

Newcastle Fund (Small Grants) Round 14 – Monitoring Form

Name of Organisation	The Recruitment Junction
Name of Project	Ex-offender Job Finder
Reference	NFSGR24/59

Please provide an impact report by 18 July 2025. This informs us of the important work you are doing and helps us understand the impact of the Small Grant fund on the city.

Impact Report – you may include spend, outcome, impact, and anything else that is relevant to your project.

In the 12-month period since our Small Grant award, to April 2025 we have supported 262 prison leavers and ex-offenders, of which 156 have been placed into sustainable work.

We continue to see very low re-offending rates – fewer than 5% (vs. a national average of 25-55%). 72% of our candidates remain in work beyond the 3-month probation period.

Our “Inside Job” project enters its 3rd North East jail

We were delighted to have launched an Inside Job desk in our 3rd North East jail (HMP Durham) this year, in partnership with national charity Beating Time. A successful pilot within HMP Northumberland saw the project renewed for a second year, with a further desk opening in HMP Holme House in October 2024. Through the Inside Job initiative in HMP Holme House, we are now also working in partnership with Teesside-based charity Clean Slate Solutions. All these jails see men resettle into the Newcastle area, and we are keen that they access our support as soon as possible, to prevent re-offending.

Very significant donation received to help launch regional and national expansion

The Recruitment Junction recently received a significant 5-year philanthropic grant from a Centre for Social Justice donor, intended to enable us to expand our model regionally, through the efforts of our own team, and nationally, through partnership.

Growth of our staff team

12 months ago, we had a staff team of 8 people, including 6 Specialist Recruitment Consultants. In the past year, thanks to our funders and including the core costs funding through the Small Grants Award, we have been able to grow our team to 12 staff members (including 8 Recruitment Consultants). This allowed us to meet the increasing demand for our

services as we expanded our in-prison and community operations.

NBCS award winners and recipients of the national City & Guilds 'Big Idea' Grant

The Recruitment Junction were proud winners of the "Make a Difference Award" from the National Business Crime Solutions Foundation. In addition, we were also one of only five national recipients of the 'Big Idea' grant from City & Guilds Foundation, in partnership with Beating Time charity.

The City & Guilds award will allow us to design and roll out our own assured-standard, in-prison Peer Recruiter training in our local jails. This course formalises the recruiter learning and training into an accessible group format, with post-course workbook study and assessment. We are certain it will bring a huge impact to upskilling our internal recruiters for the crucial role they play.

100 Christmas hampers handed to candidates

Our 2024 Big Give campaign saw us raise over £33,000, allowing us to distribute 100 Christmas hampers to our candidates. This represents the highest number of hampers delivered since we started this initiative – trumping our previous best of 85 in 2023.

The money raised from this campaign particularly enabled us to replenish our candidate hardship fund, which is more in demand than ever. To know that we can step in with food parcels, clothes, utility meter top ups, rent arrears and deposits, travel costs, as much as is needed, is greatly reassuring.

Summary


The Recruitment Junction is thrilled to have placed over 700 people with convictions into paid work since our launch in autumn 2020.

Most importantly, as our core aim is to rehabilitate through employment, we are delighted to continue to evidence an exceptionally low re-offending rate – fewer than 5% of placed candidates have committed further crimes. To know that this means that most of our candidates have exited a life of criminality and entered a more positive, hopeful future, is incredible.

Taking into account our current rate of referrals, alongside a projected increase in the amount of people we support due to the expansion of our activities, we expect to work with 265 candidates over the next 12 months, with 200 being placed into employment. We are extremely excited for what the future holds and look forward to many more lives being transformed – none of this would be possible without the support of our funders.

Declaration

On behalf of the provider organisation, I confirm that the information contained in this form is true and correct and had been approved by the Management Committee.

Signature	
Position in Organisation	Finance Director
Date	18th July 2025