

# BRISTOL TOGETHER CIC SOCIAL IMPACT REPORT 2020.21





## BRISTOL TOGETHER (BT)

BT is a Community Interest Company that creates full-time, living wage jobs for recently released prisoners, by building new homes and redeveloping and refurbishing existing properties.

Ex-offenders are employed full-time on a minimum of the National Living Wage for up to 2 years and are trained in a variety of building trades, learning on the job and being mentored and supported by experienced tradespeople and Bristol Together staff.

Once a property is developed, it is sold to a local housing association for affordable rented accommodation or sometimes on the open market. All profits are reinvested into the next project.

Once an individual is ready to leave us, we help them to find ongoing further employment or self-employment in the industry.

The Covid-19 epidemic meant that 2020.21 proved to be a year of considerable operational challenges.

Despite this Bristol Together was able to continue its work by strictly following UK government guidelines, putting in place new Covid secure working practices and facilities and training and managing staff to work in the approved ways.

During the year we also took the decision to invest in the future of the business by:

- Hiring 2 new managerial staff (a project manager, Ben Urry and Site Manager, Giles Tennick
- Investing in the acquisition of our next development projects
- Upgrading our website
- Purchasing a mobile site welfare/ project office

By taking these actions we have aimed to secure the long-term sustainability of the business so that we can continue to provide real jobs in the construction industry for ex-offenders who have recently left prison.



Paul Morgan, Bristol Together MD (second from left) handing over our latest development project in Fishponds, despite the pandemic.

## SOCIAL IMPACT REPORT

APRIL 2020 – MARCH 2021

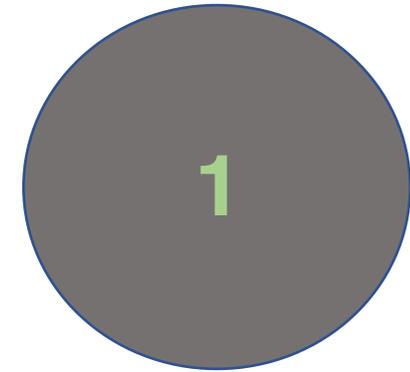
Over this period we continued to execute the organisation's 3-year strategy.

This involves working on 2 significant new build developments each year - along with delivering a number of building contracts for clients.

As a result we have been able to employ, train and develop ex-offenders in meaningful numbers whilst providing them with a full-time job.



**9 EMPLOYEES  
DURING PERIOD**



**REOFFENDERS**



**5 CURRENT  
EMPLOYEES<sup>1</sup>**

1. At June 2021

The Staple Hill Road project in Fishponds was handed over to Brighter Places (formerly Solon Housing Association) in April.

The 5 one-bedroom and 1 two-bedroom apartments were constructed on the site of a former mixed use derelict building at 111 Staple Hill Road, Fishponds by Bristol Together over a 15 month period.

We worked through the Covid-19 pandemic, putting in place Covid secure working practices and strict health and safety procedures.

The project simultaneously employed 5 recently released prisoners on a full-time basis on at least the national living wage.

All employees benefitted greatly from their time on this project and were trained in variety of skills. We had 1 individual who reoffended during this time.



**111, Staple Hill Road, Fishponds, Bristol on handover day**



The Wave –  
aerial view



The Wave -  
Outside  
Washrooms



The Wave -  
First Aid  
Room

Alongside our own property development schemes we, have continued to win and deliver a number of property refurbishments contracts from third party customers.

In December and January, we were engaged by The Wave to build new disabled changing facilities, a first aid room and camping toilet and shower blocks.

The Wave is a spectacular inland surfing destination in Easter Compton, Bristol which allows anyone to surf and bodyboard on consistent safe waves every day of the year.

This work was completed to a high standard and handed over to the client at the end of January 2021.

3 recently released prisoners were employed alongside a number of skilled tradespeople to complete the work.



Demolition of  
derelict building -  
work in progress



Laying  
foundations at  
Tavistock Road

Towards the end of the year we started work on our next major project - a new build scheme which will create 12 affordable rent apartments in Knowle West, a deprived area of Bristol with acute housing shortages.

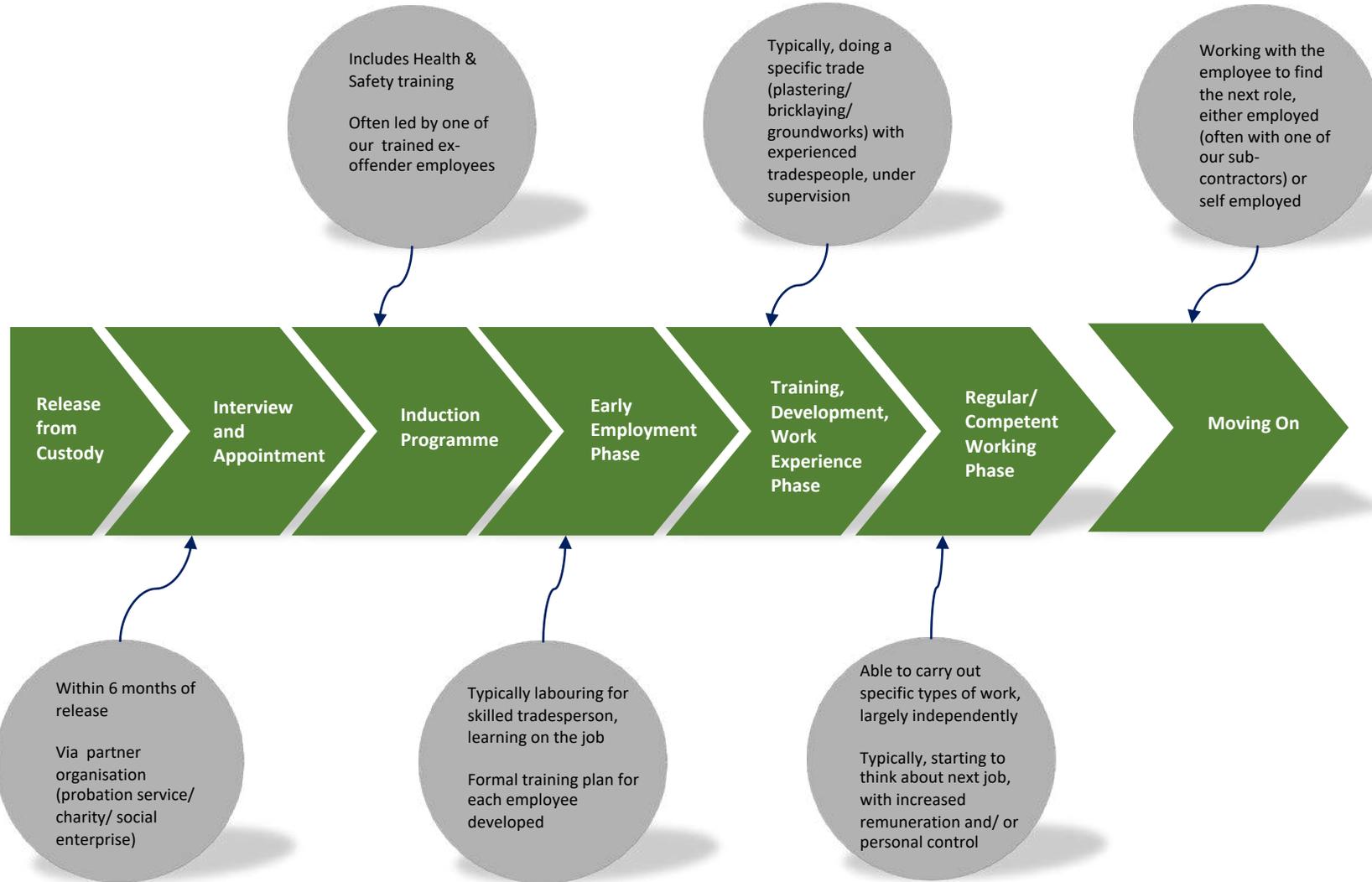
The site was formerly occupied by a derelict boxing gym. This has now been demolished and foundations are currently being laid.

We are employing 5-6 ex-offender staff on the project over the next year and recently sent all those on the site on first aid training, at which they earned a formal accreditation to add to their skills bank.

Our intention is to sell all the apartments to a local Housing Association so that they can be offered to members of the community as affordable rented accommodation.

# Employee Pathway

BRISTOL TOGETHER  
APR 20 – MAR 21



**Bristol Together** aims to provide a pathway for recently released prisoners to turn around their lives by giving them a real job with training and development opportunities, and then helping them on the next stage of their working lives.

There is no set time that an employee stays with us. Some gain the knowledge, skills, work experience and importantly self confidence very quickly, and are ready to move on to new challenges in the workplace.

Others take longer. In the early stages, the key is to develop the structure, routine and discipline of a working day. Generally employees are with us for between 3 months and 2 years.



**9 EMPLOYEES**  
have been able to develop a wide range  
of skills whilst working in the last year

#### **External Works**

- Site clearance and effective and safe loading of skips
- Groundworks and Drainage systems installation
- Laying of slabs and general landscaping

#### **Bricklaying**

- Working alongside bricklayers learning all aspects from mixing mortar to laying blocks and bricks

#### **Internal Construction**

- Using laser levels, spirit levels and tape measures to set out walls and work accurately
- Use of powered nailers and screw guns to connect timbers
- Measuring, building and insulating stud walls in timber and installing ceilings
- Plastering, mixing plaster and mortars

#### **Carpentry**

- General joinery works, including skirting boards and door frames

#### **Kitchen Fitting**

- Kitchen unit layout and securing in position
- First and second fix kitchen fitting

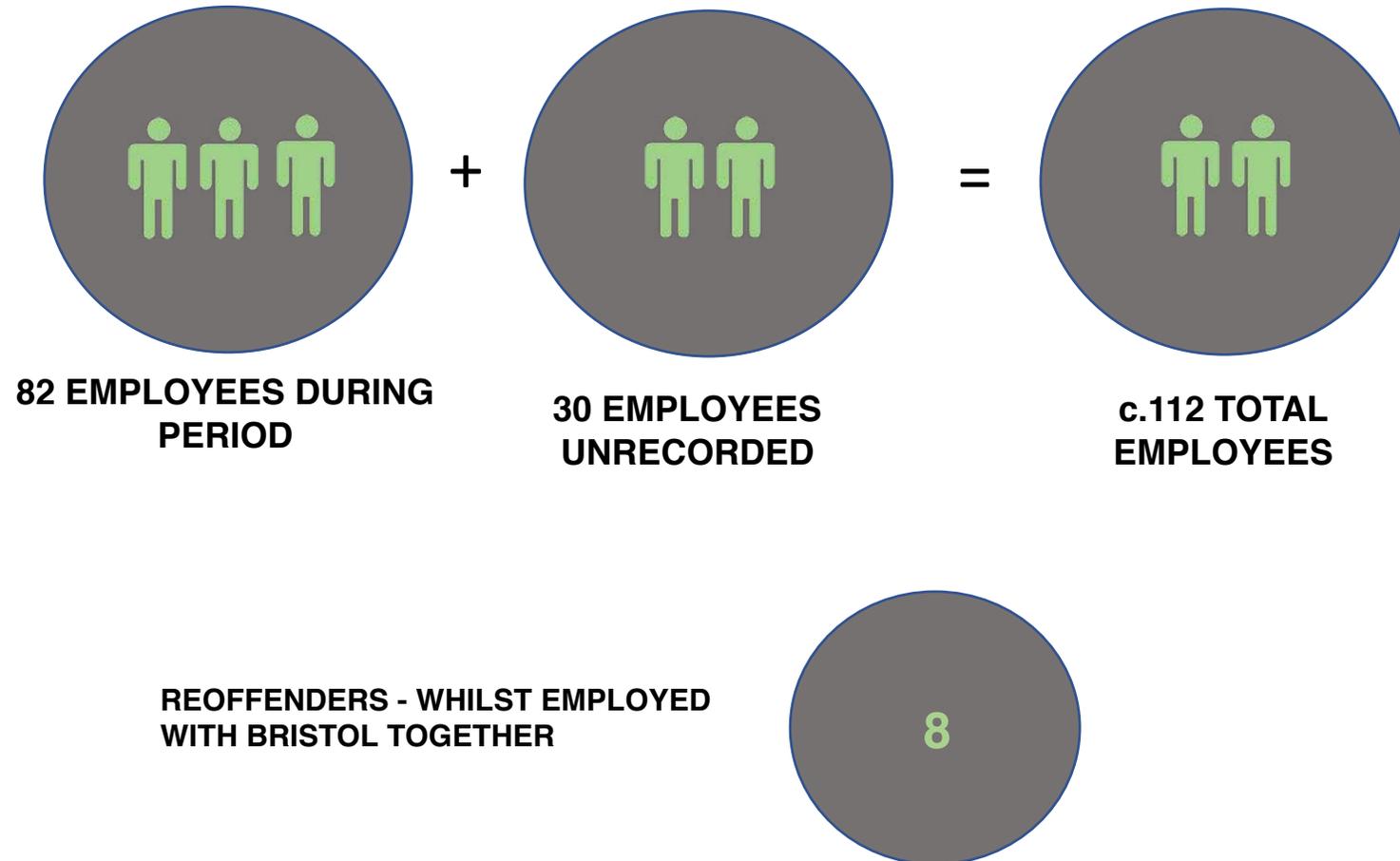
#### **Painting & Decorating**

- Preparing walls and woodwork to include stripping, sanding and filling
- Emulsion of walls, ceiling and undercoat and gloss to woodwork

#### **Formal/ Accredited Training**

- Digger Driving
- First Aid
- Use of appropriate Personal Protection Equipment
- Safety training on use of stepladders and ladders
- Site Supervisor Safety Training Course (SSSTS)
- Construction Skills Certification Scheme (CSCS)
- PAT Testing

## OUR RECORDED EMPLOYMENT PERFORMANCE SINCE COMMENCEMENT



## SOCIAL IMPACT REPORT

2014 – 2021

Since we started we have employed and trained 82 recently released prisoners for whom we have records.

We estimate that a further 30 individuals have been employed during the period, but for whom no records exist.

The **re-offending rate** while individuals are employed with us is around 7%, compared to a national average in the first year after release from prison of 54%.

OUR EMPLOYMENT PERFORMANCE

2020.21

ALL TIME

EMPLOYMENT

NO. EMPLOYEES

9

112

AVERAGE EMPLOYEE TENURE  
(Weeks)

40\*

58

EMPLOYEES GOING ON TO  
EMPLOYMENT/ SELF-  
EMPLOYMENT/ EDUCATION AFTER  
LEAVING TOGETHER

80%

72%

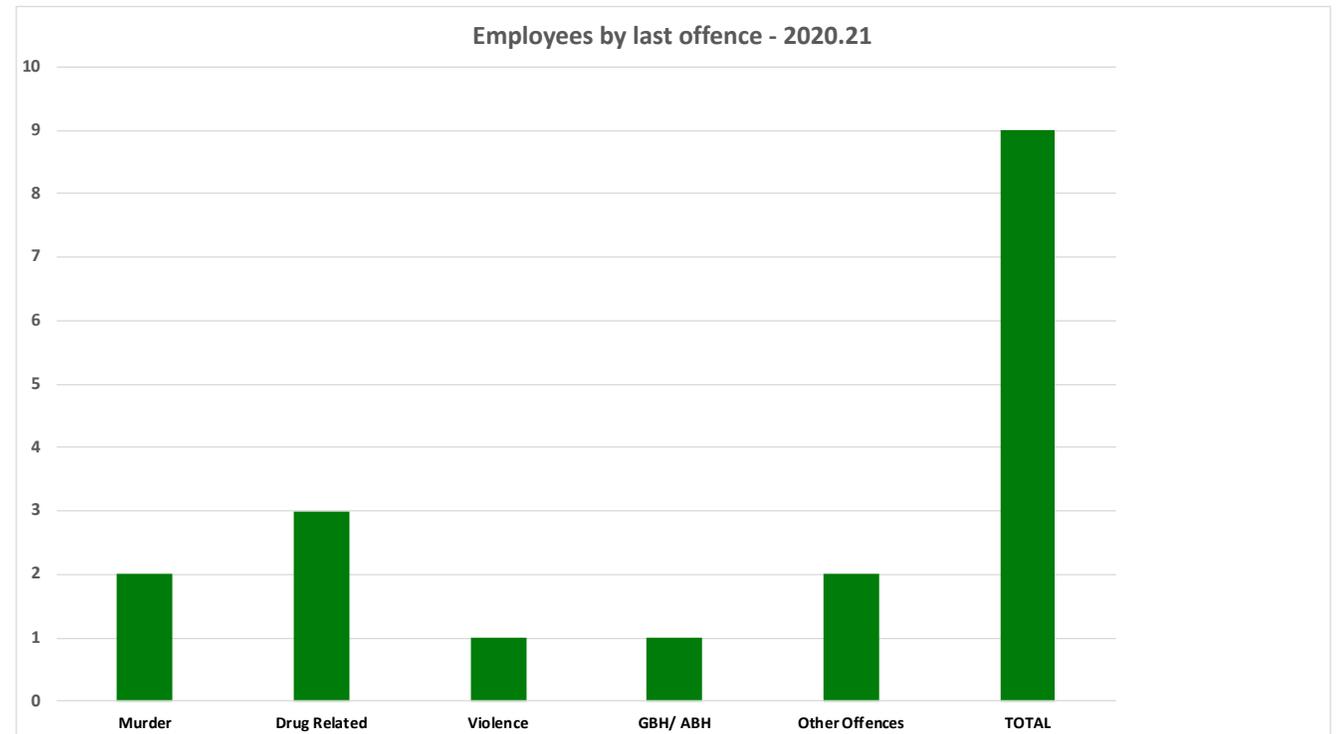
REOFFENDING WHILST WITH  
TOGETHER

1

8

\*Current employees

We do not take easy cases, and are agnostic to type of offence for which our employees were convicted.

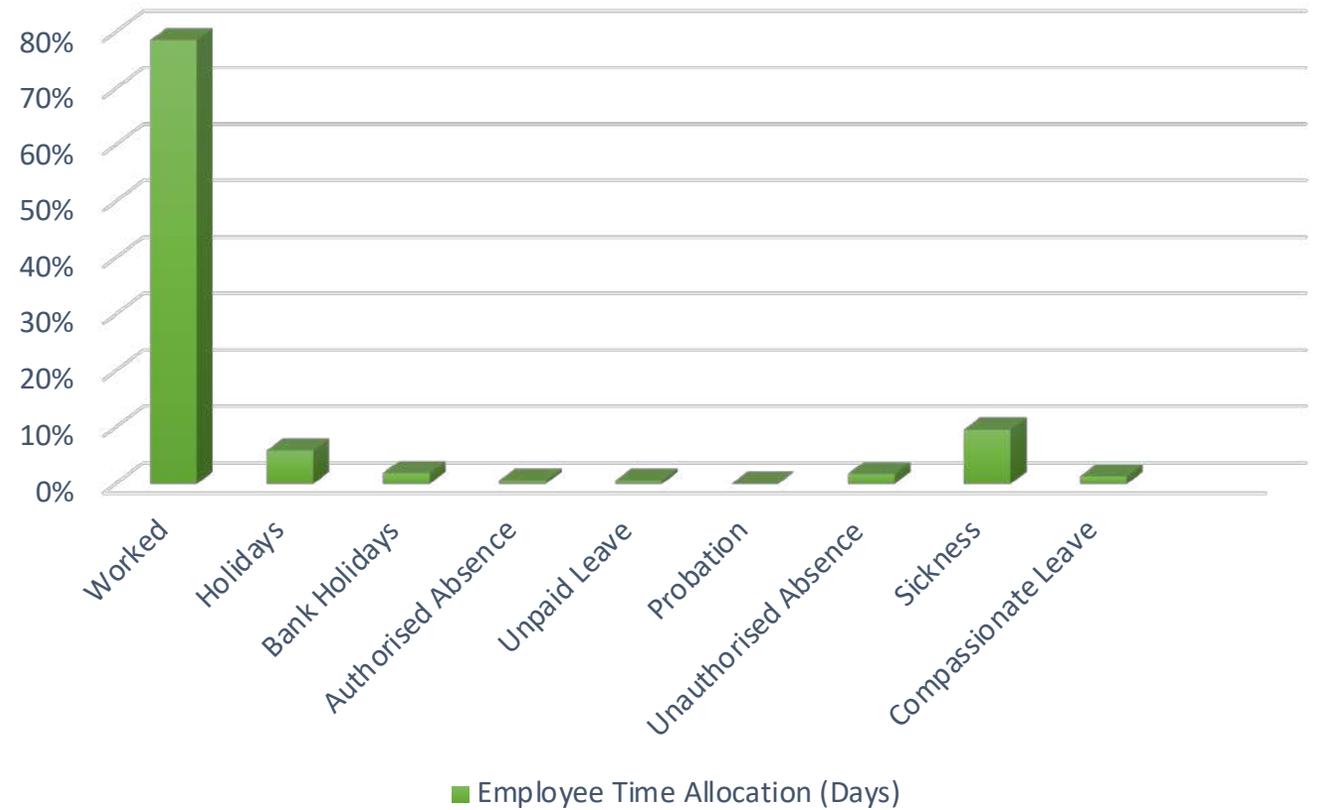




# EMPLOYEE ATTENDANCE

BRISTOL TOGETHER  
APR 20 – MAR 21

## Employee Time Allocation (Days)

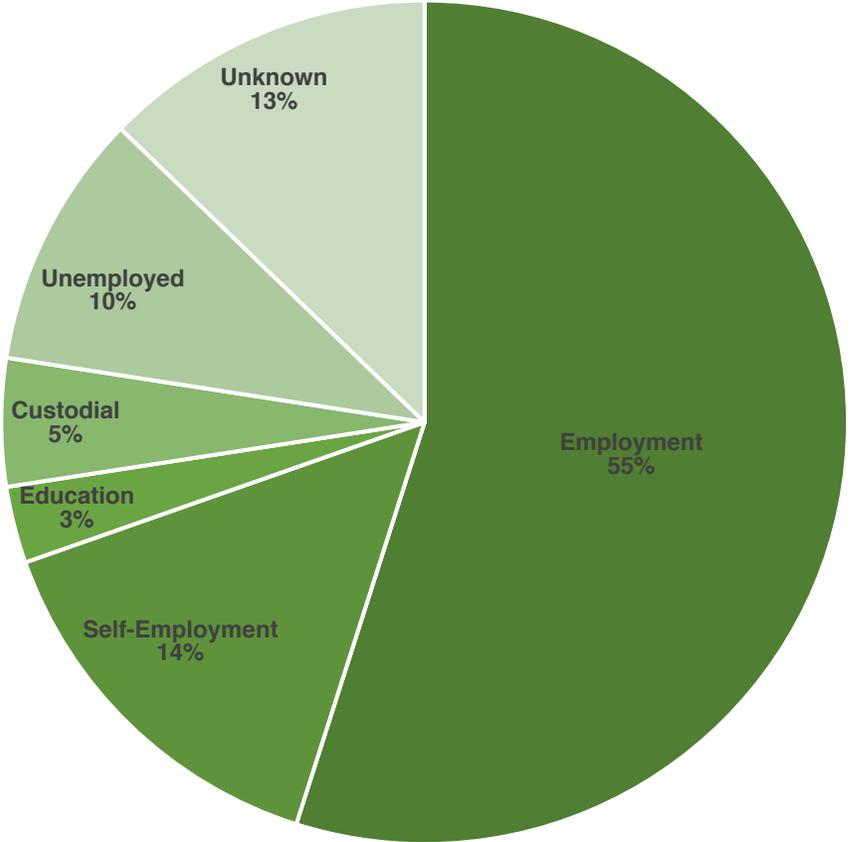


# LIFE AFTER TOGETHER

The life-changing employment, training and support that Bristol Together provides means that at least 70% of our employees go on to find further employment, self-employment or education when they leave us.

Since we commenced operations the results continue to be encouraging with many employees going on to be employed by the sub-contractor companies we employ on our sites.

**MOVING ON - LIFE AFTER TOGETHER**





## **EMPLOYEE WELLBEING & HAPPINESS**

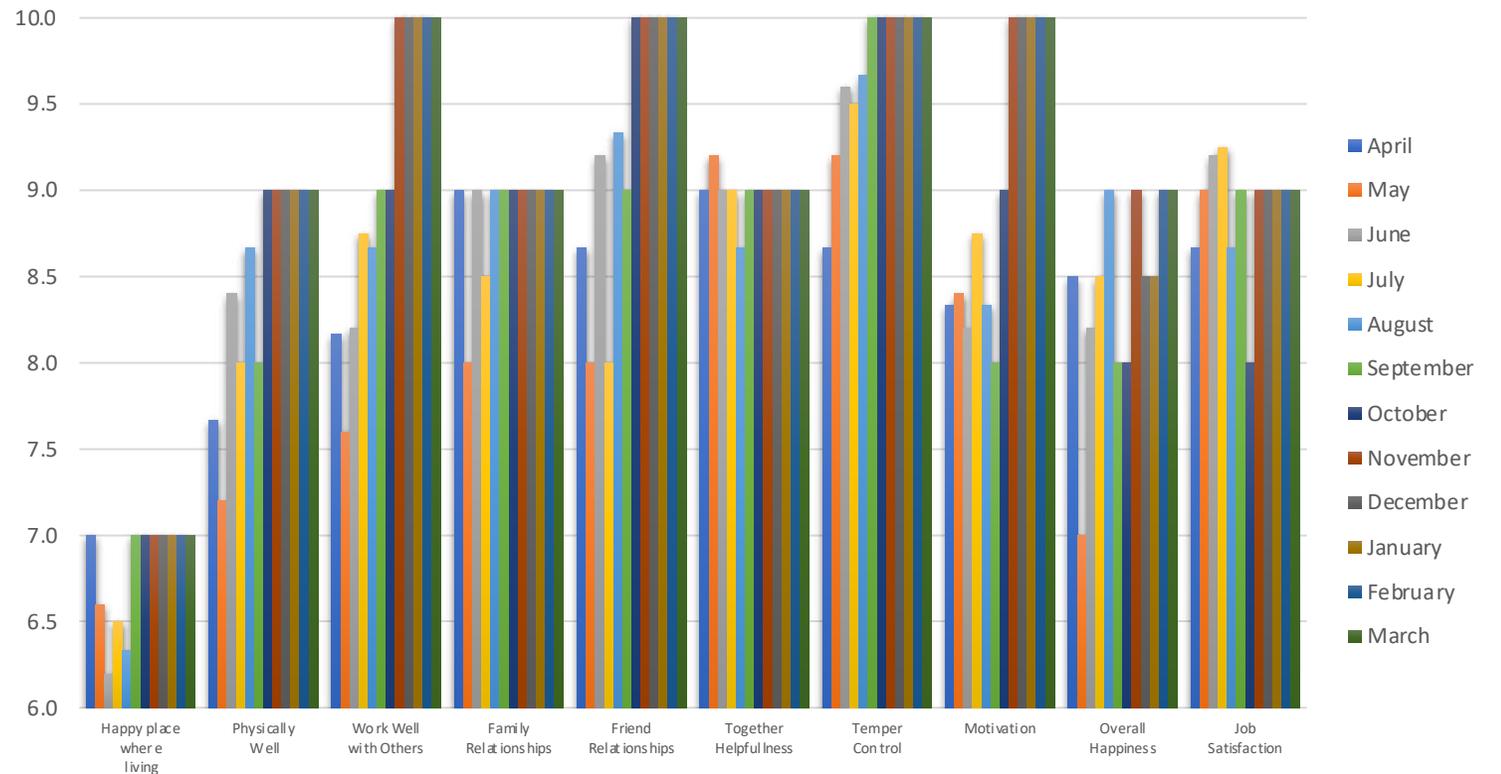
As well as skills, reoffending, further employment and other hard outcomes, we also track employee wellbeing

Each month, we interview all employees to understand their level of satisfaction in a number of areas, including:

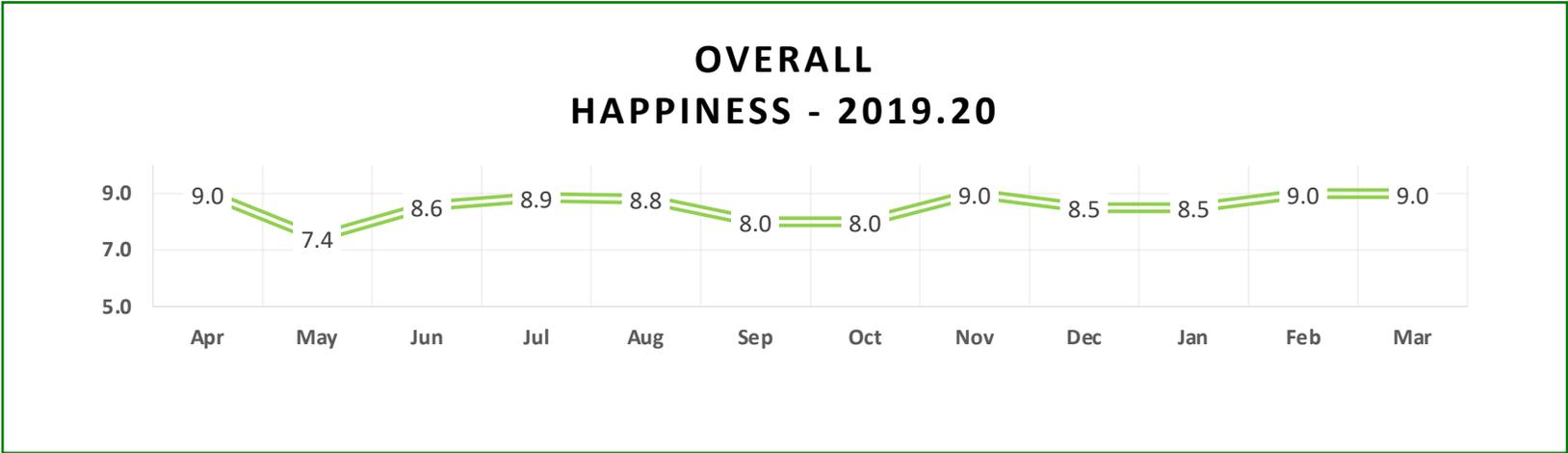
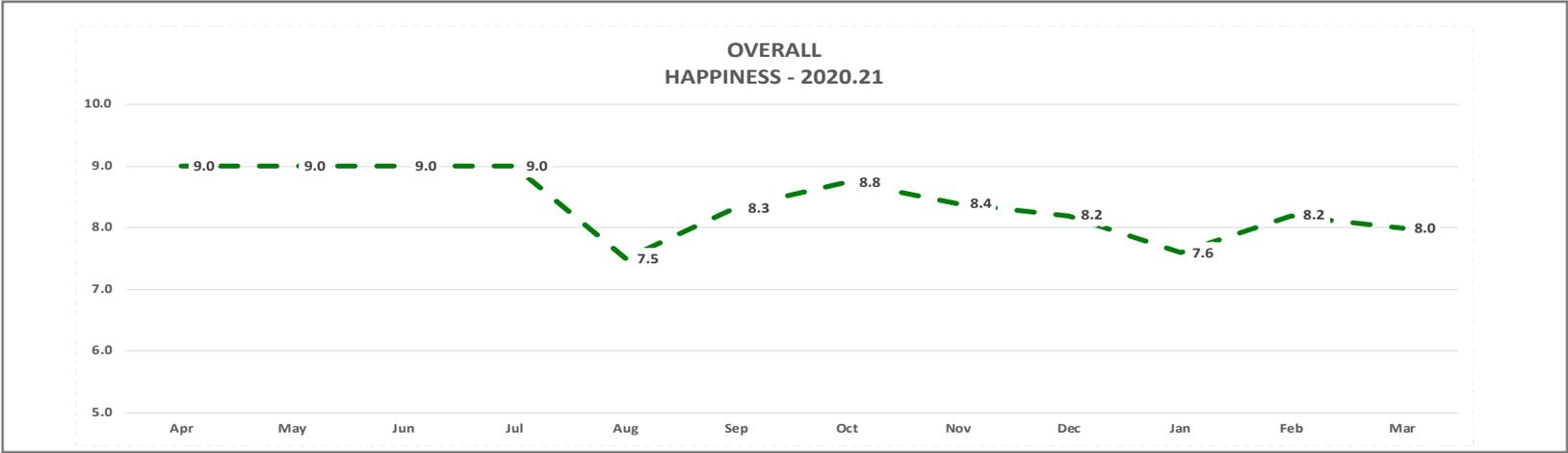
- Job Satisfaction
- Family Relationships
- Work Relationships
- Control of Temper
- Motivation
- Living Arrangements

By tracking month-by-month we can take action to seek to address any issues.

### Bristol Together Employee Well Being Monthly



## OVERALL 'HAPPINESS' OF BRISTOL TOGETHER EMPLOYEES - REPORTED PERIOD & COMPARED TO PREVIOUS YEAR



We began tracking Employee Happiness against a number of criteria in the middle of 2018.

Since that time overall happiness has remained relatively stable.

Several of the areas we measure are not within the control of Bristol Together, such as happiness with place of abode and personal relationships.

However, probing these areas provides a good opportunity for us to engage with each employee in a routine and systematic way every month and to try to help them in a more holistic manner.



## WHO WE'VE HELPED

**BRISTOL TOGETHER**  
APR 20 – MAR 21

Over the course of the year we provided full-time jobs for and trained 9 recently released prisoners in a variety of skills and trades. We currently have 5 employees on site and are in the process of hiring more now.

With one exception, all those that left us have gone on to further employment in construction.

Amongst various development activities, we sent 2 employees on site supervisors courses, both of whom are now carrying out supervisory work for us.

We also sent a further individual on a digger driving course, which they passed and are now accredited to undertake this work.

Many of the staff received a 2-day First Aid training course, a valuable addition to their construction work skillset.



Tyler is Bristol Together's first ever female employee. She joined us at the beginning of 2020, having just been released after serving a 10-year sentence - all of her adult life in prison.

From the outset it was clear that Tyler was highly committed to being at work on time and with a clear purpose to learn new skills. Having spent the first few months working on basic labouring activities in support of the skilled tradespeople on site, she soon started to show her interest in plastering.

After only a few weeks on on-the-job training, working alongside experienced plasterers who were willing to teach her, she had become an accomplished plasterer, capable of skimming walls and ceilings in the newly built rooms at the Staple Hill Road site.

Tyler fitted in well with the other staff very quickly, and soon became an informal leader, encouraging other staff with their tasks and being direct with them when she believed that standards were not being met.

Later in the year, Tyler was placed on a site supervisors training course and gained a qualification in this area. She has subsequently been given some supervisory responsibilities and will continue to do more of this in the coming months at the Tavistock Road development project.

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