

2025 impact & milestones report

HEADLINE STATISTICAL IMPACT



HUMAN VALUE & SOCIAL IMPACT

Individuals entering employment report increases in confidence, stability, identity, and purpose — core drivers of desistance.



Families of participants report better relationships, improved wellbeing, and reduced financial stress.

Employers consistently describe TN graduates as loyal, hardworking, and grateful—bringing motivation and cultural strength to workplaces.



75% of TN candidates come from the most deprived communities, reinforcing TN's role in breaking generational cycles of poverty and crime.

Several participants have progressed to supervisor and team-leader roles, showing the long-term uplift that sustainable employment creates.



Probation and DWP partners highlight that TN's involvement reduces breach rates and improves compliance.

KEY MILESTONES & ACHIEVEMENTS OF 2025



National & System Level Milestones

Launch of the Cheshire PCC Fresh Start Pilot—the first initiative of its kind in the UK where four major agencies (PCC, Probation, DWP, and TN) work as one.

Pilot gained backing from Lord Timpson, drawing national attention and requests from other PCCs for replication.

TN model formally recognised as scalable across all 37 police force areas, giving Government a long-term blueprint for crime reduction through employment.

Growing engagement from national logistics and manufacturing firms, increasing TN's footprint in the UK labour market.



Partnership & Employer Achievements

New partnerships formed with Maersk, GXO, Amazon, Owen Group, NIC, Country Style Foods, Pennine Healthcare, and several SMEs.

Corporate partners delivered record retention and progression outcomes, validating TN's employer-first, zero-bureaucracy approach.

Evidence-based tools developed with Sheffield Hallam University and work begun with George Mason University (USA) to strengthen international comparability.



Internal Milestones

Development of TN's new Brand Bible, signalling our step into a more professional, national-facing identity.

Launch of the bespoke impact measurement system, enabling real-time data on placements, retention, and social value. (still in progress)

TN vehicle and e-bike fleet expanded, ensuring more efficient service for candidates and employers. And in line with our commitment to our ESG policy.

Several staff trained or promoted into more senior roles—demonstrating TN's commitment to a positive people culture.



Memorable Human Moments

A serving prisoner completing his apprenticeship theory, hazard perception, and CPC while working 12-hour night shifts—showing extraordinary dedication.

Chris Venables' success story at Owen Group: overcoming a difficult past, securing stable employment, and working with Probation to adjust curfew around a 7-7 shift pattern.

The moment TN saw 100+ attendees at Chester Zoo—including Lord Timpson—demonstrating that the Fresh Start pilot had captured the imagination of business and justice leaders.

Feedback from employers describing TN as “a model that works” and recommending TN to other major companies, leading to new referrals and partnerships.

Multiple graduates reuniting with family members, securing stable housing, and celebrating their first year of crime-free living.

STRATEGIC OUTLOOK GOING INTO 2026

TN is now positioned to scale the PCC model nationally, with multiple commissioners expressing active interest.

Strong pipeline of employers ensures demand outweighs supply, enabling rapid expansion when funding permits.

Focus on continuing to build a world-class leadership team, embed research evidence, and strengthen long-term sustainability.

The charity enters 2026 with strong financial governance, improved resilience, and a network of influential supporters.