Trustees' Annual Report for the period

From	Period start date	To	Period end date
	01 04 2025		31 03 2026

Section A Reference and administration details

Charity name The Inside Out Trust

Other names charity is known by Previously Berkshire Care Trust

Registered charity number (if any) 285886

Charity's principal address

Fora, Thames Tower
Station Road
Reading, Berkshire
Postcode RG1 1LX

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Dr Stefan Fafinski	Chair		
2	Dr Anais Bajwa	Vice-Chair		
3	Mr Roger Blake	Treasurer		
4	Mr Graham Barker			
5	Mrs Lindsey Beard			
6	Prof Stan Gilmour		From 9/4/2025	
7	Mrs Yuki Beardmore-Gray			
8	Mrs Angeline Gore			
9	Mr Paul Reid			
10	Mr Nigel Woodley		1/4/2025 to 28/2/2026	
11	Mrs Lucy Zeal			

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Independent Examiner	Mr David Condon	Squirrels Leap, Shoppenhangers Road, Maidenhead, SL6 2PZ

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document	Constitution
How the charity is constituted	Association
Trustee selection methods	Election

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Policy: We only help offenders strictly through the Probation Services, Probation Partners or the Police. Money is never given directly to an offender. Receipts for monies spent are kept by the Probation Service Administrators or equivalent and are available for spot check;
Trustees: New Trustees shadow a panel of three existing Trustees who sit on a rotational panel considering applications;
All applications over £500 go to full committee;
Applications less than £500 go to an Urgency Committee of 3 Trustees who are on a monthly rota;
Network: TIOT networks with providers of rehabilitation for offenders including Probation, Probation Partners, Thames Valley Police/Police and Crime Commissioner - all working together with the aim of reducing crime.
A comprehensive Risk Assessment was carried out in 2017 with the financial risks now reviewed regularly by the Treasurer's Committee.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

The Trust is a grant-making trust, established to promote rehabilitation and reduce reoffending through education, training and the relief of poverty and need among offenders who are under the supervision of the Probation Services or any other government approved organisation responsible for the supervision of offenders under court orders or prison licences. Provided that the Trust shall not apply any part of its funds directly in relief of rates, taxes or other public funds, but may apply funds in supplementing relief or assistance provided out of public funds.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Reducing reoffending protects the public and provides a better and safer community in which we all can live.
Official figures show that almost half of all offenders released from custody reoffend within a year.
The Inside Out Trust helps to reduce reoffending by educating, training and alleviating poverty among ex-offenders when they are at their most vulnerable.
Our early intervention can make the difference between reoffending or living a crime free existence.
We provide emergency money through applications made and sanctioned by the Probation Services.
Our two-pronged approach meets the immediate needs of offenders following release, which we believe prevents reoffending.
We provide money for clothing, deposits for rent, tents, cooking facilities, sleeping bags, food vouchers and – in some cases – basic mobile phones, helping offenders to stay in touch with their probation officer. This is vital for those who are homeless.
Once they have received initial support, further funding can be given to assist offenders to improve their employability – including providing work clothes and tools to carry out their skill, interview clothing, Construction Skills Certification Scheme (CSCS) cards to get work on a building site, identity cards and birth certificates or courses to enhance education.
Changes in the way the Probation Services are run means that almost everyone who passes through the court system is monitored by the Probation Services for at least 12 months, resulting in more offenders being referred to The Inside Out Trust which promotes rehabilitation and contain recidivism, whilst reducing the numbers of victims of crime.

The Charities Act says that charity trustees must 'have regard' to the commission's public benefit guidance 'when exercising any powers or duties to which the guidance is relevant'.
All charity trustees are able to show that:

- they are aware of the guidance
- they have taken it into account when making a decision to which the guidance is relevant
- if they have decided to depart from the guidance, they have good reasons for doing so

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Applications for Grants are only allowed via the Probation Service or Police on behalf of the Offenders that they are managing. These fall into a number of categories: work related (such as id, clothes or tools), accommodation, household, clothing or well-being. Each application is reviewed by 3 Trustees via email. Each team of 3 sits on a rota for a month at a time and can handle all applications up to £500. If the request is for more than this, then the full committee reviews the application. Only applications that are believed to assist with rehabilitating the offender and reducing reoffending are approved.

Investment Policy:

1. Investment Objectives
    a. The Trust seeks to produce the best financial return within an acceptable level of risk.
    b. The Trust's investment objective is for long term capital growth and a stable, growing income stream.
2. Risk
    a. The Trust invests to mitigate long term inflation risk.
    b. The Trust's assets are diversified through investment in a multi-asset common investment fund, in a base rate tracker account and one year Bond.
3. Liquidity Requirements
    a. The Trust plans to distribute the income that is received.
    b. The Trust is able to buy or sell units in the common investment fund daily (on each business day).
4. Time Horizon
    a. The Trust can adopt a long-term investment time horizon.
5. Management, Reporting and Monitoring
    a. The Trust's asset value and income is monitored half-yearly by the Trust's Treasurer's Sub-committee.
    b. The trustees review the investment performance of the common investment fund against the investment objective on an annual basis.
6. Approval and Review
    a. This Investment Policy Statement was prepared to provide a framework for the management of the TIOT's investment assets. It is reviewed on an annual basis to ensure continuing appropriateness.

Volunteer activities – all of the Trustees assist with fund raising.

Section D Achievements and performance

Summary of the main achievements of the charity during the year

During the year, The Inside Out Trust continued to provide practical grant support to People on Probation and others seeking to rebuild their lives after contact with the criminal justice system. The Trust's work remained focused on modest, timely support which can make a meaningful difference at points of vulnerability, including help with communication, clothing, household items, identification, employment-related needs and other essentials linked to rehabilitation and resettlement.

The operating environment remained challenging. The Probation Service continued to face significant pressure from staffing issues, operational change and the continuing impact of early release arrangements. These pressures affected both the level of need and the ability of referring agencies to make applications. The Trust responded by continuing to simplify its processes and by working closely with Probation and criminal justice partners to ensure that support could be accessed as quickly and practically as possible.

During the year, 109 individual applications from Probation Services and criminal justice partners were approved. In addition, a further 365 People on Probation were assisted through pre-packaged solutions, including mobile phones, emergency items, identity cards and goodie bags for those with no fixed abode. Although the number of applications and people assisted was lower than in the previous year, the level of support remained significant and continued to demonstrate the value of fast, practical, low-bureaucracy assistance.

A major achievement during the year was the continued development of the Trust's operating model. The use of Probation floats helped reduce administrative burden and improve response times. Trustees also reviewed the rota system for handling applications and developed an online application form to make the process easier for referring agencies. Following discussion with Probation, the Trust agreed to remove the requirement for Senior Probation Officer sign-off within the new online platform, reflecting its commitment to reducing unnecessary barriers while maintaining appropriate governance.

The Trust also continued to develop its partnerships. Its relationship with Probation remained central, and the Trust also worked with or explored links with other partners, including Browns Community Services and Elizabeth Fry. A positive visit to Elizabeth Fry led quickly to practical support, including mobile phones and winter coats. Trustees also visited HMP Bronzefield to meet the Resettlement team and Probation colleagues, helping the Trust to maintain a clear understanding of current resettlement needs and referral routes.

The Trust began to give further attention to evidence, impact and future development. Analysis of grant usage helped trustees consider how best to understand and describe the charity's work. Trustees also discussed the potential for student or research projects and agreed to consider further development work during 2026. This will include consideration of how the Trust can make best use of its reserves within its charitable objects, whether by making more grants, developing new projects or supporting additional partner routes.

Financially, the Trust remained in a sound position, with total assets and cash funds of £311,920 at 31 March 2026. However, grant income was lower than hoped, and the Trust's level of reserves affected some funding applications. The Trustees remain committed to prudent stewardship

while also considering how resources can be deployed responsibly and effectively to increase impact.

This year also saw important trustee and officer transitions. Roger Blake stepped down as Treasurer after many years of dedicated service, and the Trustees recorded their deep thanks for his careful stewardship. Chris Haden was appointed as the new Treasurer. Nigel Woodley also stepped down as a trustee, and the Trustees thanked him for his contribution, including his work on the Treasurer's Committee and application-handling process.

The Trust enters the next year with strong foundations, a clearer operating model, and a continuing commitment to practical support that promotes rehabilitation, stability and reduced reoffending.

Section E Financial review

Brief statement of the charity's policy on reserves

TIOT reserves position (as at 31 March 2025):

	Current Year £	Previous Year £
Unrestricted Funds (Reserves)		
Bank Current Account	716.02	2,828.71
COIF Charities Deposit Fund	21,700.97	2,354.41
Sub-Total	**22,416.99**	**5,183.12**
Investment Funds & Term Deposits		
COIF Charities Investment Fund	119,503.26	141,689.99
United Trust Bank 180 day Tracker	85,000	85,000
Cambridge & Counties Bank Bond	85,000	85,000
Sub-Total	**289,503.26**	**311,689.99**
Total Funds	**311,920.25**	**316,873.11**
Annual Expenditure	26,679.54	26,572.16
Ratio of Reserves over Annual Expenditure	0.84	0.20

The reserves that we have set aside provide financial stability and the means for the development of our principal activity. Historically, we had maintained investments in COIF funds in the approximate proportion of 35% in a Fixed Interest Fund and 65% in a fund providing capital growth and rising income over time. However, given the poor past performance of the Fixed Interest Fund, investments were switched during 2022 to the Investment Fund. During 2023, it was further decided to spread the risk of our investments and take advantage of increases in the base rate by switching some funds to a United Trust Bank 180 day notice base rate tracker account. A further change was made in 2024 with the purchase of a one year Bond with Cambridge and Counties Bank, made just before a likely drop in interest rates. This one year bond was renewed in 2025. It is the intention to utilise the income from these investments to fund grants, together with other sources of income such as donations. It is not the intention to fund grants from the capital sums invested in investment funds.

The Trustees review the amount of reserves at half yearly intervals via the Treasurer's subcommittee to ensure that they are adequate to fulfil our continuing requirements. It was agreed at a meeting of the Treasurer's subcommittee in 2022 that the Reserves should contain between 6 and 12 months of yearly expenditure to act as a buffer to protect the Investment

	funds without being used to accrue money. The ratio of reserves over annual expenditure should therefore be in the range 0.5 and 1. .
Details of any funds materially in deficit	None

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about: • the charity's principal sources of funds (including any fundraising); • how expenditure has supported the key objectives of the charity; • investment policy and objectives including any ethical investment policy adopted.	The Trust has approximately £312,000 of assets, which are invested in COIF Charities Investment Fund to provide an income for grants made in accordance with the TIOT Constitution, in a 180 day notice base rate tracker account with United Trust Bank and one year Bond with Cambridge & Counties Bank. These represent the majority of the charitable assets and should be invested to grow at least in line with inflation to ensure sustainability. When interest rates were higher and the amount expended on grants was lower, then the interest was enough to cover the expenditure. However, with the increase in applications and grant money paid out, the charity has in recent years boosted its income with assistance from grants from the Berkshire Community Foundation (BCF) and the Police Community Fund administered by the office of the Thames Valley Police and Crime Commissioner. Before the COVID-19 pandemic there was a year on year increase in applications and TIOT has worked hard to obtain extra funding from other sources. With the reduction in applications in the financial year ending March 2024, the amount of money from our main sponsors added to interest received was enough to cover the applications received. As application numbers in the year ending March 2025 was back to pre-pandemic levels, only dropping slightly in the year ending March 2026, TIOT is continuing to look to widen the list of sponsors. This is one of the main reasons for changing the charity's name from Berkshire Care Trust to The Inside Out Trust, which better reflects what the charity does. The charity regularly requests and receives feedback from Probation as to how the grants made have affected the offenders who have been assisted. This covers how well they continue to respond to any orders they have been placed under, with particular input on whether the grant has led to employment, whether the offender has stayed out of further trouble and how, in general, they and their families are coping. The investment policy and objectives have been covered above. The monies invested in the COIF Charities Investment Fund are already screened for ethical use.

Section F Other optional information

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	STEFAN FAFINSKI	
Position (eg Secretary, Chair, etc)	CHAIR	
Date	15 JULY 2026	