

A YEAR IN REVIEW 2023



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ABOUT US...

3Pillars Project provides sports-based mentoring to **inspire**, **challenge** and **empower** young men within the criminal justice system. They start their journey with us whilst in prison; and through our Rugby Academy they become part of a team, boosting their **physical**, **mental** and **emotional health** on and off the playing field. We work with every young man as an **individual**, to their time frame, whether this is for months or years, to help them resettle into the **community** and develop a **sense of belonging**. Through **mentoring** and helping them to gain **qualifications**, **training** and **employment** opportunities, our apprentices are able to build a **better future** whilst in prison and beyond.



WELCOME FROM 3PILLARS CEO

MIKE CROFTS

This is 3Pillars Projects' fifth year as a registered charity. What an adventure it has been. Initially conceived as an idea during a visit to Feltham Young Offenders Institution (YOI) in 2015, we were initially a social enterprise and did not become a charity until 2018. The decision has been a great success, despite challenges which all start ups face, we have managed to overcome them and arrive at where we are now. I hope you will join us in enjoying this success.

Our Board and the team have both expanded this year, we welcome William Mackinlay as Chair of Trustees, as well as Tom Smallbone and Helen Whitehouse OBE. All three bring fantastic and diverse experience to the organisation. I am also delighted that we have grown our delivery team, with new Regional Coordinators in London and the Midlands and a number of additional coaches. We've had ongoing attention from the media, which even included us featuring our work with Red Bull.

Outreach and engagement with prison staff has allowed us to re-establish fixed delivery in a number of sites, with delivery taking place at Cookham Wood and Feltham YOI's HMPs Nottingham, High Down and Dovegate, as well Open Prisons that will enable our post release community delivery programme at Sudbury and Standford Hill. We are also delivering weekly community sports sessions to hundreds of young people a year. The cross site delivery will allow us to further embolden our delivery of the GAMEPLAN pathway.



Looking out at the Sport for development space, it has transformed over the past few years. Where there were few people interested in supporting those in custody when 3Pillars started, there is now a real shift in support from funders and corporate partners alike. We are thankful to a number of partners over the past year, in particular Cumming Group and Clearscore, as well as funders and new large supporters; Lloyds Bank Foundation, the National Lottery, Triangle Trust, Peter Harrison and the Nottinghamshire Police & Crime Commissioner who have all patiently supported the expansion of our work. Thank you to each of you who continues to support us in a number of ways, including those Big Give supporters amongst you, those who have hosted and attended events and the champions of our work who are always cheerleading for us.

Over the next 3 to 5 years we will roll out the strategic growth and development of our organisation. We have a good and stable board, a delivery team of dedicated people and the clarity of vision to really deliver change in the lives of young people in custody.

Thank you for your support.



LETTER FROM THE TRUSTEES

A YEAR
IN REVIEW

CHAIR OF TRUSTEES: WILLIAM MACKINLAY



My first direct experience of the 3Pillars team was an interview. Late one Spring afternoon, a team from South Square chambers in Gray's Inn, two commercial barristers, one senior member of staff, and me, prepared to meet a candidate from the 3Pillars programme. He had recently left prison and we were planning to offer him two weeks of paid work experience in our Chambers to help him build up his CV and eventually find a full-time job. The first stage of the process was this interview. Our team were a bit nervous - this was some distance beyond our comfort zone.

The candidate arrived with his probation officer, and with Mike, the CEO of 3Pillars. He was in his late twenties and had been out of prison for two weeks after completing his second sentence. We listened intently to his story, the extremely challenging circumstances which led him down the path to prison, and to re-offending almost immediately after he had completed his first prison sentence. He told us about his contact with 3Pillars and how he came to be here with us, interviewing for a job at a commercial barristers' chambers.

I couldn't believe that this young man, with so much promise, so much passion, and so much positive energy, had already spent so many years of his life in prison. My team from South Square were bowled over by the experience and we were so impressed with the candidate, and the support that he had received from 3Pillars, we agreed immediately that he should come and work for us.

That was the beginning of my journey with the charity. It was also the moment the scales fell away from my eyes and I saw how the justice system was failing so many young men, in their prime, who had so much to offer their communities and society as a whole.

I'm delighted and honoured to have been invited to join the board of 3Pillars. We are a small but extremely focused charity that is changing the prospects and the lives of young men coming out of prison. I couldn't take on this role without the support of my work colleagues, and I'm extremely grateful for the ongoing assistance provided to me and to 3Pillars by the barristers and the staff at South Square. I'm also thrilled to introduce you to the newest members of the trustee board;

HELEN WHITEHOUSE



A former Deputy Director in the Ministry of Justice said: ***"3Pillars makes a huge and tangible impact to the people it supports, I'm really pleased to be joining the charity and to play a part in its further growth in the coming years so we can help more people to improve their life chances".***

TOM SMALLBONE



Tom played in the Premiership for London Irish and won the U20 World Championship with England, he said ***"Rugby has given me so much. By joining 3Pillars I can give something back to the young people that the charity works with and the wider rugby community".***



PRISON DELIVERY:

5

RUGBY
ACADEMIES
DELIVERED
ACROSS 2
REGIONS

45

SUCCESSFULLY
AWARDED
SPORTS
LEADERS LEVEL 1
QUALIFICATION

140

MEN HAVE BEEN REACHED
IN PRISON THROUGH
EVENTS, TASTER SESSIONS,
AND PARTNERSHIP
WORKING

105

YOUNG PEOPLE IN
PRISONS HAVE
RECEIVED
CORRESPONDENCE
FROM 3PILLARS
THROUGHOUT 2022.

BEHAVIOURAL INSIGHTS:

90% rated the 3Pillars Rugby Academy **10/10**



80% of participants felt like they have autonomy and control over what happens to them.

All our participants have increased the amounts of times they are physically active each week.

85% of participants felt the programme had improved their relationships with other inmates and with staff and coaches.

70% of participants stated they were less likely to anger quickly, shout at others, and significantly less likely to involve themselves in physical altercations.

100% of Participants said they would recommend the Rugby Academy to their peers.

“ *I really enjoyed being part of this team and getting to know the coaches and staff* ”

- 2022 COOKHAM WOOD PARTICIPANTS



“ *It's been a great course to take part in, we have all had a good laugh which is important in here, and the coaches were fantastic, really knowledgeable and made us feel at ease.* ”

- HMP NOTTINGHAM 2022 COURSE PARTICIPANT

FEEDBACK FROM PRISON STAFF:

"THE FEEDBACK WE HAVE RECEIVED FROM THOSE THAT TOOK PART IN THE COURSE HAS BEEN BRILLIANT! IT HAS BEEN A PLEASURE TO BE PART OF THE FIRST COURSE HERE AT HMP NOTTINGHAM, 3PILLARS HAVE BEEN FANTASTIC, THANK YOU".





COMMUNITY:

300

We have engaged with over 300 individuals, across prisons, community gym sessions and community projects throughout the year.

460

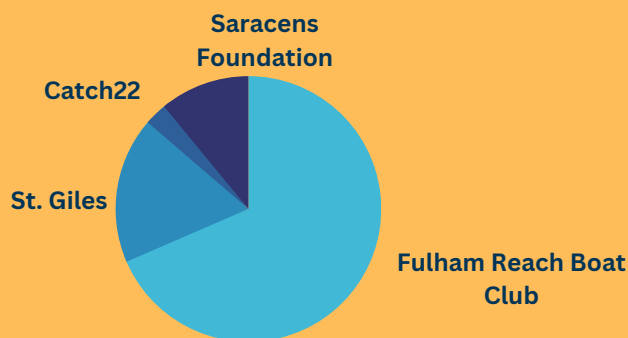
people joined our community gym sessions from attending the boxing sessions, sport and fitness or Strength and Conditioning training delivered by 3PP course graduates

64

young people between the ages of 10- 25 have engaged with us over the last year within the Midlands and London.

5

young people not in employment, education or training completed the "I can lead" sports leaders award

OVER 80 HOURS ENGAGEMENT
WITH PARTNER AGENCIES

At 3Pillars, we believe in a collaborative approach and the importance of working alongside a range of organisations to support young people in need.

COMMUNITY PARTNERSHIPS

We saw the launch of several community engagement projects within the Midlands working in Partnership with several organisations including SwitchUP, Nottingham Academy, the Greenway Centre and Sneinton Police. We were able to mentor and coach over 30 young people between the ages of 10 and 25.



“

I am feeling positive about the future

I have found a community that is encouraging, welcoming and uplifting

- Community participants

”



AN EVENING WITH JOHN MCAVOY...



It was an honour to have John come relive his story at our event in partnership with ClearScore in November. John's story from how he found rowing in prison to becoming a sponsored Nike Athlete is incredible and his journey has changed not only the course of his life but countless others.

*It was a truly captivating and motivational evening.
Thank you John.*

3PILLARS WAS INVITED AS A
KEY SPEAKER AT THE
NATIONAL PE CONFERENCE!

The team gave a presentation to staff from HMPPS Head Quarters, Governors, PEIs, and prison staff from establishments across the country, at the annual National PE Conference. Discussing our GAMEPLAN programme and our Fitness and Leadership academies. What a great experience!

3PILLARS HOSTED ITS FIRST
EVER CHARITY GOLF DAY!

In June The 3pillars team hosted a Golf Day at The Shire Golf Club, to raise money and continue to build strong partnership networks. Teams consisted of corporate organisations, and 3P apprentices. The Day was a great success and included an auction and guest appearance from Jeremy Dale who performed his amazing trick shot show! We can't wait for next year!

THE CHILTERN
CHECKPOINT
CHALLENGE

*Several teams took part in the chiltern challenge alongside 3P graduates and apprentices in June this year. Hiking a total of 20KM to victory! A great day, that raised funds to continue 3P's rehabilitative work.
Thank to all those that took part!*



HMP HIGH DOWN X HARLEQUINS

We ran a taster day for a cohort of 14 participants in prison and invited 7 Harlequins players and coaches to experience our mentoring in action!

RUGBY ACADEMY

56

56 young people attended our Rugby Academy. They also received additional light touch mentoring support, and continued engagement through prison newsletters and personalised letters.

FITNESS ACADEMY

8

8 Participants joined our post release pathway and entered our Fitness Academy

23 individuals outside of our core programme have been given advice and guidance on release from prison.

23

17

17 young people have been referred to us from prisons across London and the South East, and have received coaching and mentoring providing holistic resettlement support and a sense of belonging within a trusted community

LEADERSHIP ACADEMY

3

3 participants successfully moved onto our Leadership Academy. Securing full time employment in a range of roles.

180

180 community gym sessions have been lead by our Leadership Academy apprentices who have have coached 460 local participants.



IN CUSTODY DELIVERY:

*Lewis has been in the segregation unit for the past 4 months and said **"Being part of the Rugby Academy allows me to stay stable in an unstable environment."***

*Mick was involved in our Rugby Academy in September 2022, having never played rugby or watched a rugby match previously. He mentioned in week one that he had not left his wing for several weeks and was not very active. He had seen the 3Pillars Rugby Academy advertised on his unit and signed up as he believed it would help him to start being active again, be more social and get him out of his cell.
On completing the programme Mick said:*

"I'm so glad I did the Rugby Academy, it brought me out of my comfort zone, allowed me to meet new people and has given me a new lease of life. I will definitely be looking for a Rugby team when I go home."

"Attending the Rugby Academy I forgot where I was temporarily, I didn't feel like I was in prison, it felt like being part of a fun sports camp with your friends, learning how to be a team and working with some great coaches and mentors."

-YOI Rugby Academy Participant



OUR COMMUNITY SESSIONS:

*'James has seen a massive change in his life, since attending the community sessions. James said the community sessions are now part of his healthy lifestyle, it has essentially helped him to **"swap one bad addiction for a good addiction"***

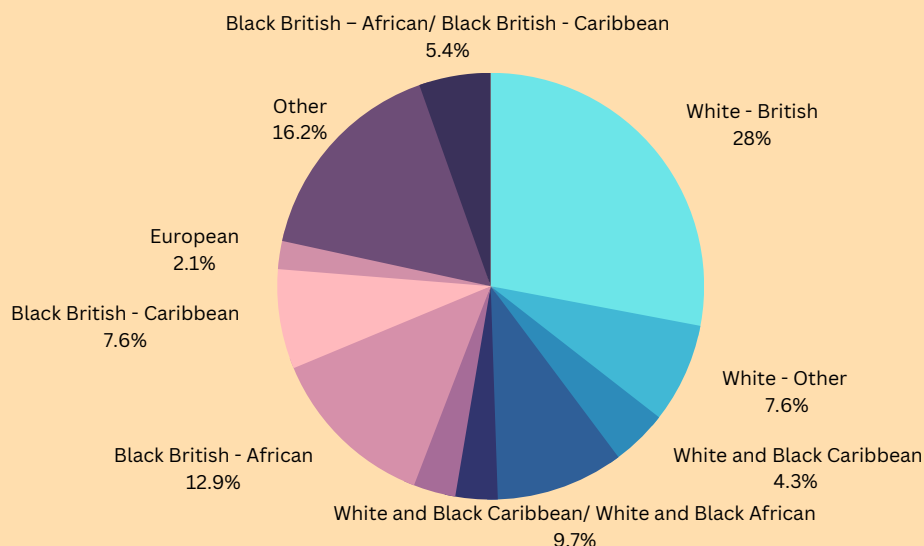
'Linda said 'the main positive takeaway from these sessions is the social aspect, as everyone who attends is very friendly and they build up rapport over time as it is the same individuals who go to the sessions nearly every week.

"It stands as a good and positive distraction from everyday life and allows people to focus on their mind, body and soul"

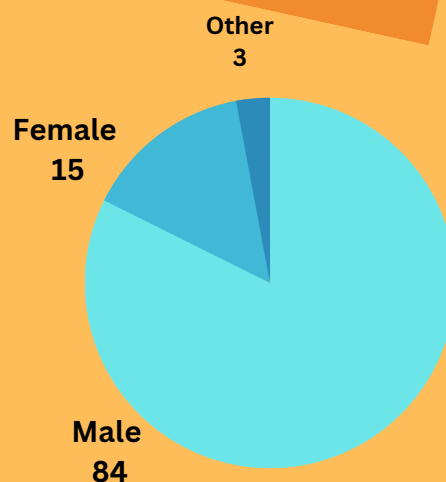
"Every week I come to these sessions and leave feeling at peace with the world. I'm grateful for this community, it has improved my mental health massively".



Ethnicity



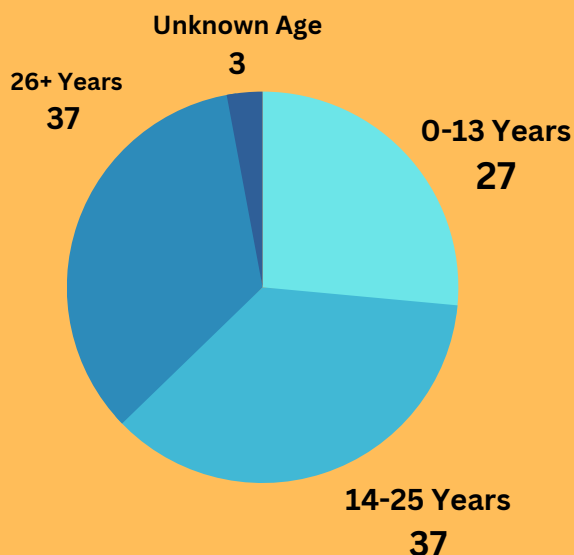
Gender



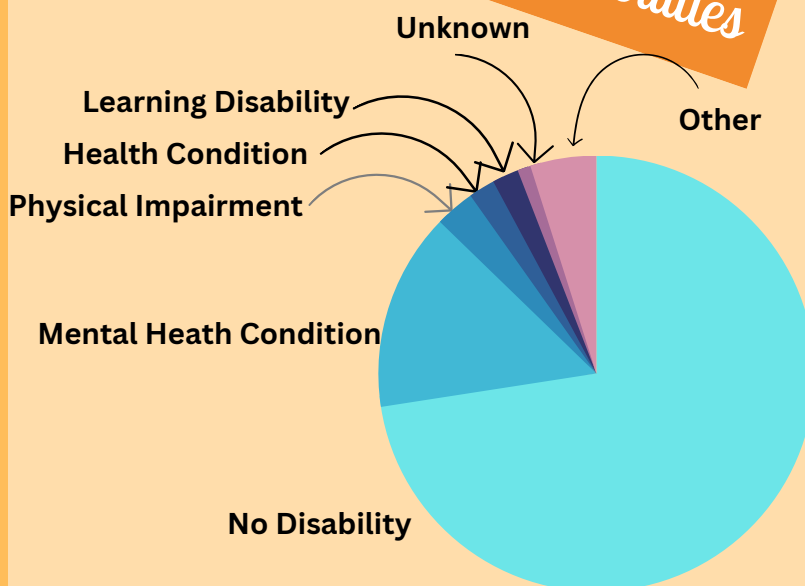
Although we predominately work with young men in custody, our community sessions are open to anyone and as a result the aim is to be as inclusive and diverse as we can. As reflected in our gender breakdown of our sessions.

Age

The majority of our GAMEPLAN programmes are aimed at young men, but as we continue to support them for however long they may need we can see that our mentoring reaches all ages. Guidance and support is always offered to those in need and can be formal or informal support.



Disabilities



We prioritise providing high quality service, to do this we strongly encourage our team to further their cultural competence in order to best understand, appreciate and interact with people from all cultures, belief systems and backgrounds. We are privileged to be able to work with people from all walks of life, this is reflected in the diverse range of people who take part in our programmes.





Mike
CEO and Founder



Jen
COO



Pinky
Partnerships Manager



Naomi
Operations Manager Midlands Coordinator



Sarah
London Coordinator



Phil
London Coordinator



Ade
London Coach
and Mentor



Kev
Community Coach



Sonny
Community Coach



Freya
Development Intern

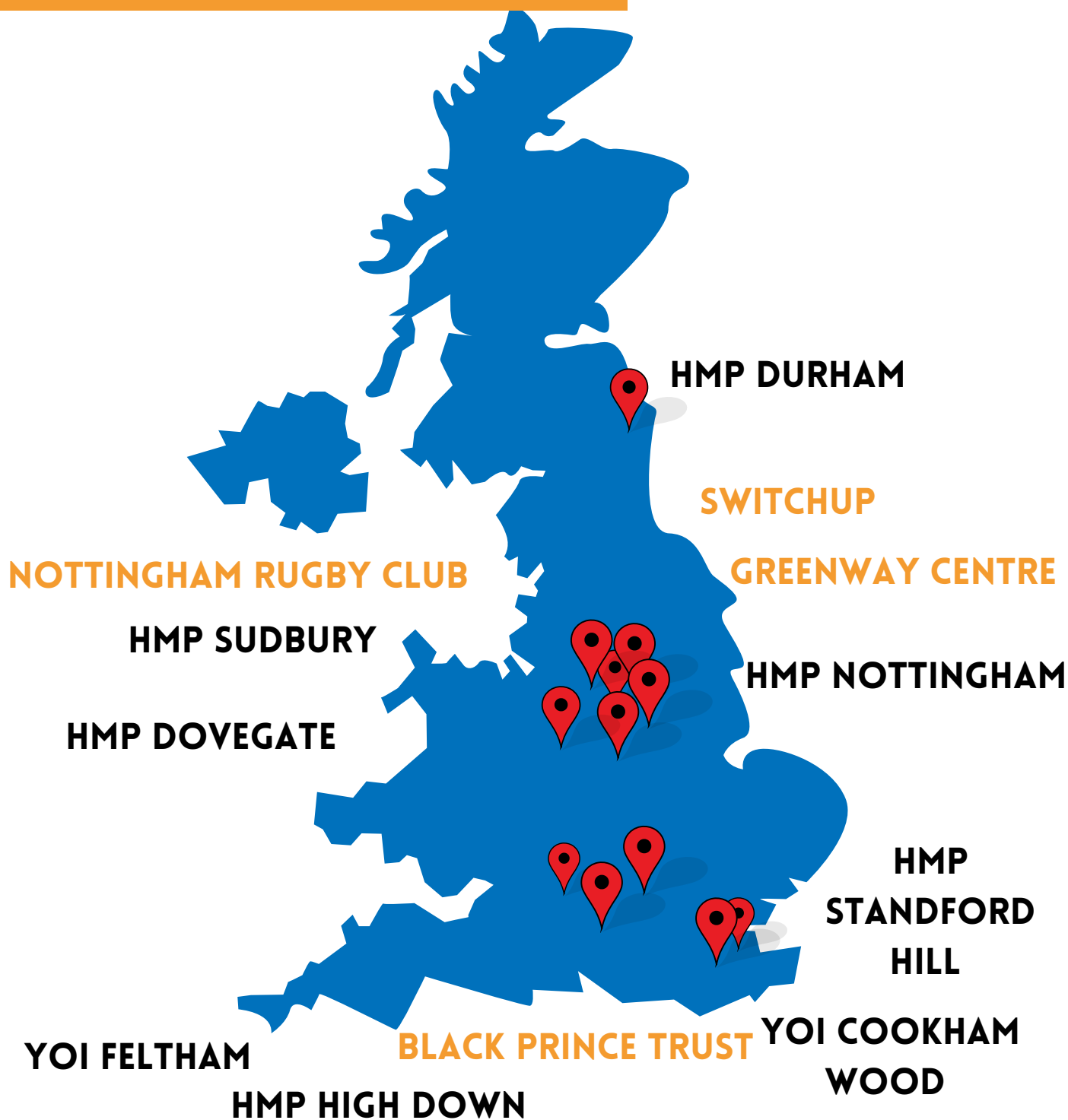


WHERE WE WORK



*Our work takes place across several areas, these include;
In custody delivering the GAMEPLAN programme.
Within local communities, partnering with
organisations across the Midlands and London.*

 **Prison**
 **Community**

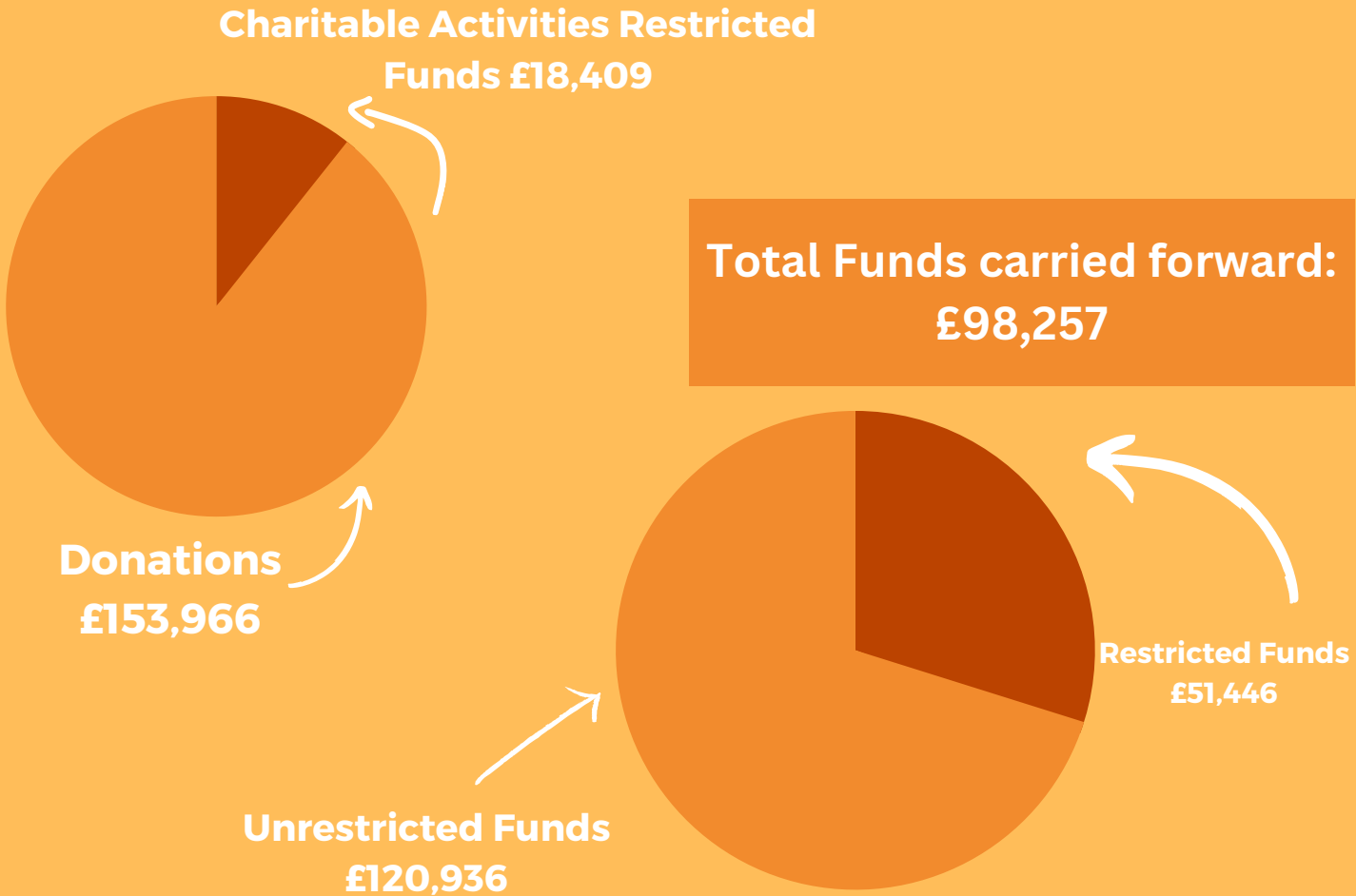




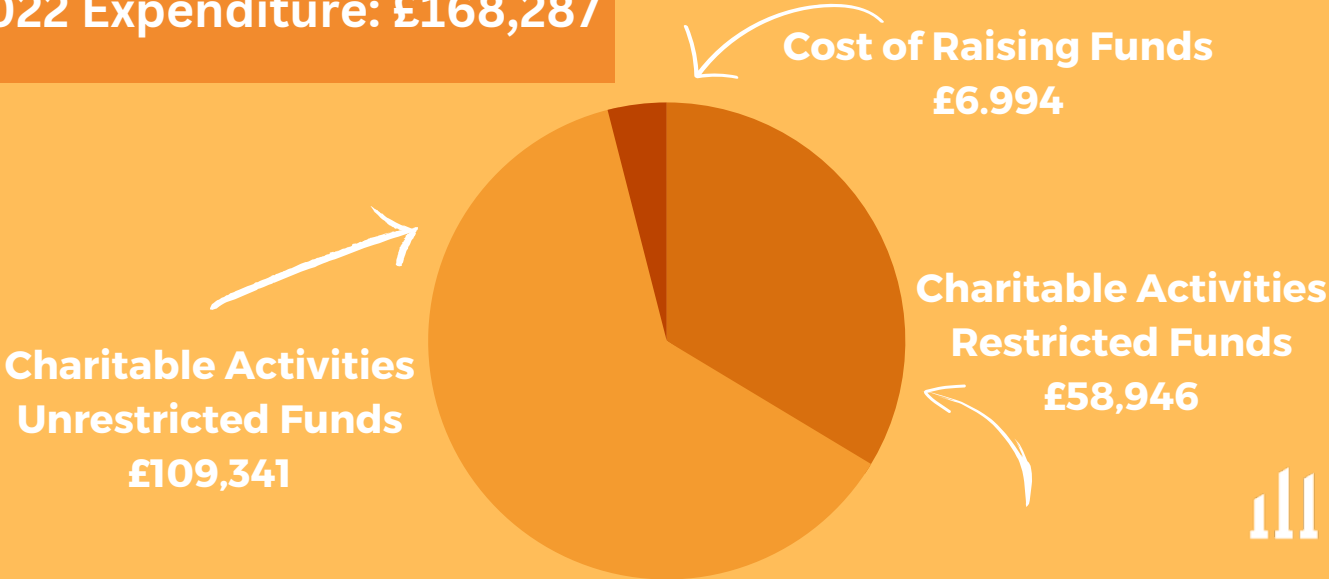
FINANCIAL OVERVIEW

Total Income 2021/22:
£172,382

**Overview of our 2021/22 Accounts filed with the Charities Commission*



2022 Expenditure: £168,287



EXPANDING OUR REACH & FUTURE GOALS

OUR FOCUS:

Over the next three to five years we will increase the **quality** and **quantity** of our delivery in custody.

This will lead to further uptake of our post-release engagement in our Fitness and Leadership Academies. We will continue to assess our performance and impact with rigour.

DELIVERY OUTCOMES 2022/23:

105

PARTICIPANTS ENGAGING IN PROGRAMMES IN CUSTODY (60% ADULT MALE PRISONS 40% YOI)

4

PARTICIPANTS EACH YEAR EMPLOYED BY 3PP THROUGH OUR ROTL PATHWAY

100%

INCREASE OF OUR IN CUSTODY DELIVERY OVER THE NEXT 3-5 YEARS.



HOW WE SELECT OUR PARTICIPANTS:

We are determined that participation on our courses will not be selective. We will offer our services to all those who wish to engage with us and while we recognise this will impact on our reoffending rates, we believe wholeheartedly that our focus must be on the longer term benefits we can offer individuals rather than subjective statistics.



PARTNERS, PRISONS, CHARITIES, COMMUNITY GROUPS AND MANY MORE...

Always X Sported	HMP Cookham Wood	Rosslyn Park RFC
Amodigo Ltd	HMP Nottingham	Saracens Sport Foundation
BBC Children In Need	Infraco Consulting	Shire Golf Club
Billmeir Charitable Trust	Ironsides RFC	Sports Leaders UK
Black Prince Trust	Jeremy Dale	SwitchUp
Broxash Ltd	Lansdowne Partners	The Big Give
City Bridge Trust	Lloyds Bank Foundation	The Childhood Trust
City of London	Lloyd Beeston Argentex	The Collection Pot
Clearscore	London Sport	The Rockley Charity
Crowdfunder Ltd	Michael Page	The Royal Tank Regiment
Cumming Group EMEA	Noel Buxton Trust	Triangle Trust
Fulham Reach Boat Club	Nottingham Rugby	Trusthouse Charity
Gardaworld	Nottinghamshire Police and Crime Commissioner	Unlocked
Godwin Group	Nottinghamshire Violence Reduction Partnership	Woodbridge Park School
HMPPS	Peter Harrison	28 Engineer Regiment
	Redemption Roasters	



We are very grateful for the support from everyone this year and look forward to working together to help forge brighter futures for young men in the criminal justice system



“

I would like to say a massive thank you to all the team. This experience has been the highlight of my prison experience and has helped me develop my personal attributes, therefore giving me a glimmer of hope for the future. Thank you all!

”

-3PP PROGRAMME PARTICIPANT