

Re-Fit Annual Report

2017-18

Re-Fit



LOTTERY FUNDED

Contents

1. Introduction
2. Project Overview
3. Governance, Leadership & Project management
4. Sports activities
5. Restart
6. Service Use Feedback
7. What's New & Highlights in the last Year
 - Survival skills, Bush Craft and Coasteering
 - Paddle Boarding
 - Women's Self Defence
 - Boxing Awards
 - Mountain Biking
 - City Cycling
 - MP Visit to Re-Fit Badminton
 - House of Commons visit
 - Portsmouth Historic Dockyard
 - Research Study
8. Education, Training & Employment
9. Re-Fit champions & Volunteering
10. Women, Substance Misuse and Re-Fit
11. Key Performance Indicators
12. Previous Future Plans – update
13. Future Plans
14. Equality Monitoring
15. Finance
16. Re-Fit team

1. INTRODUCTION

This is the end of year report for the Re-Fit project, funded by the Big Lottery. It includes information about the core sports, education and volunteering that Re-Fit provides as well as highlights from the past year such as new or one-off activities.

The achievements of the project are demonstrated by inspirational case studies, excellent service user feedback and the data in the KPI section.



2. PROJECT OVERVIEW

Re-Fit is a partnership between The Society of St James and Pompey in The Community (Portsmouth Football Club's charitable arm). We provide daily diversionary leisure and sport activities alongside training, education and employment opportunities, all of which can significantly improve physical & mental health, self-esteem, confidence, social interaction, and motivation.

We also aim to:

- Promote a healthier way of living.
- Build self-confidence, discipline, improve decision making and develop the ability to better deal with adversity.
- Reduce drug and alcohol use.
- Reduce offending and destructive behaviour.
- Alleviate stress and boredom.
- Increase integration, acceptance and tolerance of others.
- Create positive social, family and peer experiences.
- Provide educational pathways, learn goal setting and increase skill base.
- Provide routes into volunteering, peer mentoring and employment.
- Address loneliness and increase social networks.

The Re-Fit Partnership

The Society of St James

The Society of St James (SSJ) has been successfully delivering high impact, evidence based, person-centred accommodation, substance misuse and mental health services for vulnerable people for over 40 years. On average they provide brief, structured interventions and specialist services to over 3,000 people annually. They are in the unique position of having the requisite knowledge, skills and experience to deliver substance misuse treatment and housing in this new service.

SSJ also has a set of Values which are in place to guide the organisation.

OUR VALUES

SSJ believes that every human being is of worth and worthy of respect. Individuals will be dealt with on the basis of their current needs and situations. SSJ will be prepared to take risks in order to house and support the most vulnerable and socially excluded members of our society.

CORE VALUES

SSJ have three core values which our staff are aligned with in their roles. Our core values are those which staff decisions should be based on and for which staff behaviour are assessed. Our core values are:

RESPECT
SSJ values and respects individuals, communities, colleagues and resources

RESPONSE
SSJ responds proactively to change, opportunities, risk and challenges

RECOGNITION
SSJ recognises individuals' strengths and assets, and helps them reach their full potential

The Society of St James has recently been awarded a Gold standard by Investors In People (IIP). Investors in People are the mark of high performance in business and people management.

With a community across 80 countries worldwide, successful accreditation is the sign of a great employer, an outperforming place to work and a clear commitment to sustainable growth.

Our IIP assessor commented on the commitment and passion that staff demonstrates in their work and in their support for the values that are important to us.

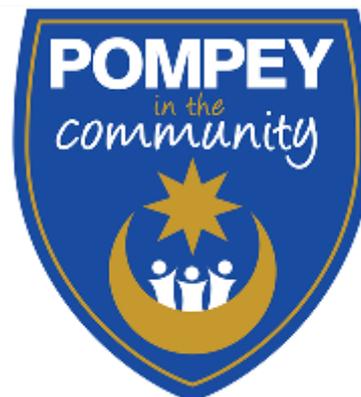


To achieve a gold standard all nine indicators must be at a developed and established level, seven of the nine must be at an advanced level.

Pompey in the Community

Pompey in The Community is Portsmouth Football Club's charity.

Pompey in the Community prides itself on the health projects and initiatives that it delivers to help people to make healthy lifestyle choices. They aim to raise awareness and understanding of healthy lifestyles as well as providing opportunities to get active. Portsmouth City has areas of great deprivation, acute health inequalities and a lower life expectancy than its surrounding areas. Much of this is due to high levels of vascular disease, secondary to the lifestyle factors that lead to it, including obesity. Pompey in the Community recognises the important role the club can play in helping people make healthy lifestyle choices and develop into responsible citizens. Their objective is to improve people's life decisions and encourage them to try new things which will enhance their lives.



OUR PURPOSE

We want to develop the Pompey culture by engaging the people of Portsmouth, enhancing their lives and empowering them for the future.

OUR VALUES

POSITIVE-	Enhancing the lives of everyone in our community.
INNOVATIVE-	Finding new ways to help our community.
TRANSFORMATIVE-	Creating change in our community.
CARING-	Looking after our community.

3. GOVERNANCE, LEADERSHIP & PROJECT MANAGEMENT

Re-Fit has the overarching support structure and governance of The Society of St. James (SSJ) and Pompey in the Community. These are designed to ensure accountability, transparency, responsiveness, rule of law, stability, equity and inclusiveness, and empowerment.

This is achieved by having a SSJ Management Board made up of 14 independent trustees that sit outside of SSJ but help with the charity's decision making and direction.

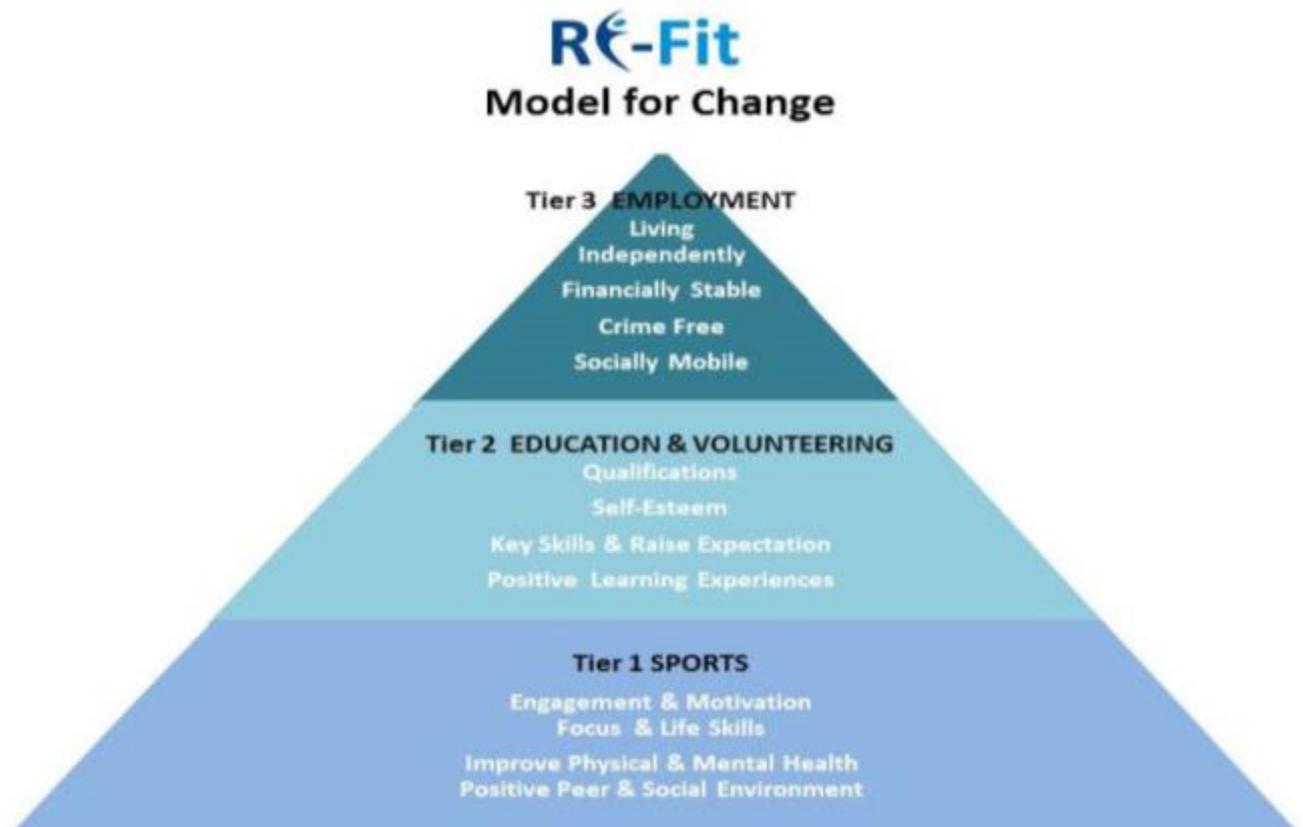
Whilst ensuring we adhere to our values and governance, trustees have overall control of the charity and are responsible for making sure it's doing what it was set up to do. The trustees are the people who lead the charity and decide how it is run.

Trevor Pickup CEO is the SSJ link to the Management Board but the trustees take a very pro-active interest in the charity and will visit the projects regularly. This keeps them informed of what going on at service level.

As well regular meetings with the CEO and senior management team, the Trustees have an annual Operations Committee. This is a subcommittee of the main Management Board and gives Project Managers an opportunity to show case their project to the trustees who then offer support and suggestions but also scrutinise performance and practices.

Project Model

Re-Fit use a three-tier model for change approach to facilitate and change the lives of its service users. Each tier allows us to give our service users the best opportunities for change.



4. SPORTS ACTIVITIES

The timetable of Sports Activities is shown below along with some photos from sessions run in the last year. In addition to what is on the below flyer we have offered Lawn Bowls, and a number of other sessions mentioned in the highlights.

For further details please contact:
Mob: James Cook 07799 900792 or Paul Allen 02392 728899
Email: james.cook@ssj.org.uk or paul.allen@pompeyitc.org.uk
Facebook: 'Like' our 'Re-Fit' page for info, photos and updates.
Please send Referrals to: Refit@ssj.org.uk

Supported by **James** Partnership of
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Re-Fit Activities

Free daily activities to encourage positive change

- A varied sport and fitness programme
- Opportunities for volunteering, training and employment
- Open to Adults in Portsmouth affected by issues such as addiction, homelessness, or with other care and support needs

TIMETABLE OF ACTIVITIES

<p>Mondays Gym Session - 11am - 12.30pm John Pounds Centre, 23 Queen Street, Portsmouth PO1 3HN Badminton - 5pm - 7pm Charter Community Sports Centre (St Lukes) Greatham Street, Southsea PO5 4HL Football - 5pm - 6pm Charter Community Sports Centre, Greatham St. PO5 4HL</p> <p>Tuesdays Re-Start activities include: Archery, Cycling, Canoeing, Climbing & Golf Contact Jim for further details.</p>	<p>Wednesdays NVQ - Health and Social Care levels 2 & 3</p> <p>Thursdays Badminton - 5pm - 7pm Charter Community Sports Centre (St Lukes) Greatham Street, Southsea PO5 4HL</p> <p>Fridays Table Tennis/Chess Club 11am - 1pm Boxing/Fitness 12pm - 1pm The Community Centre, Somerstown Central, Rivers Street, Somerstown, Portsmouth PO5 4EZ</p> <p style="font-size: small;">Please note this timetable may be subject to change</p>
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CASE STUDY

SC - aged 44

I had a good upbringing with a decent and supportive family. I started experimenting with alcohol at the age of 10; this progressed onto the recreational use of solvents, cannabis, MDMA, and LSD.

At the age of 17 I had a motorbike accident which resulted in me breaking my back. I was prescribed opiate based painkillers which gave me the taste and opened the door to 20 years of heroin use and the drug dealing to fund it.

I came to Portsmouth towards the end of 2016 to attend the ARC treatment centre. It was here that I found out about Re-Fit when Jim came in to do a promotional talk.

When I finished treatment at the ARC, I relocated to one of their 'move on houses'. It was here when I went to my first Re-Fit badminton session with another resident. I found that I really enjoyed myself which I hadn't done for years. I was welcomed by the staff and other service users, I felt safe and made to feel valued. I knew then this was the start of the next stage in my recovery.

Re-Fit has helped me build my confidence, self-esteem, social skills, engage with the community, as well as improved my health and wellbeing.

Re-Fit has opened new doors in my life and helped me realise I can be a productive member of society. I have taken on education and training and I have completed my health and social care level 2 and I'm about to start level 3. I have gained my food hygiene qualification; I have also completed SSJ B2V volunteer training and started volunteering with Re-Fit.

My volunteering role gives me a sense of purpose and structure in my life, I also feel I am giving back and I like seeing people flourish from the same opportunities Re-Fit gave to me.

My goals for the future are to build up as many skills and training, and to work my way towards full time employment.

5. RESTART

Restart take service users out on a different activity each week such as archery, kayaking, golf and Laser tag, to provide different experiences and to encourage positive change. We found that service users feel more relaxed and willing to open up during these sessions.



6. SERVICE USER FEEDBACK

There is space on the Re-Fit monitoring form for service users to give feedback on Re-Fit and over the last 12 months there were 226 pieces of feedback. There was no negative feedback.

There are 4 pages of quotes that show the effect that attending Re-Fit is having and it is a great way to show the positivity we see at sessions. Here is a selection:-

- Refit is fantastic.
- Re fit has played an essential part in me getting my life back and feel it's an integral part of the community
- Refit has been amazing and boosted my confidence.
- Feels emotional, it is truly amazing.
- Given me a sense of purpose in my life.
- It's a nice relaxing environment and makes you feel comfortable
- Ideal programme for Portsmouth
- Enjoyed the programme and made some good friends
- Brilliant
- Awesome
- Very sociable
- Good safe place
- 100% helped me over the years
- A good community with good people
- Great project

- Staff are all very friendly and helpful, I love the refit staff and programme
- Brilliant and essential to my recovery and helps my confidence
- Excellent service to the community
- Keeps me busy
- Can't praise it enough, love it!
- Motivational project
- Really grateful for the opportunities given to be given to me. It's literally saved my life.

7. WHAT'S NEW & HIGHLIGHTS IN THE LAST YEAR

LAND & WAVE SURVIVAL SKILLS & COASTEERING

10 National Citizens Service graduates and 6 Re-Fit service users came together to have a 2 part experience. The first was an outdoor experience with Land and Wave who offered us a 50% discount. The group travelled to Dorset for an activity day of Coasteering, Survival Skills and Bush craft.

The second part was with our chef practitioner who taught the group basic food hygiene skills and knife skills before the group set upon their ready steady cook challenge where they were given ingredients to put on a three course meal for a sit down meal for PITC's dementia group. The meal was a tomato and red pepper soup, fish pie or red beetroot falafel, and fruit salad and ice cream desert.



LAND & WAVE PADDLE BOARDING TRIP 28/8/18

“Didn't we have a lovely time the day we went to Swanage.....”

We boarded the minibus for an early start and headed off to North Beach in Swanage to be met by the Land and Wave team. After our first challenge, getting the wet suits on, we walked down to the beach and were introduced to our paddle boards. It was a perfect late summer day; cloudless sky, warm and, importantly flat sea. We learned the basic skills through a mixture of instruction, encouragement and trial and error. Before long we were all “experts” on our boards, standing up (just about) and paddling around the bay. Then time for games with lots on falling in and smiley faces.

Three hours later it was off with the wet suits and back into the minibus to head for the woods for lunch followed by archery and axe throwing.





On our way home, the bus was quiet. Some of the passengers had time to reflect on the day: the new skills we'd practiced and a better understanding other's abilities and frailties and supporting and encouraging each another. Some just fell asleep exhausted.



WOMEN'S SELF DEFENCE

In July Re-Fit ran a one-off 2 hour self-defence seminar hosted by Sam Graham who is a Krav Maga tutor.

Krav Maga is a military self-defence and fighting system developed for the Israel Defense Forces and Israeli security forces that derived from a combination of techniques sourced from boxing, wrestling, Aikido, judo, and karate, along with realistic fight training.

The seminar covered the below moves and drills:

- Stance
- Movement
- Basic strikes
- Basic covers/blocks
- Clinch 1
- Defence from front lapel/shirt grabs, front choke, rear choke, bear hugs, hair grabs

The tutor delivered the seminar that was sensitive to the fact some of the women attending may have been victims of Domestic Violence.

WOMEN'S SELF DEFENCE

STANCE
MOVEMENT
BASIC STRIKES
BASIC BLOCKS
DEFENCE FROM FRONT

SHIRT GRABS
FRONT CHOKES
REAR CHOKES
BEAR HUGS
HAIR GRABS

Monday, 30th July
17:00 - 19:00

Pompey in the Community,
Arson Road, Portsmouth PO4 8TB

Interested? Contact:
James Cook at 07799 900792 / james.cook@re-fit.org.uk

POMPEY IN THE COMMUNITY | RE-FIT | James>

TAKING THE BEAUTIFUL GAME BEYOND THE 90 MINUTES



Due to the success of this one off session we are exploring the possibility of running this as a regular activity. We recognise that some woman will be more comfortable attending women's only groups.

BOXING AWARDS

Previously Re-Fit funded Gareth Tenant to obtain his Boxing trainer qualification so he could progress from a Re-Fit volunteer to paid sessional worker. This year we put him through an additional qualifications - Boxing Teacher Trainer Course. With this qualification Gareth and Re-Fit can now offer, train and certify the Boxing Awards.

Three people have recently completed the Preliminary Boxing Award.

The Preliminary Award teaches stance, guard, torso movement, footwork, straight punches and self-defence. It incorporates technique and partner work, shadow boxing, skipping and boxing drills.

This certificate can be used to support the following:

- GCSC, BTEC, ASDAN, Duke of Edinburgh Award and Princes Trust
- This certificate has a value of one credit towards all



ASDAN awards and qualifications



MOUNTAIN BIKING

Up until very recently the mountain biking was run in conjunction with Saints4Sport because they had the means of transporting the bikes to the venue. Now with thanks to The Big Lottery Fund we have been able to purchase our own bike trailer for 10 bikes, thus gaining our independence.



We teach the participants the following 'Life Skills' - how to ride the trails and rough terrain, change gear and brake correctly, ride in a group safely, adjust seat height and ensure they can fit their helmets securely. In addition we also get the participants to complete the bike safety "M Check". This gets every rider to check the complete bike for any defects by examining the tyres, brakes, wheels, frame, handle bars and forks. We encourage the riders to adopt these checks every time they cycle independently of our group.

CITY CYCLING

Re-Fit recognised that a full day mountain biking may be too much for some, especially those that do not feel very competent on a bike and those that don't have the fitness to cycle for long periods. We decided to run an easier and shorter "city cycle session" Cycling UK funded the Group Leader Cycling training for one of our Volunteers / Peer Mentors, Paul Morrison, so we could offer this as a weekly activity and pay Paul as a sessional worker.



MP VISIT TO RE-FIT BADMINTON



A big thank-you to Stephen Morgan, Labour Member of Parliament for Portsmouth South who joined us at our badminton session and listened to service users concerns. He was not a bad player too!

HOUSE OF COMMONS VISIT

After visiting the Re-Fit badminton session, Stephen Morgan MP invited us to the Palace of Westminster's House of Commons on July 18th 2018. After travelling up on the minibus and arriving at the House of Commons we were met by the official guide who gave us an historic tour of the public areas. Once this tour was completed, we then followed official protocol and wrote a request slip to see Stephen Morgan. Stephen came to meet us and took us on another tour not open to the general public, this included secret corridors. Finally we were shown the viewing gallery which looks down on the MPs in session, who at the time were discussing BREXIT.





VISIT TO PORTSMOUTH HISTORIC DOCKYARD



Portsmouth Historic Dockyard is an area of HM Naval Base Portsmouth which is open to the public; it contains several historic buildings and ships. It is managed by the National Museum of the Royal Navy as an umbrella organisation representing five charities: the Portsmouth Naval Base Property Trust, the National Museum of the Royal Navy, Portsmouth, the Mary Rose Trust, the Warrior Preservation Trust Ltd and the

HMS Victory Preservation Company. Portsmouth Historic Dockyard Ltd was created to promote and manage the tourism element of the Royal Navy Dockyard, with the relevant trusts maintaining and interpreting their own attractions. It also promotes other nearby navy-related tourist attractions. Through our contacts at Portsmouth Historic Dockyard, Re-Fit has now added a regular culturally historic activity to The Re-start itinerary, via a guided tour of the dockyard.



On the first trip we visited HMS Victory, Lord Nelson's flag ship in the battle of Trafalgar 21st October 1805.

Our second visit was to see the HMS M33, a M29-class monitor of the Royal Navy built in 1915. She saw active service in the Mediterranean during the First World War, including Gallipoli and in Russia during the Allied Intervention in 1919.



RESEARCH STUDY

Re-Fit was asked by a PhD student, Kim McCall, from Kings College, London, to conduct a research study with our service users. The hypothesis below:

How does a physical exercise and sports programme help people who use drugs and alcohol? An evaluation of a physical exercise and sports programme for people in recovery from drug and alcohol dependence.

“As part of my PhD with the Addictions Department at the Institute of Psychology, Psychiatry and Neuroscience (IOPPN) and with the support of Paul Allen and Jim Cook at Re-Fit in Portsmouth, my study aims to find out more about how a programme like Re-Fit helps people who are seeking to reduce or control their use of drugs or alcohol. I hope that my findings will help to improve understanding about the ways in which a sport and physical fitness programme can be used to support drug and alcohol users who are seeking to control or reduce their drug or alcohol use. This will include considering whether taking part in the programme leads to reduced drinking and drug use, as well as other outcomes that may support recovery (such as reduced anxiety).” Kim McCall

The study is being undertaken at the current time.

8. EDUCATION, TRAINING & EMPLOYMENT

This year Re-Fit has expanded its NVQ program and has expanded the number of places that offer work placements. We now facilitate NVQ Level 2 & 3 sessions in Health & Social Care that are run in Partnership with St Vincent College. This is a great opportunity for our service users to gain a valuable vocational qualification. The course is usually 38 weeks long spread over a year. However some students finish ahead of schedule, whilst others take longer. St. Vincent have agreed to extend the learning period to 18mth for SSJ service users only. Many of our services users have historically failed or have been let down by the education system. For most this is the first qualification they have signed up for since leaving school, we want to show them that they can achieve academically, that they are capable and that we believe in them. We find once our service users have qualified they now get “the bug” and go on to do other courses.



The course is free to Re-Fit service users by accessing funding to get people into employment; the course should cost £2,000 per participant for level 2 and £2800 for level 3.

Part of the course involves a **work placement**; the following have been used by this year’s NVQ students:

- The Recovery Hub- Drug and Alcohol support services
- Café in The Park- The aim of the café is to provide employment and training opportunities to local people with histories of homelessness and substance misuse and this fits in perfectly with Re-Fit’s training and employment program.
- Day Rehab - Structured Day Programme for people with Drug and Alcohol issues.
- Pushing Change (PUSH) – Portsmouth Service User Group
- Night Shelter – Accommodation for Vulnerable adults
- Re-Fit
- Chimes – Dementia group run by Portsmouth In The Community
- Shift – mental health peer group.
- Food Cycle – Organisation that supports people who are hungry and lonely by serving tasty lunches and dinners every single day in towns and cities across the country. Many guests struggle to afford the basics to eat and many will eat alone without company or conversation.

Re-Fit ran 3 NVQ Level 2 & 3 sessions in Health & Social Care
Class 1 - 9 enrolled - 7 completed

Class 2 - 8 enrolled - 7 completed, 1 extended due to close bereavement
Class 3 - 8 enrolled - 7 completed, 1 withdrawn due to personal issues.

We have really focused on this work placement element of the course and it is proving to be very successful. What the work placement does is two-fold, one they get to put in practice what they have learnt academically and two they realise that they can actually do a job and do it well. Many of our service users are not in employment because they simply haven't the self-confidence; they don't believe they can do it. These short placements show they can and due to the positive feedback they get from fellow workers and managers they now know they are capable of finding employment, many that qualify from their course do go on to either volunteer or to find jobs in the caring sector.

Virginia Thompson Course tutor: *During the duration of the NVQ the learners enhance a great deal of life skills as well as gaining the academic qualification. The primary ones being the ability to interact and listen to others in a non-judgemental manner. We often hold open discussion on emotional topics, meaning that learners have to develop diplomacy and debating skills. They require time keeping, punctuality and an excellent attendance record. These are all beautiful transferable skills that they then take into their placements and onwards into the work marketplace. We have often seen coaching and mentoring skills develop in the learners also.*

NVQ Case Studies- *"What a difference a year makes"*

FB age 39

F was homeless and addicted to drugs. She got arrested for shoplifting and went to prison for a month. After her sentence she was rehoused and accessed Re-Fit. She enrolled onto the NVQ 2 in Health and Social Care which she is just completing well ahead of schedule. She has attended all classes and rekindled a love for learning that she used to have when she was at university doing her English degree. F has gained a sense of self belief in herself and her abilities again. She now volunteers in the community group supporting service users with dementia and their families. Over the year she has gone from strength to strength and is a true role model to other women.

SF age 38

At School SF repeatedly felt that he was not good enough and an underachiever, thoughts that he had reinforced by others around him on many occasions. This led to some pretty bad life choices which led to a severe heroin addiction. After accessing rehab he came to Re-Fit who referred him to the NVQ programme as a component of his recovery. It took time but very slowly he has regained confidence and self-esteem. For his tutor and support staff this has been a long journey building up trust and respect, taking time to read and re-read his work reassuring him each step that he is good enough and that he can do this. His tutors were right as he has just achieved his diploma. He is now not only volunteering at Re-Fit with the sports coaching but with other agencies too. As a team we were so proud that he is now, in partnership, setting up an upcycling project with a view to engaging others in recovery. In January he is enrolled on the Level 3 in Health and Social Care, because he now has faith in his own abilities.

JC age 35

JC was always a lively teenager that got into heroin at a very young age. After attempting an armed robbery with his brother, he spiralled out of control, using every day and becoming very unstable. After a detox he began accessing the NVQ program and volunteering in a day rehabilitation centre near his home. He made such an impact that they offered him a paid role and training in drama workshops. He has just completed his Level 3 in Health and Social Care and is now studying a psychology degree with the Open University. He has also more importantly built some vital bridges with his mum and feels has given her something to be proud of.

SD aged 40

Often the NVQ course and Re-Fit achieve non-academic successes. SD has been rather erratic for a number of years and her drinking has always been a mask for huge emotional distress from years of dysfunctional parenting and domestic abuse; patterns that she carried forward into her adult life.

Earlier this year her father died and ordinarily this would be a catalyst to self-destruction. However with support and knowing that the Re-Fit and college staff were there each week she has made positive choices that have empowered her as an individual. She has chosen to access the support, to detach herself from her violent ex-partner, make positive parenting choices for her 8 year old daughter and put herself first. This was initially through aggression to staff, loud outbursts and detaching from the program. We have now reached the stage that she can talk through her emotions, maintain her boundaries and ask for support. Her course will take a little longer than some others, but we have been able to extend her dates and support her at an appropriate pace so that she is in control and will achieve.

RH aged 35

R was homeless for some time and in her words, "I really didn't care, I was dirty, smelly and had bad skin. My only thought was for heroin". Fresh out of day rehab she was offered the chance to volunteer to support others. She is just completing her Level 3 in Health and Social Care and is now employed working full time as a recovery worker using her experience to get others out of addiction. She also now never misses the opportunity to get her nails done and save for her next holiday.

Student testimonials

- "I strongly believe this course has given me a reason to remain a clean addict and give back".
- "I've gained an insight into myself, helped me remember who I am and has given me confidence."
- "I had constant support and understanding; I've gained lots of knowledge and some confidence."
- "I'm really glad that I enrolled on the course, I've made lots of friends and I have started volunteering."
- "I have gained belief in myself as at the start I thought I wouldn't be able to do this, but I proved I can. I also struggle in a classroom environment but I've proven I can handle this."

Virginia Thompson Course tutor explains -

"The biggest part of what we do is working in partnership. So if a client walks through the door at Re-Fit we can offer them education, sports, a listening ear right down to food parcels to keep them going. Many a time classroom breaks have been filled by the dishing out of sanitary towels, chocolate and food parcels. As you cannot focus on learning when your basic needs are not met"

CELEBRATION

At the end of term, we provide a meal for our NVQ Health and Social Care students provided by PITC's NCS students.



9. RE-FIT CHAMPIONS and VOLUNTEERING

MAYORAL AWARDS

Every year SSJ has an Annual General Meeting (AGM) where the Major or Sheriff presents our volunteers with a certificate to show our thanks for the hard work they have put into their projects.

This is a list of the Re-Fit Volunteers who received recognition.

- **Tony Southam** – has been with us two years. In that time has become a vital part of the team, and has embraced everything that is asked of him.
- **Steve Clarke** – has been with us two years and volunteered for a year, Steve helps out at various sessions encouraging and supporting others.
- **Stuart Flannigan** - been with Re-Fit from the start as a service users, then onto volunteering, and finally sessional worker. He is now in full time employment but still attends sessions on a weekly basis.
- **Paul Morrison** – has been with us two years going from volunteer to paid sessional worker and also runs a project for Pompey in the community helping young people from offending.
- **Gareth Tennant** - has been with us for over two years. Re-Fit put him through his boxing tutor awards and Gareth now delivers our boxing session on a Friday and he is now in full time employment .
- **Mick Crawford** - is 65 has been with us from the start and has only missed a couple of sessions in all those years, he helps on a Friday at the table tennis setting up etc.

RE-FIT CHAMPIONS

Re-Fit champions are service users that have been recognised as people that have helped develop or enhance the project. These certificates are not easily achieved and have to be earned through dedication and commitment and achieving one or more of the following:

- For showing outstanding commitment towards the Re-Fit Project
- Being a positive role model towards their peers.
- Making significant commitment to their Health & Wellbeing.
- Been a Re-Fit ambassador.
- Supported others at Re-Fit sessions.
- Made significant life changes.
- Have promoted and supported others in engaging with Re-Fit.



Recognising it is a significant milestone in a person recovery journey all champions are presented with a certificate:

Our Re-Fit champions take great pride in receiving these certificates and feel that their work and efforts are recognised. It gives them a sense of belonging and ownership of the project.



Becoming a Re-Fit Champion is the first stage of progression within the project, after becoming a Champion the client then may have aspirations to become a volunteer and one day may move on to paid sessional work.



CASE STUDY

Gareth

My name is Gareth. I was born in Leeds, West Yorkshire in 1981 in an area called Gipton to a single mum. I have one brother, one sister and a half-brother and 2 half-sisters.

When I was 12, I thought I was cool and I tried weed with my mates. It was cool and I smoked it every chance I got, but not in school because I liked school. I completed school with a few GCSEs but didn't go to college because I joined a gang. The gang went around stabbing or shooting people for no reason.

On my 20th birthday, I went out with a few friends and was beaten up with a pool cue. They smashed in the left side of my face damaging my eye socket, cheek and part of my nose. I have three metal plates to hold it together.

In 2003, I moved to Staines Middlesex. I worked doing door to door sales which I didn't like much because I didn't make much money. In 2006, I met a woman and had my first child in 2007. After splitting up with his mum, she said she would never stop me from seeing him but she did. I kept going round to bang on the door demanding to see him and threatening her. The police were called and I got arrested and sent to prison a number of times.

In 2012, I had my first daughter, who was one of a twin but unfortunately her sister died. The same thing happened with this next partner around access but before I was sent to prison I started drinking and using legal highs because I didn't know how to cope with the loss. I couldn't get weed at the time so someone I know introduced me to the legal highs to take the pain away. This made me do some things I wish I never done and I went to prison again and breached orders. Now I am under an order for life to stop me from seeing my daughter because I pushed her mum and kicked the door to get in and she accused me of hitting her which I did not do.

I took legal highs for 4 years. I still took them when I had my youngest daughter who was born in 2014. I moved to Portsmouth with her mum who was hoping that I would change. I kept going back to Guildford to see if I could see my eldest daughter but I did end up having another daughter who is 4 months older than my youngest and I couldn't handle getting arrested all the time. I decided to turn my life around and stick to what I needed to do and go to my appointments so that I could get into the day rehab.

In 2015, I started the day rehab and engaged in Re-Fit's boxing to get my anger out in some other way. In 2016, I met Pip and got married. I completed rehab and stayed out of trouble. I got to see my youngest daughter again and I have two beautiful step children that have taught me how to be a man and a dad. My wife has stood beside me all the way through my recovery; she is my best friend and helped me get over the death of my nan.

Since 2017, I have worked for SSJ facilitating Re-Fit boxing and I also work full-time at a homeless night shelter. I am not on benefits anymore and I have a house. I got my life back and I am happy. It is because of the day rehab, myself, Re-Fit, my wife, my step-children and my daughter that I am here today in a good place and I never intend to go back there again.

10. WOMEN, SUBSTANCE MISUSE AND RE-FIT

Our demographic data shows that 26% of Re-Fit attendees are female. To decide whether this shows a lower rate of take up than of males, it is necessary to understand the demographics of the clients who are being referred in to Re-Fit.

Re-Fit supports people affected by complex issues, such as drug and alcohol misuse, mental health, homelessness and criminality. We receive nearly half of our referrals from Substance misuse services with Criminal Justice (National Probation Service and Community Rehabilitation Company) and Homelessness Services the next largest referrers. If we look at the local or national gender ratios in these services we can see that:

The Portsmouth Drug & Alcohol Service has a slightly higher percentage of females at 30%. If we look at Criminal justice, the percentage of women compared to men going through the Criminal Courts is 27%. Of the individuals counted or estimated to be sleeping rough in 2017 in the England, 14% were women.

So the fact that a quarter of Re-Fit's attendees are female is actually what we would expect. It is important to remember many women in substance misuse treatment have court orders or licence agreements that stipulate they must attend substance misuse services, whereas attendance at RE-FIT is purely voluntary. Added to that there are sports that Re-Fit provide which do attract predominantly males such as Football and Boxing, due to this we are now looking to address this by implementing women only sessions.

SUBSTANCE MISUSE

Historically, men have a higher reported incidence of substance abuse and dependence, but women are rapidly closing that gap. Young women and middle-aged women now have an almost equal percentage of drug and alcohol abuse and dependence concerns as do men. However, the percentage of women in treatment is a lot lower; there are many reported reasons for this including:

- Women feel more fear and shame which stops them asking for help.
- Women tend to be the main child carers so often cannot attend treatment
- Many women have the belief that if they admit to their issues their children will be taken away from them Social Services.
- Women are particularly affected by relationships, the status of their relationships, and the effects of substance abuse by a partner. In fact, women who abuse substances are likely to have a partner who is also a substance abuser. Some women think of shared drug use as a means of communicating and/or connecting with their partners. Drug use rituals – such as sharing needles – are often initiated by males. These put women at risk of contracting HIV/AIDS and hepatitis through needle-sharing practices and by having unprotected sex with males who inject drugs. 26% percentage of British women have reported being victims of domestic violence, the actual figure would be much higher as most incidents are unreported. Often partners that do this have a controlling nature and will not allow women to attend appointments without them.
- Women are often forced by their partners to commit crime; this often leads to incarceration and leads to the “revolving door syndrome” where women are constantly in and out of prison, meaning they cannot attend treatment services even if they wanted too.

Why have we introduced a female only session?

- A safe place where they can talk to people about their issues.
- To meet other women going through similar problems,
- To learn to protect themselves.
- To encourage women to access substance misuse treatment services.
- For staff to be able to protect vulnerable adults.
- Women who have a substance use disorder often have a history of trauma, including interpersonal and childhood sexual abuse. This often leaves them very wary of males.

11. RE-FIT KPI'S

Re-Fit is two-thirds of way through the funding so the KPI data shown below consists of the 3 year contract target, this year's figures and the cumulative total from the last 2 years to see whether we are on track to meet that target.

There have been 338 unique service users attending Re-Fit this year and over the year 471 monitoring completed. The number of individuals monitored was 175.

		Contract target (3years)	Year 2 Nov 2017-Oct 2018	Cumulative total Year 1 & 2
KPI				
Outcome 1	Vulnerable adults will develop and enhance essential life skills	400	171	249
	Vulnerable adults will complete formal awards/qualifications	200	35	71
	Vulnerable adults will be signposted to the B2V programme	50	40	65
Outcome 2	Vulnerable adults will report increased feelings of happiness	400	126	327
	Vulnerable adults will report increased confidence/self-esteem	400	123	320
Outcome 3	Vulnerable adults will become more physically active	600	308	570
	Vulnerable adults will report decreased usage of drugs/alcohol	150	21	64
	Vulnerable adults will report maintaining abstinence.	n/a	125	285
Outcome 4	Vulnerable adults will complete practical work experience/ voluntary hours	80	25	51
	Vulnerable adults will report reduced feelings of loneliness and increased belonging to their community	400	119	294
	Vulnerable adults will become Re-Fit Champions	50	20	37

Substance Misuse KPI

Outcome 3.2 reports on the number of vulnerable adults who report decreased usage of drugs/alcohol.

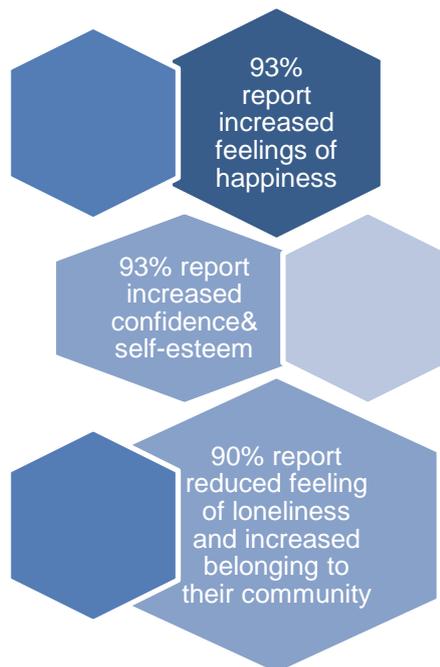
As in the previous report the number of those reporting decreased use is lower than the target but the KPI fails to count all those who have previously reduced their drug use and who are maintaining abstinence. We have added those numbers in outcome 3.3 to show that the actual figure of those with decreased use or no problematic drug use is far higher and already over double the target of 150.

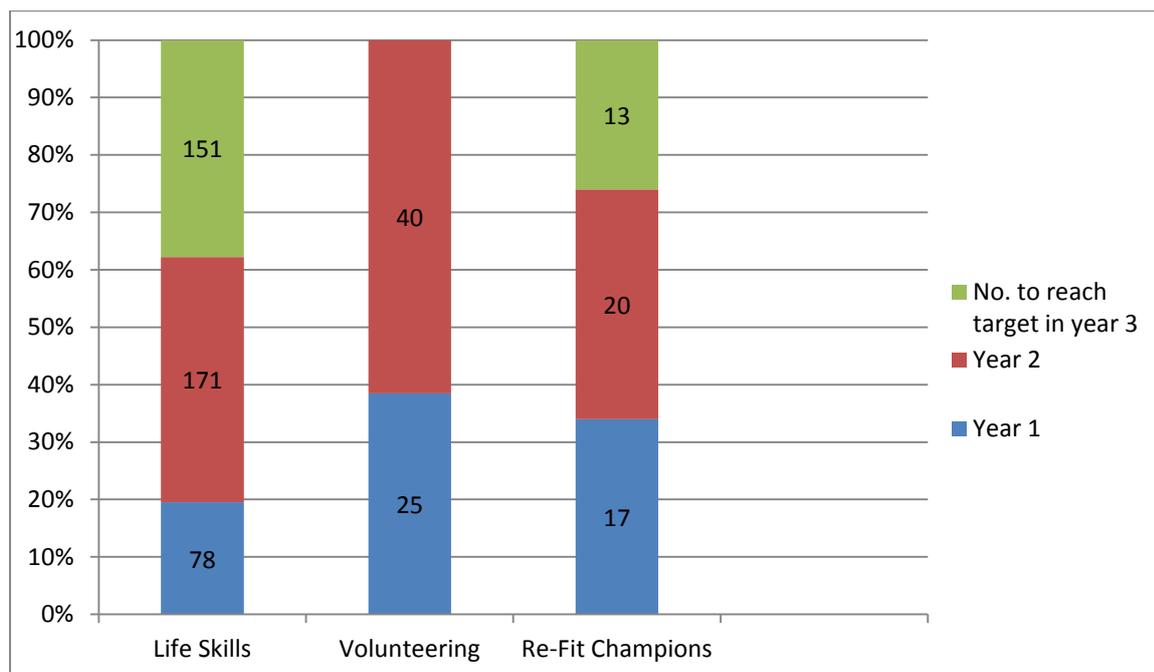
WHEN ASKED ABOUT THEIR PROBLEMATIC SUBSTANCE USE SINCE STARTING REFIT

- 71% had remained abstinent
- 12% had decreased their use
- 7% had stayed the same
- 10% did not have a substance use problem

So as in the last report none of the monitored service users reported an increase in substance use in the last year.

The positive effect that engaging in Re-Fit helps to achieve is seen by the percentages below. If we look at the service users who were monitored and answered the relevant question these are the results.





The graph above shows three of the outcomes with yearly totals as percentages of the 3 year target. This highlights where Re-Fit has improved on last year's figures and is on track to reach the target or in the case of signposting to volunteering, has already surpassed the 3 year target.

12. PREVIOUS FUTURE PLANS – UP DATE

REFERRAL INFORMATION

There were 360 referrals from 19 different organisations and these can be grouped into the following:

ORGANISATION	% of referrals 2017-18
Substance Misuse Services	45%
Self-referrals	27%
Criminal Justice partners	16%
Supported housing/homelessness services	9%
Employment Services	2%
Mental Health Services	1%

The more interesting statistics relate to the numbers that have actually engaged with Re-Fit following referral. If we exclude the self-referrals then only 49 people that were referred by a partner organisation engaged in the year which is only 14% of the total referrals received. Most of the information collected by this process is duplicated on the monitoring from when a service user actually attends. The collection of referral data is not used for monitoring as it is clearly not representative of those who attend so we plan to simplify the referral form to ask for contact details and serious risks that could affect the running of a session.

This low level of referrals that result in engagement is not particularly surprising. Organisations working with adults with complex needs will often signpost and refer to projects such as Re-Fit which they identify as being a positive step forward for their clients

when the individual themselves may not feel ready for. Also service users may agree to be referred as they may feel that attending Re-Fit would be a good goal to have yet they may still be living such a chaotic life that it proves to be out of their reach.

13. FUTURE PLANS

- We plan to simplify the referral form to make it less time consuming for those referring in as well as reducing the amount of personal data we collect for individuals who may never attend our project. We plan to concentrate on monitoring every new client who attends Re-Fit so that the monitoring data is completely representative of all those who attend. Weekly team meetings can identify new clients who if not already monitored can be prioritised.
- Regular ongoing monitoring will keep happening and we will try to ensure that frequent attendees do not get over-monitored whilst others are missed. This will involve reviewing the list of attendees against the recent monitoring forms so that facilitators can be given a monthly list of those who need monitoring in the following 4 weeks.
- We are in talks with Greggs about running work placements in Portsmouth.
- We are starting weekly Women only self-defence sessions.
- We will conduct a Stakeholder and Service user consultation to continue the development of the project in the future.

14. EQUALITY MONITORING

2.1 Who has benefited from your project?*

For each category give the percentage of people who have benefited from your project during this reporting period. You should only give details of the direct beneficiaries (the people who use the project), rather than any indirect beneficiaries (for example, their family).

The total for each table should always be 100 per cent.

Ethnic background	Percentage %
White	
English/Scottish/Welsh/Northern Irish/UK	88%
Irish	0%
Gypsy or Irish Traveller	0.8%
Any other white background	5%
Mixed / Multiple ethnic groups	
Mixed ethnic background	3%
Asian / Asian UK	
Indian	0.8%
Pakistani	0%
Bangladeshi	0%
Chinese	0%
Any other Asian background	0.8%
Black/African/Caribbean/Black UK	
African	0.8%
Caribbean	0%
Any other Black/African/Caribbean	0.8%
Other ethnic group	
Arab	0%
Any other	0%
Total	100%

Gender	Percentage %
Male	74%
Female	26%
Total	100%

Age	Percentage %
0 - 24 years	10%
25 - 64 years	90%
65 + years	0%
Total	100%

Disability	Percentage %
Disabled	7%
Not disabled	83%
Total	

Religion or belief	Percentage %
No religion	63%
Christian	35%
Buddhist	1%
Hindu	0%
Jewish	0%
Muslim	1%
Sikh	0%
Other religion	0%
Total	100%

Sexual orientation	Percentage %
Heterosexual	92%
Lesbians, gay men or bisexual people	8%
Total	100%

Only complete the following table if we asked for this information in your application form. If you are unsure whether to complete this table contact your funding officer:

Detailed age breakdown	Percentage %
0 - 4 years	0%
5 - 9 years	0%
10 - 14 years	0%
15 - 19 years	1%
20 - 24 years	9%
25 - 34 years	21%
35 - 44 years	38%
45 - 54 years	23%
55 - 64 years	7%
65 - 74 years	1%
75 - 84 years	0%
85 + years	0%
Total	100%

2.2 How have you arrived at these percentages?*

Explain what your percentages are based on, for example, data you routinely collect, surveys or monitoring forms.

These figures are based on the monitoring forms which ask for all the demographic information.

2.3 How well did you reach everyone who could benefit from your project?*

Describe what you've done to make sure everyone who could benefit from your project knew about it and was able to get involved. If you've not been as effective as you'd have liked, explain what you'll do differently in the future.

Firstly, We have a Re-Fit mailing list for all our referrers and other wrap around support services. We use this to disseminate and promote our activities. Re-Fit staff also promote by attend different services team meetings to discussion our criteria, activities and referral processes. We also try to offer a range of activities to appeal to a broader audience. It should also be noted, that our demographics will mirror the wrap-around services that refer into us.

15. FINANCES

Budget Sheet

Revenue costs	Agreed Budget Year 2	ACTUAL Spend Year 2 (6 months)	Variance
Salaries, NI and Pensions	£77,452	£79,488	-2,036
Recruitment	£0	£0	0.00
General running expenses	£21,458	£20,904	£554
Training	£500	£0	£500
Travel	£750	£729	£21
Consultancy & advice (including evaluation)			0.00
			£0
Underspend from year 1 (trailer)	£3,736	£2,775	£961
Total revenue costs	£103,896	£103,896	£0

Overheads			
Staff	£7,576	£7,576	£0
Accommodation			£0
Utilities			£0
Other - please detail here			£0
Other - please detail here			£0
Total overheads	£7,576	£7,576	£0

Capital costs			
Refurbishment			£0
Professional and legal fees			£0
Office equipment			£0
Vehicles			£0
Other - please detail here			£0
Other - please detail here			£0
Total capital costs	£0	£0	£0
Total project costs	£111,472	£111,472	£0

16. RE-FIT TEAM

Dean Latona (BA Hons) – Manager

Dean has 9 years’ experience of managing within the substance misuse sector. He is the former service manager of Southampton Drugs Intervention Program and is currently employed as the Psychosocial Treatment Manager within Southampton’s Drug and Alcohol Recovery service. Prior to this he managed within the Homelessness sector. Dean co-founded Re-Fit’s sister project Saints4Sport back in 2010. Dean manages the project from The Society of St James side.



Ashley Christopher (BSc Hons) - Team Leader

Ashley combines his love of sport with his in-depth knowledge of addiction



behaviour to lead the Re-Fit team. Ashley has a BSc Hons in Therapeutic Intervention for Addictions. He has worked in a substance misuse services since 2002 from key-worker through to service manager. Ashley has brought much of his experience from Substance misuse services into the Re-Fit project in the way of processes and procedures, such as Risk Registers and Safeguarding. Ashley is a keen open-water swimmer, swimming in the sea all year round and regularly



encouraging new swimmers to venture into open-water. The photo above shows him swimming the English Channel in August 2017.

James Cook- Re-Fit Sports Coordinator

Jim started as a Re-Fit volunteer and comes from an ex service user background, who came to Portsmouth from London to access treatment. Once in Recovery Jim quickly realised the importance of keeping active and busy, and so set about building a team to enter the Central Point Homeless football league. He then became part of a group that helped set up ‘Street Revolution’ Football in Portsmouth. What is testament to the contributions Jim has made, is him receiving the Local Meridian Award and being nominated for the Pride of Britain award. Again, Jim is much liked by our client group and is an inspiration for those in and out of recovery.



Paul Allen - Re-Fit Sports Coordinator



Paul has worked with Pompey in the Community for the past 15 years and is a UEFA B licensed coach who has coached at academy level and for the Hampshire women’s and girls’ Centre of excellence. Paul is also a qualified in food and nutrition, he is a health and fitness trainer and boxing tutor. He is responsible for setting up men’s health groups, dementia groups and walking football for the over 50s. He has worked in various treatment centres in Portsmouth delivering health and wellbeing linked to physical activity on behalf of Pompey in the Community. Paul started working on the Re-fit pilot project from the very start and has been a fundamental part of the success and growth of Re-Fit, again much liked and respected by our client group.



Clare Freemantle (BA Hons) - Administrator/Employment Officer

Clare Freemantle is an English degree graduate with experience in working within a substance misuse clinical service, Re-Fit, Saints4Sport and a Psychosocial treatment team. During this time Clare has facilitated and supported different psychosocial groups, including Creative Writing, Fishing, Golf and Health & Social NVQ’s. Alongside this Clare is also running the European Social Funded Employment Project. In Clare’s spare time she writes comedy and has done a bit of stand up, these skills make her very approachable and much liked by our client group.