



**ONLY A  
PAVEMENT  
AWAY**

## **STABILITY THROUGH EMPLOYMENT**

**The charity that supports people facing  
homelessness prison leavers and veterans  
into careers within hospitality.**

Registered charity 1178082

A composite image showing a man with long hair and a beanie looking down in the upper half, and a woman sleeping on a cardboard box on the street in the lower half. A water bottle is visible next to her. The text is overlaid on the middle section.

**The average  
life expectancy  
of a person living  
on the street is 44.**

# Help is Only a Pavement Away.

Only A Pavement Away is a charity set up to help those living on the streets, as well as ex-offenders and vulnerable veterans, find employment in the hospitality industry and reintegrate back into society.

Over the next six years it is estimated that there will be around 1.3million vacancies in the hospitality industry. At the same time, the number of rough sleepers is on the increase.

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According to official Government data, on any one night there are now around **4,700 people sleeping rough** on the streets - **an increase of 167%** from 2010. **320,000 people were registered homeless** in 2018 **an increase of 4% on 2017**. On average, one homeless person dies every fortnight on our streets.

In addition, **70,000 ex-offenders are released each year** with just £46 discharge grant in their pockets and **6,000 veterans with no permanent address** and a shocking **50,000 veterans coping with mental health issues**. In a country with the fifth largest economy, homelessness is a scandal - **it is not acceptable. OAPA wants to help to change that.**

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The combination of passion and a desire to help, together with a wealth of knowledge and experience from those involved with the hospitality industry and the charity world, brought to life a project that can help thousands of people into work and support the Government in achieving its target to halve homelessness by 2022. **Since the official launch of the charity in October 2018, we have already helped over 80 members back into work – that's more than one a week - saving the Government c. £2.6 million.**

The Only A Pavement programme enables a smooth transition into employment, removing the potential to slip into a downward spiral of loss of dignity and self-worth. The monies raised by Only A Pavement Away will also help fund a comprehensive support package for those returning to work.

We believe everyone deserves a chance to build a career and our people-focused industry can offer many of those who are struggling, the lifeline they are looking for.

  
Founder and Chief Executive Officer



# Only a Pavement Away.

## Our Story

The project was inspired by Greg & Gill Mangham's refusal to accept that all people who are homeless or rough sleepers were in these situations due to some fault of their own or through some form of addiction. Many situations are the result of circumstances beyond the individual's control.

At the same time, there was an increasing awareness that the hospitality industry needed to employ a large number of team members to meet the needs of a growing industry.

## The idea

It seemed only sensible to marry the need for new team members within the hospitality industry with those who, with the right opportunity, would be able to get their lives back on track.

Greg then decided to use the knowledge and contacts he'd acquired during his 40 years in the industry to find a way to help those who had not been as fortunate as others.

Throughout the design of the project there was always one underpinning realisation; that none of us are ever very far away from vulnerability.

**Only a Pavement Away** understands the importance employment plays in breaking the cycle of homelessness not just through income which helps sustain housing but by raising confidence, improving mental health and wellbeing, increasing self-esteem and creating new personal and social networks.

## How it works

**Between now and 2024, the hospitality industry will need to recruit around 1.3 million employees and around 300,000 of these roles will be new positions.<sup>1</sup>**

Only A Pavement Away was founded with the aims to create visibility and strengthen partnerships between prospective employers in the hospitality industry and the many charities working hard to place their clients into employment.

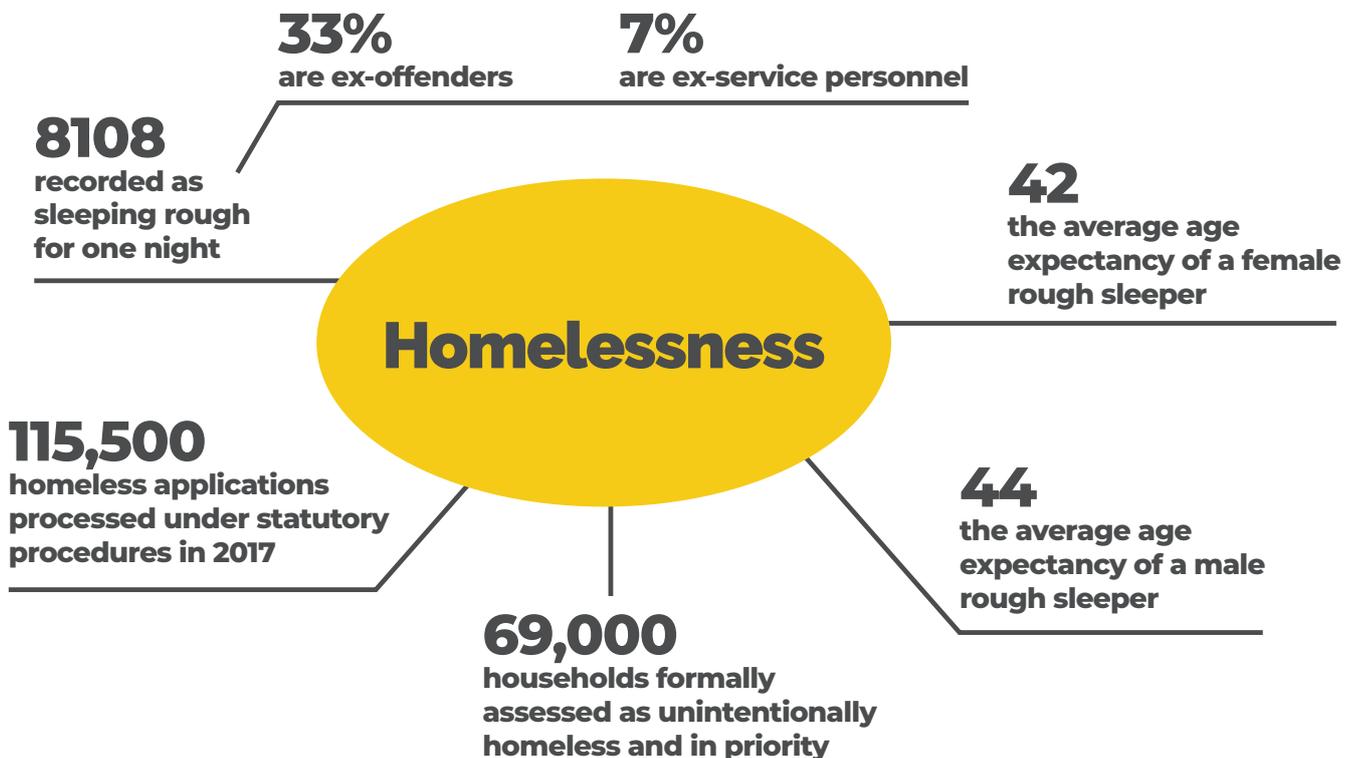
Businesses and Charities are invited to sign up to the OAPA employment hub to gain access to the free Jobs Board to post/view available jobs. We also provide an applicant tracking system to monitor and provide essential information for the successful transition of applicants into employment.

The criteria for entering joining the Only A Pavement Away programme is stringent and rigorously applied. Candidates must be either homeless, rough sleeping, an ex-offender or have served with the military and be deemed as vulnerable. They must come via a charity or an association involved with one of key identified areas and have a framework to offer up to 12 months support.

All potential candidates receive an initial assessment with the charity job broker to determine which type of job they are best suited for, be it front or back-of-house, administration or management roles. Candidates are also given support to help prepare them for interview with access to job coaches to attend any relevant training courses, benefit transition and housing support.

One of the main strengths of the project is that through the agreed processes the employer and interviewer are aware of the candidate's previous circumstances. This removes any cause for concern for the candidate when explaining their career history. The openness and transparency of the process is a key determinate in forging a bond and sense of honesty between the employee and employer. Once a candidate has started work, they become a regular employee, paid by the company and are entitled to the T&C's and working conditions offered to all employees without prejudice.

It is important to stress that Only A Pavement Away is not a recruitment agency and focuses solely on helping those on the project find work whilst in some cases, offering financial support.



<sup>1</sup> Figures Hospitality UK

# Pathway to a career.

## A simple process.

### What Only a Pavement Away does:

- ✓ Stops a charity or organisation having to contact a number of different industry employers.
- ✓ Stops an employer having to contact the many charities/ organisations that deal with homelessness, re-integrating ex-offenders, helping vulnerable veterans and those youngsters struggling to find a foothold in society.
- ✓ Offers a FOC jobs board/applicant tracking system for employers to place their vacancies on.
- ✓ Through a personalised profile, job brokers can make applications on behalf of their members.
- ✓ Removes the need for applicants to have to trawl through the application process which may prove daunting.
- ✓ Job brokers carry out pre-employment checks to ensure members have the necessary documentation, accommodation and are legally allowed to work in the UK.
- ✓ Employers only receive applications via the charity job brokers on behalf of members who are “job ready”, having the desire, behaviour and attitude to seek new opportunities.
- ✓ Gives access to financial support through Licenced Trade charity, Hospitality Action and charities associated with ex-offenders, vulnerable veterans and the homeless.
- ✓ Offers a 12-24 hour diagnostic support network which remains in place for 12 months and is accessed through the charities/organisations partnered with OAPA.
- ✓ Brings the many strands associated with our members together into one co-ordinated approach to give “Stability through Employment”.
- ✓ Does not replicate the work of the charities/organisations of which we work with. We are a conduit to potential employment and a chance to forge a career.

### Support programme

During a 12-month sustainment period, all employees receive: a contract of employment, a thorough company induction, a clear career progression plan with regular performance reviews and structured feedback and employer-led career training to help with career development.

Only A Pavement Away's Relationship Managers also continues to monitor and track all successful candidates ensuring that there is regular and ongoing communication with employers during the 12 month probation and sustainment period. This allows for early identification of any issues arising which can be addressed swiftly.

Only A Pavement Away will also ensure the charity/association who placed the candidate provide additional support including where necessary, a request for additional (financial) support for which is supported financially by Only A Pavement Away and administered through Licenced Trade Charity and Hospitality Action.



We are delighted to be working with Only A Pavement Away and thoroughly believe in the benefits this will bring to many lives, as well as being thoroughly rewarding to us as a company. We are in an extremely fortunate position to be able to offer roles to people who don't have any work experience, and we can offer a clear career pathway in our pubs. Generally this starts in junior level roles such as a Team Member or Kitchen Porter - we have many employees who started in these positions and through hard work and sheer determination, they are now General Managers or Head Chefs of our pubs.

We have had five OAPA employees so far, and I am proud to say our managers have embraced the initiative and are keen to get involved, offering an opportunity to those in need. It is brilliant to have the ongoing support from charities who are there to help both their members and our managers in any situation where they may need support or advice. I would encourage any company to get involved and join us in making a difference!

**Abi Dunlop, Recruitment Manager**  
Young's & Co's Brewery PLC





## Kevin's Story

Seven months ago Kevin was homeless in London. He spent a month living in his car over Christmas after his home life broke down and he turned to alcohol.

“I hit the bottle bad...I was drinking a litre of vodka a day,” he said.

Despite losing everything, he now has accommodation and a job in a Young's pub in London. He says the opportunity has helped turn his life around.

“It's 100% better than how I was feeling at the time sleeping in the car. You wake up, you think 'what am I going to do today?' but there's nothing there. Only A Pavement Away helped a lot - I was amazed they helped so quickly.”

# Iulian's Story.

**In November 2018, Iulian became homeless in London.** He was living in accommodation provided by his employer who said rent would be deducted directly from his wages. Sadly his wages never came and after working unpaid for six weeks he was told to leave the property.



**OAPA MEMBER**

#### **Iulian says:**

"With nowhere to go, I had no choice but to sleep on the streets. I slept mainly in well-lit passages, and where I could, public places with CCTV. I thought I was less likely to be attacked if passers-by could see me. Weeks later I was advised to get in touch with StreetLink who helped me into Crisis at Christmas. It was like heaven - after being on the street, and then suddenly being treated like you're at a five star hotel."

**Iulian, aged 33, moved into a Caritas Anchor Assessment Hub in mid-January. Six weeks later, on 28th February, he received the keys to his new home.**

"When I moved into Caritas Anchor House I was so relieved. I finally had a stable roof over my head, and could stay long enough to get my life back on track. Once I got here, I knew I wouldn't ever go back to the streets.

My career had been in restaurants where I worked as a bartender, sous chef and then a chef. Zainab, my support worker, told me about the Only A Pavement Away charity who help assist and support those who are homeless into employment within the hospitality industry.

She encouraged me to apply for a job. I was helped to prepare for an interview at The Ivy Collection and was accepted for a trial shift, which went well, before being offered a role at The Ivy St John's Wood. Cooking is something that I really love and I was very happy to be offered the position."

**Iulian began with The Ivy Collection in February 2019 as a kitchen porter, and after just four and a half months in the role, he progressed to commis chef.**

#### **Janene Pretorius, Director of People at The Ivy Collection says:**

"Iulian is an invaluable member of our team at The Ivy St John's Wood and we were delighted to promote him to commis chef earlier this year. It's stories such as these that show the invaluable work that the team at Only A Pavement Away carry out on a daily basis."

#### **Iulian adds:**

"When you go from being homeless to moving in to your new home and being given a chance to forge a new career, it's a feeling I can't easily describe. I am so relieved and finally feel safe and stable. I am proud and know I have accomplished something amazing."

## **Broadening the scope**

As well as working to get people off the streets and into work OAPA takes a preventative approach in looking to assist some of the more vulnerable and disadvantaged groups within our communities working closely with End Youth Homelessness.

We are now working with the Ministry of Defence and the Ministry of Justice to provide a gateway into employment for those who need a second career or a second chance.

It is estimated that around **13,000 veterans sleep rough** as once they leave the army their support structure collapses. Similarly, with ex-offenders, **76% are less likely to re-offend** if they get a job.

# 2018-2020 SUCCESS

Since the launch of OAPA in October 2018, the charity has achieved so many amazing things! Our thanks to the generous support of all our partners, supporters, employers and charity partners

**77** people put into work in 2 years.



FillAFlask Campaign



**5500**

flasks distributed to rough sleepers

WinterWarmth Campaign

**£164K**

worth of clothing & blankets distributed



PayGapFund

**£18K** raised for OAPA members on furlough

**£16k** raised by 1st annual lunch

Cook&Dine

JobsBoard Launched

**£9K** Raised from the BigGive

**£2.5 million**

Added value to the UK economy



Tom AIKENS  
Official Ambassador

**£5k** Raised By Charity Cookery Challenge

**£500K**

worth of food & drink distributed by

Hospitality Against Homelessness **HAH**

**£50K**

Funding from London Freemasons for LifeSkillsHub

# Making a difference: A pathway to a career and a brighter future.

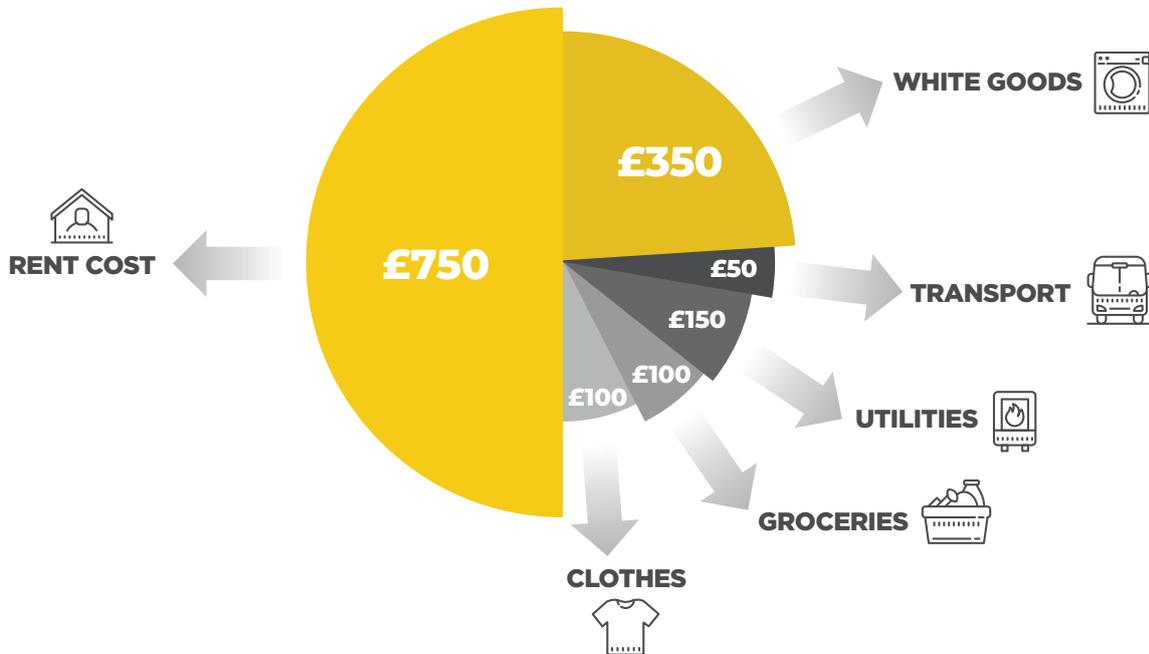
The number of people sleeping rough in the UK in 2018 was 9100, an increase of 49% since 2011.

Outside of the moral benefits, the project is underpinned by a strong commercial and financial benefit to the hospitality, pub & restaurant industry whilst reducing the ever-increasing strain on government funding required for those who find themselves in such extreme circumstances.

Since launching in October 2018, Only A Pavement Away has helped an average of 1.5 people a week, from those it works with, find work in hospitality - saving the Government over c. £2.2 million. Over the next four years, it is our ambition is to have supported a total of 800 people back into employment and to a brighter future.



## What your donation provides:



Only A Pavement Away seeks to provide a gateway for these individuals to get into employment, receive support, training and guidance to rebuild their lives, confidence and self-worth.

Where Only A Pavement Away members need additional short-term support with their rent, travel costs, uniforms and their initial living expenses this can be provided as a one-off support grant. Applied for on their behalf by their supporting charity/association. No monies are paid to our members but directly to the supplier/provider.



# How you can make a difference.

Only A Pavement Away is a free of charge programme it makes no charge for finding jobs and acts as the conduit between the hospitality industry and our partner charities supporting homeless people back into work

In order to optimize it's potential, achieve its objectives and strategic goals, Only A Pavement Away now needs to make the transition from its "create" stage to its "growth and developmental" stage and to achieve this we will need to raise £1.5 million over the next 4 years.

Your support will be invaluable in helping us reach our targets by ensuring we can raise the funds needed to build our team and help create more pathways to employment, maintain and provide a robust job application and follow up process and enable us to offer financial support to those members who need some additional short term help with rent, travel, clothing during their transition back into society.

There are many ways that individuals and companies can support Only A Pavement Away including fundraising with your employees & customers, donations, gifts in kind and sponsorship.

We will also be seeking funding through grants, trusts and foundations to ensure we can provide the necessary support to the thousands of people who are currently experiencing homelessness or are struggling to get a foothold back into society.

**For more information on ways to get involved,  
please visit our website:**

**[www.onlyapavementaway.co.uk/get-involved](http://www.onlyapavementaway.co.uk/get-involved)**

**or contact: [fundraising@onlyapavementaway.co.uk](mailto:fundraising@onlyapavementaway.co.uk)**

Our sincere thanks and gratitude goes out to the Only A Pavement Away team of Employers, Charities, Advisors, Partners and Supporters. They are a diverse group of experts and specialists in their given fields who are dedicated to making a difference and ending homelessness.

Without their ongoing support our success would not be possible.

*Scan here  
to donate*





### **Nathan's Story**

"Only a Pavement Away has done a really nice thing for me giving me a donation it will really help me get by. Between them it is Izzy and her boss Greg who are helping me through this tough time. Izzy even set me up my own email address too!"



# Proof is in the Puddin'

“OAPA works because the employers are supportive of Crisis’s work and understand the challenges our member’s face. Though collaborative working, OAPA has opened up a range of roles within the hospitality sector which provide homeless members the opportunity to go back into work and take a step forward in ending their homelessness.”

**Dulal Ahmed, Employment Services Manager, Crisis**

## **Blossom’s Story**

“I had been working at a Fullers Pub for the past 6 months as a Commis chef, my dream job I had secured via OAPA. However, due to Coronavirus I was placed on furlough in March 2020, OAPA kindly topped up my pay with the missing 20%, this was a huge financial relief for me, as it meant I was able to continue paying my rent and bills on time, which is really important. From mid-July I have started back at Fullers on reduced hours, I am feeling very grateful indeed, if I didn’t have OAPA I would be in a lot of debt and trouble.”

“The Corbett Network comprises 45 rehabilitation charities with the same aim of providing jobs for ex-offenders. Only A Pavement Away goes further by concentrating on the homeless and former veterans as well as ex-offenders. I have no doubt that in years to come that OAPA will have provided many hundreds of jobs to help vulnerable people rejoin society.”

**Lady Val Corbett, The Corbett Network**

One of our candidates was successful in the beginning of March 2020 in an interview but, unfortunately the Coronavirus pandemic took off before he had officially started with the employer. This left him not making furlough and without employment. The employer was really fond of this candidate and said once things have returned to normality, they would love to employ him as originally planned. In the meantime, we want to support him as he was now unemployed and a carer for his father who was in the high-risk category for Covid-19. Thus, we granted him £250.

Unfortunately, David then informed us that his father had suffered a stroke leaving him feeling really distressed. OAPA therefore wanted to do more so we thought about how we could help. As a result we decided to alleviate some of his financial pressures so we granted him a further £100 to assist. It will constantly be under review - and on receipt of additional funding, we would love to help David further.

**OAPA**



# Looking ahead.

**Over the next 3 years, we want to help a further 700 people** from across the UK who are homeless, ex-offenders or vulnerable veterans, into work within the hospitality industry. To achieve this and to optimise our potential, we are now transitioning from the “create” stage to the “growth and developmental” stage **and will be looking to raise £1 million to support our ambitions.**

We want to secure mid to long term funding partnerships to help us develop a strong programme support team who will maintain an effective, simple and seamless link between the employers & charity partners signed up to the programme and ultimately, facilitate more members getting an opportunity for employment.

In addition, we want to secure ongoing investment for the OAPA Member support grant scheme which has been set up to provide those Members who require it, with additional short-term financial support with their rent, travel costs, uniforms or initial living expenses as a one-off grant of up to £1500. (Applied for on their behalf by their supporting charity).

**We all worry about the problem of having a work-life balance. Many people just dream of having either.**

Forecasts for the future predict an increase in homelessness and rough sleeping due to various reasons including a cut to services and benefits compounded by a lack of housing. Society is also faced with a growing and overcrowded prison population and a lack of resources to limit re-offending. Many of those serving prison sentences are from a forces background and often gravitate to homelessness.

There is also the issue of the “revolving door” syndrome where those who find themselves homeless gravitate to a life of crime, ex-offenders find themselves homeless, vulnerable veterans may end up homeless or in prison and where many youngsters who are at odds with society find themselves either sleeping rough or embarking on a life of crime.

One person every week begins a proper full time job in the UK hospitality industry due to the work of Only a Pavement Away. These are people that often have nowhere to live. Some suffer from alcohol and substance abuse, caused by, or leading to, mental health problems, desperation, loneliness and a total lack of social stability. Often they are affected and overwhelmed by all of them.

By entering primarily uncharted waters, I know we will face scepticism and some sense of apathy but feel it is our duty to encourage those that may hold these differing views to align themselves and their companies with Only A Pavement Away and our vision of change. We will strive to ensure that those within the hospitality industry, government and the charities working with vulnerable people, understand the contribution and impact Only A Pavement Away can and will have to the lives of thousands of people seeking stability through employment.

If you would like to know more and/or get involved please don't hesitate to contact me.

*Greg Mangham*

**Founder and Chief Executive Officer**

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**[www.onlyapavementaway.co.uk](http://www.onlyapavementaway.co.uk)**

### **Christine - OAPA**

“In my role as Business Development Manager for New Futures Network, a specialist branch of HMPPS, I have worked with Greg Mangham and OAPA for the last 18 months. During this time, I have been inspired by the commitment and drive shown by Greg Mangham in his quest to help some of the most vulnerable people in our society get their lives back on track. Alongside other stakeholders, Greg participates in pre-release recruitment events hosted by HMPPS for prisoners seeking employment on release”

### **Kate Nicholls - UK Hospitality**

“I am excited and delighted that UK Hospitality will be working in partnership with Only a Pavement Away to offer real, full time job opportunities within the Hospitality Industry, to the homeless, ex-offenders and veterans. This will not only provide much needed new team members/employees for the industry, but also a helping hand to the disadvantaged which enables sustainable reintegration back into their families, local community and society as a whole.”



### **Mohammed's story**



I have been employed at Gaucho for 9 months now and it has been a pleasure to work there. I am learning new skills everyday with support of the team and the new head chef. They make the workplace more enjoyable and friendly. At work I have learnt the importance of teamwork and patience when it comes to details and struggles.

Being newly employed by the start of the pandemic has put a lot uncertainty about the future and I was anxious as to whether I would still be employed at the end of lockdown. However, I was shocked to receive not just constant updates from the company and help to cope with difficulties during lockdown, but also help off Only a Pavement Away, receiving extra payments which supported me financially through the pandemic. I was constantly updated and informed by Izzy and she kindly replied to any questions I had. Although lockdown was difficult and had a lot uncertainties, both Gaucho's and Only a Pavement Away ensured me that everything will be ok and it is clear they care about their employees/members.

Many thanks to Only a Pavement Away and everyone at Gaucho, Charlotte Street.



# theFacts.

**320000** REGISTERED HOMELESS IN 2018 - AN INCREASE OF 4%

**8855** ROUGH SLEEPERS IN LONDON FOR 2018-19. INCREASE OF 18%

**9100** ROUGH SLEEPERS IN GREAT BRITAIN - 49% INCREASE SINCE 2011

**42** AVERAGE LIFE EXPECTANCY OF A WOMAN LIVING ON THE STREET

**44** AVERAGE LIFE EXPECTANCY OF MAN LIVING ON THE STREET

**20000** COST IN £'s TO GOVERNMENT FOR EACH PERSON SLEEPING ROUGH

**4298** AVERAGE COST IN £'s TO NHS PER HOMELESS PERSON

**83673** PRISON POPULATIONS IN 2018 ARE EX OFFENDERS

**70000** EX-OFFENDERS RELEASED EACH YEAR

**17%** EX OFFENDERS IN P45 EMPLOYMENT ONE MONTH AFTER RELEASE

**46** £46 THE DISCHARGE GRANT GIVEN TO PRISONS ON LEAVING PRISON

**50000** VETERANS COPING WITH MENTAL HEALTH ISSUES

**7000** VETERANS IN PRISON

**6000** VETERANS HAVE NO PERMANENT ADDRESS

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