

Double joy as new dad Kyron starts work



Hardworking and eager to learn, Kyron struggled to secure stable employment despite his determination to work. With a baby on the way and little experience to showcase on his CV, he felt stuck. A referral to Greater Manchester's Restart Scheme in early 2026 finally gave him the opportunity he needed.

"I'd pick up work wherever I could but never anything lasting," says 31-year-old Kyron. "It was frustrating. I wanted to

work and had a baby on the way. I just needed a chance."

Working with Restart Advisor Margaret, Kyron completed employability workshops at Ingeus and received support with his job search. Employer Account Manager Daniel then introduced him to Longworth Building Services, where he undertook a two-week volunteering placement as a site operative.

Continued on next page.

What's inside...

4



Two's company

6



From intern to graduate: Sam's journey with Change 100

7



Five days. Big challenges. Endless memories.

Longworth Project Manager Alex Sousa quickly saw his potential: “Kyron had the right attitude from the very first moment. He was eager to work, listen and learn. We were delighted to offer him a paid contract. He earned it.”

Just days after securing the role, Kyron’s daughter arrived early.

“I couldn’t believe I’d got a job,” he says. “Two days later, my partner gave birth early. We spent 10 days in hospital, but thankfully all was fine. Longworth kept the vacancy open for me.”

Now a contracted site operative, Kyron is helping build a new market hall

façade as part of a major development. His contract has since been extended.

“I love waking up knowing I have work ahead,” he says. “I enjoy my days, then come home to my family. I’ve got everything I ever wanted.”

Reflecting on his journey, Kyron adds: “Margaret always believed in me, and Longworth’s partnership with Ingeus gave me a

chance. Hopefully one day I’ll walk past and say, ‘Daddy built that.’”





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SEEDS OF CHANGE

National Allotment Week (10-16 August) highlights the power of green spaces to bring people together, improve wellbeing and help people learn new skills.



“It’s made me feel like a human being again, like I’m part of the world rather than just on my own.”

CFO Participant

Across the East Midlands, participants on the Seeds of Change programme are experiencing these benefits while building confidence and preparing for employment.

Part of the CFO Evolution programme, Seeds of Change is an eight-week initiative that supports people on probation through horticulture and conservation projects in the Peak District and across Forestry England sites. Participants develop

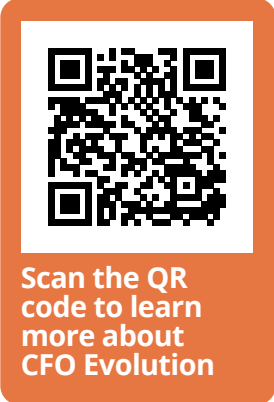
practical skills, work as part of a team and contribute to projects that benefit local communities and the environment.

Recent achievements include transforming a community garden that supplies produce to a local café, creating butterfly boxes from reclaimed timber to support biodiversity, and learning traditional dry stone walling techniques. Participants have also applied existing skills in creative ways, including designing practical solutions to protect young plants and improve growing spaces.

Sarah Nobbs, Regional Head of Delivery for CFO Evolution in the East Midlands, said: “Participants develop valuable skills, resilience and a sense of achievement that can help them take positive steps towards employment.”

The programme’s impact extends beyond practical experience. One participant described the difference it had made, saying: “It’s made me feel like a human being again, like I’m part of the world rather than just on my own.”

From improving community spaces to supporting local wildlife, Seeds of Change demonstrates how environmental projects can help people build confidence, develop new skills and create positive opportunities for the future.



TWO'S COMPANY

Spending two years in the same role may not seem unusual, but for Jess, a Finance, Benefit and Debt Advisor with the Ingeus justice team, it marks a significant achievement.

After struggling to secure long-term employment due to a lack of support for her disabilities, she has found the stability and understanding she needs to thrive at Ingeus.



“Even with good performance, I’d never stayed in a job for more than a year, I was upfront with Ingeus from my interview onwards and was met with immediate help and reassurance. It’s been tremendous ever since.”

Jess, Finance, Benefit and Debt Advisor

Jess is autistic and has ADHD. She also lives with Type 1 diabetes and several autoimmune-associated conditions, including endometriosis, hypermobility and fibromyalgia. The support she receives at Ingeus has enabled her to focus on both her career and the hobbies she enjoys, including walking, gardening and children’s face painting.

In her role, Jess supports people on probation across Lincolnshire, helping them manage benefits, tackle debt, set up payment plans and develop budgeting skills. Her aim is to give individuals the tools and confidence to rebuild their lives.

“Some prison leavers have no idea how to manage bills and money in today’s world,” she explains. “If I can help

someone get settled and move away from reoffending, then I’m helping them and the wider community.”

Jess works compressed hours, allowing her alternate Fridays off, and is supported to attend medical appointments and recover after procedures. She is also an active member of the Disability Network employee resource group.

“All companies have values, but they’re real here at Ingeus,” she says. “I feel valued, supported and able to make a difference. It’s a total switch from my past employment.”



INGEUS ACHIEVES PAYROLL GIVING MARK

Ingeus has been recognised for its commitment to charitable giving, receiving the Bronze APGO Payroll Giving Quality Mark for 2026.

The award, presented by the Association of Payroll Giving Organisations (APGO), recognises employers that actively support Payroll Giving and encourage colleagues to make charitable donations directly from their salary.

Since 2007, Ingeus has supported the scheme, with employees donating more than £3,300 each year to charitable organisations.

Kathryn Hunter, Head of PMO at Ingeus, shares how the scheme has helped her support charities important to her:

“I have used the scheme for several years now as it provides a simple and convenient way to support charities that are important to me. Each Christmas, I donate the funds to two local charities: The People’s Kitchen and Feeding Families.

Payroll giving makes it easy and knowing that my donations will help people who need support makes it even more worthwhile.”

The Bronze award reflects Ingeus’ ongoing commitment to corporate social responsibility and the positive impact made by colleagues who choose to donate through the scheme.

The award reinforces Ingeus’ commitment to social value and recognises the collective impact colleagues are making through charitable giving. As Ingeus continues to promote Payroll Giving, it remains committed to supporting colleagues who choose to make a difference through regular charitable donations.



“We’re delighted to receive the Bronze APGO Payroll Giving Quality Mark for 2026. This award reflects the kindness and commitment of our colleagues, whose Payroll Giving donations support charities and communities throughout the year. Together, we’re making a positive difference and helping good causes create a lasting impact.”

Juliet Mortiss, Chief People Officer

FROM INTERN TO GRADUATE

SAM'S JOURNEY WITH CHANGE 100

When Sam applied to Change 100, he was looking for more than work experience.

Living with myalgic encephalomyelitis/chronic fatigue syndrome (ME/CFS), he wanted to understand whether a full-time career was achievable and how he could manage his health condition in the workplace.

While studying History at university, Sam's confidence around employment had been affected by his condition. He first developed ME/CFS after contracting glandular fever at 11, and a Covid infection in 2021 triggered a relapse that forced him to pause his studies.

"The idea of working full-time seemed very far out of reach," he says. "I wanted work experience, but I didn't feel confident that a typical placement would have the support I needed."

That changed when he secured a Change 100 internship with construction company Wates. As a Bid

Management Intern, he worked on projects including developing case studies, supporting client reporting and reviewing bid materials.

The internship introduced him to careers within construction, including marketing, communications, bid writing and social value roles.

Crucially, flexible working arrangements and tailored support allowed him to manage his energy levels and health effectively.

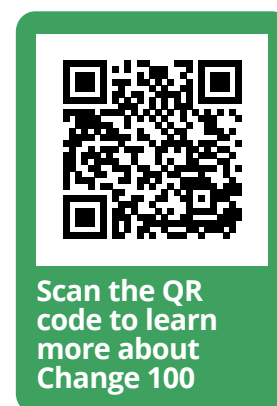
The experience led Sam to apply for and secure a place on the Wates graduate scheme. He works as a Bid Management Trainee and remains involved with Change 100 through its Alumni.

Looking back, Sam says: "Change 100 gave me a safe space to learn how to manage my condition in the workplace and realise what was possible."



Beth Smythe, HR Business Partner for Wates Construction, says:

"The impact of this partnership has gone beyond providing internship opportunities. We've worked alongside engaged and talented young people, bringing fresh perspectives."



Scan the QR code to learn more about Change 100

FIVE DAYS. BIG CHALLENGES. ENDLESS MEMORIES.

The third RISE (Ready, Inspired, Skilled & Employed) residential brought young people aged 18 to 25 from London and Manchester together for five unforgettable days of personal growth, employability learning and outdoor adventure.



Part of Ingeus' delivery of the Restart Scheme, the week combined practical workshops with exciting challenges, helping participants build confidence, resilience and teamwork skills while stepping outside their comfort zones. Sessions from Speakers Trust, Money Ready and Participation People focused on public speaking, interview preparation, financial confidence and future planning, giving participants valuable tools for work and life.

Alongside the workshops, participants took on a range of outdoor activities

including canoeing, climbing, archery, axe throwing, air rifle shooting and the Leap of Faith. Whether overcoming fears, supporting teammates or celebrating personal achievements, every challenge helped build confidence and create lasting memories.

Evenings were filled with reflection sessions, games, campfires and a memorable karaoke party, strengthening friendships and creating a strong sense of community across the group.

By the end of the week, participants had developed new skills, increased

their self-belief and built supportive networks with their peers. The residential concluded with certificates, awards and plenty of stories to take home, as participants returned to Manchester and London feeling stronger, more confident and ready for their next steps.

RISE #3 was more than a week away. It gave young people the opportunity to learn, grow and discover what they are capable of when they are supported, challenged and encouraged to succeed.



Getting to know you...

This month we stopped to take a minute to find out more about Ben Potter and his role at Ingeus.



Ben Potter

Restart Advisor

"I am incredibly proud to be working on the Restart Scheme as a Restart Advisor in Greater Manchester. I work with amazing participants that help me strive for excellence daily.

My passion of assisting people has always been a part of my life and at Ingeus I've had the chance where my passion can truly help enable better lives. This job has shown me a different side of what life could be like, and I will always believe in

everyone, encourage them to take pride in everything they do and always do the right thing. Having worked with my colleagues for the past year, they have really shown me how to become the advisor that I am today and supported me in every way they can for me to get here.

It is a privilege to see the transformations that we see daily and I am truly honoured to be part of the Bolton team."

We asked Ben to answer life's essential 'this or that' questions:

Coffee or tea?

Coffee

Early bird or night owl?

Night owl

Book or movie?

Movie

Pizza or pasta?

Got to be Pizza

Sunrise or sunset?

Sunset (I'm never awake for a sunrise haha)

Comedy or drama?

Comedy love a bit of Adam Sandler

Singing or dancing?

Dancing

Cats or dogs?

Dogs 100%

Summer holiday or winter holiday?

Winter sun is the best kind

Chocolate or vanilla?

Chocolate