

ONLY A
PAVEMENT
AWAY[®]

IMPACT REPORT

2024-2025

STABILITY THROUGH
EMPLOYMENT



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WE ARE



The charity that supports people looking to rebuild their lives through employment opportunities in hospitality

Only A Pavement Away was founded and inspired by Greg and Gill Mangham, who refused to accept that people facing homelessness were in these situations due to some fault of their own but were very often the result of circumstances beyond the individual's control.

At the same time, there was an increasing awareness that the hospitality sector was facing a recruitment crisis, and it seemed only sensible to combine the need for new team members with those who, with the right opportunity and support, would be able to get their lives back on track.

Established in 2018, Only A Pavement Away supports people facing homelessness, and prison leavers, to rebuild their lives by providing employment opportunities in the hospitality industry. Our charity also provides financial support and tailored learning & development.



WHO WE ARE



OUR PURPOSE:

To support people facing homelessness, and prison leavers, to rebuild their lives by providing employment opportunities, financial support and tailored learning & development.



OUR MISSION:

To act as a bridge between forward thinking employers in the hospitality industry and charity referral partners, to place people in long term, stable employment.



OUR VISION:

To reach 1,000 members in employment by the end of 2025, and to support 5,000 individuals each year by 2030.

Our charity is underpinned by a strong commercial and financial benefit to the hospitality, pub & restaurant sector whilst reducing the ever-increasing strain on government funding required for those who find themselves in such extreme and vulnerable circumstances.

Since launching in October 2018, we have laid a solid foundation to becoming recognised as the go-to charity for the employment of those facing homelessness and prison leavers into careers within the hospitality industry and forging connections in some of the key major cities across the country.

As our charity grows, so do our expectations of what Only A Pavement Away can achieve. We know, with the right levels of funding, we can scale up our services to support 5,000 individuals each year by 2030, with a cumulative ROI of c. £495* million added to the UK economy.

*proxy value



The logo is a yellow trapezoid with a white border. Inside, the text "ONLY A PAVEMENT AWAY" is written in black, with "ONLY A" on the top line, "PAVEMENT" on the second line, and "AWAY" on the third line.

ONLY A
PAVEMENT
AWAY

Carol Bateman

Only A Pavement Away member

“If it was not for Only A Pavement Away and the brilliant work in everything they do to help people find a job they really enjoy, I would not be writing this. They help you with funding to go towards travel, uniforms, and any other help or support you need after you find work. I would recommend them to anyone who needs any advice to get into work and really work hard to go a step further. Thank you all for knowing my worth.”

THE NUMBERS

661

MEMBERS

661 people placed into employment to date



2,856

SUPPORTED WITH L&D

2,856 people have attended our learning & development sessions to date



102

HOSPITALITY BUSINESSES

102 hospitality businesses are working with Only A Pavement Away



246

REFERRAL PARTNERS


246 selected charities and organisations are working with Only A Pavement Away



£58k

OF FINANCIAL GRANTS

£58,000 of financial grants have been awarded to help candidates and members start and sustain employment



£25.1M

TO THE UK ECONOMY

661 people have been placed into employment to date, adding £25.1 million to the UK economy through reduced government support, financial independence, and increased household expenditure





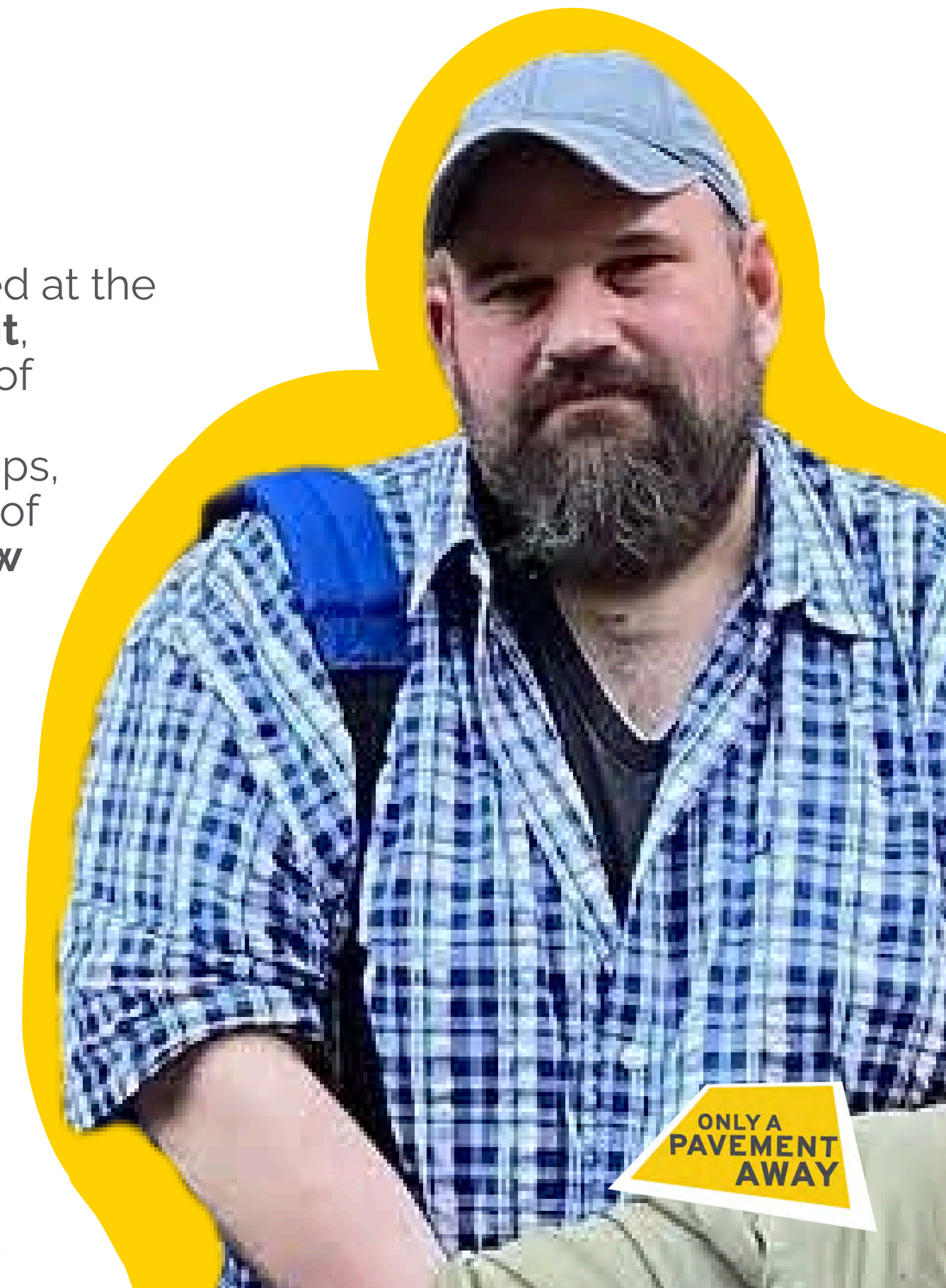
MEET OUR MEMBERS

MEET BEN

Ben took part in our **Passport to Employment Programme** in August 2022, hosted at the **London Metropole Hotel**. At the time, Ben was facing **long-term unemployment**, compounded by the pandemic and other **external challenges**. From the outset of the course, he embraced the opportunity with remarkable **enthusiasm** - fully engaging in masterclasses, pushing himself beyond his comfort zone in workshops, and diligently taking notes. His outstanding attitude quickly caught the attention of Head Chef Paul during his work experience in the kitchen, leading to an **interview** the following week.

Fast forward two and a half years, and Ben is celebrating a well-earned **promotion** at the **London Metropole**. He has also become a passionate **ambassador** for our charity, recently leading a **masterclass** for the newest cohort of Passport to Employment participants—a powerful full-circle moment for both Ben and the hotel.

Over the years, his **confidence** has grown exponentially, and today he is a poised **public speaker**, comfortably addressing over 200 people at our annual conference and appearing in our charity's five-year celebration film. Ben's journey is a **true testament to the transformative power of opportunity, perseverance, and a positive mindset**.



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MEET OUR MEMBERS

MEET CAROL

Carol participated in the **Passport to Employment program** in 2023 and stood out as a truly remarkable individual. Throughout the course, she consistently displayed an **eagerness to work and unwavering dedication to her goals**. Her exceptional character and work ethic shone brightly, leaving a lasting impression on everyone involved.

After completing the program, Carol secured a position at **Hilton** as part of the Conference & Banqueting (C&B) team. As a grant recipient, she was able to settle into her new role seamlessly, devoting herself entirely to her work. Her commitment and excellence did not go unnoticed—Carol earned the **'Employee of the Month'** award for her outstanding contributions and never stopped striving to give her best.

Beyond her professional achievements, Carol has been a passionate supporter of the charity behind Passport to Employment. She has become an integral **advocate**, helping to further our mission and impact. Carol actively participates in conferences, where she openly shares her inspiring journey and success, encouraging others to follow in her footsteps.

Carol's story is one of **dedication, resilience, and generosity, making her an invaluable member of both the Hilton team and the broader community she supports.**



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EMPLOYMENT OPPORTUNITIES

OVERVIEW:

Our job matching methodology is designed to connect candidates with meaningful employment opportunities through a structured and thoughtful process. Candidates are uploaded onto our portal and screened to assess their work readiness. For those who are work-ready, we share their CVs with the most suitable employers to find the best possible match.

OBJECTIVES:

To create ideal matches between candidates and employers. By carefully considering candidates' skills, preferences, and aspirations, we strive to place them in roles where they can thrive, ensuring employers also benefit from finding the right talent for their needs.

Our goal is not to just place candidates into jobs, but to ensure that they find sustainable and fulfilling employment opportunities that set them up for long-term success.

IMPACT:

- ✓ 661 members to date
- ✓ 194 members in 2024, of which 70% are still in employment
- ✓ 83% of members would recommend us to others seeking employment
- ✓ 73% of members feel that securing employment has impacted their wellbeing very positively
- ✓ 67% feel more optimistic about their future as a result of employment



**WATCH
KANE'S
STORY**



FINANCIAL SUPPORT

GRANTS

OVERVIEW:

The grants programme is a key component of our post-employment support.

We offer financial support tailored to the needs of our members to ensure security and stability during this new chapter of employment.

The grants programme is available to help cover basic expenses, assist with travel costs, address hardship, or provide support for accommodation.

OBJECTIVES:

To create an environment where individuals feel valued, supported, and empowered to pursue their goals.

By investing in the wellbeing and success of our members beyond the initial placement, we seek to break the cycle of poverty and homelessness, paving the way for brighter futures and stronger communities.

IMPACT:

- ✓ 43 grantees in 2024
- ✓ £8,043 awarded in 2024; £58,000 awarded to date
- ✓ 84% of grantees are still in employment
- ✓ 100% of grantees state that receiving the grants made employment more accessible and contributed to their employment stability
- ✓ 100% state that it has improved their financial resilience
- ✓ 100% state that they now feel more optimistic about their future





"I am so grateful for this help at such a difficult time. This money really helps in ways you can't imagine".

"This extra support has meant a lot for me as it has helped me to concentrate on my new role, access work rota and information on my phone, ensure I would arrive to work on time (sometimes as early as 4.30am!) and help me settle in the new accommodation I have found. I am very grateful and very much looked forward to receiving the extra help".



"She is enjoying many elements of the job and has made a good connection with one of her colleagues, Haja has also received good feedback from customers and management. The grant was definitely a confidence boost and a huge help to her. She is very grateful for the opportunity and the continued support."



FINANCIAL SUPPORT

BURSARIES

OVERVIEW:

The **Deborah Moses Turnaround Bursary** is another key component of our post-employment support.

The bursary offers our members with past convictions, the opportunity to access a financial donation to fund an educational pursuit to help support their personal or professional development.

OBJECTIVES:

To provide prison leavers with the chance to invest in themselves and gain knowledge or skills that will help them to progress.

IMPACT:

- ✓ 2 bursary candidates per year
- ✓ £4,783 awarded in bursaries
- ✓ £2,391 average per year



"Only A Pavement Away is such an important and amazing charity for people like myself. I don't know where I would be without them and without this amazing grant funding that I have been blessed with. I am so committed to succeed, for myself and for my family, and I can't wait to give something back to the people who have blessed me with this wonderful opportunity."

"The bursary gave me the opportunity to pursue my dreams, and I've never looked back since. In fact, I have got a new job on a building site where I'm training to be a site manager, and the bursary has helped with financing the appropriate professional courses. Without the help of Only A Pavement Away I would have never been able to change my life. Thanks again for all your help, you've changed the future for me and my children."



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LEARNING & DEVELOPMENT

The programmes we offer candidates:

Passport 2
Employment

Prision
Visits

Post-Employment
Support
Check In Calls

Taster
Sessions

Employability
Skills
Workshops

These sessions give:

- **Candidates** - knowledge, skills and confidence that are essential to access employment
- **Employers** - a diverse pool of talent that they would have difficulty accessing otherwise
- **Referral partners** – access to effective development programmes for their candidates at no extra cost
- **Hospitality industry** – visibility, exposure and valuable new employees at no additional cost

PASSPORT 2 EMPLOYMENT

OVERVIEW:

An immersive, week-long employment skills training program designed to give candidates practical experience and insights into the workplace.

Hosted by one of our partner employers, the program includes daily classes focused on building essential skills such as communication, teamwork, and problem-solving, as well as trial shifts where candidates can work directly with the employer.

On completion, candidates receive a certificate to testify successful participation, which can be referenced on their CV.

OBJECTIVES:

To allow candidates to experience different roles and develop new skills.

To allow candidates to understand the employer's expectations and work culture and familiarise themselves with the workplace environment, which can be a valuable stepping stone to securing long-term employment.

IMPACT/NUMBERS:

- ✓ **22** P2E graduates in 2024
- ✓ **100%** of attendees feel that they have learned new employability skills and feel better equipped to find work
- ✓ **100%** of attendees feel more confident to return to work
- ✓ **100%** of attendees would recommend the course to others





ONLY A PAVEMENT AWAY

PASSPORT 2 EMPLOYMENT

“P2E was a beautiful week with extraordinary staff, and when I say extraordinary, I think you know what it means coming from me, I've been in the hotel industry for a long time and I've seen a lot of people like you never before, thank you for this week.”



“Energy from the Only A Pavement Away delivery. Crammed lots of great info in digestible amounts, it never felt like overload. Building relationships with the **Hilton** team, my peers and the fact that it got me a job - I can't wait to start!”



121 SESSIONS

OVERVIEW:

Personalised support sessions tailored to each candidate's unique needs and goals.

These sessions provide a focused environment where we can address specific challenges, explore career aspirations, and offer targeted guidance.

OBJECTIVES:

To create a space for candidates to ask questions, receive feedback, and engage in meaningful discussions that are directly relevant to their personal and professional growth.

To help candidates feel more empowered, better prepared for their job search, and equipped with the tools they need to succeed in the workplace.

IMPACT/NUMBERS:

 **85** candidates benefited from a 121 session with our L&D Manager in 2024



RECRUITMENT FAIRS & TASTER SESSIONS

OVERVIEW:

Events that provide an opportunity for employers with current vacancies to meet candidates in a face-to-face setting.

During these events, employers have the opportunity to sit down with candidates, discuss their business, and share details about available positions and future opportunities.

The candidates attending these events are referred through our charity partners and are given the chance to connect directly with employers, ask questions, and learn more about the companies and roles on offer.

OBJECTIVES:

To allow candidates to make a personal impression, gather valuable information, and potentially secure interviews or job offers, whilst providing employers with the opportunity to meet a diverse pool of talent.

To foster connections and create pathways to employment for both employers and job seekers.

IMPACT/NUMBERS:

- ✓ **13** Recruitment Fairs & Taster Sessions organised in 2024
- ✓ **40%** of attendees secured a follow-up interview
- ✓ **92%** of attendees feel more confident to attend an interview
- ✓ **92%** feel that they have a better understanding of the industry



"Only A Pavement Away hosted a wonderful Taster Session which eventually led to me finding employment. Knowing that they have always been by my side through every step of the process has helped beyond words."

"I love the team at Only A Pavement Away. Taster sessions are absolutely amazing, and the team are brilliant. The support I get from their team is amazing and I am so glad I found them."

"It's really interpersonal. The employers are able to see what you look like and learn if you're able to articulate and communicate in a way that fits their business and brand. It's user friendly and makes people more comfortable to be able to speak to employers for an extended amount of time."



PRISON WORKSHOPS

OVERVIEW:

Held in collaboration with our prison partners, these sessions are designed for candidates close to release who are eager to explore opportunities in hospitality.

Each workshop includes an interactive, hands-on session led by one of our employer partners, covering essential skills such as barista training, mixology, or cooking.

This immersive approach allows candidates to engage directly with industry professionals, gain confidence, and understand the career pathways available to them.

OBJECTIVES:

To help reduce reoffending by equipping individuals with valuable skills, support, and a clear path to sustainable employment.

These workshops play a crucial role in breaking down employer biases. By interacting directly with prison leavers in a professional and skills-focused setting, employers can see firsthand the potential, dedication, and talent within this often-overlooked talent pool.

We aim to create real change: empowering individuals, educating employers, and fostering inclusive hiring practices that benefit both businesses and society as a whole.

IMPACT/NUMBERS:

- ✓ **50** prison visits organised
- ✓ **474** attendees
- ✓ **77%** of the candidates who attended feel more willing to join the hospitality industry
- ✓ **85%** of candidates who attended believe that the support we offer encourages them to pursue a career in hospitality
- ✓ **100%** of employers who attended a prison visit feel more willing to hire custodial candidates



Hear how we work with Greene King to place prison leavers in employment



GREENE KING
BURY ST EDMUNDS



Nick Mackenzie
CEO at Greene King

“People who come out of prison and work within our business, stay with us for longer, and they tend to do a great job.”



HMP/YOI Isis



**WATCH
A PRISON
WORKSHOP**



“One of the candidates, during our conversation, really impressed me with his drive, ambition and general attitude. I'd really like to support him in finding re-employment. These classes give the prisoners the skills they need to help secure stable employment following their release.”

“The opportunity to gain employment whilst on ROTL is incredible. Only A Pavement Away is a very good charity and I thank you for coming in today and giving us an opportunity.”



POST-EMPLOYMENT SUPPORT CHECK IN CALLS

OVERVIEW:

Our post-employment support program is a cornerstone of our commitment to members long-term success. This proactive approach ensures we maintain regular contact with members after they start their new roles, providing a crucial support system as they transition into this new chapter of employment.

The support includes check-in calls at key intervals over the first 3 months of employment.




These touchpoints allow us to assess how well they are settling into their roles and ensure the job remains a sustainable fit for them.

OBJECTIVES:

To allow us to proactively address any potential issues, provide guidance, and ensure that members feel supported as they navigate their new environment.

This personalised approach builds trust, boosts confidence, and enhances the likelihood of long-term retention and satisfaction.

IMPACT:

-  **383** check-in calls conducted in 2024
-  **75%** of members rate our support as highly useful
-  **67%** of members state that the support we provided has greatly improved their confidence



“Thank you so much for your kind words and for reaching out. I truly appreciate all the support that Only A Pavement Away has provided, as well as your efforts in helping me find this job at **Nando's**.

The new job is going great, and I am really enjoying it! Everything has been smooth so far, and I haven't faced any problems at work.

I'm grateful to have this opportunity, and it's reassuring to know that your support is always available should I need it. Thank you again for all your help—I'm excited to keep moving forward in this role.”

“Only A Pavement Away has helped me so much I still can't quite believe it. My life has changed so much because of you guys. I thank you all so much for getting my life back on track. Sometimes I just pinch myself to make sure I am not dreaming this all up. I am so proud to now work at the **Hilton Hotel Park Lane**. I just feel so lucky to have met Only A Pavement Away, you all do such a great job!”



FUNDRAISING EVENTS & CAMPAIGNS



OVERVIEW:

Our fundraising events play a crucial role in driving the funding that enables us to support people looking to rebuild their lives through long-term, stable employment.

OBJECTIVES:

To bring supporters together to raise vital funds and build awareness for the charity.

Each fundraising event is a chance for individuals, groups, and businesses to make a tangible difference while fostering a sense of community and shared purpose.

IMPACT:

- ✓ **1,164** people participated in our events & campaigns in 2024
- ✓ **249** companies participated in our events & campaigns in 2024
- ✓ Over **£400K** raised
- ✓ Our fundraising campaigns generate an ROI of **65%** compared to an average of **35-40%**





Alan Armstrong

Run Everyday until Christmas Challenge

"This challenge has been one of the hardest but most rewarding experiences of my life. I think I speak for all the runners in saying running 24 days in a row in the dark, cold, and wet weather was incredibly tough, but it pales in comparison to the challenges faced by those who benefit from Only A Pavement Away."

Matthew Hill

Asahi

"Asahi UK took part in the first Hospitality Virtual 24hr Relay for Only A Pavement Away, with a team of 22 runners and 3 dogs. One of the best things about the event is that anyone can take part, no matter where you're based, or how far and fast you can run. That meant we could bring together a group of people from across the business who wouldn't normally be able to team up, building some great new connections at the same time as raising money for a great cause. Some of our team took part while on holiday, some took friends and family along, some jogged, some ran. We had a really lively WhatsApp chat going, sharing pictures, support and motivation. The dog pictures were a highlight, and people stayed up late to cheer on the overnight runners. There were some great personal achievements too. One of our team had only just completed her couch-to-5k and ran the furthest she'd ever managed, another ran a half marathon at 2am. Everyone had a great time, and we can't wait to take part again."

ESG: ENVIRONMENTAL, SOCIAL & GOVERNANCE

In achieving our core purpose, we deliver social impact for people and communities (the S of ESG). By creating opportunity for individuals to learn, earn and live independently in society, Only A Pavement Away contributes to the health and wellbeing of individuals and to the financial economy (reducing reliance on benefits, increasing contributions to tax).

Currently, for every person placed into work, we estimate the charity has delivered at least £38k* of social value. Most importantly, we have changed lives.

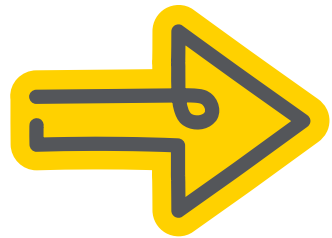
A separate workstream exists for the Governance (G of ESG) of the charity and ensures the charity is run properly, legally and ethically. The Board of Trustees has oversight of leadership and strategy, legal and finances, risk and ethical conduct.

"I've gone from Kitchen Assistant up to Senior Sous Chef with a significant pay rise. I was promoted to CDP after about 3 months, then Junior Sous Chef just before Christmas 2023, and then Sous Chef in March and now Senior Sous Chef starting from today!

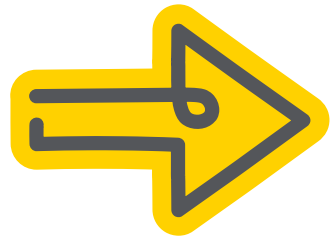
Honestly, I'm so appreciative of the service you guys provided giving me a pathway from prison straight to employment and I cannot thank you enough! It has changed my life and led me on a completely different path. I also got married last Saturday to my partner of 5 years! Thank you again so so much!"

ESG: ENVIRONMENTAL, SOCIAL & GOVERNANCE

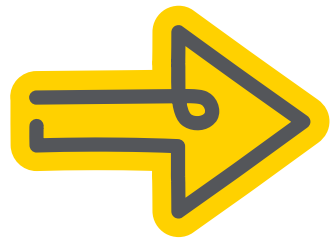
In 2025, as part of its evolving commitment to sustainability (ESG), the charity will:



Benchmark and reduce, where practicable, its **E**nvironmental impact for major events, in addition to the day to day running of its operations.



Establish meaningful **S**ocial Value Metrics for its employability services, using quantitative data specific to the charity's cohort, combined with qualitative feedback from Members.



Continue to uphold a rigorous and appropriate approach to **G**overnance.

A MESSAGE FROM GREG

CEO & FOUNDER

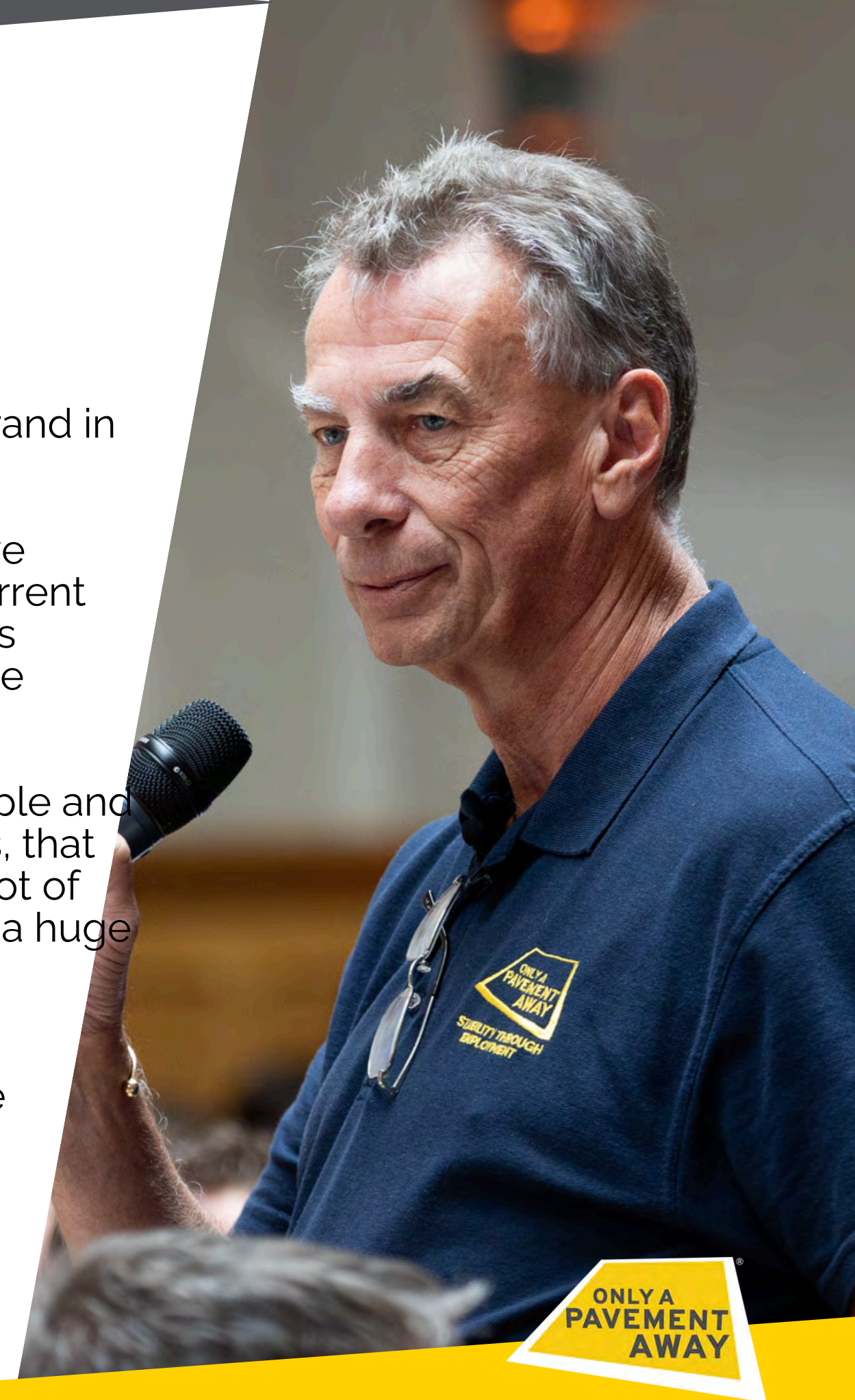
"Never did my wife, Gill, and I imagine that the idea we had while walking along the Strand in September 2017, would develop in the way that it has.

I'm regularly asked why we set up Only A Pavement Away and the answer is simple, we believe that everyone deserves the chance of a brighter future, irrespective of their current circumstances. Our charity offers a simple concept that provides people with new skills and life changing opportunities, whilst also helping our members find careers within the hospitality industry.

Over the past 6 years, we have been privileged to work alongside a team of great people and experienced such incredible support from the hospitality sector. That was a real bonus, that hospitality got behind us with such a 'can-do' attitude and we know we've changed a lot of perceptions about a 'typical' candidate profile, giving our employer partners access to a huge pool of untapped talent. Together with our referral partners we have helped place 661 Members into work adding £25.1 million to the economy.

We are so proud of what Only A Pavement Away has achieved and are hugely positive about the future. As we continue to grow, we will always ensure that the majority of our funds go back into helping the people who need it most.

Thank you to everyone who has got behind us to help us create the opportunities that make such a difference to so many lives."



OUR PARTNERS & SUPPORTERS

OUR TRUSTEES

- | | |
|----------------|-------------------|
| Steven Alton | Bob Silk |
| Fiona Eastwood | Tony Sophocliides |
| Andy Hornby | Ben Stackhouse |
| Jennie Koo | Maia Stanford |
| Greg Mangham | Mollie Stoker |
| Emma McClarkin | Alex Wilby |
| Paul Pavli | Matt Wyatt |



OUR PARTNERS & SUPPORTERS

OUR AMBASSADORS

Nick Mackenzie
Matthew Beard
Anthony Pender
Janene Pretorius
Shereen Ritchie
Greg Maguire

Lucy Noone Blake
Evangeline Harbury
Martin Williams
Major 'Scotty' Mills
Emma Osman

OUR BRAND CHAMPIONS

James Hacon
Dawn Lawrence
Peter Martin

Katy Moses
Mark Stretton
Jill Whittaker



THANK YOU!

Without our partners and supporters, we wouldn't be able to do what we do. The support and collaboration of our industry partners allows us not only to succeed as a pathway to employment, but also as a supporting framework in helping people regain stability in their lives.



Thank you to everyone who contributes to the continued growth of Only A Pavement Away.

