



Community Justice
Interventions Wales

Ymyrraeth Er Cyflawndor
Cymunedol Cymru

Community Justice Interventions Wales Biennial Review 2008/2010



AN FFMW I GAN Y LOTERI
LOTTERY FUNDER

Chairman's Report



Welcome to the second biennial report from Community Justice Interventions Wales (CJIW).

Over the following pages you will discover some of the wide range of quality interventions that we have developed across

Wales with the support of our statutory sector partners, funders, service-users and stakeholders.

The last two years have seen CJIW continue to develop and diversify, both in terms of services and in securing new sources of funding. It is particularly pleasing to note the success of projects initiated by the new organisation in 2007 continue to demonstrate their efficacy in combating crime and social disadvantage. I must reference in particular the recognition afforded the enhanced community punishment programme, which in July 2010 received the runner-up award in a national competition organised by the Howard League for Penal Reform Community Awards. This programme, funded by Community Safety Partnerships and developed by CJIW in 2006, provides meaningful unpaid work and volunteering opportunities for 16-18 year olds and has made a huge impact on order completion and re-offending rates among its participants. In addition, our Circles of Support and Accountability programme received no less than three awards in 2009, two from the North Wales Criminal Justice Board,



recognising the achievements of both the project and its manager and another from WCVA recognising the achievements of the 50 strong volunteer group. This independent acknowledgment has played a significant part in securing funding for this vital area of work until at least 2013.

Turning next to our most valuable resource – our staff. We continue to enjoy a very stable staff complement and have sought to repay this loyalty with a comprehensive training package which includes risk assessment, first aid and City and Guilds 7303 (Train the Trainer). Consequently, all of our staff are now equipped with these qualifications. In addition, senior staff have received training to a professional level including the Professional Certificate in Management, certificated membership of the Chartered Institute of Personnel and Development, certificated membership of the Institute of Professional Fundraising and certificated membership of the Institute of Leadership and Management. Congratulations to all on their achievements!

However, despite the notable achievements of recent years, it is axiomatic that we live in a rapidly changing world in which there are few certainties as the pace of change continues to quicken. In browsing the pages of our previous report published just two years ago, two matters are particularly striking.



Firstly, how over a relatively short period of time CJIW has innovated and developed new and exciting areas of work, for example the nascent social enterprises at the St Asaph farm and Arc Communities, whilst simultaneously maintaining and improving delivery of our established core services including the Duke of Edinburgh's Award and Enhanced Community Punishment. Alongside these activities stand pioneering CJIW initiatives including the Football Academy, Adventure Service Challenge and Circles of Support and Accountability, that have not only survived but have actively prospered and become embedded as essential features of the community justice landscape.



Secondly, is the manner in which the external environment has changed so dramatically since preparing the Chairman's report just two years ago. Principal amongst these changes has been the global financial crisis, which coupled with the change in UK government, will have a striking impact upon the availability of public-sector funding for all Third Sector organisations in the very near future – indeed, the impact in this regard is already being felt. Also, structural changes in the criminal justice system in Wales following the dissolution of the four probation areas and subsequent creation of a single probation trust offer a considerable challenge to CJIW, particularly in terms of competing in, as yet unknown, commissioning processes. Alongside this, there has been a general widespread shift in emphasis away from a grant support approach to one of competitive tender procurement, particularly notable with regard to European Convergence and Competitiveness funding.



The challenges in the coming period for the Board and Senior Management Team, therefore, are clear and evident. Primarily, it will be necessary to continue to develop non-governmental sources of funding to sustain CJIW's activities. Considerable success in this regard has already been achieved in winning significant support from the Big Lottery Fund, Tudor Trust and Howells Fund, together with service-contracts with YMCA Community College Wales and Wales Council for Voluntary Action. Secondly, it is essential that CJIW continues to diversify its range and manner of service-provision to adapt to developing areas of need. For an organisation that in 2006 was solely involved in delivery of the Duke of Edinburgh's Award, to one today which delivers the wide range of activities described in this report clearly demonstrates CJIW's proven and

impressive record of diversification. However, it will also be necessary to involve ourselves in entirely new means of funding the organisation, including trading in the form of social enterprise, engagement with outcome-related contracts and participation in potential developments outlined by the new government, in particular the Big Society and National Citizen Service. As contracts awarded through these latter routes are likely to be of a large scale and scope, CJIW plans to continue its collaborative approach to working in consortia with our colleagues in NACRO, BTCV, Rathbone Trust, Princes Trust and others, in order to deliver our unique services in partnership with other providers for the ultimate benefit of the service-user.

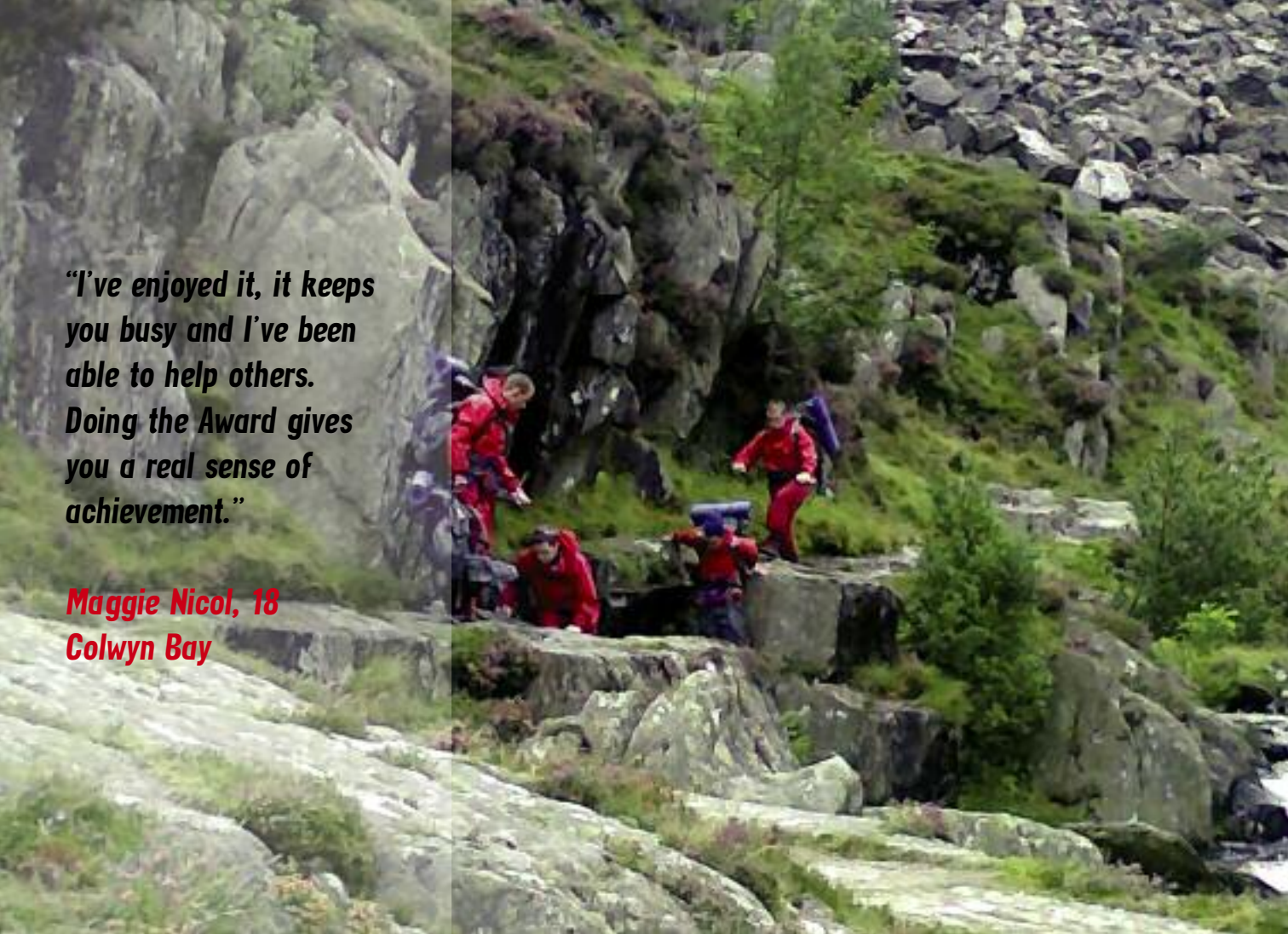


In conclusion, therefore, I hope that you find this brief overview of CJIW's activities both useful and informative and, on behalf of the Board may I offer my sincere gratitude to our funding partners, front-line staff, management team, volunteers and, of course, service-users for their contribution to the considerable achievements of the last two years. Times ahead may be challenging, but I am certain that given the energy and enthusiasm displayed by those involved in CJIW, we will continue to make a valuable contribution in our ambition to provide opportunity to those facing social disadvantage, in reduce levels of re-offending and ultimately to ensure that those with whom we work are helped to achieve their full potential in life.

Dr Dewi Roberts - Chairman

Richard Evans - Chief Officer





“I’ve enjoyed it, it keeps you busy and I’ve been able to help others. Doing the Award gives you a real sense of achievement.”

***Maggie Nicol, 18
Colwyn Bay***

The Duke of Edinburgh’s Award

The centrepiece of CJIW’s work with young offenders across Wales, the popularity and effectiveness of the Duke of Edinburgh’s Award as an accredited diversionary activity in the Welsh criminal justice system has been proven and established for 15 years with over 10,000 youngsters taking part. Available to 14-25 year olds, the vast majority of CJIW Award participants fall beyond the scheme’s traditional reach and are excluded from participation due to social and economic circumstances. The support provided by CJIW allows participants the opportunity to engage with and achieve the full range of opportunities offered by the Award and the associated benefits of enhanced educational and employment benefits.



“The Endeavour Award gives service-users a direction in their lives so that they don't go back to their old ways.”

Carol Moore, Former Chief Probation Officer



The Endeavour Award

Launched by the former Minister of Prisons and Probation, the Rt Hon David Hanson MP in 2007, the Endeavour Award is a CJIW initiative that has become an established feature of the Welsh criminal justice landscape. In extending the opportunities of the Duke of Edinburgh's Award to those aged over 25 older participants take part in a wide range of challenging activities and educational programmes leading to a modular, holistic and accredited programme of personal development.



“I’ve been really impressed with the way the guys supervising them do their jobs. They treat the kids with respect and show them how to do things, so they’re learning as well.”

***Ken Hodgkinson,
Chairman, St Asaph
Cricket Club***

Enhanced Community Punishment

CJW works within Youth Offending Teams across North Wales in the provision of purposeful and challenging unpaid work opportunities for 16-18 year olds. Value is added by the encouragement of voluntary participation in the Duke of Edinburgh’s Award and the achievement of additional qualifications outside of the time allocated to their statutory orders. The programme offers further benefit in providing unpaid work as a service distinct from adult offenders. Evaluation of this programme has indicated a significant increase in the rate of successful completion of community and subsequent reduction in re-offending by participants, acknowledged by the Howard League for Penal Reform which awarded the project national runner-up status in its 2010 Community Programme Award.



“The course is about how to cope with day to day living. It’s difficult but I’ve managed to stay clean. My self-esteem and confidence are coming back and I’m starting to get on an even keel.”

***Michelle Holroyd, 34
Wrexham***

Independent Living Skills

Many of CJIW’s diverse range of educational inputs have been consolidated into the Independent Living Skills programme delivered to Probation, YOT and Drug Interventions Programme participants. The twelve week course encompasses theoretical and practical sessions focussing on finance and debt, citizenship, accommodation issues, substance misuse, education and training, together with attitudes, thinking and behaviour.

“The objective of COSA is to substantially reduce the risk of further sexual abuse by providing volunteer support to, and enhancing monitoring of, the perpetrators involved. The efficacy of this approach is evidenced by the zero rate of re-offending amongst those who have participated in the programme since its inception in 2007.”

***Richard Evans
Chief Officer, CJIW***



Circles of Support and Accountability

Established in May 2007, Circles of Support and Accountability has recruited and trained eighty volunteers to support and monitor sex offenders in their communities. This groundbreaking programme has assisted thirty-four high-risk offenders to reintegrate into society and has prevented any further incidences of re-offending. The programme has received awards from the North Wales Criminal Justice Board and WCVA and has received substantial funding from the Tudor Trust.



“This is a brilliant initiative and the principle of football in the community is something the government has now taken on board.”

***Chris Ruane MP
Vale of Clwyd***

Football Academy

The CJIW Football Academy, comprising of two tournaments over the summer months, has become an annual highlight with over three hundred young people participating in the events at Prestatyn Town FC.



"The majority of offenders come from deprived backgrounds and have poor literacy and numeracy skills. Developing these skills means a better quality of life, while becoming both accepted by and a valuable part of the community."

***Chris Hughes
Policy Team Leader
DCELLS***

Open College Network

The course is accredited by the Open College Network and offers progression routes through the Duke of Edinburgh's and Endeavour awards. Our successful partnership with YMCA Community College continues to develop with an extensive range of OCN units available to participants wishing to return to learning. OCN accreditation is a cross-cutting theme across all of our interventions and many students follow the progression route from Award to Certificate to Diploma. CJIW's staff are fully qualified at the industry-standard City and Guilds 7303 Train the Trainer qualification. Over 2,400 OCNs will be delivered in 2010/11.



“It’s really rewarding to see the change in these pupils and parents, and their teachers have given such positive feedback about their development.”

***Vicki Greenhill
Development Officer
CJIW***

Adventure Service Challenge

The Adventure Service Challenge scheme operates in partnership with Swansea and Gwynedd/Mon Youth Offending Teams and has proved adept in involving disadvantaged - under 14 year olds in stimulating constructive activities which serve as a pathway to later involvement in the Duke of Edinburgh’s Award.

***“Social Enterprise is
the great institutional
innovation of our times.”***

***The Rt Hon
David Cameron MP
Prime Minister***



Social Enterprise

CJW has been successful in obtaining grant-funding from Rhyl City Strategy and the North Wales Substance Misuse Action Team to develop two nascent social enterprise projects, cultivation of farmland at St Asaph and a homeless support project in Colwyn Bay. It is envisaged that in due course, these projects will become autonomous self-sustaining enterprises.



“I wanted to volunteer to make a difference - and I truly believe that our organisation is preventing re-offending which serves to help communities.”

***Paula, 37
CJIW volunteer***



Volunteering

CJIW has recruited, trained and managed over one hundred volunteers deployed mainly through the COSA and Arc projects. In addition to our adult volunteers, participants have undertaken thousands of hours of voluntary work and sponsored activities in their communities including raising £10,000 to purchase a cancer care bed at Glan Clwyd Hospital.



2007

Award for Partnership Working
North Wales Criminal Justice Board
Award for Offender Volunteering with Offenders
North Wales Criminal Justice Award
Commendation Certificate for Volunteering
The Butler Trust
Award for Volunteer Working with Offenders
North Wales Criminal Justice Board

2008

Volunteers Working in the
Criminal Justice System
North Wales Criminal Justice Board
Outstanding Achievement Award
North Wales Criminal Justice Board

2009

First Place Award for Volunteering
Wales Council for Voluntary Action
Award for Volunteer working with Offenders
North Wales Criminal Justice Board

2010

Highly Commended Certificate
Clwyd High Sheriff
UK Community Programme - Howard League
for Penal Reform (runner-up)

Celebrating Success

As well as regular presentation events recognising and celebrating the achievements of participants, CJIW has received numerous awards for its range of services some of which are detailed above.

More about our services

During 2008-10 CJIW:

- Worked with over 4,000 service-users across Wales.
- Delivered 2,120 Open College Network units through our partnership with YMCA Community College.
- Supported 115 young people in the achievement of Duke of Edinburgh's Awards and helped another 1400 gain sectional certificates.
- Ran 23 Duke of Edinburgh's Award expeditions with 128 participants.
- Helped 673 service-users into employment or further education.
- Recruited, trained and deployed 106 volunteers to support participants across Wales.
- Employed 29 full-time and three part-time staff.
- Employed 16 young people under the Future Jobs Fund.
- Successfully delivered the Future Skills Demonstrator project on behalf of the National Offender Management Service.
- Provided Circles of Support and Accountability to 34 high-risk sex offenders.
- Devised, organised and ran two diversionary summer football academies involving 350 participants.
- Organised and supervised 8,200 hours of unpaid work for 16-18 year olds, with 87 successfully completing this element of their orders.
- Expanded our partnership with YMCA Community College growing from a total of 620 OCN units delivered in 2007/8 to a planned 2,500 in 2010/11.
- Continued delivery of the Endeavour Award, a modular personal development programme accredited by the Open College Network for those aged over 25.





- *Developed* delivery of the Adventure Services Challenge for 8-14 year olds in Swansea and Gwynedd/Mon Youth Justice Services.
- *Helped* service-users raise £10,000 through sponsored activities for the purchase of a cancer-care bed at Glan Clwyd Hospital, Denbighshire.
- *Achieved* 117 positive press reports highlighting young people's positive contribution to their communities, as well as 16 broadcast media features.
- *Supported* the development of Arc Communities, a faith based project providing assistance to homeless people in Bangor and Colwyn Bay.
- *Developed* an agricultural social enterprise in Denbighshire providing horticultural training for 150 young people each year.



- *Received* £370,000 in new funding from the BIG Lottery, Tudor Trust and Rhyl City Strategy to support project delivery.
- *Recognised* by awards for good practice by North Wales Criminal Justice Board, Wales Council for Voluntary Action and the Howard League for Penal Reform.



Our Board and Staff

As at 1st March 2010

■ **Chairman: Dr Dewi Wyn Roberts MA (Cantab), MB, B. Chir, MRCS, LRCP, LP, DL**

Dewi Roberts was educated at Beaumaris Grammar School, and Downing College, Cambridge. He qualified as a doctor in 1964, and spent his professional career in general practise. He is a former Welsh international athlete and Cambridge Blue. He now devotes his time to sport and youth issues. He is a former High Sheriff of Gwynedd and currently Deputy Lieutenant. He is a member of the council of Bangor University. He has been the Chairman of CJIW from its foundation.

■ **Mr Jeremy Corbett CBE, MA**

Mr Corbett's career was spent in the Probation Service, finishing as the Head of Interventions with the Dyfed Powys Probation Trust. He has extensive experience of the voluntary sector, having served on a range of Boards at local and national level, and was Chair of Victim Support's National Council from 1999-2002 and Vice Chair of their Board of Trustees from 2005-2008. He currently represents Victim Support on the Criminal Procedure Rule Committee. In 2007 he was awarded a CBE for services to the Criminal Justice System.

■ **Mr James Turner MA (Cantab); FCIM; MIIM**

Mr Turner's career has been in international business and over thirty years he has held Executive Director roles in leading global corporations. Returning to Wales, he became International Managing Director at the former Welsh Development Agency before going on to establish his own management consultancy. For the past fifteen years he has also undertaken a series of Non-Executive Director roles in both private business and public organisations. Currently in the public

sector this includes: Welsh Assembly Government Management Board; Royal Navy Command Board; Robert Jones & Agnes Hunt NHS Trust. Amongst his voluntary work he serves on the Representative Body of the Church in Wales as Deputy Chairman.

■ **Mrs Stephanie Price**

Mrs Price has been Director of the Duke of Edinburgh's Award in Wales since August 2005. Her role includes the strategic management and quality assurance of the Award in Wales and she is a key member of the UK Award Executive.

■ **Mr William Thom LL.B.**

Mr Thom is a former Detective Officer and having studied law as a mature student at Glasgow University, now practices as a criminal defence advocate in the courts of Scotland.

■ **Colonel Philip Hubbard (Retd) OBE, DL, CMgr, FCMI, MIHM MSc**

Colonel Hubbard's career was spent in the Military (Royal Army Medical Corps), finishing as the Commanding Officer of the Welsh Field Hospital. His area of expertise is that of training and development – assisting and directing others, particularly the young, to achieve their aspirations. Currently he is the Head of Communications for the Reserve Forces and Cadets Association for Wales which has as one of its outputs the Cadet Force Movement in Wales. He was awarded the OBE in 2009 for services to Military Health. Colonel Hubbard is currently a Deputy Lord Lieutenant in Mid Glamorgan.



Special advisor to the Board:

■ Professor Howard Williamson CBE

Dr Howard Williamson is Professor of European Youth Policy in the Faculty of Humanities and Social Sciences at the University of Glamorgan. He previously worked at the Universities of Oxford, Cardiff and Copenhagen, as well as being a practising youth worker for over 20 years. He has contributed to youth policy development in Wales, the UK and across the countries of the European Union and the Council of Europe. Professor Williamson is currently a member of the Youth Justice Board and a Trustee of the Duke of Edinburgh's Award. He has published extensively on a range of youth questions, especially concerning social exclusion, including *The Milltown Boys Revisited* (Berg 2004), a follow-up study of a group of men he first met 25 years earlier when they were young offenders in the mid-1970s. He was appointed CBE in the New Year's Honours 2002 for services to young people.

Honorary Legal Advisor to the Board:

■ Mr Gwion Lewis BA, BCL, LLM

Gwion Lewis is a barrister at Landmark Chambers, London, specialising in public law, environmental and planning law and human rights. He is a graduate of Jesus College, Oxford (BA, BCL) and has an LL.M in international human rights law from New York University. He is a former US-UK Fulbright Scholar (2003-04) and the author of several articles and books about environmental law and language rights, including *Hawl i'r Gymraeg* (Y Lolfa, 2008).

CJIW Management Team

- **Richard Evans MinstF (Cert), Cert Mgmt (Open)**
Chief Officer and Company Secretary
- **Rosaleen Cameron** - Operations Manager
- **Claire Hicks** European Officer
- **Beverley Williams** - Human Resources & Finance Officer

CJIW has 26 officers working in local teams in the following local authority areas:

- Conwy
- Denbighshire
- Flintshire
- Gwynedd
- Isle of Anglesey
- Neath-Port Talbot
- Swansea
- Wrexham

About Equality

CJIW is committed to promoting equality and diversity in all its activities. We continue to strive towards a culture that is diverse and recognises and develops the potential for all staff and service users.

Our Objectives

CJIW's objects, as lodged with the Charity Commission are 'To advance education and reduce crime and anti-social behaviour by providing or assisting in the provision of recreation facilities, advice, guidance, accredited qualifications and education in the interest of social welfare for those inhabitants of Wales who may come into contact with the criminal justice system and/or who may be in danger of doing so, or people with social disadvantage, in order that they may play a full role as individuals and members of society.'

Our Mission

CJIW's mission is 'to develop those with whom it works in order that they may achieve their full potential both as individuals and members of society'.

Statement of Financial Activities

for the year ended 31 March 2010

	Note	General Fund £	Restricted Funds £	2010 Total	2009 Total £
INCOMING RESOURCES					
Incoming resources from generated funds:					
<i>Voluntary income</i>					
<i>Donations</i>		500	-	500	600
<i>Investment income</i>	3	713	-	713	6,401
Incoming resources from charitable activities:					
<i>Grants</i>	4	888,893	107,101	995,994	837,625
HMRC online filing incentive		175	-	175	-
TOTAL INCOMING RESOURCES		<u>890,281</u>	<u>107,101</u>	<u>997,382</u>	<u>844,626</u>
RESOURCES EXPENDED					
<i>Charitable activities</i>	5	741,610	62,639	804,249	847,326
<i>Governance costs</i>	5	3,191	-	3,191	4,805
TOTAL RESOURCES EXPENDED		<u>744,801</u>	<u>62,639</u>	<u>807,440</u>	<u>852,131</u>
NET INCOMING (OUTGOING) RESOURCES BEFORE TRANSFERS					
		145,480	44,462	189,942	(7,505)
Transfers	11	17,798	(17,798)	-	-
NET MOVEMENT IN FUNDS		<u>163,278</u>	<u>26,664</u>	<u>189,942</u>	<u>(7,505)</u>
Balances brought forward at 1 April 2009	10	<u>312,336</u>	<u>27,405</u>	<u>339,741</u>	<u>347,246</u>
Balances carried forward at 31 March 2010	10	<u><u>475,614</u></u>	<u><u>54,069</u></u>	<u><u>529,683</u></u>	<u><u>339,741</u></u>

INCOME AND EXPENDITURE ACCOUNT

A separate income and expenditure account has not been prepared as the relevant information is given in the Statement of Financial Activities.



Notes to the Financial Statements

for the year ended 31 March 2010 (continued)

TOTAL RESOURCES EXPENDED	Basis of allocation	Advice, information & support	Beneficiary costs	Governance	Total 2010	Total 2009
		£	£	£	£	£
Cost directly allocated to activities						
Contributions to Flint Youth Justice Scheme	Direct	-	-	-	-	41,868
Staff costs	Direct	669,695	-	-	669,695	637,050
Travel	Direct	51,851	7,607	-	59,458	67,604
Provisions for activities	Direct	-	48,117	-	48,117	67,277
Recruitment advertising	Direct	-	-	-	-	1,313
Accountancy and audit fees	Direct	-	-	2,951	2,951	2,875
Legal and Professional Fees	Direct	-	-	240	240	-
Support costs allocated to activities						
Office expenses	Usage	12,747	1,072	-	13,819	20,463
Communication	Usage	7,955	614	-	8,569	9,090
Depreciation	Usage	4,591	-	-	4,591	4,591
		<u>746,839</u>	<u>57,410</u>	<u>3,191</u>	<u>807,440</u>	<u>852,131</u>
STAFF COSTS					2010	2009
				£	£	
Wages and salaries				572,429	545,890	
Social security costs				55,118	53,078	
Pension contributions				15,743	13,510	
				<u>643,290</u>	<u>612,478</u>	

There were twenty-nine full time and six part time staff employed by the Trust throughout the year.

No employee earned more than £60,000 per annum.

Neither the Trustees, nor any person connected with them, received any remuneration during the year. Travelling expenses amounting to £108 (2009: £667) were reimbursed to two (2009: five) trustees for attending meetings.

Statement of Financial Activities

Balance Sheet as at 31 March 2010

	Notes	2010		2009	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		10,779		15,370
CURRENT ASSETS					
Debtors	8	4,084		57,586	
Cash at bank and in hand		529,674		271,418	
		<u>533,758</u>		<u>329,004</u>	
CREDITORS: Amounts falling due within one year	9	<u>14,854</u>		<u>4,633</u>	
NET CURRENT ASSETS			<u>518,904</u>		<u>324,371</u>
			<u>529,683</u>		<u>339,741</u>
FUNDS					
General			475,614		312,336
Restricted	10		54,069		27,405
			<u>529,683</u>		<u>339,741</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

ON BEHALF OF THE BOARD:



Dr Dewi Roberts - Chairman



Date

Our Partners



CJIW is extremely grateful to the following stakeholders who have provided the financial support to undertake the activities detailed in this report.

- Big Lottery Fund
- Central North Wales Youth Offending Team
- Conwy Community Safety Partnership
- Crimebeat
- Denbighshire Community Safety Partnership
- Duke of Edinburgh's Award
- Flintshire Youth Offending Team
- Gwynedd Community Safety Partnership
- Gwynedd-Mon Youth Offending Team
- Keep Wales Tidy
- Neath-Port Talbot Youth Offending Team
- North Wales Substance Misuse Action Team
- Rhyl City Strategy
- Sports Council
- Swansea Youth Offending Service
- Thomas Howells Fund
- Tidy Towns
- Tudor Trust
- Wales Council for Voluntary Action
- Wales Probation Trust
- YMCA Community College
- Ynys Mon Community Safety Partnership

CJIW is a registered charity (no. 1118291) and a private company limited by guarantee (no. 5969772). Member of the Wales Council for Voluntary Action.

Bankers: The Co-operative Bank, PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT

Auditors: WJ James & Co, Bishop House, 10 Wheat Street, Brecon, Powys LD3 7DG

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Noddir gan
 Lywodraeth Cymuned Cymru
 Sponsored by
 Welsh Assembly Government



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