 months. The sheer volume of organisations contacting us reflects our focus on the value that our Members can bring to their company.

Employers are looking beyond the stereotypes and recognising that people with convictions have not only

skills, but attitudes that are essential to any business.

Our national Employers Directory has been completely redesigned. It now offers our Members a more user-friendly experience, enabling them to search vacancies by location and by industry.

"Clean Sheet have worked tirelessly to provide us with referrals for ongoing roles, because of this we have built a strong relationship, which is built on providing feedback on referrals and supporting those who may not be job ready to become job ready. Clean Sheet is a real asset to an ex-offender and long may they continue"

*Lloyd Graham
Community Engagement
Coordinator,
Keltbray Training*

CLEAN SHEET INCOME STATEMENT

Year to 31st Mar 2018



INCOME

Grants	12,000
General Donations including Gift Aid	37,728
Partnerships	9,030
Church Partner Registration	769
Total Income	59,527

CHARITABLE ACTIVITY COST

Staff Costs	39,343
Promotional Costs	1,220
Website Development	681
Other Costs	12,484
Total Activity Cost	53,728

Net Income/(Expenditure) 5,799

WHAT OUR MEMBERS SAY



"I'm so glad we made contact and you kept in touch with me. It's such a lonely affair when you are trying to get a job with convictions and you have helped me a lot. So thank you."

"Employment gives me a structured routine through regular work, social contact and a sense of purpose and direction."



"Clean Sheet helped me to disclose my offence and not feel judged about my past, as well as provide positive reasons to the Employer as to why they should employ me."



"Fantastic and supportive resource, whilst inside and finally on the out. The staff genuinely care and kept in constant contact throughout my job search and after securing a job."

A glowing, rectangular sign with a white background and a dark border. The sign is mounted on a wall and is illuminated from within, creating a warm, yellowish glow. The text on the sign is written in a mix of fonts: "Come in" is in a red, cursive script, and "We're HIRING!" is in a bold, black, sans-serif font. The background behind the sign is a blurred, dark interior space, possibly a hallway or a room with wooden paneling.

Come in
**We're
HIRING!**

“Clinks believes in people’s capacity to change and that every individual who has been in the criminal justice system should have the right support so they can transform their lives. Being a Clean Sheet Employer is a very practical way for us to put our beliefs into action.”

*Anne Fox
CEO, Clinks*



Clean Sheet are grateful to our Ambassadors

Keith Fraser
Rory Geoghegan
Paula Harriott
Dominic Headley
Erwin James
James Timpson OBE
Iqbal Wahhab OBE



For more information:

Phone: **0300 123 3045**

Email: **info@cleansheet.org.uk**

Twitter: **[@CleanSheet_UK](https://twitter.com/CleanSheet_UK)**

Web: **www.cleansheet.org.uk**

Clean Sheet is a registered charity 1154034

Registered office Magnus Deo, Plaistow St, Lingfield, Surrey RH7 6EN

Design: Chapman Design 07946 591303

Print: Captiv8 01892 611500