



Annual Report 2025/26



REMOVING BARRIERS TO EMPLOYMENT



““””

I felt, for the first time in a long time, that I wasn't being judged.

Introducing Tempus Novo

We exist to challenge and change the criminal justice system by creating life-changing opportunities for people with criminal convictions.

Through coaching, mentoring and long-term support, we prepare individuals for sustainable employment and partner with businesses that believe in unlocking untapped talent.

Our mission is simple: to create employment that breaks down barriers, strengthens communities and transforms lives.



Chairman's foreword

This year has been defined by both challenge and exceptional achievement.

The criminal justice system continues to face significant pressure — from prison overcrowding to probation shortages — yet Tempus Novo has remained focused on delivering meaningful, measurable outcomes.

During the year, we supported over 200 individuals into sustainable employment, with more than 75% remaining in work beyond six months and only two returning to custody.

Financially, we achieved our strongest position to date, with income significantly exceeding expectations.

These results are a testament to the strength of the model and the dedication of the team.

Looking ahead, we are well positioned to build on this success and expand our impact.

George Grant

CEO's foreword

This has been one of the most challenging yet rewarding years in our journey.

Despite recruitment freezes, system pressures and economic uncertainty, the team has delivered exceptional results.

We supported over 200 individuals into employment, with strong retention and clear progression — including promotions for many of those placed.

This year also saw innovation in action.

Our **£80 First Month Support Package** removed immediate financial barriers to starting work — a simple idea with real impact. We have strengthened partnerships, expanded our reach, and continued to grow our national profile.

At our core, we remain a people-first organisation — built on trust, relationships and belief in second chances.

Steve Freer



Year at a glance



1,400

people into sustainable employment



<2%

returned to custody



1 in 10

secured promotions

Achievements and performance

During the year, Tempus Novo supported **204 individuals into employment**. More than **75% of those individuals remained in work beyond six months, while only two individuals returned to custody**. In addition, **one in ten individuals progressed into promotion within their roles**.

We are now generating, on average, 500 referrals each year. This is no mean feat given the well-documented challenges facing HMPPS, particularly in relation to staffing pressures and operational capacity. This level of referral flow reflects both the strength of relationships within the prison estate and the credibility of the Tempus Novo model.

We also achieved a significant milestone, having now placed over **1,000 individuals** into the logistics sector. This reflects both the strength of employer partnerships and the suitability of the sector for providing sustainable employment opportunities.

The introduction of the **£80 First Month Support Package** represents an important innovation in removing early financial barriers to employment. This initiative has been designed to ensure that individuals are able to start work with greater confidence and stability.



Case study John

"I finally felt like someone believed in me."

A few years ago, I was involved in organised crime and sentenced to 12 years in prison.

During my sentence, I knew I needed to change — not just for myself, but for my son.

When I met Mel from Tempus Novo, everything shifted. For the first time, I felt like I wasn't being judged. I felt understood.

After the assessment, I was introduced to an employer — and given a real opportunity.

I started in a warehouse role, but quickly progressed. I showed initiative, worked hard, and took every opportunity I was given.

Now, I'm training for a new role and planning for life after release. Tempus Novo didn't just help me find a job — they helped me believe in myself again.

"I wasn't being judged. I could trust her completely."

"I wouldn't be here without Tempus Novo."

**I came into prison feeling lost
and without direction.**

I tried courses, but nothing led
to real opportunities. I began to
lose hope.

When I met Mel, things were
different. She listened — really
listened.

**"It felt like
winning a
golden ticket."**

That changed everything.
Through Tempus Novo, I
secured a job that I enjoy and
can build a future in.
I've been given opportunities to
progress, rebuild relationships,
and plan for a stable life.

For the first time, I feel proud of
who I am becoming. **Without
that support, I don't know
where I'd be.**





Significant activities

We continued to celebrate success through our annual awards ceremonies, held at HMP Thorn Cross and HMP Hatfield. These events recognised the achievements of individuals who have successfully transitioned into employment and provided inspiration to those still in custody.

Our profile and influence continued to grow during the year. In addition to national media coverage, we contributed to a report by The Jobs Foundation and attended its launch at the House of Lords. The report can be accessed via The Jobs Foundation's official publications.

We also strengthened its strategic position through internal reflection and governance. A review of organisational strengths and weaknesses was undertaken, alongside a comprehensive update to the risk register to ensure continued resilience.

A significant development during the year has been the identification of Tempus Novo as the offender rehabilitation partner in a proposed multi-million pound programme known as the **Passion Project**.

This programme, expected to operate along the lines of a social impact bond, would see the organisation deliver 200 placements per year across Yorkshire and the Humber, supported by funding of £650,000 per annum over a minimum of seven years. As part of this development, we are creating a bespoke impact reporting framework to demonstrate both social and economic value to stakeholders.



Partnerships and growth

Partnerships and Growth we onboarded Matalan as a new employer partner and expanded its network across key sectors. The Cheshire PCC pilot was strengthened with support from organisations including Chester Zoo. Interest from the Mayor of Lincolnshire in developing a similar pilot highlights growing confidence in the Tempus Novo model.

Brand, communications and engagement

Work to strengthen brand and communications included a review of brand architecture and improvements to website content, with a stronger focus on communicating impact. Increased use of case studies and video content has helped bring the organisation's work to life.

Financial review

Our reported income of £899,500, 50% above forecast and the strongest financial performance to date.

This reflects a robust funding model, the addition of a part-time fundraising role, and the continued commitment of the fundraising team. Trustees recognise the dedication of staff in delivering high-quality support.

Governance

Trustees maintained oversight of strategy, financial performance, and risk, including reviewing organisational strengths and updating the risk register. The organisation continues to operate with strong governance and a focus on long-term sustainability.

Structure, governance and management

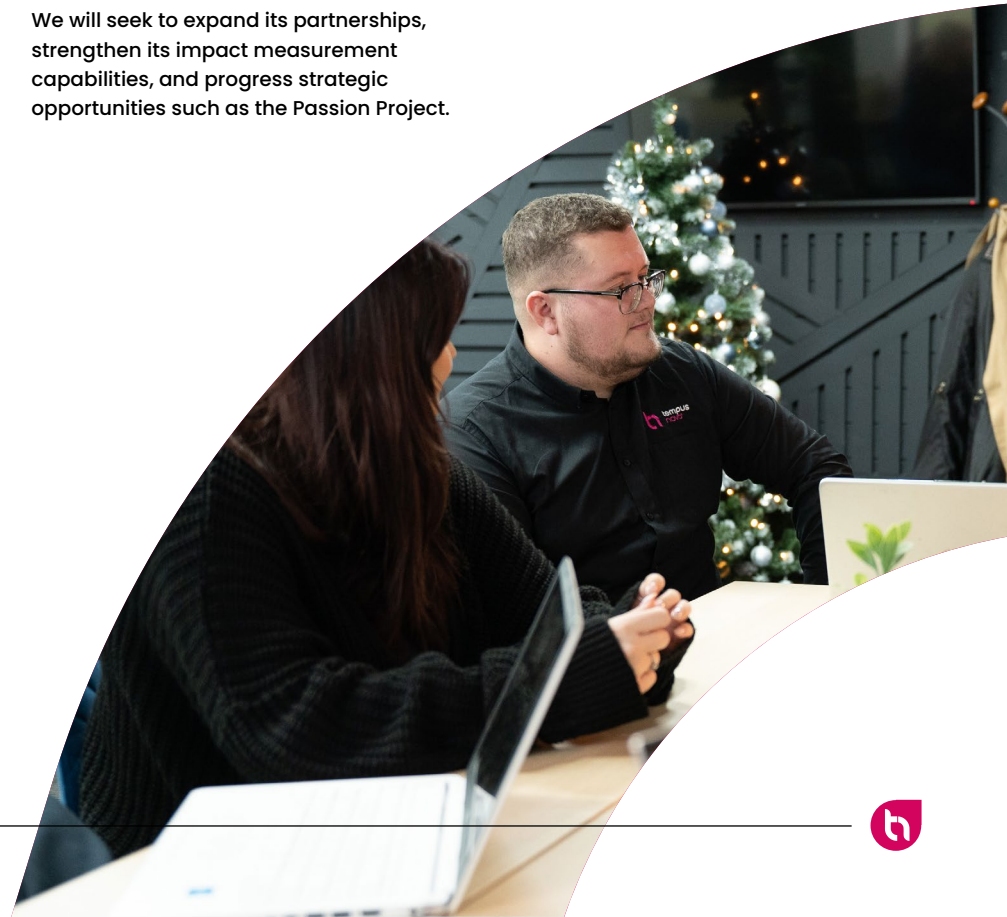
Tempus Novo is governed by a Board of Trustees responsible for strategic direction and oversight, with day-to-day management delegated to the Executive Team.

Looking forward

Looking ahead to 2026/27, Tempus Novo will continue to focus on delivering more than 200 placements annually while maintaining high retention rates and low levels of reoffending.

We will seek to expand its partnerships, strengthen its impact measurement capabilities, and progress strategic opportunities such as the Passion Project.

The ambition remains to grow into a sustainable organisation with income exceeding £1 million.



Conclusion

Tempus Novo continues to demonstrate that sustainable employment is one of the most effective pathways out of crime. The results achieved during the year reflect a high-performing model, a committed team, and a clear sense of purpose.

We are confident that we will achieve our future goals by remaining true to what has brought us this far: a deeply human, people-centred culture built on kindness, trust, and meaningful relationships. It is this culture, combined with a relentless focus on outcomes, that will continue to drive success for individuals, businesses,



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