



Trustees' Annual Report

For the year ended 31 March 2017

LandWorks Trustees' Annual Report

For the year ended 31 March 2017

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
Independent examiner	Busby's Bookkeeping Services 26 Naseby Drive Heathfield Newton Abbot Devon TQ12 6SE
Charity staff	Chris Parsons (Project Manager) Sarah Hocking (Project Coordinator)

Special thanks to all of our partners, funders and supporters who make LandWorks possible.

Chairman's Statement

It has been four years since LandWorks welcomed its first prisoner trainees to Quarry Field on the Dartington Hall estate in Devon. After flourishing and evolving as a self-contained project of a parent charity (The Dartington Hall Trust) during its first years, in March 2016 LandWorks became a fully independent charity. LandWorks has now supported over 40 people serving community sentences and on day release from prison ("trainees"), combining practical and social skills development with the vital support needed to become independent and contributing members of society.

We are very proud that LandWorks continues to flourish in today's challenging economic climate. Our four-year track record now demonstrates the impact that we continue to make for a very marginalised group. Indeed, 93% of LandWorks day-release trainees are now in employment (comparable national average is 27%). Whilst the national measure for reoffending within one year of release from prison is 46%, the reoffending rate for LandWorks trainees is 4%. This is testament to the efforts of all involved with the charity, from the staff and trainees, to members of the local community who invest time and money in our work.

As we now enter the third and final year of our Big Lottery Fund grant, our main focus is on ensuring the long term financial sustainability of the project to maintain and grow its success. We continue to expand the project's commercial activity as a sustainable source of income, with a target to generate 20% of running costs through our commercial enterprises. We are exploring other innovative ways to generate our own income which we believe will provide more actual job opportunities within the project for our graduates. Donations from the project's network of over 1,000 supporters also contribute, demonstrating both to trainees and to a much wider audience, the community's engagement with the project at every level.



We continue to learn that supporting people to desist from crime is a complicated process. Desistance, rather than a one-off event, is a lengthy and meandering journey, with many challenges along the way. We believe the success of our project lies in the way we view and support change, and our commitment to building pro-social, trusting relationships. As well as encouraging responsibility, LandWorks works to establish a belief that change is possible. We remain committed to creating a centre of excellence at LandWorks, from which others can be inspired to carry out similar meaningful work with people who commit crime.

A handwritten signature in black ink, appearing to read 'Ted Tuppen'.

Ted Tuppen CBE
Chair of Trustees

Trustees' Annual Report

Structure, governance and management

LandWorks is constituted as a Charitable Incorporated Organisation (CIO), registered as a charity on 15 March 2016. The charity has a governing document.

All trustees give their time voluntarily and receive no benefits from the charity. Any new trustees are appointed by the existing trustees and are each provided with a copy of the Charity Commission guideline 'The Essential Trustee', as well as the charity constitution, the LandWorks Handbook and the financial statements. Trustees meet three times a year.

Charity objects

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 help meet, their needs and to participate more fully in society.

Our aims & objectives

LandWorks provides a supported route back into employment and community for those in prison or at risk of going to prison 'trainees'.

The charity's key aims are to:

- 1. Reduce reoffending**
- 2. Improve individual wellbeing**
- 3. Change attitudes towards offenders in wider society**
- 4. Secure long-term financial sustainability of LandWorks**



'If it wasn't for LandWorks I would be back in prison without a shadow of a doubt. Now I come home tired after a day's work, pay my bills and am a law-abiding citizen. This has completely changed my life.'

- Sam, LandWorks Graduate

Based on the Dartington estate in South Devon, the charity provides intensive, individually tailored placements to trainees. LandWorks provides a working day structure using woodworking, vegetable growing, arts and craft, construction and landscaping - as well as building vital life skills, increasing self-worth and encouraging self-responsibility. This includes the 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.

All trainees develop a bespoke resettlement plan (using The Outcomes Star™ Justice Star) that covers specific training and skills, alongside practical support for life after the project (employment, housing, benefits, addiction, health and mental health). The project also runs a fortnightly Criminology workshop, delivered by the Project Coordinator who is a BSc Criminology graduate, where trainees learn and debate relevant criminal justice issues whilst reflecting on their own involvement with crime.

During their placement trainees also have access to counselling delivered weekly on-site to help them come to terms with their varying issues, build resilience for life after crime and importantly help build relationships with family. We are also developing an in-house mentoring scheme which can provide personalised post-placement support to trainees outside of project working hours. Our aim is that our own graduates will become peer mentors as part of this scheme.

Our impact

The charity has achieved a great deal in its first year of being a CIO, establishing the key structures, systems and processes needed to operate as an independent charity.

However, the biggest achievement continues to be the individuals at LandWorks who manage to turn their lives around after crime. The project's overall employment and reoffending statistics speak for themselves (see below) but, more than this, it is seeing graduates getting married, starting a family and creating new identities that are free of offending.

The referral route is through our statutory partners in the probation, prison and police services. Those who attend on day-release from our local prison HMP Channings Wood are referred through the 'release on temporary licence (ROTL)' scheme where men attend from the resettlement wing in preparation for resettlement back into the community. They are on site every day from 8:45 am and return to prison by 5:00pm. Those on a community licence are referred through our local probation teams, including the newly formed Community Rehabilitation Company.

It is anticipated that the charity will support up to 20 new trainees each year, and continue its post-release and mentor support to a further 10.

The wider community benefits through any reduction in offending. We have considered the Charity Commission guidance on public benefit.



The people at LandWorks

Case study – James’ story

James, aged 24, had been in and out of trouble with the police for most of his life, and served time in a Young Offender Prison in his teens, after which he was living between homelessness and sofa surfing.

In November 2016, James took the opportunity to complete a 6-month voluntary placement at LandWorks through the probation service.

He worked across all of the project enterprises (woodworking, market gardening, cooking, arts & crafts and construction) as well as taking advantage of counselling, and the wider support package at LandWorks.



“

Before I came to LandWorks, I had lost everything...my job, my home, my family and, most importantly, my children. It started to go wrong when I got into drugs. I got into the wrong crowd and couldn't stop causing harm to myself and others, but I just couldn't see a way out.

Coming here five days a week has given me that push I needed. Not only has it given me purpose and a routine, it has given me new skills and belief in myself.

I honestly don't think I'd be alive now, let alone have got to where I am today.

Since I left in June, I've been working full-time with a construction company, am crime and drug-free, and can be a dad to my kids again. I can't thank LandWorks enough for what they've done for me and my family.

”

In 2016/17 the charity has:

- **Provided tailored resettlement support to 18 current and former prisoners, and those at risk of going to prison**

Since starting in July 2013, we have supported and are supporting a total of 40 direct beneficiaries

- **Improved the life prospects of our beneficiaries**

Of those who attend through Release on Temporary Licence (ROTL) from prison, 93% are now in employment. The comparable national average is just 27% (Ministry of Justice, 2016)

The employment rate across all trainees is 80%. We are particularly proud of this statistic given the complex, and entrenched, needs presented by this group.

- **Reduced reoffending**

The national reoffending rate within one year of release from prison is 46%. On the same basis that this measure is calculated, the comparable reoffending rate for LandWorks trainees is 4%.

- **Employed former beneficiaries within the charity**

Having served a six-year sentence and completed his placement at LandWorks, Graham is now employed full-time at the project in the Woodworking Team.



Graham (left) working with trainee in workshop

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
- Criminology classes

Counselling
(Optional)

Building Self-Worth

- Social Skills
- Confidence

Create Your
Action Plan

Review
Action Plan

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

Help Securing
Accommodation

Continued
involvement
at LandWorks

Mentoring
Someone
there to help...

Partnerships
With probation,
employers, and
other support
organisations.



Organise
Housing and
Work

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

Back in control
of your Life

Our team

The charity was founded and is staffed by people well qualified to deliver its objectives. As well as full strategic and direction from an experienced board of Trustees, the Project Manager is supported by a Project Coordinator and a team of five with specific responsibilities. Additional specialist, support and professional services are provided by outside contractors.

In 2016/17 volunteers donated over 1,000 hours of their time to support our aims. From working 1-2-1 with trainees to prepare the project's communal lunch each day to providing pro bono IT support.

Our reach

Just as important as our aim to improve the lives of our beneficiaries and those around them, is our determination to change societal attitudes towards offenders. Towards this we have:

- Sent 26 blogs about project news and wider criminal justice issues to our group of over 1,000 registered supporters
- Issued five press releases and worked with regional and national media. Highlights include featuring as part of BBC Radio 4's Open Country programme: <http://www.bbc.co.uk/programmes/b08kxykx> and an interview for online magazine Recourse about LandWorks from the beginning - <http://project-recourse.online/chris-parsons-of-landworks>
- Taken part in five outreach presentations at local schools and universities
- Recruited a highly motivated and engaged team of Ambassadors and Advisors, amongst who is former HM Inspector of Prisons Nick Hardwick, and former prisoner and editor of national prison newspaper Inside Times Erwin James
- Introduced 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 offenders and ex-offenders as they work to turn their lives around. It shares photographs and blogs taken by beneficiaries at LandWorks - <https://penprojectlandworks.org>
- Provided placements to four trainee police officers for the Devon and Cornwall Police
- Hosted 138 people at our daily communal lunch, from district judges to university students to local employers

Challenges & learning

We are operating in an extremely challenging climate where cuts to the criminal justice and social welfare systems are more pronounced than ever. Cuts to the newly privatised probation services mean that time available for managing offenders, let alone for referring to our service, is increasingly limited which has at times resulted in log-jams on trainee referrals. We have responded proactively by broadening our referral routes, now accepting trainees subject to Rehabilitation Activity Requirement (RAR) orders, introduced to help address issues linked to offending behaviour.

We are also seeing that other support available for offenders locally is piecemeal and not joined-up. It requires people to keep to appointments across various locations, and engage with too many professionals with

"LandWorks is a well-run, constructive outlet for managing the offenders we work with. Over the past four years the project has worked with over forty offenders and its value and subsequent benefits for our service-users, the criminal justice agencies and our community is immeasurable.

I very much hope that LandWorks will continue to receive the recognition that it so richly deserves, as finding activities to divert our service-users from crime is proving increasingly challenging. As academic studies continue to demonstrate that desistance is promoted and enabled by inclusion, rather than exclusion, it is essential that projects such as this continue and flourish."

**Senior Probation Manager,
TurnAround Integrated Offender
Management Unit
(Multi-agency team of probation, police,
drugs workers and others)**

"It's always a joy to visit the projects we fund. So many of them are small-scale organisations and it's inspiring to see what they achieve.

Take LandWorks in Devon, for example - a charity that offers current and recent prisoners the opportunity to get involved in horticulture and creative arts and crafts. It changes the lives of people who have, for whatever reason, taken a wrong turn and gives them back a sense of purpose and engagement with their local community.

The project has a wonderful track record of reducing reoffending rates and leading people into worthwhile employment. It is grassroots projects like this that make me proud to be part of the Big Lottery Fund."

**Big Lottery Annual Report 16/17,
Peter Ainsworth's Foreword**

insufficient contact time to build trusting relationships. For those with chaotic lives, and little money for transport, it is almost impossible for offenders to engage with the support they need. This lack of available support locally has only made us consolidate and strengthen our own service further. LandWorks bridges this gap by offering a full-time, comprehensive service with integrated support across a broad range of issues at one location.

Despite the challenging climate, the charity's strong working relationships with our local prisons, probation services, police and other community and voluntary sector organisations remain intact and we are proud of the reputation we have built within the sector in such a relatively short period of time.

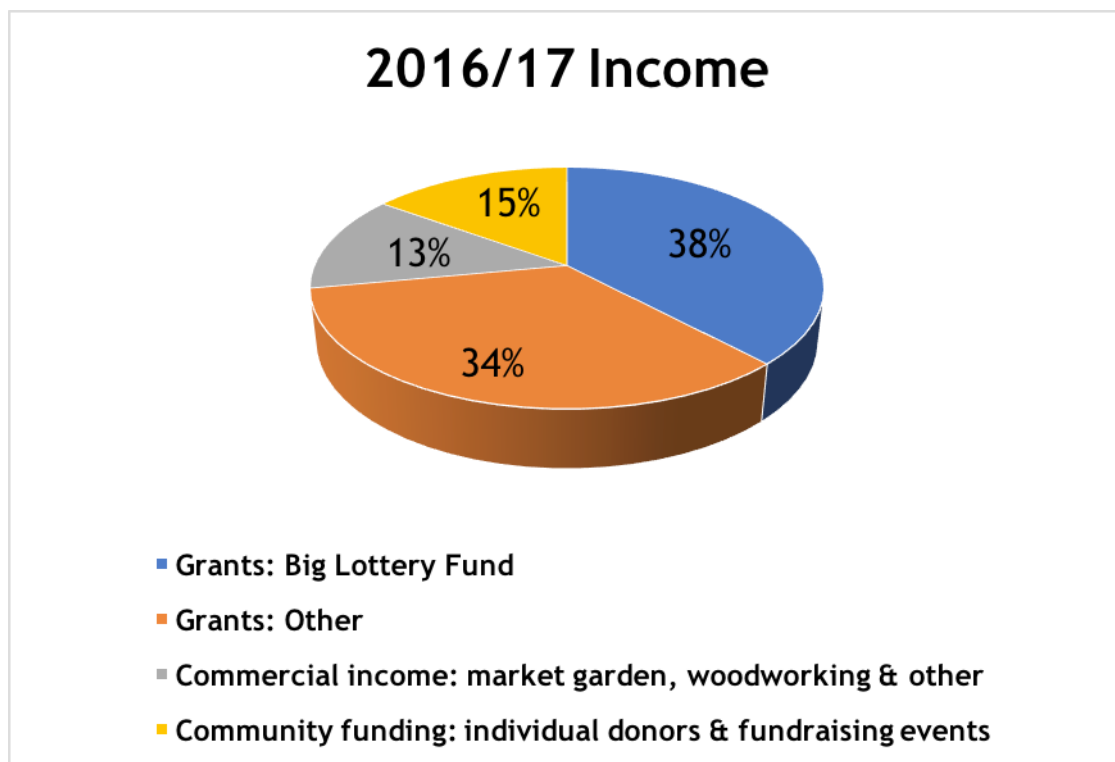
Reserves policy

The trustees' reserves policy is to build reserves equal to 6 months' running costs by 18/19 to protect the continuity of the project against fluctuations in income. With reserves of £100,126 at 31 March 2017 we are confident that we will be compliant with the policy.

Financial review

Despite a challenging economic climate, we are able to report a favourable outcome for the year with income just under £250,000 and a surplus in excess of £64,000.

Our main source of income for the year came from the Big Lottery Reaching Communities Fund (£94,782) but, as shown by the chart below, we have worked to broaden our income streams and are very proud of the impressive contribution from our local community. By way of example, over the year a total of £20,000 has been pledged on a regular basis by standing order to help secure the future of the project. We have significantly expanded the charity's commercial activity (woodworking and vegetable production), both to increase self-generated income and to provide places for more beneficiaries.



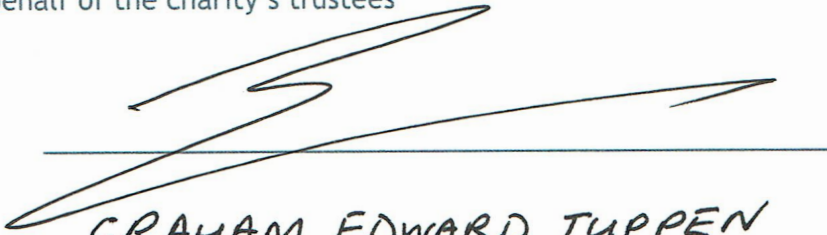
We are entering the third and final year of support from the Big Lottery Fund, after which there will be a funding shortfall for our work. Our fundraising efforts are therefore focused on securing the long-term sustainability of the charity, which includes plans to expand our commercial activities, increased community fundraising and ongoing applications to grant-giving trusts.

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature



Full name

GRAHAM EDWARD TUPPEN

Position

CHAIR OF TRUSTEES

Date

16 JANUARY 2018

Independent examiner's report

Independent examiner's report to the trustees of LandWorks

I report on the accounts of LandWorks for the year ended 31 March 2017, which as set out in the following pages.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The 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. The charity's gross income did not exceed £250,000.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- to 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 next statement.

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 386 of the Companies Act 2006 and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 386 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave 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



Stephanie Busby BA(Hons) AICB PM.Dip
Busby's Bookkeeping Services

26 Naseby Drive, Heathfield, Newton Abbot, Devon, TQ12 6SE

Date: 25th October 2017

Statement of Financial Activities

For the year ending 31 March 2017

	Note	Unrestricted Funds £	Restricted Funds £	Total 2016/17
Income from:				
Donations and legacies		91,325	124,649	215,974
Charitable activities		31,248		31,248
Other trading activities				
Investment income				
Total:		122,573	124,649	247,222
Expenditure on:				
Charitable activities		55,645	127,060	182,705
Total:		55,645	127,060	182,705
Net income/(expenditure)		66,928	(2,411)	64,517
Extraordinary items	12	21,271	14,468	35,739
Transfers between funds		0	0	0
Total funds carried forward		88,199	12,057	100,256

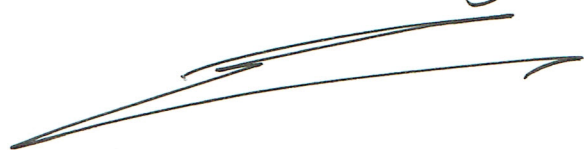
Balance sheet as at 31 March 2017

	Note	Unrestricted Funds £	Restricted Funds £	Total 2016/17
FIXED ASSETS				
Tangible assets		12,159	12,057	24,216
Total fixed assets		12,159	12,057	24,216
CURRENT ASSETS				
Debtors		10,960		10,960
Cash at bank and in hand		102,887		102,887
Total current assets		113,847		113,847
CURRENT LIABILITIES				
Creditors due within one year		37,807		37,807
Net current assets/(liabilities)		76,040		76,040
Total assets less current liabilities		88,199	12,057	100,256
TOTAL CHARITY FUNDS		88,199	12,057	100,256

The notes on pages 16 to 21 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees.

Date: *16 January 2018*



Graham Edward Tuppen
Chair of the Trustees

Accounting Policies

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

1 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) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

LandWorks CIO fulfils the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

2 Reconciliation with previous generally accepted accounting practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by the Charities SORP FRS 102 the restatement of comparative items was required.

At the date of transition no restatements were required.

3 Preparation of the accounts on a going concern basis

The charity reported an unrestricted surplus for the year of £88,199 (including extraordinary items) and 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.

4 Income

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

Income from government and other 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.

5 Interest receivable

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.

6 Fund accounting

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

7 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.

8 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.

9 Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Other land & buildings: 0
Plant, machinery and motor vehicles: 6 years
Fixtures, fittings and equipment: 2 years

10 Analysis of income

Restricted income funds included £94,782 from the Big Lottery Fund (prior years £0).

	Unrestricted Funds £	Restricted Funds £	Total 2016/17
Income from donations & legacies			
Donations and gifts	32,097		32,097
Gift Aid	4,128		4,128
General grants provided by government/ other charities	55,100	124,649	179,749
Total:	91,325	124,649	215,974
Income from charitable activities			
Wood workshop income	19,818		19,818
Market garden income	9,555		9,555
Other	1,875		1,875
Total:	31,248		31,248
Total income:	122,573	124,649	247,222

11 Analysis of expenditure

	Unrestricted Funds £	Restricted Funds £	Total 2016/17
Expenditure on charitable activities			
Project staff (all activities)	42,228	96,423	138,651
Operating and direct costs	7,845	17,916	25,761
Overhead costs	5,572	12,721	18,293
Total expenditure	55,645	127,060	182,705

12 Extraordinary items

The project was run as a self-contained project of a parent charity (The Dartington Hall Trust) from July 2013, and became an independent charity in March 2016. The figure of £35,739 is the balance of cash held within Dartington on behalf of LandWorks. This balance was donated as an extraordinary item at the point of legal transfer to the new Charitable Incorporated Organisation.

13 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2016/17 £
Salaries and wages	138,433
Pension costs	218
Total staff costs	138,651

No employee received remuneration above £60,000

The charity trustees were not paid any benefits from employment with the charity in the year.

No charity trustee received payment for professional or other services supplied to the charity.

During the year £nil expenses were reimbursed to the trustees.

The key management personnel of the charity are the trustees, Project Manager and Project Coordinator.

14 Staff numbers

The parts of the charity in which the employees work:

	2016/17 Number
Charitable activities	7

15 Pension commitments

The charity paid £218 of pension contributions through NEST.

16 Tangible Fixed Assets

	Other land & buildings	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£
At the beginning of the year	-	-	-	-
Additions	11,289	14,468	949	26,706
At end of the year	11,289	14,468	949	26,706

Depreciation and impairments

At the beginning of the year	-	-	-	-
Depreciation	-	2,411	79	2,490
At end of the year	-	2,411	79	2,490
Net book value at the beginning of the year	-	-	-	-
Net book value at the end of the year	11,289	12,057	870	24,216

17 Debtors and prepayments (receivable within 1 year)

	This year £
Prepayments and accrued income	10,960
Total debtors	10,960

18 Creditors and accruals (payable within 1 year)

	This year £
Trade creditors	7,206
Accruals and deferred income	28,567
Taxation and social security	2,034
Total	37,807

19 Deferred income

The charity received an overpayment of £28,567 from the Big Lottery Fund in error. The Big Lottery Fund confirmed in writing that the charity should defer the income to the following financial year which is also the final year of the three-year grant.

<i>Movement in deferred income account</i>	This year £
Balance at the start of the reporting period	-
Amounts added in current period	28,567
Balance at the end of the reporting period	28,567

20 Guarantee

There have been no guarantees given by LandWorks as at 31st March 2017

21 Debt

There is no debt outstanding which is owed by LandWorks and which is secured by an excess charge on any of the assets of LandWorks at 31st March 2017

22 Governing document

The organisation is a Charitable Incorporated Organisation registered on the 15th March 2016.