



# TRUSTEE REPORT

For the Year Ended 30 June 2024





# WELCOME

## Trustee Report for the year ending 30 June 2024.

**Our mission has always been to improve lives and foster positive contributions to families and their communities**

**The success stories that have emerged from our efforts are a testament to the transformative power of targeted interventions**

As we celebrate the 10th anniversary of Re:vision, it is with immense pride that I reflect on our commitment of supporting individuals from deprived communities to overcome barriers and secure meaningful, sustainable employment. Our mission has always been to improve lives and foster positive contributions to families and the communities in which they live.

In looking back over the past decade, I am struck by the remarkable achievements that we have accomplished together. I took the time to review the impact of our initiatives, and I was particularly heartened to see how many charities and community organisations have not only survived but thrived with the support of Re:vision funding. These groups perform invaluable work that addresses our community needs, yet they often operate on

limited resources, relying heavily on donations and small pots of grant funding year after year.

The success stories that have emerged from our efforts are a testament to the transformative power of targeted interventions. Nearly ten years after our establishment, these stories remind us of the resilience and potential that exists within our communities. Each individual who has overcome significant barriers to secure and maintain employment embodies the impact of our collaborative work.

While we celebrate these achievements, it is important to acknowledge the persistent challenges that lie ahead. We remain committed to listening to our Delivery Partners, who are in the best position to provide insight into the economic disparities,

systemic barriers, and evolving societal dynamics affecting our communities.


Together, we will continue to innovate and find new ways to address these obstacles.

This year, I am especially proud of the volunteering projects that Re:vision has supported. These initiatives have brought individuals who are most distant from the labour market a step closer to meaningful employment. The dedication and passion of our team, alongside the commitment of our partners, have played a crucial role in making this possible.

I would like to extend my heartfelt gratitude to Procure Plus, our delivery partners, and the members of the Re:vision Board for their unwavering support throughout the year. I am confident that we will continue to build upon the solid foundation established over the last

decade, creating even greater opportunities for those we serve.

As we look to the future, we must celebrate and remain committed in our mission to empower individuals and strengthen communities. Here's to another decade of positive change!



**Mary Quigg**  
Chair Re:vision

**“The dedication and passion of our team, alongside the commitment of our partners, have played a crucial role**

**“We must celebrate and remain committed in our mission to empower individuals and strengthen communities**



The infographic features a light teal background. On the left, a large white '1' is partially visible. To its right is a large white '0' containing a teal circle with the word 'YEARS' in white. Further right, the words 'OF MAKING A DIFFERENCE' are written in a thin, purple, sans-serif font. In the bottom left, there is a block of text in a dark grey font followed by a large purple number. In the bottom right, a purple circle contains the word 'Supporting' in purple, a large white number, and the words 'Delivery Partners' in purple.

**YEARS**

OF MAKING A  
DIFFERENCE

The amount given by Re:vision  
to June 2024 totals over

**£6.5m**

Supporting

**58**

Delivery Partners



# OUR PERFORMANCE

June 2023 – July 2024

People into  
employment

TARGET  
**248**

ACHIEVEMENT  
**320**

% of people from  
priority groups into  
employment

**90%**

**96%**

% of those employed  
retained for minimum  
of six months

**80%**

**86%**

# 2024

## WHAT WE HAVE ACHIEVED

**1st July 2023 – 30th June 2024**

**50 projects were approved which included funding for 29 delivery partners that Re:vision had previously worked with and 6 new organisations. The total value of these projects was £611,000.**



### **Funding for Local Delivery Partners**

Our delivery partners (DPs) operate in some of the most deprived and diverse areas and support for their service is crucial, even more so as the voluntary sector continues to experience cuts to funding. This will continue until we see improvements in our economy and there is more funding made available from local and national government. Without the funding they have received from Re:vision many would have needed to significantly reduce the capacity of the services provided and may have had to reduce their staff numbers further.





## **Re:vision construction courses**

Re:vision has again commissioned a series of construction courses (Health & Safety Level 1 and CSCS card, Working at heights. Manual Handling course types, COTS, Roofing) in specific areas where funding was unavailable. This ensured that candidates from Re:vision's priority groups needing entry level and specific training could secure employment in construction and enabled Re:vision DPs to maintain relationships with employers and continued to access free training for their candidates and remain active and visible within the construction sector until future funded training is secured. Twenty one people have secured employment, this has mostly been by delivery of individual candidate training courses which has achieved higher than anticipated results.

## **Targeted Delivery Pathways - History of Homelessness and Care Experience**

### **Volunteering for candidates with multiple barriers to employment**

Re:vision has continued its work with DPs who support candidates from targeted delivery pathways. We do this to support candidates most distant from the labour market, with significant barriers to employment and needing more support than some of the other Re:vision priority groups. Re:vision has widened its reach to ensure it is supporting the complete journey with volunteering and this has been positively received by the DPs. We have widened the targeted pathways to include young people that have been excluded from mainstream education and are the greatest danger of becoming NEET.



# GRANT FUNDING

## What is grant funding?

In an increasingly competitive job market, the trustees have recognised the need for proactive measures to prevent unemployment before it occurs.

This year, they have taken a significant step by awarding grant funding aimed at addressing the root causes of employment barriers, rather than just providing temporary solutions.

The focus of this initiative is to empower individuals who are currently facing challenges that hinder their ability to compete effectively in the job market.

By targeting these early-stage barriers, the trustees aim to create a more level playing field for all community members.



“The Re:vision grant funding is allowing us to deliver a pilot post-16 alternative provision to provide a safe, supportive learning environment, giving young people previously disengaged from traditional education to earn qualifications and access good employment opportunities. We are all very excited about this opportunity and very confident that all these wonderful young women will be successful. We are grateful to Re:vision for their belief in our small provision”.

Sara King,  
Director,  
Kings Academy



# WHAT OUR DELIVERY PARTNERS SAY

“We are extremely grateful for your support with Revision Funding, which is critical to YES Manchester’s mission of providing vital employment support to those who need it most. The funding not only enables us to reach more individuals, but it also contributes significantly to our sustainability and the ongoing development of the charity. Revision perfectly aligns with our core values, and together we continue to make a significant and positive impact on Manchester’s residents.

Thank you again for your continued support”

**Adam Green FIEP**  
**Chief Executive**  
**Yes Manchester CIO**

“The funding from Revision has been a tremendous support for our non-profit, enabling us to assist more individuals transitioning from prison to reintegrate into society. It also provides well-deserved recognition for our team's hard work and dedication. Revision is an outstanding company with an admirable initiative, making a significant difference for organisations like ours”

**Ben Burton**  
**Managing Director**  
**Inside Connections**

10  
YEARS



# PRIORITY GROUPS

Re:vision works specifically with the following priority groups

**Ex-Offender** – Candidates who have a criminal record, this includes spent convictions

**Women into construction** – Trade Roles & Generic Construction Roles

**People from ethnic minority backgrounds**

**Care experienced** - any adult who has spent time in care

**Long Term Unemployed** – Candidates who have been out of employment for over 6 months, any age

**Disability** – Candidates who identify themselves as having a disability either physical or mental

**NEET (16-24) 3 months plus** – Candidates aged 16-24 who have not been in education, employment, or training for over 3 months

**50 plus** – Candidates aged over 50

**History of homelessness**



# THE DIFFERENCE IT'S MADE

## **Inclusive Training Solutions, Northamptonshire**

“I really appreciate the faith that the Re:vision team is putting in me, and in my work to get people on release on temporary license from prison into work. Sometimes convincing people that this project has value is difficult but it's something that I am passionate about, and the support that Re:vision gives me to help make this happen really, really makes a difference.”

**Stephen MacFarlane,  
Vocational Training Lead for  
Equality, Diversity & Inclusion**

## **Power in Partnership, Cheshire**

“The funding from Re:vision enabled us to work with the most disadvantaged individuals in our Community, allowing us to offer tailored support and encouragement into employment. We were also able to provide continued support, to those who secured employment, with regular follow ups, and to be available as a point of contact for advice, if needed. We feel this is a much needed service in our area and we were so pleased with the outcomes we were able to achieve via the project.

The Re:vision staff are always personable and professional, and we truly enjoy collaborating with partners who share our ethos and commitment to making a positive impact on people's lives within our Community.

**Happy 10th Anniversary, how amazing!”**

**Angela Whitehead,  
Quality Assurance Director**

# WHAT OUR APPRENTICES AND JOB STARTERS SAY

“With everything combined I found myself increasing in confidence and self-esteem, to the point that I have now gained qualifications to become a volunteer member of staff for Good Lives.

I can't emphasise enough what a positive effect the organisation has had on my life, I am living a life I didn't think possible two years ago: I have made friends, learned valuable skills and qualifications and my mental health has gone from a 1 to an 8. I am no longer afraid to be a functioning member of society.”

**Home to Work - Evan**

“Joining the Employability programme has improved my confidence in job interviews and helped me develop my answers that recruiters may ask. I gained relative skills such as teamwork, communication, team leadership, planning and other useful skills needed in a workplace.”

**Wigan Youth Zone - Brandon**

“Thank you to all the Jewel team who helped me get this job. Your support has given me such confidence as well as giving me clear career progression opportunities, which I am so grateful for.”

**Jewel - Sian**

“Thank you so so much for such an informative response. I’m extremely grateful for the wealth of knowledge you have shared with me. I’m so impressed with the way you are advocating for me. I had no idea such a service existed for women trying to get into the industry, so thank you for that. WAMT’s support is much appreciated.”

**Women and Manual Trades -  
Sophie**

“I can’t express how much this opportunity has changed my life, I would never have gone to college and don’t know what I would have done with my time instead. In the future I would like to help others like me who don’t feel that school is right for them.”

**Ruby, Flintshire**



**10  
YEARS**



## WOMEN AND MANUAL TRADES

# WORKING TO MAKE TRADESWOMEN THE NORM NOT THE EXCEPTION



Re:vision continues to promote and advocate for women entering the construction sector via the Women and Manual Trades (WaMT) programme, and to work with employers who want to recruit women.

Re:vision encourages DPs to promote the construction sector to the women that they work with by raising awareness of construction training opportunities, recruitment events, and the PPH framework trade positions. Women being referred into any of these opportunities, and women approaching directly for support getting into construction, are managed through one point of contact.



Through its relationship with its parent organisation, Re:vision has been able to encourage and support contractors to employ women in apprenticeship positions. In the period 2023 to 2024, 15 women were supported into building trade roles, making up 3.4% of the “on the tools” positions; this is higher than the industry standard (less than 2%).

The success of the WaMT 3:2 project continued, supporting women who have already signed up to either a diploma or T-levels at college to engage primarily (although not exclusively) with framework contractors. The project enables female student to gain paid employment placements during the two days each week they are not required to attend college.



**Ray Flemming, MD, Mayo Civils** said "Toni is the first female steel fixer I have worked with in the UK since 1978, it is a fantastic result".

After a week, Ray had fed back that Toni is a delight to work with and is going to go far as she is progressing quicker than expected. Toni said "the experience has made me more determined to progress".

**YEARS**

# FUTURE PLANS


Re:vision's work with care leavers, candidates with a history of homelessness and the volunteering pilot has proven to have had a significant impact and the trustees want to keep this momentum going. Targeting our efforts into these initiatives has had a very positive impact on the communities supporting community cohesion. We will be expanding our reach to target younger adults particularly those who have been excluded from mainstream education.

Re:vision again will continue to fund targeted construction activity to focus on specific priority groups, engaging with specialist DPs who are supporting these candidates and help them to place more candidates into work.

Re:vision will work with alternative provision to support young people excluded from mainstream education, believing that early intervention is crucial in addressing the challenges faced by these students in preventing them from becoming NEET.

Re:vision we will continue to look for innovation that will create the greatest impact in communities. We will be exploring opportunities to fund projects in new ways to ensure that we support the most vulnerable in their employability journey and partner with DPs that can deliver these objectives for us.





Re:vision intends to continue to expand WAMT's online presence and brand awareness, to encourage more women into manual trades. Throughout 2024-2025 we will significantly increase our efforts targeted campaigns aiming to attract more followers to the WaMT Facebook page and new website. Re:vision has set a target of 10,000 followers to the Facebook page.

WaMT will continue to develop virtual networks to strengthen and grow.

Following the appointment of dedicated resource to the WaMT initiative, the 3:2 model will be expanded and the team will target both the Northwest and Yorkshire, responding to all enquiries from trade bodies or construction employers looking for support. We will accelerate the promotion of the WaMT brand, holding WaMT recruitment events in Manchester and following a full evaluation of this event, there may be further events in other areas.

Re:vision will also remain vigilant in its focus on the impact that the political environment (rising cost of living etc) has on not only the DPs but also those whom they support. Re:vision will ensure that it monitors this impact, and will take steps to respond in any way that is helpful and appropriate.

Re:vision will also continue to identify new local delivery partners, so it does not become overly dependent on any specific DP, continuing to expand, engaging and supporting new groups across the UK.



#### Trustees

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