



KEY4LIFE RESEARCH REVIEW 2017

INSIGHTS & IMPACT



KINDLY SUPPORTED BY THE LOVINGTON FOUNDATION AND CHK CHARITIES LTD

KEY4LIFE INDEPENDENT RESEARCH APPROACH

Since its first programme, Key4Life has worked with independent partners to develop innovative quantitative and qualitative research to:

- monitor key indicators of employment and re-offending
- assess each young man's journey and changing behaviour
- assess the wider impact of the programme among family members, mentors, employers and prison and probation staff involved.

TRACKING PARTICIPANTS

The individual journey of each participant is tracked during their time on the Key4Life programme, as well as the distance travelled using responses to 11 attitudinal statements, based on NOMs criteria which are positively correlated to reduced reoffending. These statements span a broad range of factors including emotional management skills, conflict resolution, avoiding negative and building positive relationships, building work skills and having somewhere to call home.

WIDER IMPACT

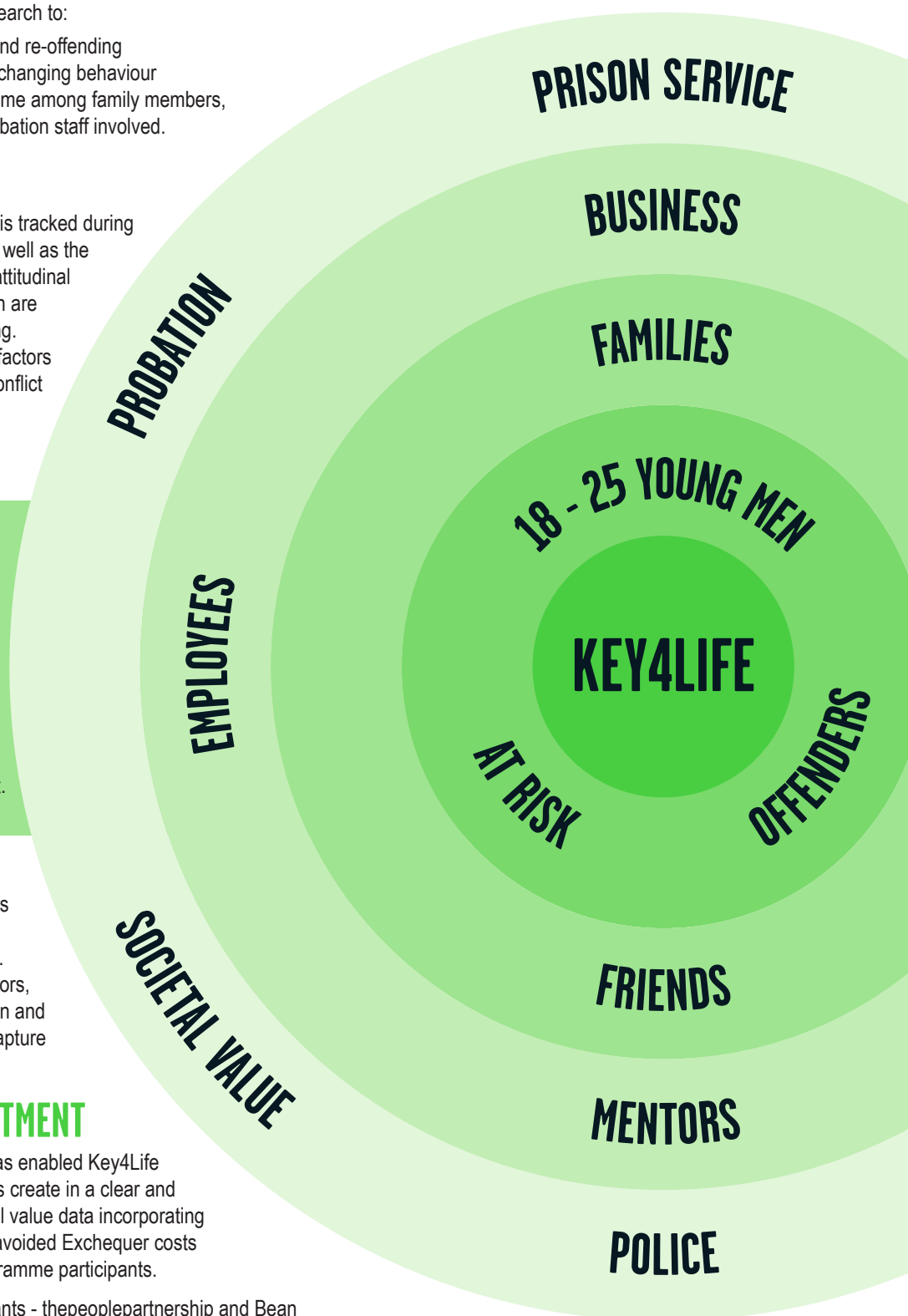
In September 2016, Key4Life undertook a Theory of Change process to map its inputs, outputs, outcomes and impacts, and to develop key indicators to measure and track each programme it undertook. This process also established the stakeholders impacted by Key4Life programme - as indicated in diagram right.

The independent research has been conducted with each of these stakeholders through the qualitative, quantitative and tracking research programme at Key4Life. It has involved 116 participants, 145 mentors, 80 businesses, 6 family members, 3 prison and 4 probation officers. This report aims to capture this evidence.

SOCIAL RETURN ON INVESTMENT

The SROI analysis conducted this year has enabled Key4Life to assess the social value that its activities create in a clear and consistent way, using established financial value data incorporating economic benefits, human capital gains, avoided Exchequer costs and wellbeing improvements among programme participants.

Key4Life's independent research consultants - thepeoplepartnership and Bean Research - have both worked with us to develop, conduct and report this research.



KEY4LIFE REALLY DOES MAKE A DIFFERENCE

We have always ensured that independent research underpins Key4Life's work and that our programme of rehabilitation is underpinned by an evidence-based approach. We are delighted therefore that this report draws together the insights and learning we have gained over the past five years about how best to support the rehabilitation of young offenders.

As the report highlights, Key4Life makes a real impact:

- If a young man has been through our programme, he is **4 times less likely to re-offend and 4 times more likely to be employed a year after his release**
- **Each of the 116 participants** we have worked with demonstrates positive movement from managing emotions and pro-social attitudes to supportive relationships and work skills
- Our programme allows us to go further in understanding not just the value of meaningful rehabilitation for those who have offended, but also how best to support those who are at risk of offending
- The programme benefits a wide range of communities and stakeholders beyond the individual, including family members, businesses, Prison Governors, Probation officers, and the Police – all of whom report on the positive influence of Key4Life.

From an economic point of view alone, our research shows that **for every £1 invested, Key4Life generates £17.06 in social value over 3 years** through economic benefits, human capital gains, avoided Exchequer costs and wellbeing improvements among programme participants.

This equates to Key4Life generating £6.13m in social value through its 5 prison programmes to date.

But most importantly, the report allows us to reflect on the kind of joined-up approach needed if we are to tackle the wicked problem of youth re-offending and prevent young people in the first place from going to prison.

The results from our programme point to an understanding of rehabilitation as something that is not simply the preserve of one intervention or one institution alone. Rather, it needs a partnership model that offers the opportunity to promote all aspects of young offenders' growth as individuals and as people. Whilst young people coming out of prison need to recognise the severity of being given a custodial sentence, they also need to be shown that they have a part in shaping our future society and how they themselves can have agency and demonstrate personal and social responsibility.

This holistic model embraces all aspects of a young offender as a person who is growing and maturing affectively (emotionally) and morally. Through the knowledge and skills, the work opportunities and mentoring, the emotional resilience and problem-solving skills that Key4Life gives young people, we are confident that we now have the beginning of an evidence-base to scale up our model and provide a more human-centred and holistic approach to rehabilitation.

Thank you to our key stakeholders, including Prisons, the Police, businesses, volunteer mentors, families and the wider community, in supporting these young men onto a new positive path.



PAUL STERNBERG
Chairman, Key4Life



EVA HAMILTON MBE
Founder and CEO, Key4Life

THE NEED...

...TO BREAK THE CYCLE OF RE-OFFENDING

- The costs of re-offending in the UK have been estimated up to **£16 billion** a year¹
- There are **16,000** young people aged 18-24 in custody in England and Wales
- The majority of Key4Life ex-offender participants are in a cycle of re-offending - with an average of **over 5** previous offences
- The children of prisoners are **3x** more at risk than their peers of committing antisocial behaviour. **30%** of Key4Life's participants are already fathers

...TO INCREASE EMPLOYMENT OPPORTUNITIES

- Young people not in education, employment or training are **20x** more likely to commit a crime²
- Employment reduces the risk of re-offending by between **a third and a half**³
- **50%** of UK companies say they would not consider employing an ex-offender. **45%** were concerned ex-offenders would be unreliable⁴

...TO SUPPORT THOSE MOST IN NEED WHO HAVE MULTIPLE ISSUES

- Mental health is an issue for **1 in 7** offenders nationally. But it affects **2 in 3** of those in our 'At Risk' preventative programme reporting mental health issues
- **57%** of our participants left mainstream education before 16
- **2 in 3** didn't have regular contact with their fathers when growing up
- Only **half** have permanent accommodation⁵

...TO BETTER UNDERSTAND THOSE WHO NEED SUPPORT

Analysis of our participants has enabled us to tailor the programme to individual needs. Young offenders and those at risk of offending have many issues in common but - beyond this - they are quite different. These can be segmented into four characteristics:

- **'Leaders'** – often worked before either legally or illegally, aspirational, need to feel that rehabilitation process will lead to something which is adequately stimulating and rewarding
- **'Followers'** - have often got caught up in a friendship group which has led them down the wrong track, want to belong, easiest to engage and rehabilitate
- **'Juveniles'** - often no work experience, often still living at home with parent(s), may have unrealistic work and other expectations, need to grow up
- **'Vulnerables'** - often have not worked, displaying addictive behaviours and often suffering from severe mental health issues, focus should be on achieving mental balance in order to be able to move forward with their lives.

¹ compared to 41% offenders Stewart, D. (2008) The problems and needs of newly sentenced prisoners, Ministry of Justice

² (Prison Reform Trust, 2015)

³ Reducing re-offending by ex-prisoners' (2002)

⁴ Support for ex-offenders, MOJ, December 2016. Employer concern remains one of the most significant barriers for ex-offenders in finding work with 50% of UK companies say they would not consider employing an ex-offender, 40% of companies say they are worried about the public image of their business and 45% were concerned ex-offenders would be unreliable

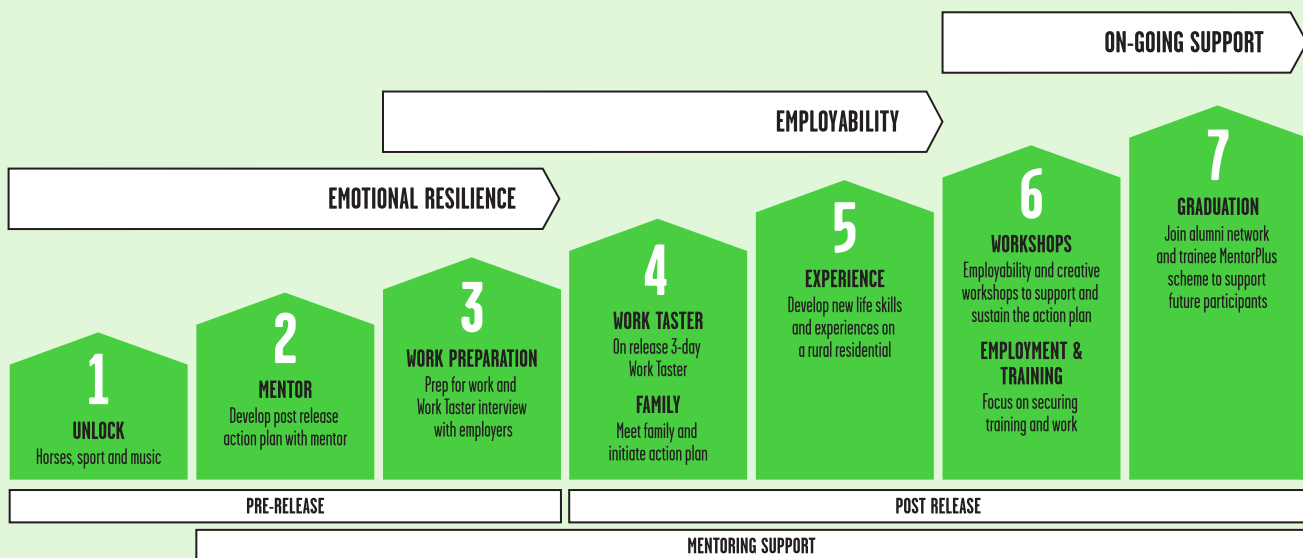
⁵ (48% compared to 89% nationally 12% of prisoners released from custody in 2012/13 had no settled accommodation. Table 15, NOMS Annual Report 2012/13: Ministry of Justice

KEY4LIFE'S MODEL AND PROGRAMME

Key4Life aims to address the root causes of young adult reoffending and break the cycle of crime for young men aged 18-25 years in prison and those at risk of going to prison, through an innovative 7-step model. This focuses on emotional resilience, employability skills and on-going support, to those in prison and those at risk of going to prison.

The initial stages of the programme provide the bedrock to emotional and behavioural change through a series of workshops and on-going support encompassing one-to-one Emotional Resilience sessions, and using vehicles such as Horses, Music and Sport to unlock the participants' negative behaviours and emotions.

Aligned to the government's Transforming Rehabilitation programme, participants are supported into the community with volunteer mentoring for up to a year; a series of employability workshops; and access into further training including 3-day Work Tasters that for many have led to permanent employment. The young men are also supported by experienced Key4Life Support Workers helping to ensure they comply with their license and remain on a positive path.



KEY DEVELOPMENTS

- Key4Life has completed programmes with **116** young men at HMP/YOI Ashfield, HMP/YOI Isis, HMP Wormwood Scrubs and HMP/YOI Portland, alongside two preventative programmes in the South West
- New programmes underway in 2017 include at HMP/YOI Portland and a pilot preventative programme in London. The Charity has been asked to develop a new in-house prison programme at **HMP Guys Marsh** starting in the summer
- Working with over **80** businesses, **81%** of Key4Life participants have completed Work Tasters, with **79%** in education or employment at the end of the programmes
- **The vast majority** of the young men remained engaged with Key4Life and the research throughout the course of the programme

“ I work with Key4Life because the team get a level of engagement from the men that I could never achieve, and I have seen this first hand at HMP/YOI Portland. The work Key4Life do will help us at HMP Guys Marsh improve the outcomes for the men in our care. I aim to turn this prison around within two years and I see Key4Life as an important part of the strategy. ”

JAMES LUCAS, GOVERNOR, HMP GUYS MARSH

WHAT DIFFERENCE DOES KEY4LIFE MAKE?

KEY4LIFE HAS A VERY HIGH SUCCESS RATE, MUCH HIGHER THAN MANY MAINSTREAM PROJECTS, BECAUSE OF THE METHODOLOGY, PASSION AND INTENSE NATURE OF THE WORK.

Chief Constable Andy Marsh,
Avon & Somerset Constabulary

REDUCING RE-OFFENDING...

EX-OFFENDERS ARE NEARLY **FOUR TIMES** LESS LIKELY TO RE-OFFEND A YEAR AFTER RELEASE WITH **KEY4LIFE...**

61% OF 18-24 YEAR OLD OFFENDERS RELEASED FROM CUSTODY **RE-OFFEND WITHIN A YEAR OF RELEASE** ⁶

14% OF KEY4LIFE EX-OFFENDERS RE-OFFEND WITHIN **A YEAR OF RELEASE** ⁷

INCREASING EMPLOYMENT...

4X A Key4Life participant is **four times** more likely to be employed a year after their release than their peers. The young men attribute the success to the wide variety and early intervention of businesses engaged.

64% Nationally, **15%** of ex-offenders are in employment a year after release ⁸
By comparison, **64%** of Key4Life participants are in employment a year after their release ⁹

■ ■ A job is not only the money but also a way of being taken out of the social circle you were in before which helps change. ■ ■
Participant, Isis 2016 Programme

BUILDING RESILIENCE AND POSITIVE BEHAVIOURAL CHANGE...

The initial 'unlock' stages of the programme provide the bedrock to emotional and behavioural change through the wide variety of activities and therapeutic methods the men could engage with including horses, football, music, and emotional resilience sessions. Attitudinal research with participants at the beginning and end of the programme demonstrates that ability to manage and control emotions increases the most through the course of the programme – a **30%** movement, identified as key to changing behaviour. ¹⁰ Evidence repeatedly shows that the emphasis put on emotional engagement of participants and developing trust helps create this change.



Key4Life participant with Client Support Manager

■ ■ **KEY4LIFE HAS HELPED ME IN EVERY WAY - I'M MORE POSITIVE, MORE MOTIVATED AND MORE CONFIDENT - I HAVE A JOB FOR THE FIRST TIME IN MY LIFE!** ■ ■

Participant,
Isis 2015 Programme

A RIPPLE EFFECT...

Key4Life helps to repair and build family and other close, positive relationships. By the end of the programme, participants report that relationships with parents, siblings and children are vastly improved, allowing more support and stability in changing their behaviour. In addition, prison officers feel this element is essential to successful rehabilitation. Staff commented that attempts that have been made to do this in the past by the prison have been cut either due to lack of funds or due to concerns about security.

⁶ A proven re-offence is defined by MOJ as any offence committed in a one year follow-up period that leads to a court conviction, caution, reprimand or warning in the one year follow-up or within a further six month waiting period to allow the offence to be proven in court. Data based on latest proven re-offending data, April 2017

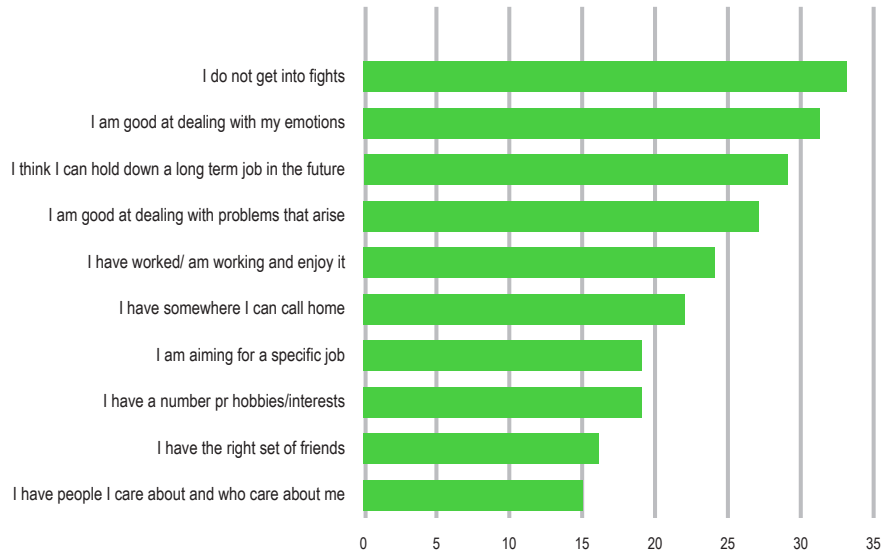
⁷ Data as at 18.10.17, based on 116 participants

TACKLING UNDERLYING CAUSES...

Independent research concludes that the Key4Life programme significantly reduces the incidence of reoffending and guides participants into employment as well as – more broadly – into **positive, fulfilling lives**. This is not only illustrated by their behavioural outcomes but also by their percentage point movement on the 11 attitudinal statements, proven to reduce reoffending. These factors span across social, emotional and practical areas of participants' lives, and provides evidence that **Key4Life successfully tackles the multiple underlying causes of offending**.

Key4Life has seen positive movement for **every cohort**. This chart illustrates the average percentage distance travelled among all its 116 participants to date across a ten-point scale from the beginning to the end of the programme. The statements showing the greatest movement are illustrative of the programme's success – a trio not getting into fights, dealing with emotions and feeling they can hold down a long term job.

Distance Travelled: Attitudinal Statements with Participants



Source: Average difference between scores on 10 point scale between pre and post programme. All participants to date. May 2017

POSITIVE JOURNEYS...

Luke has made enormous progress during his time on the Key4Life programme. He was extremely positive about the pre-release element of the programme, especially the work involving horses and music and regretted dropping out of his welding apprenticeship. By the end of the programme, he is significantly better at dealing with his emotions and feels he had gained the specific skills needed to hold down a full-time job at a local packaging company, has repaired his relationship with his father and ex-girlfriend and is now regularly seeing his son.

Participant, HMP/YOI Portland 2016

Chris embraced the programme, especially the early stages working with horses, music and sport. Post-release, he successfully completed a 3-day Work Taster that developed into a 3-month paid placement and then a 6-month paid internship at an Insurance company. He then decided he would like to work in IT and currently has a 3-month paid work placement in IT at a university. He has found a career path he enjoys and is good at. He now has successful relationships, including the support of his girlfriend. He and his girlfriend are now involved with supporting Key4Life.

Participant, HMP/YOI Isis 2016

John was bought up in and out of the care system, committed 42 offences and has 27 convictions. While he took a while to engage with the Key4Life programme, after a few weeks he formed positive relationships with the Key4Life team and bonded with his mentor. He feels the pre-release element was critical in giving him the tools to help him build his confidence and deal with his emotional issues. He did a successful Work Taster at a restaurant chain that has developed into a full-time job, has not re-offended and has begun to repair his relationship with his father.

Participant, HMP/YOI Portland 2016

“ I'M NOT NEARLY AS WORRIED, LIFE IS A LOT EASIER, HE FEELS MORE STABLE - AS THOUGH HE HAS GOT HIS LIFE BACK ”

Girlfriend of participant, HMP/YOI Isis 2016

“ MY SON IS TREATING ME WITH RESPECT FOR THE FIRST TIME ”

Mother of Participant, HMP/YOI Portland 2016



BT's Head of Sales UK SME interviews a participant at an employability workshop

⁸ Employed a year on' is defined as in P45 employment a year after release from custody (MOJ, 2016)

⁹ Data as at 18.10.17, based on 116 participants

¹⁰ National Offender Management Service Factors for re-offending, 2014

IMPACT AND IMPLICATIONS ON PUBLIC SERVICES

IF I HAD MY WAY, SCHEMES LIKE THIS WOULD BE ROLLED OUT
ACROSS PRISONS. IT WOULD CUT THE REOFFENDING RATE A LOT.

Probation Officer, South West

INSIDE PRISONS...

Prison officers perceive the Key4Life programme to be enjoyable, positive, and energetic. When on the programme still in prison, participants are considered to be better behaved and more actively engaged in what prison has to offer. The rehabilitative, holistic and multi-faceted nature of Key4Life was consistently commented on positively by prison staff.

"I totally expected him to come back.

He had no structure to his life, no identity, no pro-social modelling, was part of a gang and had no father figure.

I was amazed to see him speaking at a Key4Life breakfast meeting after his release."

Prison Officer at HMP/YOI Portland

Prisons will now have more opportunity to engage with programmes such as Key4Life. In January 2017, the Government announced plans for Prison Governors to have more freedom to use evidence-based solutions, effective for the distinct needs of their prison population and will be measured on outcomes such as employment and re-offending rates.¹¹

AND RE-INTEGRATING INTO THE COMMUNITY...

The probation officers interviewed were extremely positive about Key4Life, particularly praising the positivity and energy of the Key4Life team and volunteers. The programme is felt to provide invaluable additional support to young offenders that probation does not have the time or flexibility to provide. They are keen to see how Key4Life could more consistently work in partnership with the Probation Service.

LESSONS FOR PUBLIC POLICY

Key4Life research illustrates a number of factors that influence the impact that it helps create, and differentiates Key4Life from other similar organisations. Our learnings feed into supporting the Government's Transforming Rehabilitation agenda by reminding us that:

- It's all about **engagement**, from the beginning. **Consistent** pre- and post-release positive support develops trust
- All Young Offenders and those at risk of offending should **not be treated the same**, relative focus and type of employment opportunities, emotional resilience support and provision should vary
- **Working in partnership** with the Prison Service, Probation, Employers, and Mentors enhances communication, relationships and hence outcomes
- **Varied and interesting employers** are key and offer motivation and the ability to offer jobs that match skills and aspirations
- Try **different approaches** – the varied use of music, sport and horses; group and 1-to-1 behavioural change techniques; and exposure to the countryside all offer different opportunities for positive outcomes
- **The whole is more than the sum of the parts** - being part of a cohort and part of the Key4Life movement provides a critical sense of stability that is particularly important for 'Vulnerables' and those who want to make a difference in recognition of how their lives have changed.



Key4Life participant (centre) completing a Work Taster at Yeo Valley Family Farms

IMPACT ON SOCIETY

SOCIAL RETURN ON INVESTMENT

Social Return on Investment (SROI) is a framework developed by New Economics Foundation to help organisations understand, manage and communicate the social value that their activities create in a clear and consistent way, using established financial value data for each of the social and economic impacts generated by a programme and then calculates a ratio of input to return.

Over the last few months, Bean Research has undertaken a SROI analysis on behalf of Key4Life, based on the distance travelled for the 93 participants of the five prison programmes completed by Key4Life with HMP/YOI Ashfield, HMP/YOI Portland, HMP/YOI Isis and HMP Wormwood Scrubs, assessing the impact of employment, training, avoided convictions and increased wellbeing as a result of the programme.

The research looked at monetised impacts in core areas: benefits savings, increases in income tax and national insurance contributions, reduced criminal justice costs, savings to the NHS from improved wellbeing and effects of training and volunteering. The impacts were projected for a 3- year period to reflect the ongoing positive returns from sustained employment from clients who participated in the programme.

For every £1 invested, Key4Life generates £17.06 in social value over 3 years through economic benefits, human capital gains, avoided Exchequer costs and wellbeing improvements among programme participants. In fact, Key4Life has generated **£6.13million** through its five prison programmes to date.

The investment generates
£70,000 of social value
over 3 years

It costs £5,300 to support one
participant through Key4Life

The full SROI analysis report is available at www.key4life.org.uk/impact

Key4Life is now looking to conduct SROI analysis for its 'At Risk' preventative programme next year.

GENERATING DEBATE

Key4Life works hard to present young offenders and those at risk as 'assets' rather than liabilities'. Through its extensive radio and television coverage, increasing social media presence and work with Ministry of Justice and Parliament, Key4Life has furthered the opportunity for wider discussion on understanding young offenders and those at risk in order to be able to deliver tailored rehabilitation, in a way that will both engage participants effectively and tackle the underlying causes of offending.

FOR EVERY **£1**
INVESTED
KEY4LIFE GENERATES
£17.06
IN SOCIAL VALUE
OVER 3 YEARS

EVERY POUND WE SPEND
GETS US MUCH HIGHER
RESULTS. IT'S WORTH IT
BECAUSE OF THE RESULTS.
KEY4LIFE IS HUGE
COST-EFFECTIVE.

Tracy Aarons,
Deputy Chief Executive,
Mendip District Council.

THERE ARE SOME
WONDERFUL EXAMPLES
OF GOOD PRACTICE:
KEY4LIFE DEVELOPING
EMOTIONAL RESILIENCE AND
EMPLOYABILITY SKILLS.

Lord German,
House of Lords debate,
31 October 2016

IMPACT ON MENTORS

Each Key4Life participant is paired with a volunteer mentor who supports the young men in developing action plans, short and long term goals pre and post release – throughout the programme.

Key4Life has now trained and supported **145** volunteer mentors in London and the South West, many of whom work for supporter businesses.

Our research shows that mentors have a positive impact on participants as a continuous positive source of support and encouragement. The mentor/mentee relationships that tended to last the longest were those with 'Vulnerables' where there was more likely to be a need for long-term support due to the complexity of their needs and the lack of a pre-existing support network.

But we also know that the experience has a positive impact on the mentors themselves:

- 97% of Key4Life mentors would recommend mentoring with Key4Life to friends and colleagues
- 82% say they have used the skills developed in Key4Life's mentor training and experience
- 2 in 5 feel more positive about their employer as a result of their involvement with Key4Life.

THE YOUNG MEN ARE COMPLETELY DIFFERENT TO WHAT I EXPECTED. IT IS DAUNTING WHEN YOU FIRST STEP INSIDE A PRISON, THEN YOU BEGIN TO UNDERSTAND THE LIFE, FAMILY AND EMOTIONS BEHIND PRISONERS. THEY HONESTLY WANT TO CHANGE THEIR LIFE AROUND, AND THAT'S AMAZING.

Key4Life Volunteer Mentor

MENTORING FOR KEY4LIFE HAS GIVEN ME REAL INSIGHT INTO HOW RELATIONSHIPS WORK AND HOW TO ACCEPT OTHERS OPINIONS.

Key4Life Volunteer Mentor

HOW DO MENTORS DESCRIBE THEIR EXPERIENCE?

(The most used words in research)

CHALLENGING...
FULFILLING...
REWARDING...
ENLIGHTENING...



Key4Life Volunteer Mentors outside HMP/YOI Portland

Following the 2015 cohorts, it was identified that some Key4Life alumni could effectively act as **'Key Mentors'** and help coach members of new cohorts. These individuals were typically, but not always, those from the 'Leader' and 'Vulnerable' segments.

"I have come such a long way on this programme. I didn't realise how far until I went back into the prison to talk to the new cohort."

Participant,
HMP/YOI Portland 2016

WHAT ARE THE BENEFITS FOR BUSINESS?

BUSINESSES HAVE A KEY ROLE TO PLAY IN REHABILITATING YOUNG OFFENDERS. BT IS PROUD TO BE SUPPORTING THIS LIFE-CHANGING CHARITY.

Sir Mike Rake, BT Group plc

BEING A KEY4LIFE MENTOR HAS HELPED ME IN MY JOB, IT'S PROVIDED COMPREHENSIVE TRAINING, NEW COACHING EXPERIENCE AND DEVELOPED MY TEAMWORK SKILLS WITH DIVERSE PEOPLE.

Amy, BT Manager & Key4Life volunteer mentor

One of the most unique aspects of Key4Life is seen to be the consistent support of cross-sector employers offering employability workshops, 3-day Work Tasters, encouraging staff to be mentors and providing employment opportunities and training.

KEY4LIFE HAS CONDUCTED RESEARCH AMONG ITS 80 BUSINESSES ENGAGED, WHO REPORT THREE KEY BENEFITS:

1. DEVELOPMENT & ENGAGEMENT OF EMPLOYEES

82% of Key4Life mentors have used the skills developed through Key4Life at work

2. DIVERSIFICATION OF WORKFORCE

Key4Life businesses report that diversifying the workforce brings rewards of innovation and engagement. Wider research link diverse workforces with higher financial returns ¹²

3. OPPORTUNITY TO DEMONSTRATE SOCIAL RESPONSIBILITY

Key4Life businesses value being part of a movement of companies helping young men into employment. This will reap more rewards, with The UK Government committed to exploring a range of options to recognise and reward organisations that actively employ ex-offenders. ¹³



YHC Hire Services is an independent, family-owned hire company based in Yeovil.

“Working with Key4Life has diversified my workforce and benefited my company and my staff.”

Andy Parker, Managing Director, YHC Hire Solutions

“My Work Taster led to a full-time job at YHC Hire Solutions and I am still in the job 18 months on - it is truly life-changing.”

Curtis, Key4Life Participant

Social Pantry is a London-based events and corporate contract catering company, spear-headed by Founder Alex Head who mentors a Key4Life participant. Since 2015 Social Pantry have hosted 12 Key4Life young men on Work Tasters, leading to an incredible 5 job offers. In addition, Social Pantry has run a cooking skills workshop for the young men and hosted a sold-out ‘Social Supper’ dinner, raising £2,000 for Key4Life.

SOCIAL PANTRY

CATERING COMPANY



“I always look for employees who naturally connect with the values of my business – passionate, entrepreneurial and responsible. And the Key4Life gentlemen are just that. I truly believe that everyone deserves another chance in life and I’m incredibly proud that Social Pantry as a business is able to offer people this chance.”

Alex Head, Founder, Social Pantry

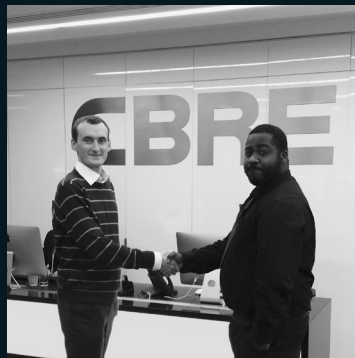
Alex Head with former Key4Life participant Suhail, employed at Social Pantry since 2015

¹² McKinsey Report companies with diverse workforces are 35% more likely to have financial returns above their respective national industry medians. Diverse Workforces 2016

¹³ MOJ Response to a Work and Pensions Committee report today. Feb, 2017



WHAT **IF** YOU COULD CHANGE A LIFE?



YOU CAN HELP TO REDUCE RE-OFFENDING BY:

- Mentoring A Young Man
- Hosting A Work Taster
- Providing Employment
- Joining The Movement
- Donating
- Become A Strategic Partner

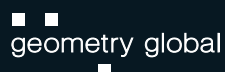
FOR FURTHER INFORMATION AND RESEARCH REPORTS

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