



North of Tyne Community Led Local Development

Quarterly Progress Report

Grant Recipient:	The Recruitment Junction	
Project Name:	Ex-offenders Employment Programme	
Project Number:	R4-ESF-1015	
Period covered by this Report:	From: 1/7/21	To: 30/9/21

This progress report must contain suitable commentary on the performance and progress of the project to date and the planned activity going forward. This should provide sufficient detail to demonstrate successful delivery of the activities and outputs and if there is any slippage of performance, measures being put in place to bring the project back on track.

1. PROGRESS

Activities – Please explain what activities you carried out this quarter. This should relate back to your plans as explained in the Application Form. If there have been any delays or issues encountered in the period, these should be detailed along with measures to address them.

Each candidate enrolled has received the core assistance of a reworked CV and disclosure letter, and all who wished to attend training did so. Groupwork has still not start, due to caution around Covid, but we plan to start “Zoom Groups” for offence disclosure as of Q4, with each group catering to 10 – 15 candidates at a time.

Most inward referrers sent us candidates as expected – police/probation/3rd sector referring charities/job centres/welfare-to-work providers/recovery workers/self.

We recruited and trained an additional 3 Business Mentors to join the existing pool, and 3 new staff members joined, with one being a replacement.

We expanded our network of employers who will take on people with convictions, with 16 new organisations hiring our candidates for the first time between July – September:

[REDACTED] and [REDACTED].

We have started to see a diversifying of jobs and sectors, with more manufacturing, warehousing and production opening up, as well as some fishing and offshore roles.

Are there any case studies / best practice examples / achievements that you are especially proud of this quarter and you would like to share with us?

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Financial Performance – Please explain project's performance in terms of actual expenditure against the profiled values contained in the Grant Agreement. Consideration should also be given to whether the project is still on track and to budget. Any expenditure slippage should be explained and justified with plans outlined on how the slippage will be addressed. Any potential overspend / underspend in the overall project budget or a request to re-profile expenditure should be flagged up here.

[REDACTED]

Outputs - Please report on the actual achievement of targets against the profile outlined within the Grant Agreement. Identify any specific issues encountered relating to measuring or evidencing the targets. Variances from the contracted profiles i.e. 'slippage' must be explained and detail provided of remedial measures to bring things back on track. Any request to re-profile project outputs should be outlined here. If you are collecting any additional outputs, please report on them here as well.

20 candidates enrolled onto the programme in the period July to September 2021, total 30 to date (expectation 42 in 6 months). The earlier lag is starting to catch up, but we do not expect to fully catch up on ourselves before at least the end of Q4.

We signed a contract with [REDACTED] to send referrals directly from the [REDACTED], starting June. As noted, this only took effect from September. To date they have only referred 2 candidates (expectation 33 referrals).

Our renewal contract with [REDACTED] was due to start in June. As noted, it was only live from the end of August. By this stage we have received 21 referrals (expectation 48 referrals).

Both the delays in starting, and the smaller numbers in consequence, have contributed to significant shortfalls in eligible participants for this project – this effect will carry into the next report and only be fully caught up during Q4, if then. Our intention is to request a one-quarter extension to this project.

Match Funding – Please report on the match funding received during this quarter. Any potential changes to the funding package should also be detailed.

Match Funder	Contracted Value (£)	Match Funding received Q1 (£)	Match Funding received Q2 (£)
DWP			
Private donors			
Junction 42			
Vardy Foundation			
Watson Family Trust			
Total:			

All match funding is on track, and in some cases, such as private donors, running ahead of expectations as at this stage. We have a high degree of confidence that all necessary match funding will be received by the close of the project.

Equal Opportunities & Sustainable Development – Please report on the project's contribution to these cross-cutting themes in particular where there are specific project objectives relating to these themes or where the project considers it has exceeded standards.

Our entire beneficiary group consists of a highly marginalised and discriminated against group, but one which does not benefit from any legal protections against discrimination. We are confident our activities have contributed greatly towards enabling this group to access the same opportunities as the rest of society.

2. PLANNED ACTIVITY

Please report on key activities that are planned for the next quarter including any key dates or events.

Future events planned:

With funding from [REDACTED], we will be running a number of employer, and candidate, online training events around offence disclosure, and appropriately interviewing/hiring ex-offenders, from Q3 onwards and until September 2022.

Speaking at "Female Founders" online event, hosted by [REDACTED], 16th November 2021.

Hosting a Theory of Change round-table on 3rd November to look at improved partnership working between [REDACTED], [REDACTED], [REDACTED], [REDACTED] and the 3rd Sector, including men with lived experience of the criminal justice system.

Past activity we did not know would happen! So not reported before:

Mentioned in a parliamentary debate by Newcastle MP Chi Onwurah (see link below)

The Northumbria Police & Crime Commissioner released 2 short films across social media and in the press, including an interview with an ex-offender who we placed into work, and with our Director, on 2nd and 20th September, which generated both candidate and employer interest. (see link below)

Spoke on an employers panel at The Mansion House (Lord Mayor of London) and Corbett Network (see link below)

Barclays cited us in a report published in partnership with Social Enterprise UK, featured also in Business Live. (see link below)

We won a NEPACs Award for Excellence. (see link below)

We received a Commendation from the Howard League for Penal Reform in its Adults and Policing

category. (see link below)

We hosted a webinar “Employing from a Different Talent Pool”, sponsored by Nigel Wright Recruitment for their clients. (see link below)

We hosted a Start-Up webinar for The Forward Trust Enterprise Club. (see link below)

3. PROJECT ISSUES AND CHANGES

If not covered previously, please report on any issues or significant changes to the project that will have impact upon the plan of activities, outputs and budget. If applicable, the project change request form may need to be completed in addition to this Quarterly Progress Report.

As discussed in recent email correspondence with [REDACTED], the project has suffered in the initial months from a low level of referrals by our partners, and we may need to consider submitting a Project Change Request over the coming months to request an extension to the project close date. All staff have however been fully engaged on the project, prospecting potential employers and working intensively with the current cohort of referred candidates.

4. STATE AID

Please confirm if the project has maintained it's 'no aid' model this quarter (= support provided only to individuals and not to businesses).

We confirm that the state aid status of the project has not changed.

5. PUBLICITY

Please report on any publicity activity that has taken place this quarter. This may include publicity material, leaflets, banners or stationery and any press releases, newspaper articles or publicity events – please submit evidence where available.

https://www.linkedin.com/posts/beverley-brooks-63a53910b_enterprise-club-forward-enterprise-activity-6848630532469735425-ovVl

https://www.linkedin.com/posts/beverley-brooks-63a53910b_team-rehabilitation-freshstart-activity-6846476700440690688-bkDc

https://www.linkedin.com/posts/beverley-brooks-63a53910b_after-having-the-pleasure-the-other-week-activity-6845964740783611904-i5Ga

https://www.linkedin.com/posts/beverley-brooks-63a53910b_chi-onwurah-on-twitter-activity-6843791958356365312-aHsE

https://www.linkedin.com/posts/beverley-brooks-63a53910b_changeispossible-rehabilitation-activity-6840531180350189568-LaXu

https://www.linkedin.com/posts/ladyval_prisonreform-recruitment-hr-activity-6848583374148370432-K9Jx

https://www.linkedin.com/posts/justinbarlow_the-recruitment-junction-webinar-invitation-activity-6848559888726036480-L18

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