



Annual Review
2015/16

LANGLEY HOUSE TRUST & KAINOS COMMUNITY

Chairman's Report

Malcolm Hayes, Chair: It is a privilege to be able to report another positive year for Langley House Trust and Kainos Community (part of the Langley House Trust group). This has been in both financial terms but particularly in relation to achieving our real mission – to see lives transformed and the cycle of crime broken. We remain committed to working in the community and in the prison environment to deliver effective change for our clients.

Once again, the reconviction rates whilst offenders have been in our care at a Langley project, remains less than 3%. Statistically significant longer term reduction in reoffending has also been independently demonstrated.

Langley continues to be a leader in delivering services for offenders and has demonstrated innovation and resilience in creating new approaches to supporting those with criminal backgrounds when funding has changed or ceased. We have demonstrated our commitment to innovation by investing in a property refurbishment enterprise, Pathways to Employment.

We received significant support from our donors in order to launch this programme, which has already seen five individuals receive training in refurbishment skills that will support their progress towards employment. We are also proud to have invested in 92 new bed spaces - providing desperately needed move-on accommodation for those coming out of prison. There is an ever-increasing need for care services for offenders leaving prison, particularly for those who are elderly, have physical care needs or who have significant mental health issues. Consequently, we have started to refurbish one of our projects in Taunton to convert it into a full care home which will provide much needed accommodation in this area.

In Kainos, we continued to run Challenge to Change, an accredited offending behaviour programme, in three prisons and successfully transitioned the programme from HMP Stocken to HMP Ranby. Staff showed excellent resilience and fortitude in managing the transition to enable the programme to be set up in a new prison environment.

We developed a pilot to run Challenge to Change in a community setting – combining best practice from rehabilitation in prison and rehabilitation in the community and fulfilling our vision of taking Challenge to Change from prison into the community. Known as Pathways to Change, the programme will be piloted in September 2016.

There has been real change within the Criminal Justice Sector in 2015-16 which has provided new and exciting opportunities. Through Transforming Rehabilitation and NOMS ESF (funding through the National Offender Management Service and European Social Fund) we have expanded our prison work, providing specialist workers in housing, debt, gambling and long-sentenced prisoner resettlement, working throughout prisons in the West Midlands and South East of England.

I would like to take this opportunity to thank all of the trusts, donors and prayer supporters who have made our work possible. We are extremely grateful for their loyal support which has enabled more individuals to benefit from our life-changing

services. As a Christian charity, working with people of any faith and none, we are also grateful to God for His continuing provision and guidance.

We look forward to seeing many opportunities and blessings in 2016-17.

Chief Executive's Report

Tracy Wild, CEO: 2015-16 has been another successful year for both Langley House Trust and Kainos Community. It has been encouraging and inspiring to hear and see first-hand the impact of our work on individual lives. Sometimes the people we work with have never lived independently in the community in their adult lives for any significant period.

We have been proactive in ensuring that our approach to rehabilitation remains relevant to commissioners and those who use our services. We believe in developing a positive working relationship with our clients to help motivate them and believe that they can change.

We believe that successfully housing an individual is a vital part of the rehabilitation solution for those being released from prison. We are grateful to everyone who contributed to our campaign to oppose funding cuts to supported housing which would drastically limit the supported housing available for offenders on release from prison. We will continue to ensure that commissioners and key decision makers are made aware that accommodation with support

needs to remain a core part of their offer within the Criminal Justice sector.

We are fortunate to be in a position that allows us to grow and develop to meet the current needs in the Criminal Justice and care sector. Since 2013 our income has increased year on year to £11.4m for the year to 31st March 2016. This represents a growth of 27.8% (£2.5m). This has meant that we have been able to work with over 1500 people in the course of the year, helping them to live crime-free.

We were delighted to be shortlisted for the second year running for Charity of the Year by the Charity Times Awards. I was also very pleased to see our care services being recognised through securing the Risk Management Care Award with LaingBuisson.

As a non-profit making organisation, maintaining strong income levels is vital to ensure we can continue to deliver the life-changing services to those being released from prison.

We continue to invest in new approaches to rehabilitation. We

have begun to develop a suite of transformational approaches which we have named Pathways. In 2015-16 we launched the first Pathways programme called Pathways to Employment. This pathway provides practical training and experience in house renovation for offenders in the Coventry area. 'Trainees' work alongside the Pathways to Employment Manager to renovate run-down accommodation. The trainees spend a set number of hours learning practical skills, receiving formal training and becoming 'work ready.' If successful they receive an in-kind payment for vital tools and equipment which will enable them to start employment.

Future pathways will continue to be developed and we already have plans to roll out a further two pathways:

- Pathways to Business: which will allow our clients to start their own micro-businesses – this is due to commence in September 2016.
- Pathways to Change: this will see a more compact version of the Kainos Community 'Challenge to Change' being

delivered in a community setting, including training and work-ready activities. This will be piloted in September 2016 at Elderfield in Hampshire.

In addition to this, we will be opening a new care home in Taunton through the refurbishment of House of St Martin – this is due to re-open in February 2017.

We still face challenges in future years in maintaining income levels to allow our vital services to continue to be delivered. The imposition of the Local Housing Allowance Cap across the Social Housing sector has still not been resolved and would drastically reduce accommodation for offenders and other vulnerable groups, making some of our projects unviable.

I would like to take this opportunity to thank the staff and volunteers for the dedication to the Trust's work. Again and again I see both our staff and volunteers go the 'extra mile' for the Trust and our clients. I would also like to sincerely thank our supporters and funders – it is through your generous support the work of the Trust is made possible.

Identity



Helping someone to find a new identity is fundamental to them creating a new, crime-free, life. While the offender label may be accurate, it isn't always helpful - those who only ever see themselves as offenders will continue to offend. Our approach at Langley involves working with individuals on a one-to-one basis, identifying hopes, dreams, aspirations and talents. And it is partially through this that a new identity is shaped. As people begin to see themselves as

individuals who have a worth and purpose outside of crime, they start to believe that they can change. Giving someone a second, third, fourth and often tenth chance is part of that journey. Many of the people we worked with in 2015-16 had deeply ingrained negative behaviours having grown up around abuse, addictions, mental health issues and broken families. Overcoming these issues to create a healthy identity took time and patience. But we are committed to doing this. We know that by provid-

ing the right support we can positively impact lives and we did this by working with over 1500 people during the year. To help others find their identity, we need to be clear about who we are and what we stand for. Langley is pleased to be a Christian charity, with an ethos that is non-judgmental, respectful and confident in the belief that people can change. We uphold these values whilst remaining committed to working with people of all faiths and none and our services are open to all.

“Langley has given me the opportunity to go forward.”

Identity

noun:

1. the fact of being who or what a person or thing is
2. a close similarity or affinity

synonyms:

identification, recognition, sameness, similarity, congruence, likeness



Dina has struggled with health, mental health and identity issues for many years. In spite of a lack of effort in school, she worked hard to successfully maintain senior management positions in business. Redundancy and other life circumstances led to a spiraling situation until Dina found herself unwell, out of work and homeless. Since being at Langley, Dina has found her identity and is starting to regain her confidence in who she is. "As a child I was seriously unhappy and certainly felt that I had mental health

problems although I never said that to anyone. But I didn't know that I'd end up on the streets for about a month or two, sleeping on a park bench with one eye open. It's a downward spiral that I was trying to get out of but every day I woke up I seemed to get lower and lower. I lost my home [after a period of sickness] but I hired a car with some savings thinking I would find somewhere to live in a week or two. I couldn't afford to keep the car after three months so after that I was on the streets. When you're living on the streets there is no night,

no day, no mealtimes. One particular weekend I was sleeping under a fairground truck – that was the safest I felt. It opened my eyes to a window that I just didn't see before. As all of this was happening to me, it was just one blow after another. I saw myself falling down the social ladder and thought, 'Is this where I've got to, is this my destiny?' The first glint of hope was Langley offering me a place. They're very supportive and non-judgmental. They offered me a roof over my head so that I could try to get myself back to a level I could move on from. The

house is a 5-star hotel as far as I'm concerned! Having a roof over my head is the number one starting point. The rest of it is smaller steps but I can see that I'm going from this to that [she points upwards] rather than going from this to that [pointing downwards]. Langley didn't just offer me accommodation for a week or two – if they had, I would have just ended up back on the streets again. The fact that I've got the time to get back into a routine, a way of living, that's the biggest thing. Langley has given me the opportunity to go forward."

Acceptance



Acceptance is about making people feel like they are a part of society - that they belong, that they have a place, a voice and can add something positive to the environment they live in. When people feel excluded from society, they are more likely to offend against it. Making our clients feel accepted is the starting point to rehabilitation and to turning someone's life around. This is why it's fundamental to our approach. We opened up 92 new beds in 2015-16 so that we

could accept more people into our projects. With the backing of our supporters and funders, we are one step closer to having a 'Langley in every town' so that people can get the help they need to create a crime-free future. We want to be part of the solution that provides the right support for every person leaving prison so that they can move forward with their lives. Physical acceptance is just the first step. We believe that clients being able to accept themselves is one of the first steps to long-term change. We

walk with our clients through this journey - where they take responsibility for the past, accept themselves for the present and move on with their future. In addition, we know that community acceptance is essential. Without it, people coming from prison can still feel ostracised and rejected, even when they are doing their best to turn things around. We worked with a number of communities throughout 2015-16 to break down barriers and fears. This work is ongoing - it will continue wherever we have projects.

"This is a new life for me. I could never go back."

Acceptance

noun:

1. the action of consenting to receive or undertake something
2. the process or fact of being received as adequate, valid or suitable

synonyms:

taking, receiving, confirmation, welcome, approval, adoption, embracing



James abused drugs from a young age to cope with abuse from his stepdad. From being a bright young boy at school, he ended up an angry young man, addicted to drugs and in and out of prison for many years. Prison was where he felt accepted and safe - it was his world and where he felt most at home. After many years of hating society, James slowly started to turn things round. Now drug-free, James is rebuilding his life and starting to feel part of society again.

"I started abusing aerosols to cope with physical abuse from my stepdad. No-one knew. It was my way to escape. I started on heroin when I was 11 and started injecting when I was 12. I didn't even know it was heroin. But it helped me forget. I had brilliant opportunities but I wasn't ready to accept them. At 14 years old I was put in prison with adults. They manipulated my anger towards society for their own gain. By the age of 15, I had wasted so many opportunities that no-one would touch me.

My mum said, 'I can't watch you killing yourself anymore.' I left home and didn't speak to her for ten years. I hated everyone. I was self-destructing. I started selling drugs. I had to get weapons to protect the drugs and myself. I didn't feel comfortable outside [in the community]. The world was alien - I didn't fit in so I did everything I could not to fit in. Prison was my world - I was respected, feared. I dreaded coming out. I didn't come to Langley to change. I came because Probation forced me to.

When I came here I just took things step by step. I [slowly] started to appreciate what had happened and what I could achieve. I was eventually reunited with my mum - we were both crying. I go to my mum's every other week now and I speak to her every day. I've hated people all my life but now I need to make amends for what I've done by being there for someone. It's a daily battle and I will win. I love [Langley] I'd like to work for Langley, like to volunteer. This is a new life for me. I could never go back."

Purpose



At Langley, our activity is driven by purpose. We want to see thousands of lives changed for the better with people equipped to live crime-free for the rest of their lives. This takes innovation, commitment and determination. It also takes purpose and resolve from our clients. One of the highlights of 2015-16 was seeing our clients find new purpose, including helping others because they had been helped themselves. Helping clients to find purpose is a crucial part of our

support. It is vital for our clients to see that their life has a purpose and meaning beyond committing crime. As we worked with them on an individual basis to find new purpose for their lives, clients often found that they wanted to improve their prospects and/or reach out to help others. Client volunteering included volunteering in local cafes, preparing meals for elderly groups and helping out at soup kitchens as part of different homeless outreaches. During 2015-16, an average of 84 clients

were engaged in training and/or employment each month and an average of 56 clients were engaged in volunteering each month. One of the most rewarding times in our work is seeing clients feel worthwhile about their contribution, believing that they have a future to look forward to and that they can help others. Seeing clients find new purpose is also what makes our work worthwhile.

“At 60 I want to be enjoying my life, not stuck in prison.”

Purpose

noun:

1. the reason for which something is done or created or for which something exists
2. a person's sense of resolve or determination

synonyms:

resolution, resolve, backbone, drive, push, ambition, initiative, motivation, commitment



Jimmy spent years hating the police. Childhood abuse, addictions and an undiagnosed mental health issue led to him spending much of his adult life in prison and mental health institutions. He was constantly in trouble with the police and had little hope for change. But now, Jimmy advises the police on how to deal with people with mental health issues in custody. His purpose is to see lives changed. Because he has been helped, he now wants to help others.

"I want to reach hundreds of people. I want everyone to have positive experiences while they're in custody if they've got mental health problems. I started being unwell when I was 16 but only got properly diagnosed eight years ago. I was a massive heroin addict. I've been free now for seven years. I'm here now so that other people don't get stitched up or arrested purely because they're mentally ill. No-one listens to you with these [looks at his fists] but they hear you with this [points to his mouth].

Everyone I hated I'm working with now. I have hated these people [inspectors] all my life. But they're just normal people like me, working in a job. I don't hate them anymore. We need them. I work on a Thursday training trainee students on mental health. The last Friday of every month I do training on how to treat people with mental health issues in custody. I can get away with saying things that psychologists and Probation can't. When I'm out there, I'm a working man, a professional. I'm an 'expert by experience'. I feel

brilliant when I'm doing it. I want to be with the lads on their journey from day one. The lads see me and think 'if he can do it, maybe I can'. If I can change one person's life it would have been worthwhile. [Langley] is independence – it's a good place. They've helped me so much in so many different ways. This is the first time I've been in the community and settled somewhere. Jail is no longer an option. Without Langley there wouldn't be Jimmy. At 60 I want to be enjoying my life, not stuck in prison."

Determination



Determination is a hallmark of all those who change their lives during their time at Langley. We work with our clients step-by-step, helping them to break free from old patterns of behaviour, addictions and unhealthy associations. It requires perseverance, focus and lots of encouragement. We know that with the right support, change is possible. Our 2.6% reconviction rate whilst people were in our housing during 2015-16 was testament to that.

At Langley, we are equally determined. We are determined to positively impact the communities where we operate so that communities come to accept the men and women that we work with and ultimately become a part of supporting them on their journey to live crime-free. We are determined to continue to develop services to meet ever-growing needs despite funding cuts. In 2015-16, we faced the challenge of several local authorities reducing their budgets for offender rehabilitation, with two

councils cutting funding altogether. Rather than closing projects, we changed how they operated and secured new funding so that we could keep supporting people to change. More than anything, we are determined to stay true to our mission and not chase after contracts that prioritise volume and profit over people and change. This is a challenge in a time when more is frequently expected for less. But to create real, sustained change, quality cannot be compromised. This is what sets us apart.

"...with the right support change is possible."

Determination

noun:

1. the quality of being determined; firmness of purpose

synonyms:

resolution, resolve, persistence, tenacity, staying power, bravery, courage



Stuart's beaming smile and enthusiasm belies a background of care, substance abuse and poor mental health. His path to rehabilitation hasn't been an easy one and is on-going. He takes one day at a time. He is still dealing with anger issues and resentment to stay trouble-free. But his determination to succeed as he volunteers is evident - he is growing in confidence every day - and loves the positive impact his help has on others in the local community.

Stuart's smile instantly lights up the room as he enters into the local furniture recycling warehouse where he volunteers. Another volunteer runs over to give him a hug. The pride that Stuart displays in talking to volunteers, staff and customers is evident. Stuart is a man determined to succeed, determined to deliver a great service to customers, determined to make a positive go of life. He is also a man of few words, hence writing his story on his behalf. This is a far cry from the Stuart who first

came to Langley a couple of years ago. Having spent time in care as a child, Stuart had a history of substance abuse and poor mental health which led to his offending. Mostly quiet and withdrawn, Stuart could also explode. He struggled to adjust to community life but volunteering helped him to come out of his shell. It gave him self-confidence, friendships and a sense of camaraderie. Stuart has been volunteering at the warehouse for about a year. "I was really shy when I first started," says Stuart, "but now I

love meeting people." The impact that he makes is clear. "He's a great guy - we miss him when he's not here," says his manager. Community projects like this are vital for providing opportunities for people coming from prison. And Stuart is determined to succeed. He has been consistent in his volunteering - despite facing challenges in other areas of his life. He reflects those that we support who are committed to turning their lives around.

Innovation



The Pathways programmes are an exciting new suite of innovations to give our clients greater skills for independence. They will help clients in areas such as training, education, money management and employment, enabling them to take pathways out of crime. Employment, in particular, is key to breaking the cycle of crime. So far we have launched Pathways to Employment, a skills and training social enterprise, with two more due to be launched in September 2016.

In a report from the Ministry of Justice¹, 68% of prisoners thought that having a job was important in stopping reoffending. Providing practical skills for employment is therefore vital to help ex-offenders have the best possible chance to get back into work. Pathways to Employment is the first in a series of innovative programmes we have created to provide skills and support to enable ex-offenders, including our clients, to get back into work. In September 2016, we plan to launch, Pathways to Business -

a micro-finance enterprise which will help clients to set up their own business - and Pathways to Change - a more compact version of the Kainos Challenge to Change programme, but delivered within a community setting. Both initiatives will focus on empowering clients to become more independent, grow their sense of self-worth and provide practical tools for moving forward with their lives.

¹The pre-custody employment, training and education status of newly-sentenced prisoners, London: Ministry of Justice (2012).

"It provides the experience that men need to get back into work."

Innovation

noun:

1. a new method, idea, product etc.
2. the action or process of innovating

synonyms:

change, alteration, revolution, upheaval, transformation



Pathways to Employment (pictured) was launched in Coventry, following a generous legacy gift and the support of donors and trusts. The programme has so far provided five clients with training and skills to help develop their ability to work. The renovation of run-down properties is in many ways akin to clients rebuilding their lives after prison. The restoration can be painstaking and slow, with unexpected challenges, but it is more than worthwhile in the end.

Colin, our Pathways to Employment Manager, happily shows off one of the houses which is being renovated. The bare walls and rough surfaces don't seem to tell much of a story but as you dig deeper you realise the work that has gone into the house - and how this has helped to build the self-esteem and confidence of the clients who have been involved. "Pathways to Employment is really important for teaching men the skills they need to return to work. In prison, men often lose a sense of their worth

and value and don't believe that the skills they have amount to much. Without addressing this attitude, they are much more likely to end up back in prison. Pathways provides the experience that men need to get back into work and helps them to develop the right attitude - such as turning up to work on time! It is a great opportunity to develop skills and talents which will open doors for people to get into work." Pathways to Employment has partnered

with a local charity to provide City & Guilds qualifications for those taking part. Speaking about the programme, our Donor Relationship Manager, who coordinated the funding for Pathways to Employment, said: "We have had a range of success stories from the programme, including Mike, who has been helping to renovate a house. He is planning to get a City & Guilds qualification in plastering. As a result of his commitment, he will be given professional tools to go on helping turn his life around."

Growth



1500
people

We worked with over 1500 people in 2015-2016, both in prison and in the community. This included some of the hardest-to-engage offenders.

92
beds

We opened 92 new beds - a 17% increase. This provided desperately needed accommodation for people leaving prison who needed help to make a fresh start.

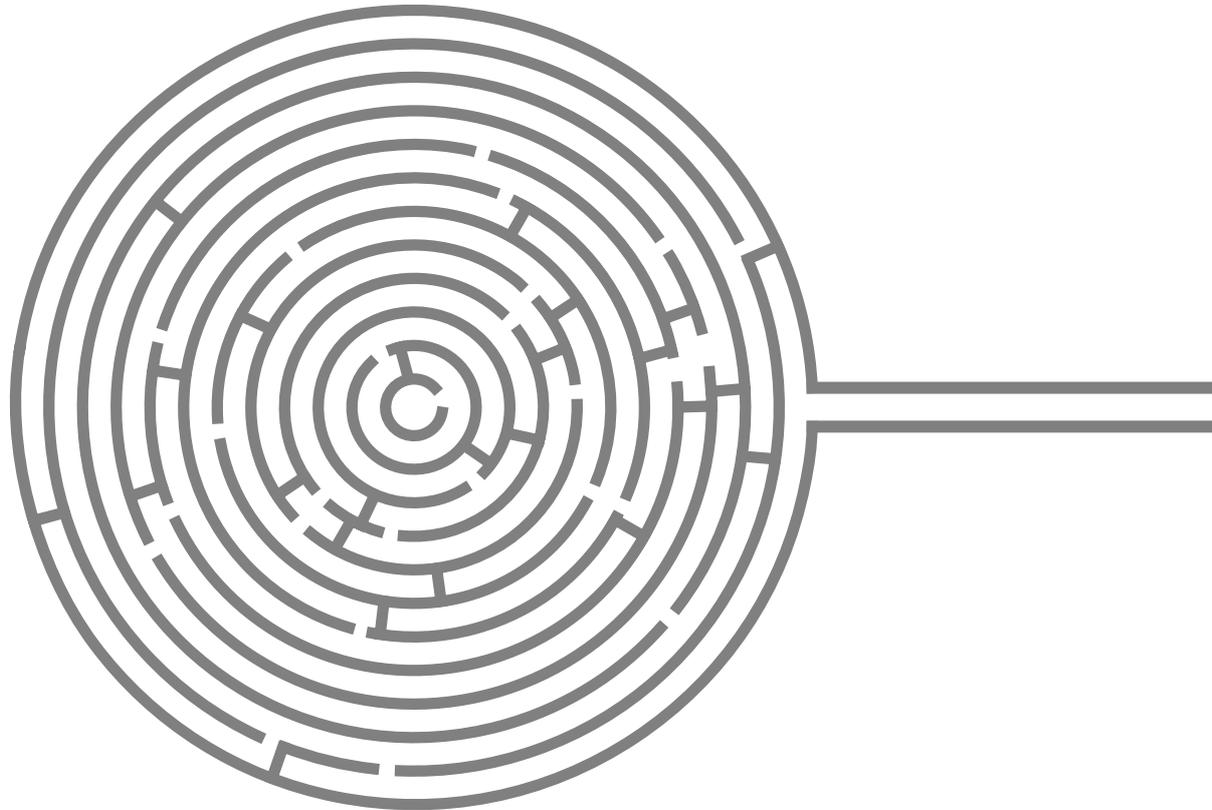
15
prisons

We delivered tailored advice in prisons across the South East and West Midlands - covering housing, debt, gambling and reintegration for long-sentenced prisoners.

12%
growth

Despite funding challenges and ongoing spending cuts we persisted in growing our services to meet the ever-increasing need in the Criminal Justice sector.

Results



94%
client
satisfaction

94% of clients surveyed in our client satisfaction survey said that they were happy with the support and care they had received during their time with the Trust.

2.6%
rate of
reconviction

We had just a 2.6% reconviction rate whilst people were in our housing - one of the lowest reconviction rates in the country, enabling men and women to live crime-free.

3
award
nominations

Langley secured the LaingBuisson risk management award and was shortlisted for two others: Charity of the Year (Charity Times) and Rising Chief Executive (Third Sector).

2
impact
validations

Langley's long-term impact on reducing reoffending was validated for the second time by the Ministry of Justice, through the Justice Data Lab, an impact measurement tool.

Community



Kainos worked hard in 2015-16 to create a community in each of the prisons where we operated, despite the locked doors and barred windows. We are committed to creating environments where we see real progress in the thoughts, actions and behaviour of participants, a safe space where participants can unpick old behaviours and move forward with their lives. Experiencing life together, experiencing community together is the best way for participants to learn.

The community environment is now more established at HMP Ranby (after transitioning the programme there from HMP Stocken), HMP Guys Marsh (despite the prison's wider struggle with drugs and violence) and HMP Haverigg which is by far the most developed community. Participants enjoy living as part of the community - when newcomers start, they are often regarded as being disruptive. But by the end of the six month programme, they don't want to leave the wing and challenge other

'newcomers' for being disruptive! Peer support and peer mentoring is a core part of community life on a Kainos wing. Our volunteers also play an essential part in creating a community atmosphere - bringing an all-important connection with the outside world to reduce the sense of isolation and exclusion. The social development evenings they create and their involvement at key events like graduations and family days helps participants feel like part of a wider community that extends beyond the prisons walls.

“This has made a big difference to the community.”

Community

noun:

1. a group of people living in the same place or having a particular characteristic in common.

2. the condition of sharing or having certain attitudes and interests in common

synonyms:

group, bunch, company, circle



The community setting of the Kainos Challenge to Change programme is so important – when participants agree on shared rules within the shared community environment, they then also play their part in reinforcing those rules. There is a bustle of activity that takes place on a Kainos prison wing as participants work together to build something they are proud of and endeavour to change their thinking and behaviour. The community setting provides a safe, positive environment where par-

ticipants take their learning from the classroom and put this into action. The benefits of creating a community are many. There is increased respect from participants for their environment and each other and people take pride in their surroundings. Instead of discarded rubbish and bare walls you find well-kept gardens, murals on the walls and animal projects such as the chickens project at HMP Haverigg (pictured). Providing activities for participants to be part of and care about beyond themselves is an important part of rehabilitation

and an essential building block to creating a community. Just like the chickens, participants need to learn how to adapt to their new environment, mature and grow and eventually spread their wings beyond the prison walls. Community living allows participants to take more ownership of their everyday life. It helps to increase confidence and creates a safe environment for men to learn, grow and make new choices – in so doing they recognise and realise the behaviours they need to adapt. Creating a community setting also enables

participants to express themselves and to put into place any actions or goals they might have. There is a sense of belonging, of contributing to something bigger and better than one's individual interests. One participant explained: "I've set up a support group for anyone on Challenge to Change for any problems they have, big or small. I've helped with homework, debt, mental health and even been someone to talk to. This has made a big difference to the community and it helps me to stay positive."

Challenge



Enabling participants to deal with their behaviour and challenging their thinking isn't always easy. In 2015-16, over 100 participants come onto Challenge to Change with a range of issues – including previous addictions, mental health issues and a belief that they couldn't do anything about this. Slowly unpicking those attitudes and encouraging participants to do the same meant challenging well-established assumptions and old ways of thinking.

The ability to challenge behaviour works best when there is a relationship of trust. Part of our support included assigning every participant with a 'keyworker' - someone who they could build a connection with and work with. It was partially through this relationship of trust that participants started to open up and engage with the programme, allowing their thinking and attitudes to be questioned and repositioned. The keyworkers helped to create personal development plans and goals linked to areas of need

- e.g. developing assertiveness or tackling impulsivity. Programme facilitators equipped participants with the skills and tools to receive challenge about their own values and attitudes. They facilitated group sessions and encouraged peer feedback and accountability for their actions. They also worked one-to-one with participants to review their progress, evaluate their goals and identify support to promote continued engagement. This all helped participants to successfully challenge their behaviour.

"...this course made me challenge my beliefs."

Challenge

noun:

1. a call to prove or justify something

verb:

1. to dispute the truth or validity of something

synonyms:

stand against, question, disagree, test, protest against, call into question



Challenge to Change requires a commitment from participants to be ready to challenge and adapt their thinking and attitudes to move forward. The programme teaches participants how their values and thoughts can affect their behaviour and actions and how to successfully challenge these. The programme requires a level of openness and honesty – both within participants and with others. But this can be difficult for those who have spent their lives hiding behind a mask.

“When I heard about Challenge to Change and that it was a behavioural thinking course, I knew I needed to do it. I was negative to start with. We were a very challenging group - I don't know how the staff put up with us! But this course made me challenge and change my beliefs - how long could I blame my upbringing? I am 29 and know the difference between right and wrong - I can't justify my behaviour by blaming [others]. I have acted on impulse for too long. Challenge to Change taught me that it is all

down to choice and I am the one to make that choice. I have looked at my past, left it behind and now I have made my plans for the future.” Another participant said, “Constructive criticism and regular feedback had a major influence on my improved behaviour and attitude. It gave me patience and made me stronger.” As participants learn how to challenge their own behaviours, they in turn realise how to respectfully challenge the behaviour of others. One participant began to struggle with his mental health -

he started to cause damage to his cell and disturbance on the unit. The other participants were patient with him and spent time speaking to him – encouraging him to remain calm whilst cleaning his cell and clothes. They ‘challenged’ his behaviour in a respectful way that helped him to settle again. As a result of this peer support and challenge, the level of incidents and violence on a Kainos wing is much lower compared to a normal prison wing.

Change



Kainos believes that each and every individual we work with has the potential to change. We believe that by providing the right environment through support and mentoring, change can occur and continue to develop amongst participants. The lasting impact of this change is immeasurable. For newer participants, knowing that peer mentors are walking alongside them, having faced similar struggles, gives them the hope to continue. Peer mentors are integral to Chal-

lenge to Change - those who complete the programme are often the most powerful people to change the behaviour of their peers. Our peer mentors are all graduates from the programme; they have lived on the wing for over six months and all have their own stories to tell. Often it is these stories, told whilst gardening, taking part in arts and crafts or cleaning the chicken pen, which show our participants the real change which can occur through the programme. They are our biggest advocates of success.

They have all experienced old attitudes and behaviours which led to negative actions. They have had their own battles to overcome - whether addictions, anger or mental health. And they have also all changed and now want to help to change others. Each participant has their own peer mentor within Kainos Community. They talk of hope: hope that change can occur, hope that change has occurred and hope for a changed life after prison.

“It’s a rewarding experience... seeing a real change in participants.”

Prison Officer

Change

noun:

1. an act or process through which something becomes different

verb:

1. to make or become different

synonyms:

alter, adjust, amend, improve, modify, reshape, remould



Change can be a daunting prospect for our participants, especially when old attitudes and behaviours have become so ingrained within their day-to-day life, from childhood until the time they find themselves on the programme. Telling people about change within the classroom is not the same as showing them that change can happen. Our peer mentors provide an opportunity for participants to see the change the programme can bring to their lives.

Our peer mentors want to see change in the lives of other participants. For Ronnie, he used his graduation speech to show how he had changed. "I began this course a different person to the one stood here today... I had done a few laps of the circuit - crime, drugs, jail, broken relationships, lies, deceit, and I didn't have too much hope about my future. By the time I reached module three it dawned on me that my thinking patterns had begun to change. I found myself befriending and supporting others

who were struggling with the idea of change... I truly began to find myself and for the first time I began to see the possibilities of a life and future without crime, drugs and the chaos of disorganised thinking patterns." The support our peer mentors provide can be seen most clearly in the wing gym. The gym is a constant hive of activity within the wing, run by peer mentors. Peer mentors utilise qualifications they have in personal training, supporting participants in developing their physical and mental health. It also

provides an opportunity, over the weights bench or during the cardio challenge, to talk, to be open with each other. They have undergone the programme, they understand that change isn't easy, that it is a challenge and they provide an opportunity for others to ask for help and guidance. Most of all, they can relate to the process of change that participants are going through. "Since becoming a mentor other inmates have opened up to me... It's been a pleasure to help and support my peers."

Finances

Langley House Trust Income

- Social housing lettings £4.11m
- Supporting people income £1.52m
- Ministry of Justice funding £1.43m
- Signposting Service £0.23m
- Care and spot funding £3.90m
- Other charitable activities £0.43m
- Voluntary income £0.24m
- Funds generated £0.01m

Langley House Trust Expenditure

- Social housing lettings £4.11m
- Supporting people contracts £1.52m
- Ministry of Justice expenditure £1.43m
- Signposting Service £0.23m
- Care and spot projects £3.90m
- Other charitable activities £0.04m
- Fundraising £0.24m
- Goods and services £0.02m

Kainos Community Income

- Donations and legacies £142,054
- Charitable activities £428,338
- Investment income £718

Kainos Community Expenditure

- Generating funds, donations and legacies £599
- Charitable activities £536,331
- Governance £2,202
- Depreciation £6,198

Thanks

Trustees

Our sincere thanks go to our trustees, staff and volunteers for all their hard work and effort throughout 2015-16.

Trustees who served throughout 2015-16:

- Malcolm Hayes (Chair)
- Christine Harbottle (Vice-Chair, Pastoral)
- Philip Hilton (Vice-Chair, Business Development)
- Andrew Newell
- Christiana Olomloiye
- David Priaux
- Denise Sanderson
- Ian Aldred
- Piers Feilden
- Mark Roach
- Peter Flower
- Robert Clarke
- Rosalyn Palmer

Funders, donors and supporters

We are extremely grateful for all those who have generously supported and funded our work.

Our particular thanks goes to:

for Langley House Trust

- Ministry of Justice
- NHS
- Supporting People administering authorities
- Local authorities
- Community Rehabilitation Companies across England
- National Probation Service
- Bedfordshire Police and Crime Commissioner
- The Charles Irving Charitable Trust
- The G M Morrison Charitable Trust
- The Hanley Trust 1987
- The Maurice & Hilda Laing Charitable Trust

- The Norton Foundation
- Somerset Skills & Learning
- The Shone No 2 Charitable Trust
- The Tay Charitable Trust
- The Velnoweth Good Companions Trust

for Kainos Community

- National Offender Management Service (NOMS)
- AB Charitable Trust
- The Anchor Foundation
- Garfield Weston
- Garrison Church Plate Fund
- The Henry Smith Charity
- The Tudor Trust

Our thanks also go to our other grant-making trusts and funders, all our individual donors and supporters, those who have fund-raised for us and churches across England - we really appreciate your support.



“This is a new life for me. I could never go back.”

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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KAINOS COMMUNITY

CHALLENGE TO CHANGE

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