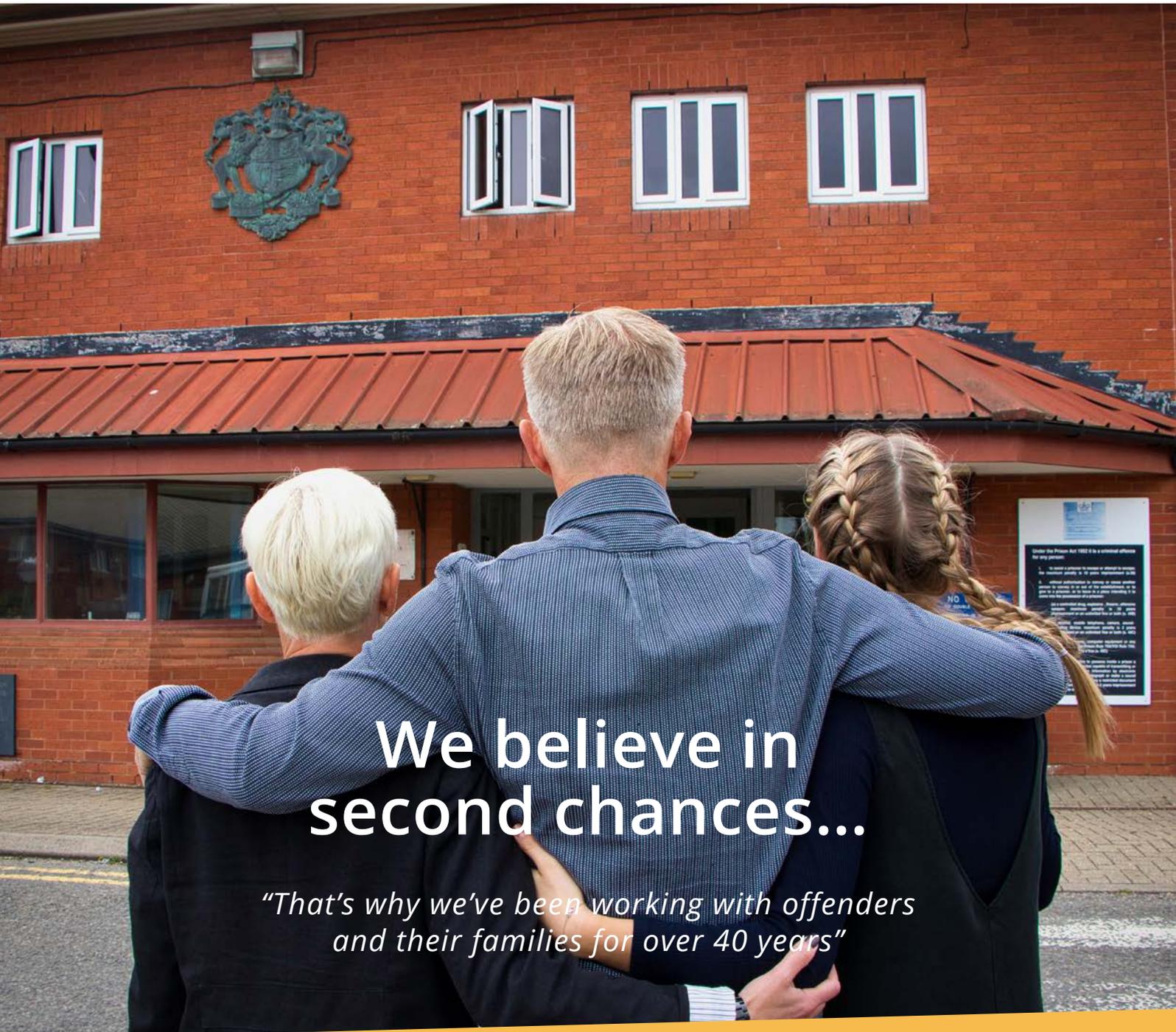


HACRO

For the Care and Resettlement of Offenders

ANNUAL REPORT

2018-19



We believe in
second chances...

*"That's why we've been working with offenders
and their families for over 40 years"*

Email: office@hacro.org.uk

Tel: 01727 854727

Website: www.hacro.org.uk

Address: 62-72 Victoria Street, St Albans, Herts, AL1 3XH

Contents

PAGE 3
What We Deliver

PAGE 4
Our Team

PAGE 6
President's report

PAGE 7
Chair's Report

PAGE 8-9
Treasurer's Report

PAGE 10
Visitors' Centre

PAGE 11
Business Education / Barista Training

PAGE 12
WorkAbility

PAGE 13
Caring Dads

PAGE 13
Small Grants

PAGE 14
Building Better Opportunities - Project Strive

PAGE 15
Caring Dads

PAGE 16
HACRO Achievement Awards

PAGE 17
HACRO Conference

PAGE 18-19
Our Thanks

PAGE 20-23
Formal Accounts

What We Deliver....



"The prison in the community and the community in the prison"



"Rebuilding the relationship with their children"

WorkAbility

"getting ex-offenders into work"

Our Team (from July 2019)*

President – Yasmin Batliwala JP

Our Vice Presidents are people who have given exceptional service to HACRO previously –

Danny Bonwitt BEM; Gill Gray JP; Lindsey McLeod; Penny Williams JP DL; Anne Wyburd MBE JP; Neil Ashley

Trustees (functions in brackets) –

Valerie Beale JP (Chair), John Walker (Treasurer), Andrew Bayram JP (HR and policies), Carol Beeden (Safeguarding), Matt Cannon (Enterprise), Peter Spencer JP (Special Projects), Peter Sweetman JP (BBO/STRIVE and IT).

Invited Members of the Management Committee (organisations in brackets)

DCS Paul Maghie (Hertfordshire Constabulary), Thomas Ash (HMP The Mount), Alex Kweller, (HCC)

Staff (jobs in brackets) –

Michaela Foster-Osborne (Visitors' Centre Manager HMP the Mount); Tony Franklin (Specialist Mentor Project Strive); Joanna McIntosh (Caring Dads & Fundraising Project Support Worker); Claire Neate (Office Administrator); Michelle Carter (Mentor, Project Strive), Sara Johnson (WorkAbility Education Lead), Jo Perschky (WorkAbility tutor), Steve Weekes (Project Strive Admin), Hossam Salem, Helen Sweeney, Aimee Hetherington, Lauren Murray (weekend cover at the Visitors Centre)



*Neil Ashley stood down as Chair of HACRO at the end of June 2019. We are very grateful for the years of commitment he gave to HACRO, initially as a representative of the Princes Trust and then as Chair. Neil's impact on HACRO has been immense. Under his leadership we have gone from a small local charity regularly wondering at board meetings how we were going to continue to pay staff, to a charity that has more than doubled in size and effectiveness in reaching and supporting offenders to turn their lives around.

Neil Ashley's contribution to HACRO was recognised at the achievement Awards. Neil is pictured here with High Sheriff, Sarah Beazley and HACRO President, Yasmin Batliwala

President's Report

It's that time of year when we look back to view progress and also look to the future in terms of what that will bring.

For HACRO it has been another good year. Financially, we are doing better than ever; our Awards Ceremony was a resounding success; and our reach has extended both in terms of what we do, and the number of people we reach.

My special thanks go to Neil Ashley who stepped down as Chair this year, and I have no doubt that his contribution has left HACRO in a state of vibrant good health. His contribution to our success has been substantial, and I know he will be greatly missed. Val Beale has taken over, [been handed the baton] and she has already made a great start.



Yasmin Batliwala,
President

We have continued to raise the profile of HACRO, highlighting Criminal Justice issues locally and nationally. I was particularly pleased to have HACRO highlighted in the strap line when I gave a brief interview for BBC1's main evening news earlier in the year.

Of course none of this would be possible without the support of our esteemed Committee, our amazing volunteers, and the sage advice of our Vice Presidents. It is always a humbling experience to reflect on how the tangible and visible achievements of HACRO depend on such a store of talent, determination and goodwill. These words are a very limited way of expressing in public the intensely positive thoughts and feelings I express in more private settings about this organisation.

We are living through moments of intense uncertainty, where the direction of our country is taking is unclear, and where public figures face strident criticism for having lost their moral compass. However, despite this unpromising backdrop, I am sure that you will recognise as I do, that HACRO's sense of purpose is clear and resolute, and our direction of travel is unquestionably in a forward direction. Let us keep to our purpose, with the same sense of unswerving faith that what we are doing is important, and it's working: this is our future, and we have you to thank for it.

Chair's Report

My highlight of a remarkable year was when a fifty year old ex-offender came and told his story to our 2018 conference, "What's Happening with Rehabilitation in Hertfordshire?" After a lifetime in and out of addiction and prison, he found self-confidence by participating in our "Boxercise" programme at the Mamba Gym in Hemel Hempstead. He told us he had got and stayed in a job and had just received his first proper pay cheque. That is what HACRO is for, as long as we continue to focus on the needs of our service users.

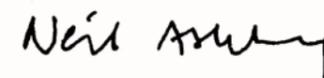
It was a remarkable year because we doubled in size to become a charity with a £200,000 income. We received strong support for our new "Workability" initiative to get offenders into work; and support too for our work in the BBO / Strive programme, where the Hertfordshire County Council increased our funding, enabling us to recruit a second Mentor, Michelle Carter, to work with our Specialist Mentor, Tony Franklin. Between them they have now helped over 70 disadvantaged people break down barriers to opportunity and eleven of them are now in work. "Caring Dads" also received several grants. Very many thanks to all our grant givers, sponsors, donors and members, and not least, to the tireless fundraising of Val Beale.

A huge amount of work has been done, and continues to be done, to ensure HACRO is fit for the 2020s, following our participation in the HCF Building Effectiveness programme - ranging from our new GDPR-compliant information system, to our ongoing rolling review of policies and procedures. We appointed Michaela Foster-Osborne as our volunteer co-ordinator, recognizing the vital role of our volunteers and the need to keep in touch with them more effectively. Our merger with "Friends of The Mount Prison" brought in new trustees - Kim Hobbs at The Mount, and Matt Cannon, whose marketing expertise is already seen in our refreshed website and sharper communications. John Walker joined us as Treasurer, as Peter Sweetman moved to oversee our IT after a long and distinguished tenure managing our finances. To all our staff, volunteers and trustees, a big thank-you for your energy, enthusiasm and effectiveness, without which these results would not have happened.

Our partnerships with the voluntary sector continue to develop and we recognized our special relationship with Emmaus at our Achievement Awards. Our longstanding partnerships with the Police and HMP The Mount are signified by the co-opted members on our board: Sarah Barrett and then Thomas Ash from HMP The Mount; and Mick Ball and then Paul Maghie from the Police; and of course Alex Kwellner from HCC. We are very grateful to them all for combining heavy day jobs while taking the time to share their expertise with us.

Challenges lie ahead, not least the recently announced reorganization of Probation. HACRO has a great team and I am pleased and confident that, with Val Beale taking over as Chair, HACRO will be in very good hands.

Let me give the last word to one of our Achievement Awards winners, a resident at HMP The Mount: "We have made big mistakes, yet now we are able to turn our negative behaviour and attributes into positive behaviour and attributes. Being able to do this means that we can show others that if we can change the way we think so can they." It's that belief - that someone can change and get their life back on track - which drives HACRO's mission.



Neil Ashley,
Chair

Treasurer's Report

This was another year of change for HACRO. Income from all sources almost doubled from £111,500 to £213,600. Much of the money represents income received in advance which explains the increase of our Restricted Reserves to £77,000. This is the product of the increase in the amount of the longer term funding that has been achieved through the sterling efforts of Valerie Beale. Given the recent announcement of changes to the probation service, the advance funding will enable us to bridge the period of uncertainty that we will undoubtedly encounter in the current year.

This was the second full year of the Building Better Opportunities Strive project. The additional workload enabled us to employ a second mentor in Michelle Carter. We are fortunate to have the continued support of Herts County Council which in turn is jointly funded by the Big Lottery and the European Social Fund. We must acknowledge the continuing work of Peter Sweetman in managing the programme and of Steve Weeks in keeping the complex reporting arrangements on track.

Restricted funds for Caring Dads at the end of the year amounted to £29,400 which represents sufficient funding for three courses. This together with a post balance sheet commitment from Herts

County Council for a further two courses means that we can fund our programme for a full year ahead. We were also pleased to receive grants from, among others from The Funding Network, the Allen Lane Trust, the Noel Buxton Trust, the Kelly Family Trust, and the Leigh Trust.

Restricted funds for Workability at the end of the year amounted to £30,700 placing us in a strong position to roll out the programme into the current year. This is pleasing as this is the programme most likely to suffer from uncertainty due to the impending re-organisation of the probation service. We have been supported by Herts County Council, Rotary in Harpenden, Big Lottery, Herts Charitable Foundation, Vinci Plc, Peoples Post Code and the Charles Hayward Foundation.

During the year our merger with The Friends of the Mount was completed and we continue to use that name for our activities in and around HMP the Mount. At the Visitor Centre, also known as the Tea Bar which we run in partnership with PACT, Michaela has continued to develop its performance so that it is now a net contributor to general funds rather than a drain. The Visits Hall, also known as the Cool Bean Café, which we run in partnership with Smiths Coffee, also made a positive contribution.

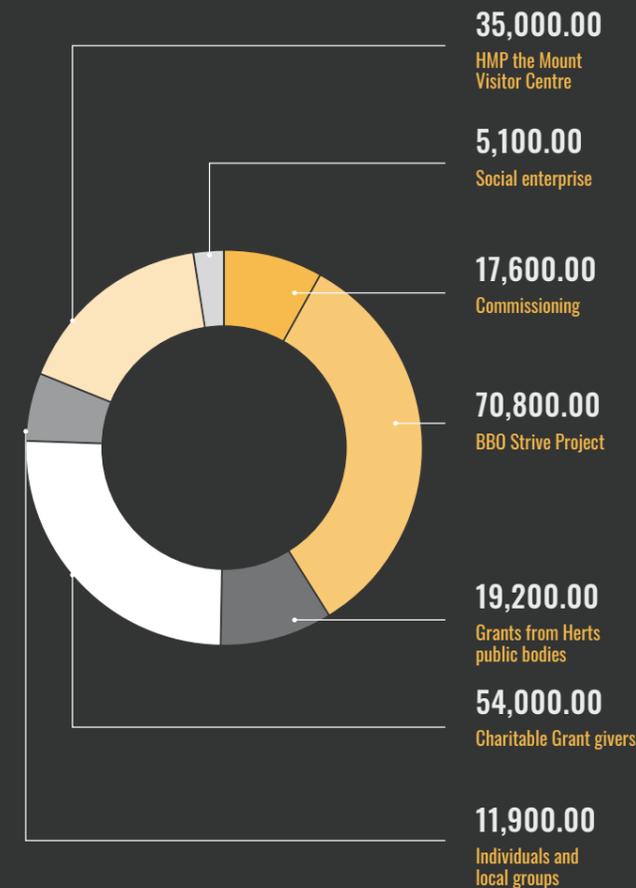
We have consolidated several small remnants of funds into the Sam Clarke Fund which we now call the Small Grants Fund, which dispenses small but vital amounts of money to support former offenders as they seek to turn their lives around.

We offer grateful thanks to our partners and all those who provided financial support in 2018/19 – a list of acknowledgements is included elsewhere in this annual report.

We would like to express our gratitude to John Thomson for his role as Independent Examiner and we are delighted that he has agreed to continue in this role for the current year.

John Walker,
Treasurer

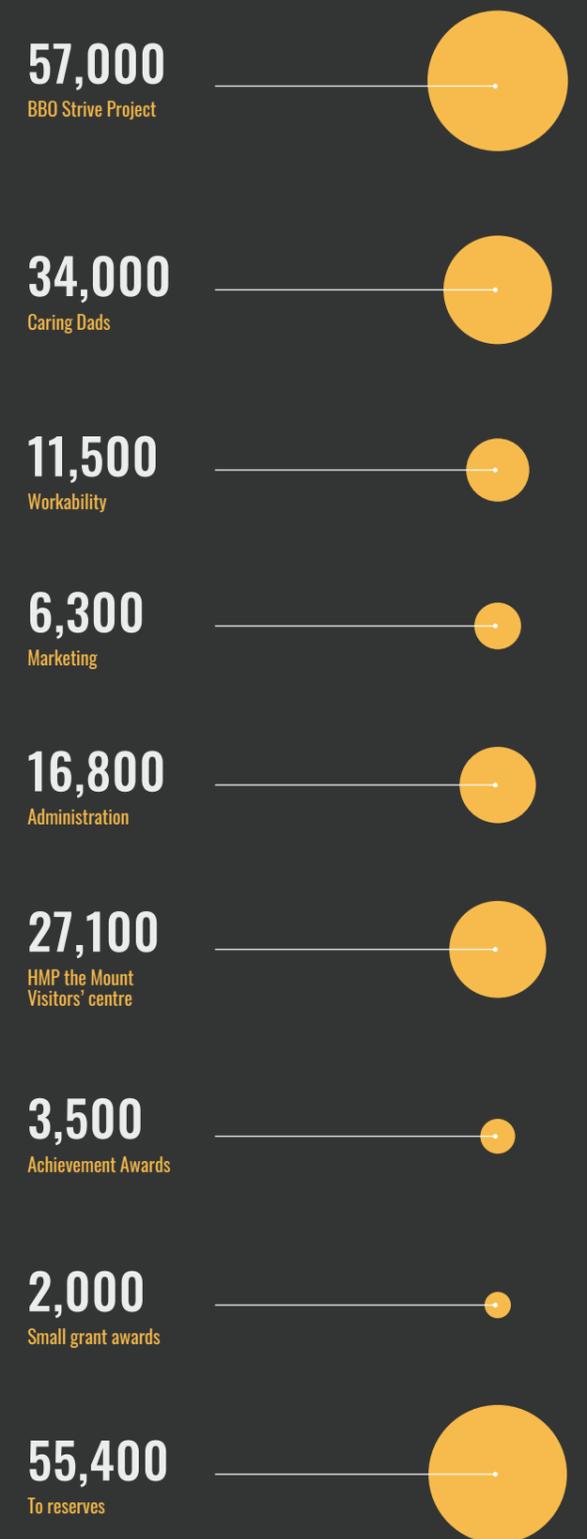
WHERE THE MONEY CAME FROM



INCOME SPEND AND END-YEAR FUNDS (ROUNDED FIGURES)



WHAT WE SPENT IT ON



Visitors' Centre



The prison in the community and the community in the prison



Olorum re et qui dus eaquia doluptam, to

HACRO looks after the running of the Visitors Centre and Tea Bar just outside the front entrance to HMP The Mount where we offer hot and cold drinks as well as snacks.

We make people feel welcome as this is where the offenders' families arrive to be checked in which can be a lengthy procedure, we open an hour before visiting hours as people come from all over the county (and beyond) for their visit.

We have been told that we are greatly appreciated by our visitors some of whom

have travelled many hours for their visit as we not only offer refreshments but also a well-equipped play area for children.

During the year, the visitors centre went from strength to strength and this is by no small part due to the superb management and support of the Manager of this area - Michaela Foster-Osborne and this enthusiasm spills over onto her loyal and dedicated band of volunteers. Sales have increased by 70% from the previous year and again the major factor here Michaela's personality and efficiency.

Visitor numbers were 14,443 which is nearly the same as previous years with total sales of roughly £225,000 - so expenditure is £15.50 per visitor and we sold 151,560 items of which 28,127 were Burgers!

The Visits Hall made a £6,000 contribution to HACRO from profits made.

Business Education

Self-employment is a successful path to rehabilitation of ex-offenders in the community.

For many years HACRO volunteers have offered mentoring support on the Business Venture courses at HMP The Mount to help offenders develop plans to get into self-employment on release.

The men are enthusiastic about the opportunity and here is what two of them say:

"Well, I feel encouraged to kick start this business. I have understood the financial aspect of a business and the importance of cash flow management. Most importantly I know how to attract and retain clients and how to present myself and business idea to potential funders. A very good course".

"This course gave me a very good insight into all the things that come together to create a business. I learnt a lot of things I did not know."

The range of business ideas is enormous. In the last year mentors have worked with men on:

Static Caravans, Nutrition, Teaching Maths, Starting a Business in Germany, Vaping Coffee Shops, Luxury Car Hire, Electric Vans, Fitness Clothing, Plants and Horticulture, Brickwork Restoration, Greeting Cards Business, Mobile Barber, Ice Rink in Jamaica, Trading at Music Festivals, Studio Music Recording, Car Valeting, Bee Keeping.

And that's not the complete list!

Channelling all that creativity into a plan that could turn someone's life around is highly worthwhile. We need more volunteers. If you have a business background and this interests you, please get in touch.

Barista Training

The Coffee bar within the Visits Hall inside the Prison is run for HACRO by CIBO which is totally supported by Smiths Coffee who supply both operational know how and all the staff.

Together we have created an authentic coffee shop within the prison. Employing some of the offenders as Baristas, prisoners and their families can purchase real coffee, cakes and freshly cooked food. This has proved to be really popular with the men, their visitors and the prison staff, who appreciate the freshly made food and proper top end coffee.

The aim is to offer a quality product and to ensure that what is on offer meets demand of the customers as well as offering value for money as many of the families are on low income. We have 50 tables and the numbers vary from around 44 to 32 on the lower days.



WorkAbility

Getting ex-offenders into work

WorkAbility is about helping offenders to change their lives through improving their feelings of self worth, their readiness for the workplace and their chances of getting and keeping a job. We also offer vocational qualifications in Food Safety and Hygiene (important for the hospitality sector), health and safety and customer service which are relevant in most jobs. For people who have never had qualifications, getting accredited certificates is a big deal and boosts their self confidence and sense of achievement.

During this year we moved the location of our courses from Emmaus to BeNCH offices and we ran courses in Stevenage and Cheshunt. This is an important development as it shows that WorkAbility is being accepted as an integral part of sentences in the community.

A key feature of WorkAbility is having employers come in to the group to explain what they expect of their staff and why. This is greatly appreciated by participants who have not had a consistent work record and are not used to being on time, working as part of a team or doing as instructed for extended periods.

The course is being evaluated by the University of Hertfordshire and although we will not have their report until the autumn, informal feedback has been extremely positive. One probation officer, who had referred several participants, said:

"All of the Service Users I have referred have commented on how they enjoyed the Course and that it had given them confidence. One Service User who would have a panic attack before coming to the Probation Building tells me that she has not experienced a panic attack since starting the Course and has now completed it with renewed confidence and self esteem. This Course is extremely worthwhile and the Course tutors are excellent."

She also stated that the participants were less likely to reoffend, showed better compliance with their order, had increased self esteem and self confidence, had a better understanding of the world of work and were better equipped to get a job.

Course participants have said:

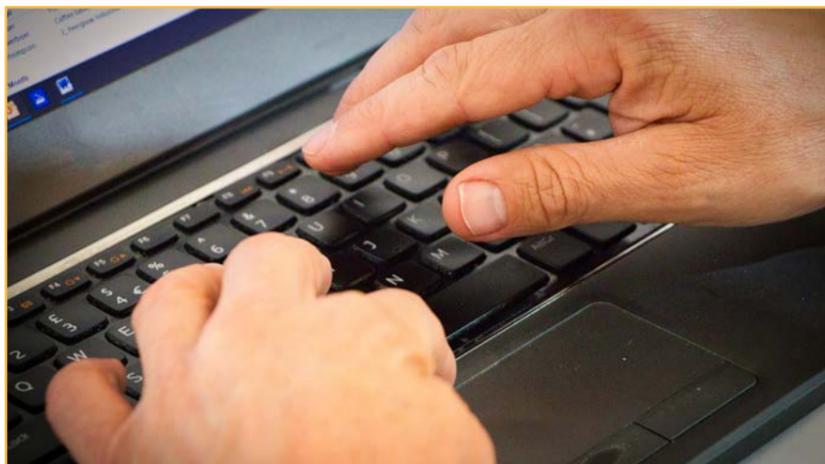
"The workshop has helped me feel more confident in myself. It has enabled me to meet others and helped me realise that I can be more independent."

"I really enjoyed the food safety and hygiene for catering course."

"Course was amazing, just too short."

"Excellent teaching methods that helped to follow the recipe easily."

The job centre doesn't do anything for you compared to this course. They constantly ask you "have you got a CV". But they never ever help you or give you any guidance. I've got a CV out of this course and so much more, like confidence, something to get up for in the morning."



"In the last 8 weeks of this course I found it more helpful than the job centre in five years."

"When does the next course start? I want to do another one already. I really enjoyed it, it's really useful. I feel more confident, I feel proud of myself for doing my bits and bobs, my certificates, I'm showing everyone - I'm so proud of it. I'm sad to know it's ending but we are hoping to have a reunion. It's what I needed, coming out of prison. It's good because I made friends and positive friends that I needed."

"A potential funder who sat in on both a core skills and a kitchen skills courses commented "It was great the way you motivated and controlled them all - and what a really positive result for them to eat the end result of their learning! I can now quite appreciate the potential power of what you have created with Workability."

Small Grants

The small grants programme is the means whereby we dispense small grants to former offenders who are struggling.

We respond to recommendations from BeNCH, NPS and the police and dispense grants of anything for £10 to £200. The grants are intended to pay for immediate requirements from a birth certificate to household items such as cooking utensils to sheets and clothing.

These grants are intended to provide immediate assistance when the only alternative facing the service user is a return to crime.

In recent years we have dispensed the following:

- 2017-17 - £124 representing 4 grants
- 2017-18 - £595 representing 9 grants
- 2018-19 - £1,757 representing 21 grants

In the first seven months of this fiscal year we have dispensed £1,430 representing 20 grants. The increase in need over the last two years may reflect the economic climate. This year may be exceptional for we have not reached the cold weather yet when the requirement for warm clothing is likely to increase.

We have £1,836 remaining in the Small Grants fund and when it is used up we must either:

- Close the fund and cease the programme;
- Meet the need from general funds; or
- Raise fresh funds to continue with the programme.

Feedback from referring Probation officers:

"Thank you for D's grant to sit his theory test, which he went onto pass! D's confidence has grown and he has now started his driving lessons that his parents have agreed to fund if he showed commitment to doing his theory test. So we would like to thank HACRO for giving him this opportunity."

"Thank you ever so much for Whitney's Birth certificate and clothing vouchers. When I passed them on to her, she broke down in tears and expressed, she has never been helped or given support like this before and she promises to do her best and use the help now properly. Lovely to hear."

Feedback- £100 vouchers given to help furnish home with goods such as kitchen utilities, bedding to have his daughter to stay: "LP is now settled with his daughter visiting weekly and able to cook and accommodate her with the help from HACRO, Thank you.



Building Better Opportunities - Project Strive



By the end of March 2019, HACRO had been working with the Building Better Opportunities (BBO) project for two and a half years. The project is managed by Herts County Council and jointly funded by the Big Lottery and the European Social Fund. Project Strive is part of the programme which deals with the barriers that stop disadvantaged adults getting into work. HACRO deals with the participants who have criminal records. Toward the end of 2018 we were invited to recruit a second mentor, and were delighted to bring Michelle on board to join Tony, who has been with the project from the start. This will enable us to take on significantly more participants.

So, it's all about finding jobs, then?

Well, it's a bit more complicated than that. A lot of our participants have problems with drugs or alcohol. Funding such a lifestyle may have led them into acquisitive crime. Holding onto a place to sleep can be a problem. The bottom line is that many of them have not worked for quite a long time - if ever - and don't really believe they will ever find work.

Sounds complicated! Where do you start?

About half our participants are referred to us by the police, who try to help prolific offenders to find a way back to normal life. The rest come from probation services, drug agencies and self-referrals. Newly referred participants meet a mentor, who talks through the particular problems they have, and makes a plan of action. That might well start with getting proof of identity, for example a birth certificate or sorting out an urgent housing need. It might then move on to getting the participant involved in exercise and meeting people, leading on to volunteering on a work project to get some work experience, doing one or more mini-courses, and then starting to look for a job

What sort of activities are involved? They might be:

- Boxercise – basically gym training for boxing. Quite intense, a real workout, and builds camaraderie.
- A woodworking course, hosted by Emmaus at St Albans, covering safety issues, tool use, and learning to build garden furniture.
- More garden furniture building at Digswell Nurseries – the furniture is sold and the proceeds donated to the community hostel at Digswell.
- A groundwork project, usually to help one of our BBO partner charities
- Barista training (to be introduced shortly at Smiths Coffee Ltd)
- Workability
- Job search

Does it all work?

Of the 66 participants who signed up before March 2019, 11 found jobs – more than half of those had been unemployed for 2 years or more. 34 are still working with us.

"Tony has been very supportive since the day I met him. The projects are a good way to use your mind, meet others and learn new skills plus use existing skills which have gone rusty. I like the fact that if I find courses that will help me into employment Tony will do his utmost to try and get it funded so I don't feel like there's no point in looking because I can't afford it. Having Tony as a mentor has had a very positive effect on me and help me change some of my bad ways." PM



But it's not just about finding jobs.

Herts Constabulary kindly did some analysis for us of the 17 participants they referred to us who were with the project for 3 months or more. 7 of them had spent 408 days in prison between them in the six months prior to joining the project, compared to no time in prison in the six months after they left the project.

"All I can say is without the help and guidance from Tony I would not have the confidence to go forward." SP

"I am receiving excellent support from my HACRO keyworker, who regularly offers me volunteering work and work related projects. I am making progress with my alcoholism but still remains a day-to-day battle. I need to work on my confidence in order to apply for jobs." RS

"I've had constant support from Tony in every level of my recovery. Michelle got involved and added extra help and support, but ultimately they have both helped and the service as a whole has helped with my recovery." AB

Caring Dads



Rebuilding the relationship with their children

Caring Dads is a 17 session programme designed for fathers who have abused or neglected their children or exposed them to the abuse of their mothers. The programme is well established and is written in manual form for group delivery. It is delivered by two facilitators with up to 16 Dads attending.

The main aims of the course are:

- To increase men's awareness of child-centred parenting
- Increase men's awareness of, and responsibility for, abusive, and neglectful fathering behaviours and their impact on children.
- To rebuild trust and enable the beginning of healing of the harm caused to their children.

At the end of the course fathers commonly report that they now recognise the harm they have caused to their children, they feel better able to manage their feelings and feel better equipped to support their children in the future.

This year courses were held at Hemel Hempstead (11 completions), Watford (9 completions), Hatfield (13 completions), Broxbourne (10 completions) and Stevenage (10 completions).

Quality assurance visits have been introduced to scrutinise delivery and how far material has been assimilated by the dads. The quality of engagement has been shown to be high. John Hughes, a former Director of Probation Programmes has joined us this year to carry out this work and we are very fortunate to have his expertise.

We receive referrals from Children's Services, CAFCASS, Probation and individual referrals from the Dads themselves. Occasionally we receive a self-referral from a dad with no family connection to Hertfordshire. There is then a charge for the course according to the dads means.

Recent feedback from social workers on the outcomes achieved for the dads referred includes:

"The course made a massive difference and there has been lots of positive change."

"The family case has since closed to Children Services and no further concerns have been received."

"Nine months on from the course the dad and one of his sons have made contact with this social worker, both saying they are doing well."

"The dads feedback on his experience was "the course was amazing; all parents should attend such a course even before they become parents."



Course Participants said:

"The first week I was in that car park dreading walking through this door. I had no idea what I was walking into and I really believed I would be spending 17 weeks being told what I've done wrong and what I need to change. This experience has been far from that. I don't feel once that I've been judged or been told what to do."

"I have learnt so much from this programme and taken so much home to use with my children, it's been absolutely amazing for me."

"Personally, I feel these courses should be offered to dads as soon as they have a child. It would stop so many problems for you guys and us as dad's. We are not brought up to show feelings or to understand how to express ourselves in the correct way, and that leads to so many problems with anger; this is why I'm here. I do not understand why mum's have your opportunity to attend so many courses and groups and we don't. I can't remember once being offered the same support and that really is sad."

"This has been a positive experience for me and I have turned a corner. I now know that I have a responsibility to how I respond and can't keep blaming someone else for making me do something."

"Thank you, thank you for everything. I've literally changed everything I do at home before I react, I think about what I've been taught on this course. It's funny really, I sit there and think ok what would the guy say, and what would Leigh and Will say to the situation and then I do what I think is the right thing. Its like I have got you all on my shoulder guiding me."

HACRO Achievement Awards

This year we again celebrated the success of offenders who had turned their lives around at the University of Hertfordshire's Weston Auditorium. For many of the winners it was the first time in their lives they had been recognised for anything positive.



This year we again celebrated the success of offenders who had turned their lives around at the University of Hertfordshire's Weston Auditorium. For many of the winners it was the first time in their lives they had been recognised for anything positive.

The whole event is run on the basis of sponsorship, the biggest sponsor being the University of Hertfordshire's School of Law. Because of the support from County Councillor Chris Hale, we were able to recognise everyone who had been nominated, not just those the selection panel picked out for particular Awards. This was in recognition that everyone who had been nominated was deserving of recognition.

The High Sheriff, Sarah Beazley, presented the certificates and the referring officers and invited guests, including Lord Lieutenant Robert Voss, read out the citations. In addition to two awards for volunteers, 12 winners received vouchers for £100 and eight runners up received vouchers for £50. A further eight nominations were received from HMP The Mount where there was a separate award ceremony.

Lord Lieutenant of Hertfordshire, Robert Voss presents the Award for Turning Your Life Around to Josh Bangerte, featured with High Sheriff Sarah Beazley, president of HACRO Yasmin Batliwala and Katy Bowen, Manager of the Princes Trust Team Programme.

Among the winners was Janette. This is Janette's story:

Janette suffered from exploitation from her peers from a very young age which followed with many years of drug use, involvement in crime which sadly resulted in her mother taking care of her 3 children. This has impacted Janette and has made her make the decision to give herself a better life now.

From her release from prison in 2018 she has fully engaged with IOM and Probation, using all the resources available to combat her addictions. Janette worked closely with HACRO and completed the WorkAbility course with them. Claire from HACRO told us, 'Janette was a great member of the team, with a positive attitude and kept the team upbeat with great contributions. Janette is ready to make the next steps forward, well done Janette.'

Janette now has also managed to gain her first stable accommodation in 5 years and engaging with the mental health team to conquer her demons.

Janette has enrolled to complete her maths and english qualification but her biggest achievement is now enjoying a relationship with her 3 children and her mother. Her Probation officer said 'Janette is doing very well in her rehabilitation and carries on making great progress'.

HACRO Conference

HACRO asked the question, "What's happening with rehabilitation in Hertfordshire?" at its annual conference held at the Welwyn Garden City county Police headquarters.

Doug De-St-Aubin, Deputy Director of BeNCH CRC, the private sector community rehabilitation company covering Hertfordshire, said the key is to cut re-offending. Reduction in re-offending among BeNCH offenders within 2 years had gone down from 44.72% to 42.58%. But the number of crimes being committed by each re-offender has gone up, from an average of 4.1 to 5.1. The challenge therefore is to reduce prolific re-offending.

Neeve Bishop, head of the National Probation Service in Hertfordshire, explained the important and complex work being done with sex offenders in Project Horizon to prevent them re-offending.

Valerie Beale, Deputy Chair of HACRO, presented the progress with the HACRO WorkAbility programme to get ex-offenders into work: encouraging them to believe in themselves and helping them to acquire vocational skills to improve their employability.

Kim Hobbs, who with his wife Jo started Cornergate Foundation, a charity to help the homeless, explained the hopeless position someone with no fixed address finds themselves in on release from prison with £46.75 in their pocket, no ID, no bank account, and no job. They are likely to be back in prison in a very short time.

Tony Franklin, Specialist Mentor on the Building Better Opportunities project to break down the barriers stopping ex-offenders get into work, brought along two of his ex-offender clients who told how rehabilitation work at the Mamba Boxing Gym in Hemel Hempstead had helped them find the confidence to move their lives forward into work. Last month a fifty year old ex-offender had just got his first proper pay check after a lifetime in and out of addiction and prison, showing how these kinds of initiatives actually work.



HACRO staff at the Conference

The High Sheriff of Hertfordshire, Suzy Harvey, brought the conference to a close thanking all the speakers for showing the progress being made in rehabilitation.

Neeve Bishop of the National Probation Service commented, "Have to say, I felt quite humbled by the other presentations, particularly Tony and friends and Kim's presentation. Superb evening."

Yasmin Batliwala, our President, summed it up, "Our conference highlighted the what's being done to make Hertfordshire a safer place to live. Cutting re-offending and helping ex-offenders re-enter the world of work is absolutely key to this aim. Our speakers highlighted the inspiring work going on."

Our Thanks



Organisations/Individuals/Donors

- Nicholas Crispin JP
- The Targetted Parenting Fund (Herts CC) (Caring Dads)
- Herts County Council (BBO Strive Project, Caring Dads)
- The Targetted Parenting Fund (Herts CC) (Caring Dads)
- Herts Community Foundation (Workability, Caring Dads, training)
- Cllr - J Hale - Herts CC Locality Fund (Awards)
- McMullens & Sons Ltd (Awards, Workability)
- University of Hertfordshire Charities Trust (Awards, Workability, User Survey at HMP the Mount)
- Sarrat Equity (Awards)
- The Giving Machine on behalf of online shopping organisations
- March Hare RoughStuff (Awards)
- Tuesday Circle Group
- Suzy Harvey (Awards)
- Rotary Club of St Albans Priory (Awards)
- Veolia plc (Awards)
- Charles Hayward Foundation (Workability)
- Bushey Evening Townswomen Guild
- East Herts NHS Retirement Fellowship
- Rotary in Harpendon (Workability)
- Noel Buxton Trust (Caring Dads)
- N&E Herts Magistrates
- National Council for Voluntary Organisations
- British Legion
- Friends of The Mount (Small Grants)
- The Pegura Trust
- Sodexo Justice Services (Awards)
- The Big Lottery (Workability)
- The Funding Network (Caring Dads)
- Vinci Group (Workability)
- Allen Lane Trust (Caring Dads)
- Peoples PostCode (Workability)
- DENS (Workability)
- Cllr John Hale - Herts CC Locality Fund (Awards)
- Lyndhurst Financial Management Ltd (Awards)
- Lloyds Banking Group
- Adaptainer Limited (Awards)
- Bench CRC (Awards)
- Wells Burcom
- Leigh Trust (Caring Dads)
- The Kelly Family Trust (Caring Dads)

Partners

- Herts County Council (BBO Strive Project, Caring Dads)
- University of Hertfordshire Charities Trust (Awards, Workability, User Survey at HMP the Mount)
- Prisoner Advice and Care Trust (Visitor Centre - HMP The Mount)
- Community Action Dacorum (Payroll)
- Digwell Nurseries (Furniture)
- Emmaus St Albans (Meeting Rooms and BBO Strive Project)
- Cibo Food and Drink Ltd (The Cool Bean Café - HMP The Mount)
- Hertfordshire Constabulary (Small Grants and Hacro meeting venue)
- HMP The Mount (The Cool Bean Café, Visitor Centre)
- National Probation Service (Office accommodation, Small Grants)
- SCG Projects (Website services)
- Beechfield Childrens Centre (Caring Dads venue)
- Zen Internet Ltd (Broadband provider)
- Mamba Gym (BBO Strive Project)
- Vinyard Centre (Caring Dads venue)
- Kingdom of Light Church (Caring Dads venue)
- Focolare Centre for Unity (Hacro meeting venue)
- Hertfordshire Fire and Rescue (Hacro meeting venue)
- North Herts CVS (Training)
- CVS for Broxbourne and East Herts (Training)
- Watford & Three Rivers Trust (Training)
- Maranatha Christian Church (Caring Dads venue)

Formal Accounts Formal Accounts

HACRO CIO / BALANCE SHEET

Accounts for year to 31 March 2019

		2019	2018
CURRENT ASSETS			
Cash at bank:	Lloyds	95,271	43,568
	COIF	9,999	9,999
Debtors		3,497	0
Cash in hand		249	20
		109,016	53,587
CURRENT LIABILITIES			
Creditors		0	0
TOTAL ASSETS LESS LIABILITIES		109,016	53,587
INCOME FUNDS			
Unrestricted		18,544	11,829
Restricted		77,049	41,758
Designated		13,423	0
TOTAL FUNDS		109,016	53,587

The above Balance Sheet and attached Statement of Financial Activities have been prepared from the HACRO bank accounts and other relevant papers, and are in accordance therewith.

Signed: John Walker, Treasurer
Date: 03 June 2019

HACRO CIO / STATEMENT OF FINANCIAL ACTIVITIES

Accounts for the year to 31 March 2019

	RESTRICTED FUNDS	DESIGNATED FUNDS	UNRESTRICTED FUNDS	TOTAL 2019	TOTAL 2018
INCOME					
Donations	4,477		2,524	7,001	3,701
Subscriptions			450	450	890
Tax refund			29	29	1,128
Management fee			0	0	13,092
Social enterprise Visitor centre - the Mount			11,183	11,183	
Social enterprise HACRO Trading Ltd			5,117	5,117	2,400
Activities in the furtherance of HACRO objectives					
Project work	159,339		23,800	183,139	87,368
AGM/Awards		6,400		6,400	2,930
Bank interest			65	65	23
Others	5		228	233	0
TOTAL INCOME	163,821	6,400	43,396	213,617	111,532
EXPENDITURE					
Cost of activities in furtherance of HACRO objectives	(92,975)		(27,250)	(120,225)	(82,243)
Transfers	(11,159)	12,854	(1,695)	0	0
Appropriations	(6,750)	(2,303)	9,053	0	0
Staff costs			(8,022)	(8,022)	(11,117)
Donations and subscriptions paid			(241)	(241)	(245)
Small grants	(5,632)			(5,632)	(595)
AGM/Awards		(3,528)		(3,528)	(2,919)
Web site	(6,324)			(6,324)	(5,587)
Management			(8,526)	(8,526)	(5,397)
Others	(5,690)			(5,690)	0
TOTAL EXPENDITURE	(128,530)	7,023	(36,681)	(158,188)	(108,103)
Net movement	35,291	13,423	6,715	55,429	3,429
Funds at 1 April 2018	41,758		11,829	53,587	50,158
Funds at 31 March 2019	77,049	13,423	18,544	109,016	53,587

HACRO CIO / ACCOUNTS FOR YEAR TO 31 MARCH 2019 / NOTES TO THE ACCOUNTS

Analysis of funds

	BALANCE 31-03-18	INCOME	EXPENDITURE	TRANSFER	APPROPRIATIONS	BALANCE 31-03-18
RESTRICTED FUNDS						
Operations - The Mount	(64)			64		0
Sam Clarke (Small Grant)	2,155	882	(1,757)	1,993		3,273
Caring Dads	19,406	48,990	(33,958)		(5,000)	29,438
Workability	4,503	43,130	(11,543)	(3,690)	(1,750)	30,650
Social Media	9,400		(6,324)			3,076
Youth Opportunit (Leaving Prison Behind)	2,507			(1,007)		1,500
Project Strive	2,866	70,819	(57,040)	(7,533)		9,112
CAB - The Mount	741			(741)		0
Acc Off - Watford	245			(245)		0
	41,759	163,821	(110,622)	(11,159)	(6,750)	77,049
RESTRICTED FUNDS						
Workability				3,690		3,690
Project Strive				7,533		7,533
Awards		6,400	(3,528)	1,631	(2,303)	2,200
	0	6,400	(3,528)	12,854	(2,303)	13,423
UNRESTRICTED FUNDS	11,829	43,396	(44,039)	(1,695)	9,053	18,544
TOTAL FUNDS	53,588	213,617	(158,189)	0	0	109,016

HACRO CIO / REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES

I report on the accounts of HACRO CIO (charity number 1163064) for the year ended 31 March 2019 which comprise the Statement of Financial Activities, Balance Sheet and related notes.

Respective responsibilities of trustees and examiner

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

It is my responsibility to:
examine the financial statements under section 145 of the 2011 Act; follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and state whether particular matters have come to my attention.

Basis of independent examiner's statement

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

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:

to keep accounting records in accordance with section 130 of the 2011 Act; and

to prepare accounts which accord with the accounting records and to comply with the accounting requirement of the 2011 Act;

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Signed:

JS Thomson
St Albans

Date:

03 June 2019

HACRO

For the Care and Resettlement of Offenders

Registered Charity Number 1163064

Email: office@hacro.org.uk

Tel: 01727 854727

Website: www.hacro.org.uk

Address: 62-72 Victoria Street, St Albans, Herts, AL1 3XH

Design by www.scgprojects.co.uk to get in touch email info@scgprojects.co.uk