



# CFO Innovation Fund

**Projects supported by additional funding to  
reduce reoffending**

# Innovation Fund

The CFO Innovation Fund provides participants enhanced support, delivering meaningful improvements that have a lasting effect on rehabilitation and reoffending outcomes. The funding also allows for trialling innovative approaches, both in custody and the community.

CFO Innovation Lead, Sharon Flynn, helps to shape the projects delivered. Speaking about the impact of this additional funding, she said: *"This funding represents a unique opportunity to bring real additionality to our already strong CFO offer."*

Activities delivered include: rugby sessions, railway and construction training, garden projects, personal development courses and more.

To understand what CFO support is available within your region, visit:

**[CreatingFutureOpportunities.gov.uk/  
CFO-Evolution-Community-Delivery-Map](https://www.creatingfutureopportunities.gov.uk/CFO-Evolution-Community-Delivery-Map)**

To refer participants for CFO support in the community, or in custody, please visit: **[CreatingFutureOpportunities.gov.uk/Make-a-Referral](https://www.creatingfutureopportunities.gov.uk/Make-a-Referral)**

## Impact



Confidence  
and  
Wellbeing



Employability  
Skills



Qualifications  
and  
Certifications



Social  
Inclusion

# Tattooing Course

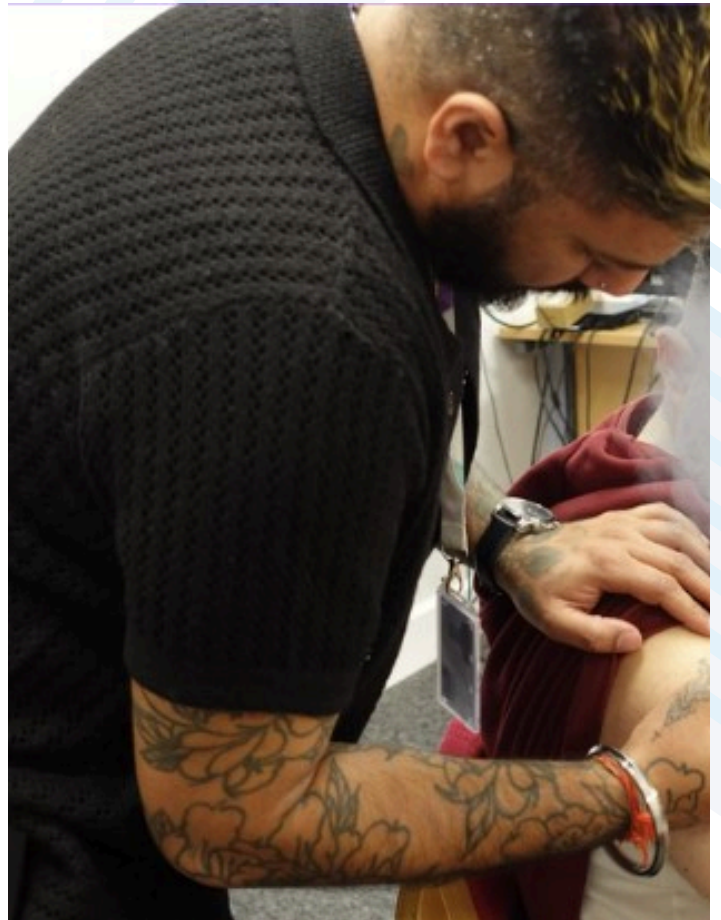
Participants have been taking part in a tattooing course at HMP Hollesley Bay and HMP Wayland.

Delivered by sub-provider, E'lever, the course provides industry-recognised skills to support employment and self employment opportunities. It is available in custody, and through the gate into the community with a warm handover to ensure continuous development, and movement towards employment.

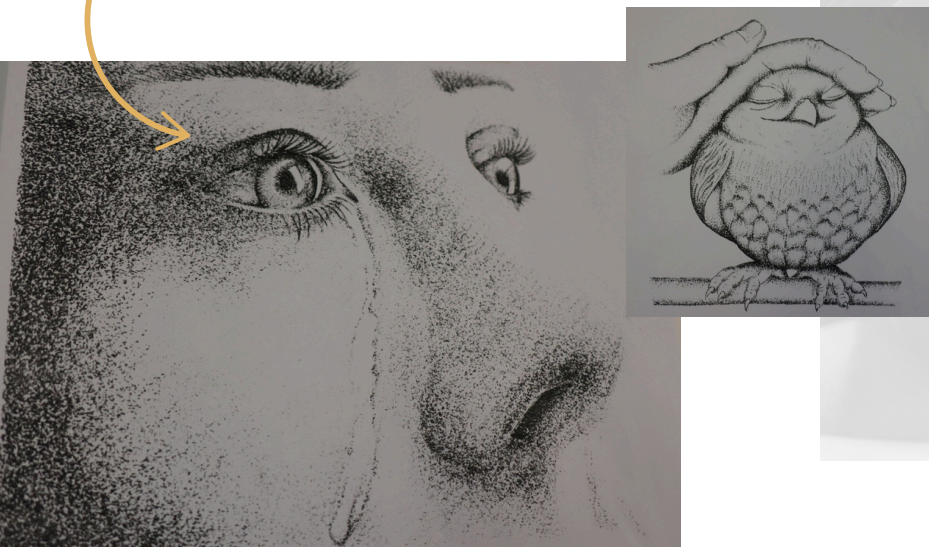
Participants are able to create tattoo designs, learn lining and shading techniques, skin anatomy and how to use a tattoo machine. They can also gain a certification in health and safety.

Feedback has been positive from both participants and stakeholders. Mickey\*, who engaged with the course, said: *"I never thought you'd get a chance to do something like this in prison. It's given me a proper chance and now I actually believe I could make a living as a tattoo artist when I get out."*

You can see some of the artwork which participants have produced here.



***"I have gained insight and skills I thought were beyond my circumstances, and now really look forward to pursuing tattoo artistry as a career."***



# Barista Training

Barista training courses take place monthly in the CFO Activity Hubs in Croydon and Lewisham.

Participants gain specialist coffee and hospitality skills, including access to trial shifts and pathways to employment via the sub-provider, Redemption Roasters.

The course takes place over five days and supports participants from zero experience to a job role. 2,002 CFO participants have moved from being unemployed into employment through engagement with CFO activities.



As well as enhancing employment prospects, the learning environment creates opportunities to improve on communication and teamworking skills.


The project is available to both male and female participants, with a gender-informed approach to ensure participants are able to engage at a comfortable pace which suits them.

Participants on the course have progressed into employment with the provider themselves, or with other coffee chains throughout the London area.



Kylian\*, who engaged with the course, said: *"My Experience has been really positive and supportive. These helped me build practical skills as well as expand my knowledge and confidence. Their constant support made a real difference to me and I'm grateful for the opportunities and care they provided throughout my journey."*

# Seeds of Change



*That will be there long after I've gone. I've left something that will outlive me and be useful.*

The impact of the Seeds of Change project goes beyond the practical skills, as participants have reported improvements in mental wellbeing, teamworking and reduced isolation. They also appreciated the opportunity to give back to the community.

Derek\*, who took part in the project said: *"I just don't know what I would have done without the CFO Activity Hub and the Seeds for Change project. I've loved every minute of it – I've planted trees, grown food, built a wall, and now I'm making a memorial stone for my mum's grave. It's given me hope for my future."*

Seeds of Change is an outdoor environmental project which engages participants who struggle with communication, through practical activity in the Peak District.

Led by a tutor, participants work on nature restoration projects. This practical delivery ensures participants can develop skills using tools, moving them closer to the labour market.

Activities undertaken include:

- Dry stone walling
- Building wooden items and structures
- Building netting structures to protect vegetation from animals
- Planting vegetables, flowers and seeds
- Creating garden landscapes by removing rocks and upturning soil



# Bear Face Theatre

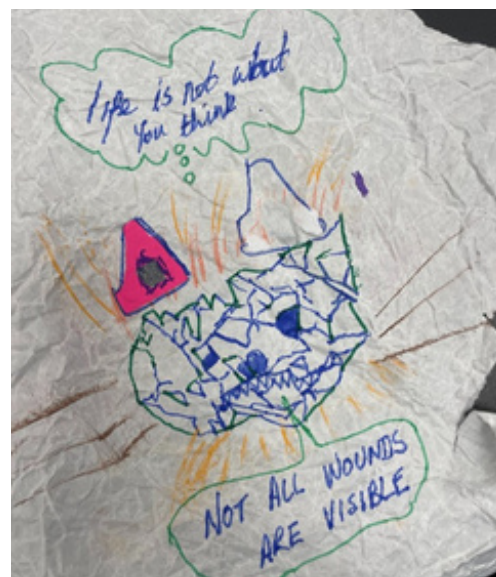
Bear Face Theatre is a five week Innovation Fund project which delivers, creative, theatre-based personal development sessions.

The course utilises performance, storytelling, poetry, music, masks, and visual arts to support participants to explore new skills and talk through experiences. The impacts include improved communication and stronger understanding of personal feelings.

Facilitators create a warm and welcoming environment for participants to engage at a suitable pace for themselves. They build a positive rapport to ensure that participants actively want to engage, and feel comfortable.

Martin\* took part in the sessions and said: *"For me, just taking part in a group activity gave me that self-confidence I once had - back again. It takes your mind away from the every day dull and dutiful. Each session was different and inspiring. You also discover more about how creative you actually 'can be' if you open your mind to it. You get out of it what you put in"*

This project is available in both custody and the community.



***I really enjoyed the session.  
It's been nice to be sat down,  
slowed down. Using words in a  
different way.***

# More Innovation Fund Projects

There are many more Innovation Fund projects taking place nationwide, including:

**Inside Academy:** Digital enterprise, employability and personal development course with lived experience



**Making Changes:** Artificial Intelligence (AI) course covering core AI concepts, ethics and practical applications

**Doncaster Rugby League:** Mentoring, leadership and positive role models through rugby



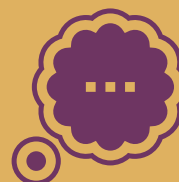
**Maizel's Method:** Creative art programme fostering pride, confidence and wellbeing, especially for neurodiverse participants

**Making It Out:** Furniture courses combining practical skills with wellbeing



**CSCS:** Courses that support participants into construction roles, obtaining CSCS cards

**Understanding Me:** Supporting participants to explore life experiences, behaviours and beliefs



**My Sister's Place:** Women-only course providing education on domestic abuse, healthy relationships and more

**New Tracks:** Through the gate employability programme in the rail the sector



# How to refer

Making a referral to CFO services, including Innovation Fund projects is simple and easy. Go to [CreatingFutureOpportunities.gov.uk/CFO-Evolution-Referrals](https://www.creatingfutureopportunities.gov.uk/CFO-Evolution-Referrals), fill out the form, and your referral will be shared with the relevant CFO provider.

CFO services are complementary to mainstream provisions, providing wraparound support tailored to each participant's journey and avoiding any duplication of provision. CFO activities regularly help participants to engage with mainstream services, and reduce reoffending.

Each region has a different CFO Prime Provider, and as a result, services can differ from region-to-region.

Should you require further information about the services available in your area please get in contact with your nearest CFO location here:

[CreatingFutureOpportunities.gov.uk/Contact](https://www.creatingfutureopportunities.gov.uk/Contact)



**You can also scan this QR code to go straight to the referral form!**

The CFO Evolution programme is funded by HMPPS CFO. For more information about CFO services, please visit:

[CreatingFutureOpportunities.gov.uk](https://www.creatingfutureopportunities.gov.uk)



**\*Names changed throughout to avoid disclosure of identity**

**CreatingFutureOpportunities.gov.uk**