
BREAKOUT

— the supporter magazine of Langley House Trust —



JUN–AUG 2017

WELCOME

A warm welcome to this edition of Breakout. This time we're focusing on growth - from the individual growth that we see in our clients, like Peter (on page 4) to how our staff, like Rich, motivate growth in others (see page 16.)

We know how important growth is to rehabilitation, such as someone rediscovering their talents, to another finding the courage to set up their own business as part of moving forward with their lives.

Our hot topic focuses on the key role that employment plays in helping someone to live crime-free after prison – the government has some exciting proposals in this area but they will need employers to take the bold, brave step to open up opportunities for people with convictions. Recruiting on merit alone rather than rejecting ex-offenders on the basis of their convictions would revolutionise the job opportunities for those leaving prison and is also a type of growth in awareness and acceptance.

Ultimately, renewed minds and changed attitudes will help to create a society where no-one is unfairly disadvantaged because of their past. This is at the core of our vision as a charity and one that we will earnestly pursue. Thank you for joining us in this.

Samantha

Editor, Break Out

Please note: although some of our photographs feature real clients and staff, they do not necessarily relate to the stories told alongside them, and some names have also been changed to protect identities.

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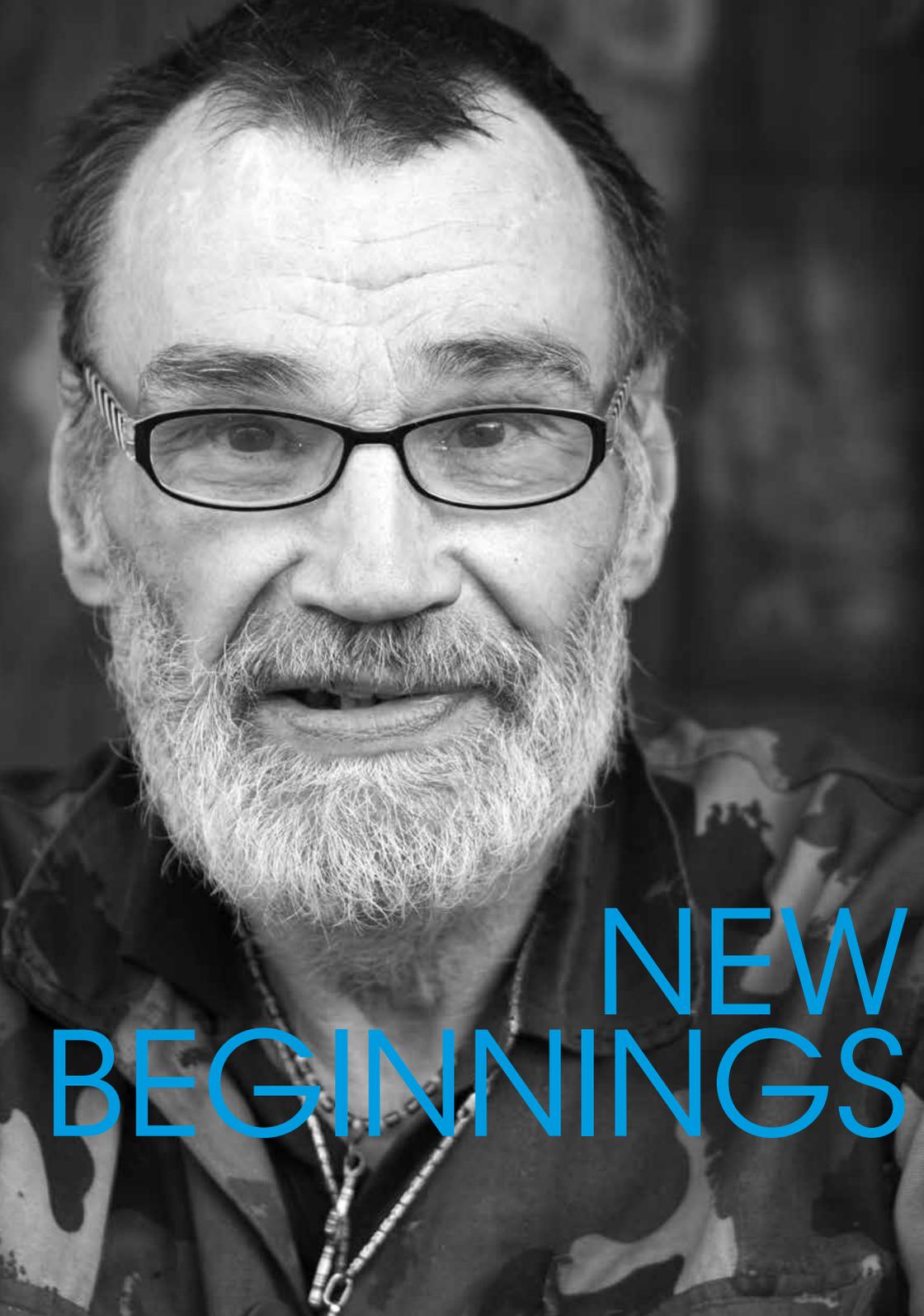
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NEW BEGINNINGS

PETER

— starting over after years in prison —

PETER* WAS IN PRISON FROM A YOUNG AGE – HE WAS USED TO USING HIS FISTS TO GET HIS POINT ACROSS. HIS ATTITUDE CHANGED WHEN HE GOT HIS LIFE SENTENCE AND HE REALISED THAT LIFE HAD TO CHANGE. HE'S EXPERIENCED A LOT OF GROWTH SINCE COMING TO LANGLEY AND IS HOPEFUL ABOUT WHAT THE FUTURE WILL BRING.

What did you want most as a child? I can't remember.

What was life like growing up? Bad. I was brought up in care. I was in care nearly all my life. I got into trouble with the police at a very early age. From care I went into borstal [a youth detention centre].

When did you realise things needed to change? When I got my life sentence. That's when I knew I had to change my attitude and everything. That's when I started doing things the right way. I started to talk to people instead of just using my fists.

Thinking about your time at Langley, what made the biggest impact? It's the atmosphere here – it's very relaxing. It makes you feel more comfortable. It makes you feel that you can trust people more here. I enjoy myself at Langley.

What made the best impact? The staff's attitude – the way they help you. If you've got a problem you can go and talk to them. Langley is a lot different to the other places I've been. I feel like I'm wanted. I can open up here you see. I can actually talk to people and I can talk to them in confidence – they are very helpful as well. They're there to listen.

What's been your proudest moment? This is the longest I've ever been out without getting into any trouble. I've been in trouble with the police from an early age. Getting out of that routine isn't easy. The only thing that's helped me as well is doing voluntary work, keeping myself busy. I started to do the Pathways to Employment thing [Langley's employability skills and training programme]. It's good, it's brilliant. It's just the freedom I've got. When I do eventually get my place, at least I've got the skills to do up my place.

What's your hope for the future? I hope to get my own place eventually and get a job. I want to keep doing voluntary work to build more confidence in getting back to work again. I haven't been working for a long long time, I need to get back into the system again. If I jump in too deep, that's when I make mistakes and get into trouble and I don't want to do that. I just need to take it easy – take it slow.

*Peter's name and picture has been changed to protect his identity.



HOT TOPIC

— What are employer's attitudes about taking on ex-offenders? And how will prison reforms try to tackle this? —

68% OF PEOPLE IN PRISON SAY THAT HAVING A JOB WOULD HELP THEM TO STOP OFFENDING. HOWEVER, ONLY 12% OF EMPLOYERS SURVEYED BY THE PRISON REFORM TRUST SAID THEY HAD EMPLOYED SOMEONE WITH A CRIMINAL RECORD IN THE LAST THREE YEARS. EMPLOYMENT OPPORTUNITIES FOR EX-OFFENDERS IS AN AREA WHERE GROWTH IS DESPERATELY NEEDED FOR SUCCESSFUL REHABILITATION TO INCREASE.

More people than ever are working in the UK. The jobless rate fell to just 4.7% in the three months to January. Since August 1975 (and the two months leading up to it), it has not been this low.

But while this is good news on the whole, the employment market is still stacked against people with a criminal record. Between 2014 and 2015, the reported number of offenders leaving prison with a job to go to was only 27%. This was an average figure from both male and female prisons, but the outcomes for women were significantly worse, with only 1 in 10 women having employment on release.

Moreover, one in five employers said they either did or were likely to exclude those with a criminal record from the recruitment process. A 'ban the box' campaign has been challenging the stereotypes that some employers hold, asking employers to choose their best candidates based on job skills and qualifications, not their past convictions. But there is clearly still work to be done.

A job, a home and a support network

The employment statistics around ex-offenders paints a rather bleak picture, particularly given the importance of a job in helping ex-offenders to stay crime-free after leaving prison. Without a job, a home or a support network, a return to old ways is much more likely. Perhaps this is one of the reasons why the reoffending rate for those leaving prison is still around 45%.

A different type of 'OAP'

The government is trying to take the proverbial bull by the horns and tackle this in its latest white paper on Prison Safety and Reform. The white paper proposes a suite of measures, including allocating funding for an Offender Apprenticeship Pathway (a very different type of 'OAP'). The pathway will ensure that prisoners have the same access to high quality training and education that an apprentice could expect to receive in the community. Prisoners start the apprenticeship in prison and complete this after release.

Employers get to tap into a willing work base and build up relationships with people who they might not have even considered if based on a paper application alone. Moreover, prisoners learn skills, adding value to the company and employers also build trust and confidence in taking on someone with a conviction – a win:win all round.

Timpsons and others leading the way

It is a model that has worked well in some organisations already and Timpsons is an excellent example of this. Timpsons is one of the UK's leading retail service providers, doing everything from key cutting to engraving trophies to shoe repair. It has 1325 owned stores and 110 "Snappy Snaps" franchises throughout the UK and Ireland.

Timpsons originally started to recruit and train prisoners in HMP Liverpool but the scheme has now spread to several other prisons across the UK. It is not uncommon for a prisoner involved in the scheme who is also on ROTL (release on temporary license) to do a full day's training or work within a Timpson store to then return to prison to sleep for the night. By working in this way, prisoners build up their skills and expertise pre-release and work towards a guaranteed trial post-release. James Timpson, CEO, reported that 75% of their staff that join Timpsons from prison are still with them six months after leaving prison.

Other examples of programmes leading the way for prisoners to gain skills and experience whilst inside include the Clinks restaurant in HMP Brixton. This is staffed by prisoners working towards qualifications in the food and hospitality industry. Network Rail runs a 'Track Work' training programme from Cardiff prison. Virgin has been pioneering the hiring of ex-offenders and championing giving them a second chance.

"I've long felt that no-one should be judged by the worst moment in their lives, and so we've always encouraged our businesses to find ways of training and employing people who have been released from prison."

Richard Branson, Founder of the Virgin Group

Seeing the difference in our clients' lives

Although operating in a different context, Langley's pathways programmes are also employment-focused. Both Pathways to Employment and Pathways to Business help ex-offenders to develop skills to enter employment and/or start up their own business. What is inspirational is seeing the difference this makes – the hope in our clients' eyes, the pride they take in their work and their commitment to doing the best they can.

Ex-offenders can be some of the most motivated workforces – they often know more than most the value of being given a second chance.

Prison governors will have their work cut out

Key to the success of the Offender Apprenticeship Pathway will be prison governors being able to link with employers who are willing to provide employment to those leaving prison. They will have to build relationships with local employers to develop appropriate training courses and hope that they will offer a minimum 12 month apprenticeship to ex-offenders upon release.

The prison system is on a journey in terms of schemes like this. It has lost ground in recent years against a backdrop of shrinking budgets and staffing cuts. 'Purposeful activity' – which is key to prisoners developing skills to help them post-release – has been on the decline; at its lowest level ever recorded by inspectors. Moreover, almost three quarters of prisons inspected by Ofsted were judged as inadequate or requiring improvement for learning and skills.

The government reforms should address this aspect of prison life. Rather than education being provided through a few largescale national providers through OLASS (the Offender Learning and Skills Service), prison governors will have more autonomy to commission local provision. The hope is that this will produce a seamless transition for a person receiving education and training inside prison to them receiving education and training on release.

Could prisons really become places of rehabilitation and reform?

All of these are positive moves towards making prisons true places of rehabilitation and reform, where people leaving prison go on to reintegrate into society rather than offend against it.

It will be interesting to see the level of commitment from employers across the spectrum of sectors including the private, the voluntary and the third sector. Having advocates such as Timpsons and Virgin will certainly help but perhaps the solution, for most employers, is to have personal experience of taking on someone with a conviction.

It's often not until we see the whites of someone's eyes that we really step out and engage, particularly if we perceive there to be a risk involved. Let's hope that many employers will do the brave thing and say yes.

NEWS & EVENTS

"I really enjoyed taking part... the sense of achievement at the end was overwhelming." Kainos participant

HOUSING HEROES AWARD NOMINATION



Finalist

Langley's Care Team has been shortlisted for a Housing Heroes Award in the 'Support and Care Team of the Year' category. This is for the second year running!

The 'exceptional' team was shortlisted for its 'can-do attitude' and commitment to improving the quality of life of hard-to-place individuals within the Criminal Justice system, including those with severe mental health issues, learning disabilities and physical care needs.

The awards ceremony will take place in Manchester on Monday 26th June.

KAINOS BIKE RIDE RAISES AWARENESS

Kainos staff and participants are often doing charity events to raise awareness about different causes.

This time, they spent three days riding exercise bikes equivalent to the distance between Land's End and John O'Groats.

27 prisoners and 12 staff got involved – including Kainos staff, wing staff, the residential Governor and even the Catholic priest!

They raised awareness for the Chris Donovan Trust, a restorative justice charity which was set up after a family lost their son through knife crime. One of the participants who took part in the bikeathon said:

"I really enjoyed taking part... all my efforts were aimed at something positive which in my case is something that has not occurred very often in my life. I found it physically challenging but the sense of achievement at the end was overwhelming."

OVER £10K RAISED FOR PATHWAYS TO CHANGE

Thank you to everyone who has supported our Emergency Easter Appeal for our Pathways to Change programme. We have now raised over £10,000! This will help to provide key support after the loss of promised funding.

Pathways to Change supports men to face up to their offending behaviour, take responsibility for their actions and learn to live crime-free.

Geoff, whose story was featured in the appeal, said that one of the best things about being on Pathways to Change was that he wasn't being beaten up every night – he had been living on the streets before. He also said:

"It has given me the tools and the belief that I have a better future... I have purpose again."

If you would like to give towards Pathways to Change, please visit langleyhousetrust.org/give.

"I believed in myself and could see others starting to believe in me too." Mike, Langley client

CHAPLAINS CONFERENCE

Our volunteer chaplains play a key role in project life – they provide a safe, listening ear and help clients to explore questions about spirituality and faith.

They also act as a bridge to the community. Earlier this year, a number of our chaplains came together for a two-day Chaplains conference to support our chaplains across the Trust and share feedback on what great chaplaincy looks like.

BISHOP RACHEL VISIT

Bishop Rachel Treweek, the Bishop of Gloucester dropped in to our Cheltenham project for tea, cake and testimonies during Holy Week (the week running up to Easter).

The Venerable Rachel Treweek is the first female Bishop to be appointed to the House of Lords and was appointed as the Bishop of Gloucester in 2015. She spent time with clients and staff, hearing about our

clients' journey of change since being at Langley and how they have turned their backs on crime.

Mike, one of our clients, spoke passionately about his experience:

"Prison... was a dark place where I felt alone and abandoned... this is the rest of my life, I thought."

"Then it all changed. Langley House Trust helped me push my tomb door open and I was reborn."

"I believed in myself and could see others [starting] to believe in me too. I have since bettered myself; I'm volunteering and finally being a positive member of society."

Bishop Rachel's visit was part of a series of engagements with local charities in Gloucestershire who support marginalised people, including refugees and female prisoners.



Bishop Rachel, front row, far left, pictured with staff and trustees



Time for Tea!

A NUMBER OF CHARITIES HAVE HAD SOME BAD PRESS ABOUT THEIR APPROACH TO FUNDRAISING. WE JUST WANTED TO SAY WHAT WE ARE DOING AND GIVE YOU AN IDEA ABOUT HOW YOU COULD GET INVOLVED IN DOING SOMETHING FUN WHILST RAISING MONEY TO SUPPORT OUR CLIENTS.

FUNDRAISING ETHICALLY

— Growing in the right way —

Fundraising Promise

Langley has always been committed to fundraising ethically and responsibly. We are determined to grow in the 'right way' – which means respecting the wishes of our supporters, never passing on their details to a third party and being open and transparent about how we fundraise.

As a sign of this, we have registered with the Fundraising Regulator, and agree to the commitment made to donors and the public as set out in the Fundraising Promise.

Langley promises:

- To adhere to the fundraising code of practice
- To be clear, honest and open
- To be respectful, fair and responsible
- To be accountable and responsible



For more information on the code of practice and the fundraising promise please visit www.fundraisingregulator.org.uk

Time for Tea

The summer is here, the sun is shining (well mostly!) and the birdsong is in full swing. Here at Langley we been thinking of all the fun things we can do to raise money to change the lives of men and women coming from prison.

We challenge our clients to change so why not take up a challenge of your own and hold a Langley Afternoon 'Time for Tea' party?

To find out more – and to receive our fundraising resources pack – please contact us: fundraising@langleyhoustrust.org and 02476 587361.

Thank you to our Regular Donors

We wanted to take this opportunity to say a BIG THANK YOU to our wonderful supporters who donate to us on a monthly basis through direct debit and for those who have recently signed up in this way. Your regular gift helps us make an ongoing difference to the lives of men like Peter (see page 4). We are so grateful for your support.

All the best,

Dee & Philip

The Fundraising Team

If you wish to Opt in or even Opt out from any of our communications we send you, please email fundraising@langleyhoustrust.org and we will tailor your preferences.



KAINOS

— the Challenge to Change programme —

WE ARE DELIGHTED THAT THE LANGDALE WING IN HMP HAVERIGG – WHERE CHALLENGE TO CHANGE IS RUN – HAS RECEIVED AN 'ENABLING ENVIRONMENTS AWARD'.

The Enabling Environments Award from the Royal College of Psychiatry recognises the 'outstanding' work of the team in creating an environment where positive relationships flourish which helps participants on Challenge to Change to grow and be at their best.

This is a remarkable achievement in any setting, but particularly in a prison where rules and authority abound. The award recognises 'outstanding best practice in creating and sustaining a positive and effective social environment'. The quality mark was awarded to the Langdale wing for three years.

The community aspect of Challenge to Change is all about creating an environment where participants feel respected and valued and where the relationships they develop with others helps them to take responsibility for their environment.

Importantly, Challenge to Change is all about growth as well – participants growing in their ability to relate to others, growing in their ability to live as part of a community and get along peacefully with those inside it and growing individually as a person.

And that's where the chickens come in. The chicken project (pictured) is one of the projects that help participants on Challenge to Change to learn about caring for others (in this case chickens!) and take responsibility for someone else.

The Enabling Environments award was given after a rigorous assessment, involving both Challenge to Change participants and staff. The environment and community created by Challenge to Change was graded against ten core standards, including belonging, boundaries, empowerment, leadership and openness.

Speaking about the award, Pamela Leonce, Corporate Operations Director, said: "It is an indication of the hard work of the Kainos team that the Langdale wing has been given an Enabling Environments Award. Creating a sense of community on a prison wing is a real achievement and promotes the values of respect, responsibility and concern for others that is integral to the Challenge to Change programme. We are really pleased with the team's achievement and most of all, for the positive impact the environment makes on participants on Challenge to Change."

OUR PEOPLE

— the staff and volunteers who make the difference —



RICH FARRELL, OUR PATHWAYS TO BUSINESS MANAGER, JOINED THE TRUST LAST YEAR. HE HELPS CLIENTS, WHO MIGHT STRUGGLE TO ENTER MAINSTREAM EMPLOYMENT, TO SET UP THEIR OWN BUSINESSES. HE IS PASSIONATE ABOUT SEEING CLIENTS GROW AND BE THE BEST THEY CAN BE.

What was your significant life event before coming to Langley that influenced your decision to work for us? Meeting my wife Rose on Christmas Eve 15 years ago... since then we have been bound together even tighter in love and faith through the best and the worst of times.

What process brought you to Langley? In March last year, after recovering from a life-threatening illness, I felt challenged by God to resign my job in IT sales and refocus my life on something more significant. So at Easter last year I did just that, and started to look for what this next phase of my life was going to be. I took 28 days out to reflect, to meditate and to seek God's plans for this next season of my life.

At the end of this time I knew I wanted to help people start their own businesses and I wanted this to be in a Christian setting with a strong social impact. I put all of this into Google and my new role at Langley came up... 6 months after resigning my job I started at Langley and have never looked back.

What's been your biggest challenge? I thought it would be learning to live lighter on a "charity wage" after the big bucks of business but God is my provider and He has blessed our socks off from day one!

In fact my biggest challenge has been learning to mentor and not manage my clients as they build the businesses of their dreams, allowing them to grow at their pace and build the business they want.

What's been your proudest moment? My proudest moment was when my first client got his first order in December for Forget Me Nots Online (a grave tending service in Blackburn). On Christmas day I received a picture of a beautifully tended grave, it was the best gift I could have had on such a special day.

What gets you out of bed in the morning? The joy of being with the clients and seeing the hope that building their futures brings to their lives. It's seeing the pride they take in the work they do and their overwhelming desire to give back to the communities around them.

Looking back, what impact do you want to have made? I want to have helped clients across the Trust achieve their dreams, showing integrity, generosity and grace to all those they serve through their businesses.

Who inspires you? That's easy! My wife Rose, she inspires me daily to be the man that God intended me to be and to seek Him at all times for my family and my place in the world around us.

Three words to describe life working for Langley:

"Supporting" and "new beginnings".

VOLUNTEER NEWS AND UPDATES



Volunteer chaplains and staff who gathered together for a Chaplains Conference

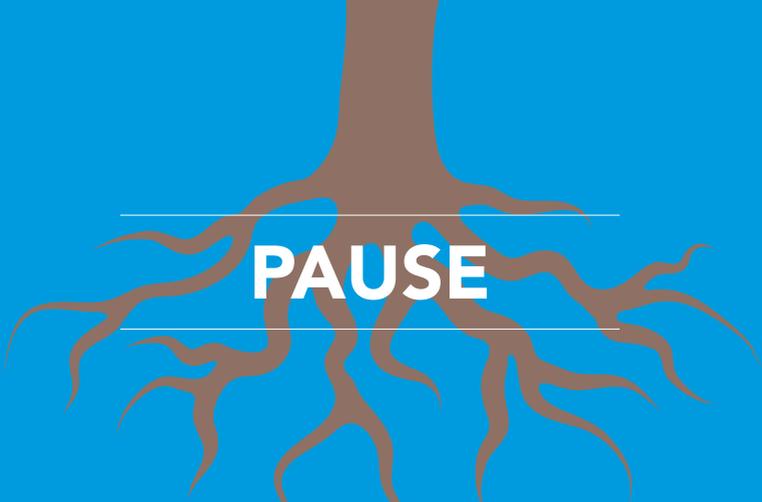
National Volunteering Week takes place between 1st and 7th June - it is a week-long celebration of the amazing work of the nation's volunteers. We are delighted to be welcoming several new volunteers to the fold. Charis has joined our Elderfield Project; Colin, Elspeth and Marianne have joined The Knole and Rose has started a new role with Pathways to Business.

Our volunteers play an invaluable role at our projects – from befriending and mentoring, to providing skills and chaplaincy support. Most of all, they help our clients to feel part of a community as they reintegrate into society.

We want to take this opportunity to thank all our volunteers across the Trust and Kainos Community for their hard work and commitment.

If you are reading this and would be interested in finding out more about volunteering for us, we would love to hear from you.

Please contact Paula Smithson, Volunteering Manager (Interim):
volunteermanager@langleyhoustrust.org and Tel: 07734 147314



PAUSE

At this time of year all the plants in the garden seem to go into growth overdrive! They need to be regularly cut back to stop the garden becoming over-full, with plants overgrowing pathways and fences. They also need to be cut back for the overall health of the plant. Cutting back or pruning at the right time and in the right way encourages healthy growth in the plant producing more fruit and more flower-laden plants.

However when you first look at a plant that has been significantly cut back if you are like me, you can think 'is this ever going to grow back?' But it does. Well, most of the time, unless I get the pruning wrong!

Some of the clients we work with have experienced what seems like severe pruning – being chopped back by life's circumstances, challenging situations and a lack of people in their lives who would encourage and help them. In fact, some lives look so chopped back that it seems that it would be difficult for anyone to come back from this position. Just as plants need light and water, we make Langley a place where clients receive care and support to help them to grow back and rediscover their purpose and worth.

It is so encouraging to meet with clients at our projects who have experienced 'growth overdrive' in their own lives and who are living positive lives within the communities they live.

Turning to ourselves for a moment, I wonder what areas you might be pushing forward with where you want to see 'growth overdrive'? You need to make sure that you spend time with others that would encourage you in this. But let me encourage you, just as we encourage our clients... you can do it.



Tracy Wild, CEO, Langley House Trust

GO!

PRAY

Our work is supported by faithful prayer supporters who pray for Langley and Kainos on a daily and weekly basis. As a Christian charity we believe in the power of prayer – whilst remaining committed to working with people of any faith or none. Regular prayer points include praying for breakthrough for our residents as they seek to overcome addictions, mental health issues, emotional trauma and family breakdown. Other prayer points include future funding (in the light of ongoing spending cuts) and for our staff who need strength, wisdom and resilience when working with challenging situations.

If you have a heart to pray, get involved by praying for us.

To find out more and to sign up to our prayer resources, visit:

langleyhoustrust.org/pray

GIVE

Our work has been made possible through generous donations and legacies. Through these, we have opened new homes, started new projects to help residents find employment, supported residents with rent deposits so that they can successfully move on and funded core staffing costs. Every donation and legacy, large or small, has created real change in the lives of the men and women we work with – providing a vital helping hand in their journey to live crime-free.

If you are passionate about creating change and transformation, why not partner with us financially? Every penny you give will support our work. You can make a one-off gift, give regularly or consider leaving a donation in your will.

To find out more and to give a gift, visit:

langleyhoustrust.org/give

JOIN

Could you join our team to create radical change in the lives of our residents? We have a range of dedicated staff and volunteers who use their time, talents and skills to do just that. Working with men and women who have committed crime, or who are at risk of committing crime – and who are dealing with issues such as addictions, homelessness and mental health – is both rewarding and challenging. It requires resilience, strength, compassion, a non-judgmental approach and lots of determination. If that sounds like you, then why not see if we have a role to suit?

To find out more about our latest volunteering opportunities contact Paula Smithson: volunteermanager@langleyhoustrust.org.

To find out more about joining our staff team, visit:

langleyhoustrust.org/jobs

“Langley is a lot different to the other places I’ve been. I feel like I’m wanted.”

- Peter, Langley client

Langley House Trust is an innovative Christian charity that provides specialist housing, programmes and support services in the community, and targeted advice in prisons, for offenders seeking to live crime-free. Since 1958 we have earned an enviable reputation for reducing reoffending with proven results.

Part of the Langley House Trust group, Kainos Community transforms lives through Challenge to Change, a pioneering prison wing community and post-release mentoring programme.

Regardless of a person’s history, our passion is to change every life for the better, working with people of all faiths and none.

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LANGLEY HOUSE TRUST

HELPING PEOPLE TO LIVE CRIME-FREE LIVES

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