

BRISTOL TOGETHER CIC SOCIAL IMPACT REPORT 2021.22

10 years of
Bristol
Together





BRISTOL TOGETHER (BT)

BT is a Community Interest Company that provides 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, typically to a local housing association for affordable rented accommodation or sometimes on the open market. All profits are reinvested into the next project.

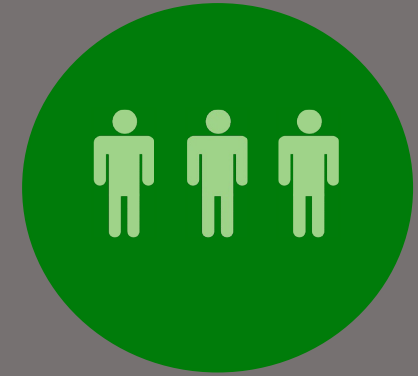
Once an individual is ready to leave us, we help them to find ongoing further employment or self-employment in the industry.

In 2022 Bristol Together celebrates its 10-year anniversary

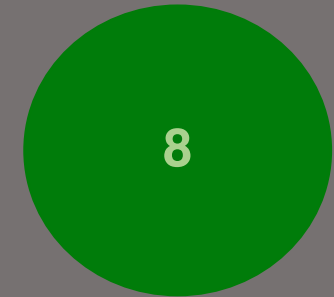
Since we started we have employed and trained 119 recently released prisoners.

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

We have completed work on more than 140 homes, including the creation of 34 new build houses or apartments in the last 4 years, for Housing Associations to provide affordable rented homes in the local community.



119 TOTAL EMPLOYEES



REOFFENDERS - WHILST
EMPLOYED WITH BRISTOL
TOGETHER

2021.22 was another challenging year for Bristol Together.

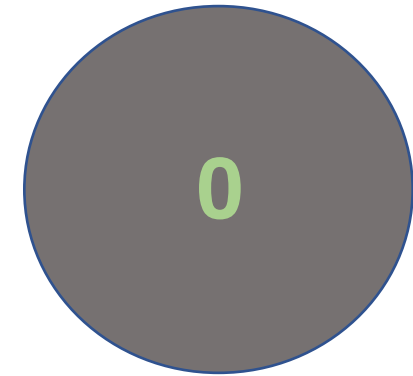
The Covid-19 epidemic had a significant impact on prices of raw materials and sub-contractors, which in turn put pressure on financial margins.

Overall building costs have increased by about 30% in last 12-18 months and there continue to be shortages of skilled trades which is driving up costs for these services.

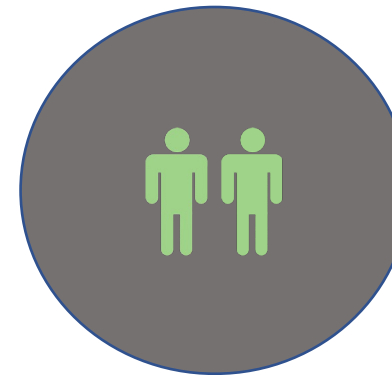
Nevertheless, we have been able to continue to generate strong social impact from our work and to be self-sustaining.



**10 EMPLOYEES
DURING PERIOD**



REOFFENDERS



**5 CURRENT
EMPLOYEES¹**

1. At June 2022

During the year the main focus of our work was the Tavistock Road new build scheme, where we are creating 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 and had been unused for some time.

We have employed 5 ex-offender staff on the project at any given time, and a total of 10 over the course of the project. During this time they have worked shoulder-to-shoulder with site supervisors and skilled trades people, learning a wide range of construction skills.

These apartments will be sold to a local Housing Association so that they can be offered to members of the local community as affordable rented accommodation.



Site prior to
development work



New Development -
end April 22



Raised in Easton - New Nursery Space



New Kitchen & Bathroom

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

We recently completed a refurbishment project for the children's nursery provider Raised in Bristol in Easton.

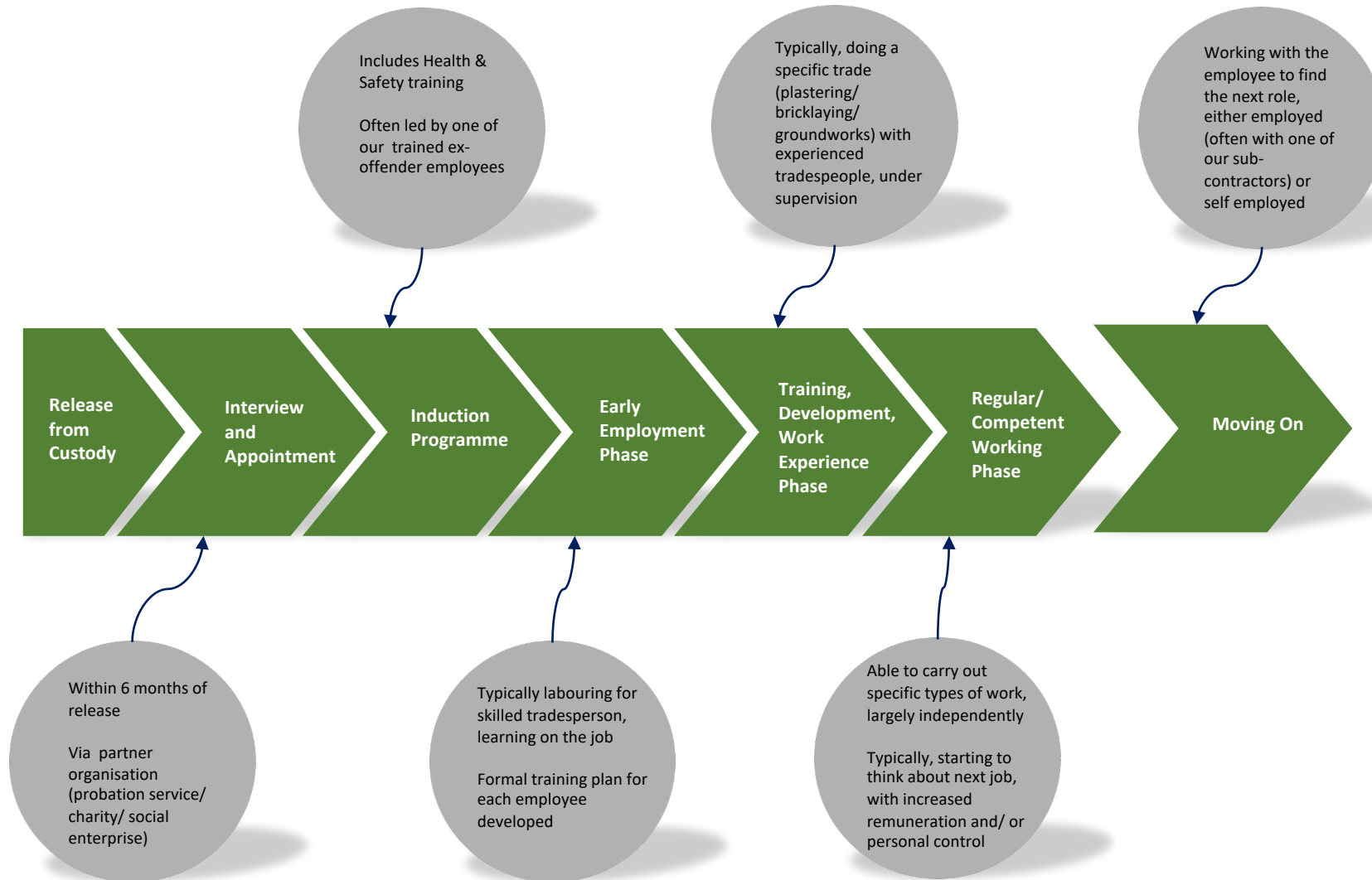
The project involved the complete repurposing and renovation of part of a community centre so as to extend the adjacent existing pre-school nursery facility.

The work included the creation of a new nursery space, washroom facilities, new kitchen and playground facilities. This is an inspiring piece of work with a strong social purpose.

During their time at the site, our staff were keenly observed through the windows by the curious kindergarten children next door!

EMPLOYEE PATHWAY

BRISTOL TOGETHER
APR 21 – MAR 22



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.



10 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

Carpentry

- Measuring, building and insulating stud walls in timber and installing ceilings
- General joinery works, including skirting boards and door frames

Kitchen Fitting

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

Plastering

- Internal wall plastering, mixing plaster and mortars

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 Personal Protection Equipment
- Safety training on use of stepladders and ladders
- Site Supervisor Safety Training Course (SSSTS)
- Construction Skills Certification Scheme (CSCS)

OUR EMPLOYMENT PERFORMANCE

2021.22

ALL TIME

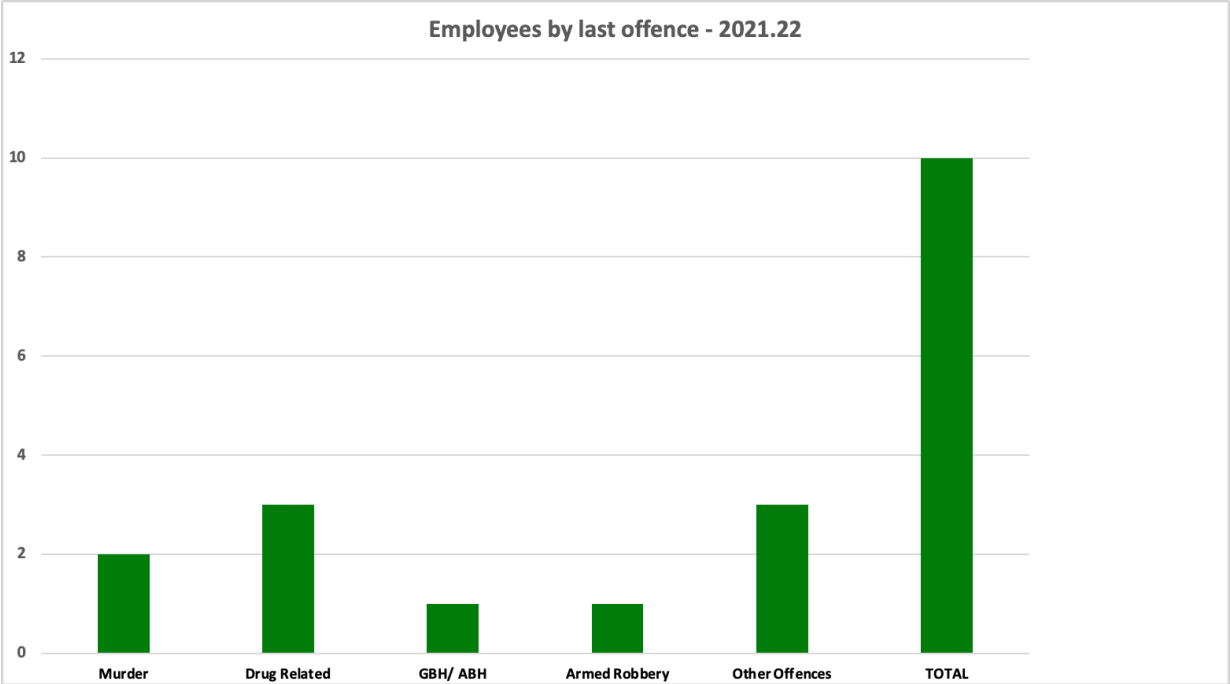
EMPLOYMENT	NO. EMPLOYEES	10	119
	AVERAGE EMPLOYEE TENURE (Weeks)	53	56
	EMPLOYEES GOING ON TO EMPLOYMENT/ SELF- EMPLOYMENT/ EDUCATION AFTER LEAVING TOGETHER	83%	73%
	REOFFENDING WHILST WITH TOGETHER	0	8



TYPE OF OFFENCE

BRISTOL TOGETHER
APR 21 – MAR 22

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

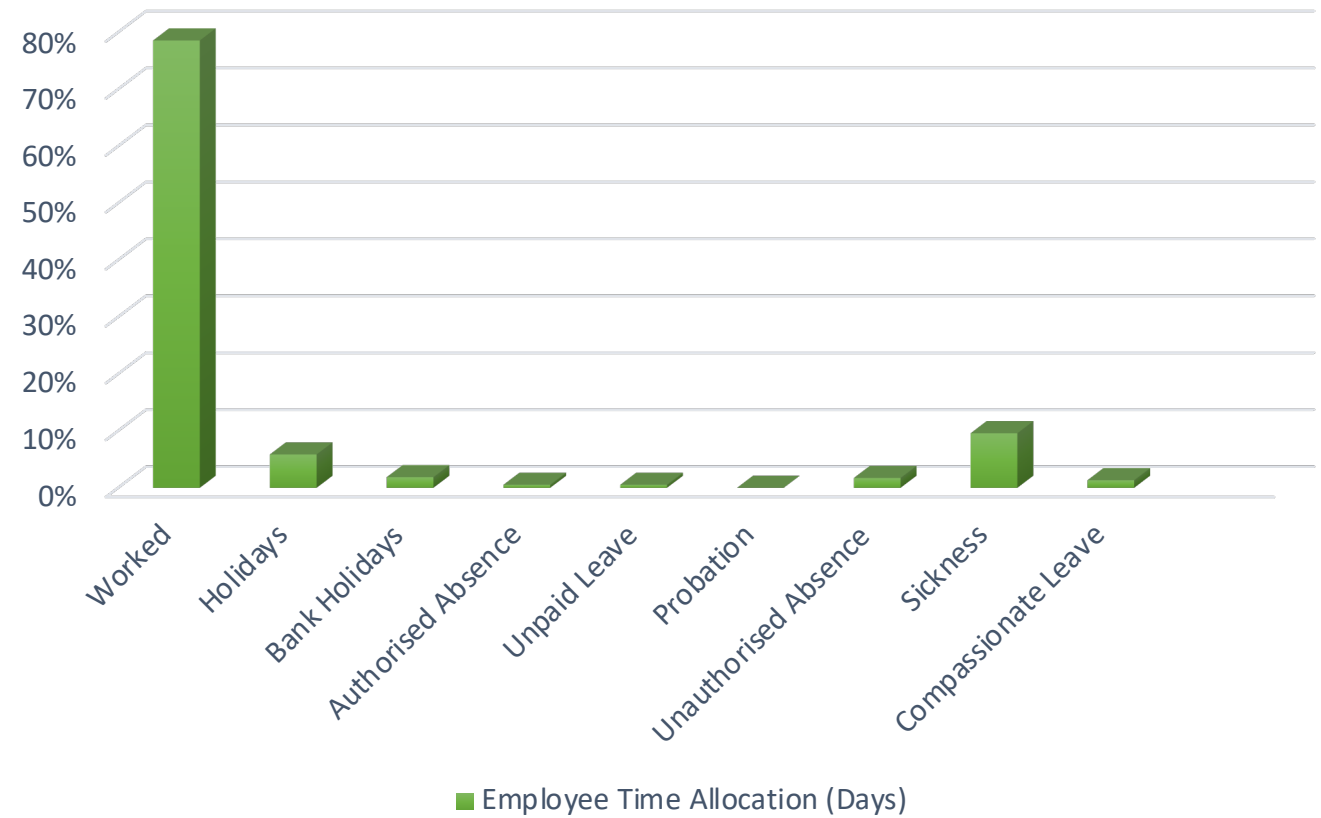




EMPLOYEE ATTENDANCE

BRISTOL TOGETHER
APR 21 – MAR 22

Employee Time Allocation (Days)

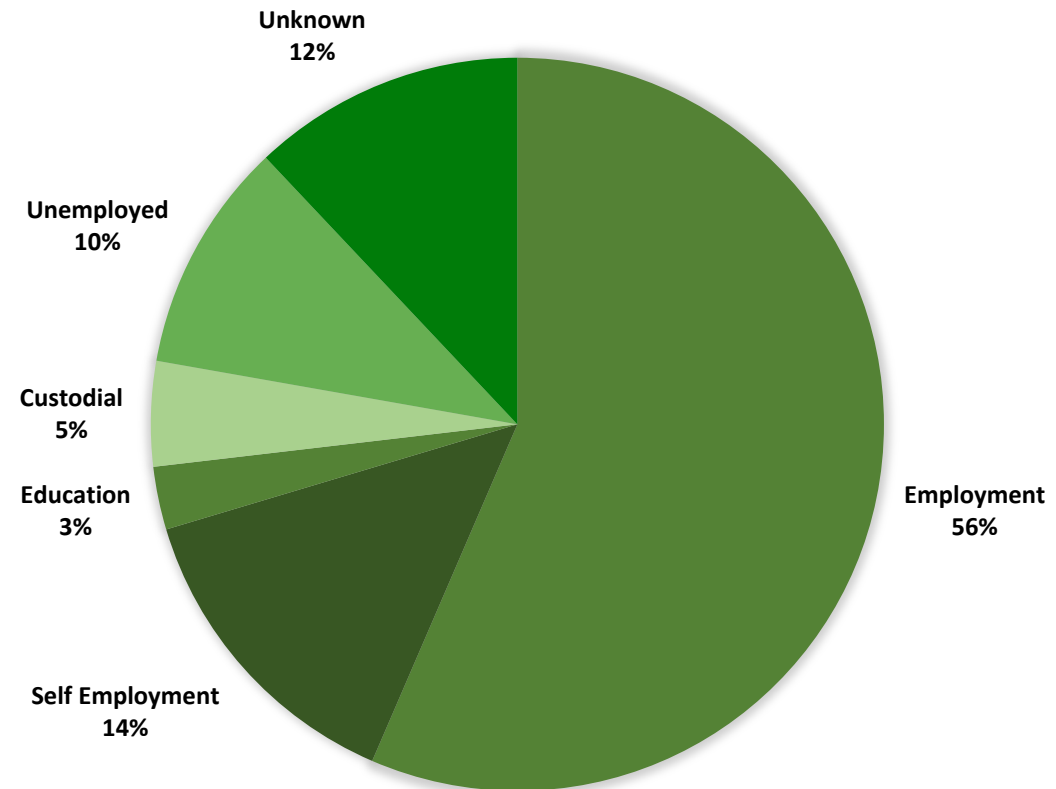


LIFE AFTER TOGETHER

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, as well as larger building companies.

MOVING ON - LIFE AFTER BRISTOL TOGETHER





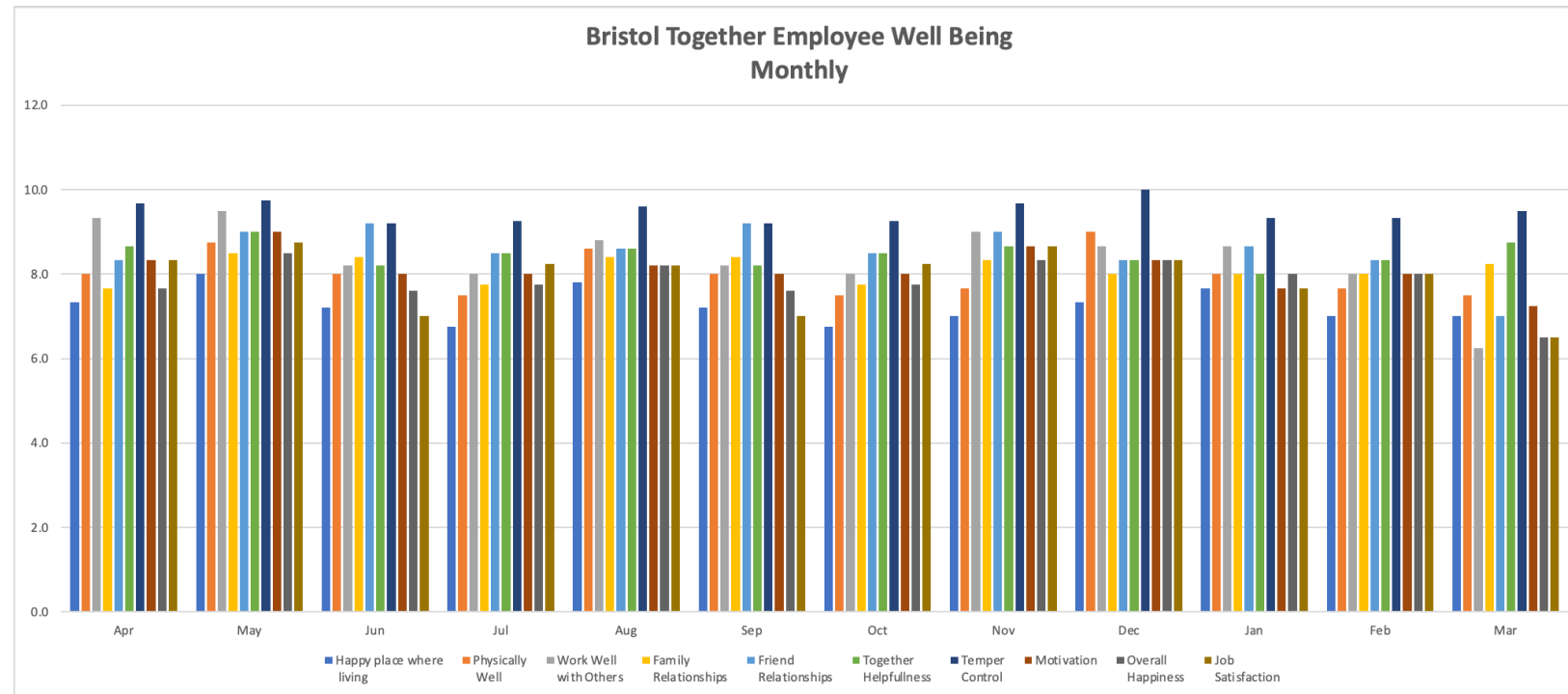
EMPLOYEE WELLBEING & HAPPINESS

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

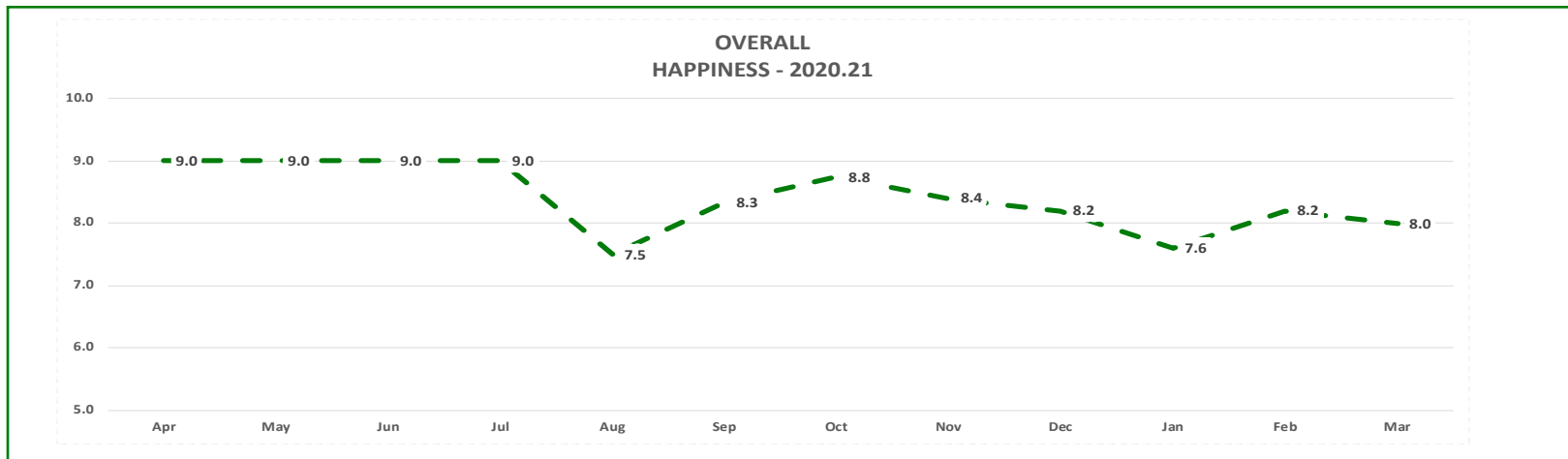
Each month, we interview all employees to understand their level of satisfaction in a number of areas, including:

- 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.



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.

Over the course of the year we provided full-time jobs for and trained 10 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 personal development activities:

- We sent 1 employee on the site supervisors course, which they passed.
- We also sent a further individual on an advanced digger driving course to allow him to use larger machinery on site.
- Several employees completed their CSCS tests.
- We held a first aid training course in the early part of the year for employees.

CONTACT

BRISTOL TOGETHER
APR 21 – MAR 22

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