

# THE TIDEWAY LEGACY FUND



## SUPPORTING PEOPLE WITH CONVICTIONS



In November 2022 Tideway launched a Legacy Fund with the Corbett Network to support three projects that provided skills and opportunities to people with convictions.

With the project approaching 75 per cent complete and with recruitment for the construction phase effectively at an end, we were closing out our employment-related commitment. We knew from our social impact report that the 37 people who had sustained jobs with the project had really benefited from the opportunity, and that their employment had generated a total value to society of £2.3 million, so we wanted to do something more over the next 12 months.

We partnered with the Corbett Network and funded three projects, one in construction and one outside the industry:

### Onwards & Upwards

This charity aims to break the cycle of reoffending by training prison leavers to become bike mechanics with XO Bikes in Lewisham.

Tideway supported the training of nine people to become bike mechanics. The course gave them a positive environment and supportive culture to work in and a team to be a part of. All of them gained a Velotech bike mechanic qualification, and none have re-offended. The two courses also helped the charity to learn and refine their model.

A referral partner commented: “We have been delighted to see people we’ve worked with flourish on the XO Bikes programme.

They are clearly committed to those they work with and are passionate about changing people’s lives.”



**“I was at a point in life where I had just left jail – I had spent a long time in there – and I knew nothing about anything. I learnt how to not only fix bikes, but build them too, and most importantly how to make myself useful.” A successful trainee**

### The Hardman Trust

The Trust works with long-term prison leavers, providing tailored practical and financial support to help these individuals find belonging and move into work or training.

Through the Legacy Fund, the Trust supported six people leaving long-term prison sentences into construction-based opportunities in London area in crane driving, telehandling, site managing and 360 excavation. Each individual researched construction-based opportunities and made a plan for the work they wanted to enter on release from prison and the training they would require.

The fund also gave grants for PPE and tools, which will further enhance employment opportunities in the future.

The Trust said: “We know, from our work, that there is a difference between being released from prison after 10 years in comparison with 10 months, and tailored support is needed to ease the transition back into the community.

“Our vision is a future where everyone can achieve their potential within and beyond prison, and this project has helped us move towards this. Thank you to Tideway on behalf of the six people supported, who are now skilled and able to enter the exciting world of construction.”

**“This has been fantastic. I’d never have been able to afford this course without your help. Now it’s done, I can get a job and support my family again. I’m ready to work as soon as I get out.” Participant in the Hardman Trust scheme**

### Employment 4 All

This organisation supports two groups - women who are prison leavers, on probation, vulnerable or considered at risk of offending; and younger (18 to 24-year-old) men and women. They support them into sustainable work through their Moving On project and focus on getting them over some basic barriers before the steps into training and jobs.

This is because those supported face multiple barriers to employment before they even start looking for a job - as well as poverty and the risk of homelessness, they have a range of complex needs. Employment 4 All offers a wide range of support packages: food, care and personal hygiene; homeware, bedding, and cooking utensils; phone credit and electricity top ups. They also help candidates with the identification documents needed to gain bank accounts, the costs of travel for interviews and reconditioned laptops for courses.

As well as directly funding the above methods of basic support, the Tideway grant also funded interview, CV and disclosure workshops; a Dress for Success Job Surgery; one-to-one training on soft skills development; and healthy eating workshops with a professional chef. The programme supported a total of 2,000 people and because of the



number of SIM cards and data the organisation bought for those in 'digital poverty', Employment 4 All became a community partner of the Good Things Foundation National Data Bank to help vulnerable people to get connected.

Employment 4 All said that 1,400 of the 2,000 people supported in some way by the Tideway grant then gained some form of employment. The Moving On project was also shortlisted for an award in the Howard League for Penal Reform Annual Awards.

### **Working with the Corbett Network**

The Tideway Legacy Fund was a collaboration with the Corbett Network, a coalition of charities, social enterprises and other community organisations and businesses. The network supports those in prison and after release and as well as helping them find and keep a job, members also offer mentoring, coaching, training, and on-going support.

The fund was designed so that it could be a blueprint for other organisations to use, with a robust mechanism for setting grant criteria and inviting and reviewing applications, and monitoring progress, including templates for applications, scoring and impact reports.

**“Had we not had the Tideway award to enable us to help so many people in digital poverty, it is unlikely that we would have afforded to supply so many SIM Cards, to have enabled us to meet the eligibility to become a Databank.”** Employment 4 All