

ONLY A
PAVEMENT
AWAY[®]

IMPACT REPORT

2025-2026

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



OUR VISION:

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 NUMBERS

807
MEMBERS

807 people placed into employment to date



5,487
CANDIDATE
ENGAGMENTS
WITH L&D

5,487 engagements with our Employment Support and Learning & Development sessions



99
HOSPITALITY
BUSINESSES

99 hospitality businesses are working with Only A Pavement Away



289
REFERRAL
PARTNERS

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



£69k
FINANCIAL
GRANTS

£69,000 of financial grants have been awarded to help candidates and members start and sustain employment



£32M
TO THE UK ECONOMY

807 people have been placed into employment to date, adding £32 million to the UK economy through reduced government support, financial independence, and increased household expenditure



MEET OUR MEMBERS

MEET KEASTNER

We had the pleasure of meeting Keastner while delivering a **workshop in prison**, and from the very beginning he stood out as a **thoughtful, engaged, and outgoing** participant. He approached the session with curiosity and enthusiasm, openly sharing his aspirations and demonstrating a genuine passion for building a future within the hospitality industry. It was clear that Keastner was motivated not only to gain skills, but to **rebuild his life and career with purpose and determination**.

After graduating from the **Greene King Academy**, Keastner had a clear vision of what he wanted to do next. Upon release, he quickly **secured employment**, relocated to London, and began working immediately in a kitchen environment. Like many people starting over, he faced significant financial pressures, and he recognised early on how these challenges could have impacted both his wellbeing and his ability to sustain employment. Rather than letting this hinder his progress, Keastner reached out for support.

With the help of a **financial grant**, he was able to stay in work, regain stability, and ultimately move into a permanent home. Today, he is a passionate and outspoken advocate for what can be achieved when people work together. He regularly attends events, returns to prisons to share his story, and uses his own experience to inspire others to believe in **change, opportunity, and a positive future**.



The logo for 'Only A Pavement Away' 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.

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Keastner

Only A Pavement Away member

"Months before my release, I heard about the charity Only a Pavement Away. They helped me buy some work attire, shoes, a shirt, and trousers and gave me money for my travel for the first month. That to me was a great amount of help and support, which I didn't think or anticipate getting after I was released from prison. The support the team provided was amazing. With the necessary help, you will achieve your full potential."

MEET OUR MEMBERS

MEET TANVIR

We were first introduced to Tanvir through a referral from one of our partner charities. Tanvir was **highly motivated to find employment and eager to succeed**. Tanvir enrolled in our **Learning & Development** programme and took part in **Passport to Employment**. Through the programme, he gained valuable skills in workplace readiness, communication, and confidence-building. With close, **one-to-one mentoring** from our Learning & Development Coach, Tanvir quickly progressed and became ready to take his next step into employment.

He later attended our **Recruitment Fair**, where he had the opportunity to speak with a range of employers. The skills he had developed through the programme really shone on the day, and he received interest from several businesses. Shortly after, Tanvir successfully **secured a role with the Wolseley Hospitality Group**.

After receiving the **charity grant**, he was then able to begin work immediately and fully focus on his role. Tanvir is now still employed and thriving as a Trainee Senior Waiter. He remains ambitious, committed to developing his skills, and eager to continue progressing in the hospitality sector.

Tanvir stays in regular contact with the charity and is a **strong advocate for our work**, proudly sharing his journey and encouraging others to take part in our programmes.





Tanvir

Only A Pavement Away member

"I do not have words to express my huge gratitude for the Only A Pavement Away team. You have guided me and prepared me for interviews with lots of genuine suggestions and direction. And now, I have a full-time waiter role with the Wolseley Hospitality Group. I needed a platform and your team has provided it. My words will never be enough to describe how much your team has helped me."

Hear from
our Employer
Partners &
Members



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:

- ✓ **807** members to date
- ✓ **177** members in 2025, of which **72%** are still in employment
- ✓ **92%** of members would recommend us to others seeking employment
- ✓ **95%** of members feel more optimistic about their future now than before starting their employment journey
- ✓ **100%** of members feel securing employment has positively impacted their wellbeing



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:

- ✓ 57 grantees in 2025
- ✓ £12,412 awarded in 2025, £69,563 awarded to date
- ✓ 91% of grantees are still in employment
- ✓ 91% of grantees believe that the grant made employment more accessible
- ✓ 89% states that it improved their financial stability
- ✓ 100% of grantees feel that the grant contributed to their employment stability





"The amount of support given was enough to make me feel **financially comfortable.**"

"The charity has been a great support to me since leaving the prison system. My contact at Only A Pavement Away is in regular contact with me checking how things are going and how I'm feeling. It has been brilliant to be honest. The grant provided has literally fed me and enabled me to get to work in my first month. I can't thank you guys enough for everything."

"I sincerely thank you for your support and for the **confidence** you gave me. I truly appreciate that you did not cut off communication with me and that you took the time to get to know me gradually, without any judgment, and supported me in **pursuing the job I am passionate about.**"



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:

- ✓ 5 Bursary candidates to date
- ✓ £6,803 awarded to date
- ✓ £1,467 average awarded per year



MEET SHABNAM

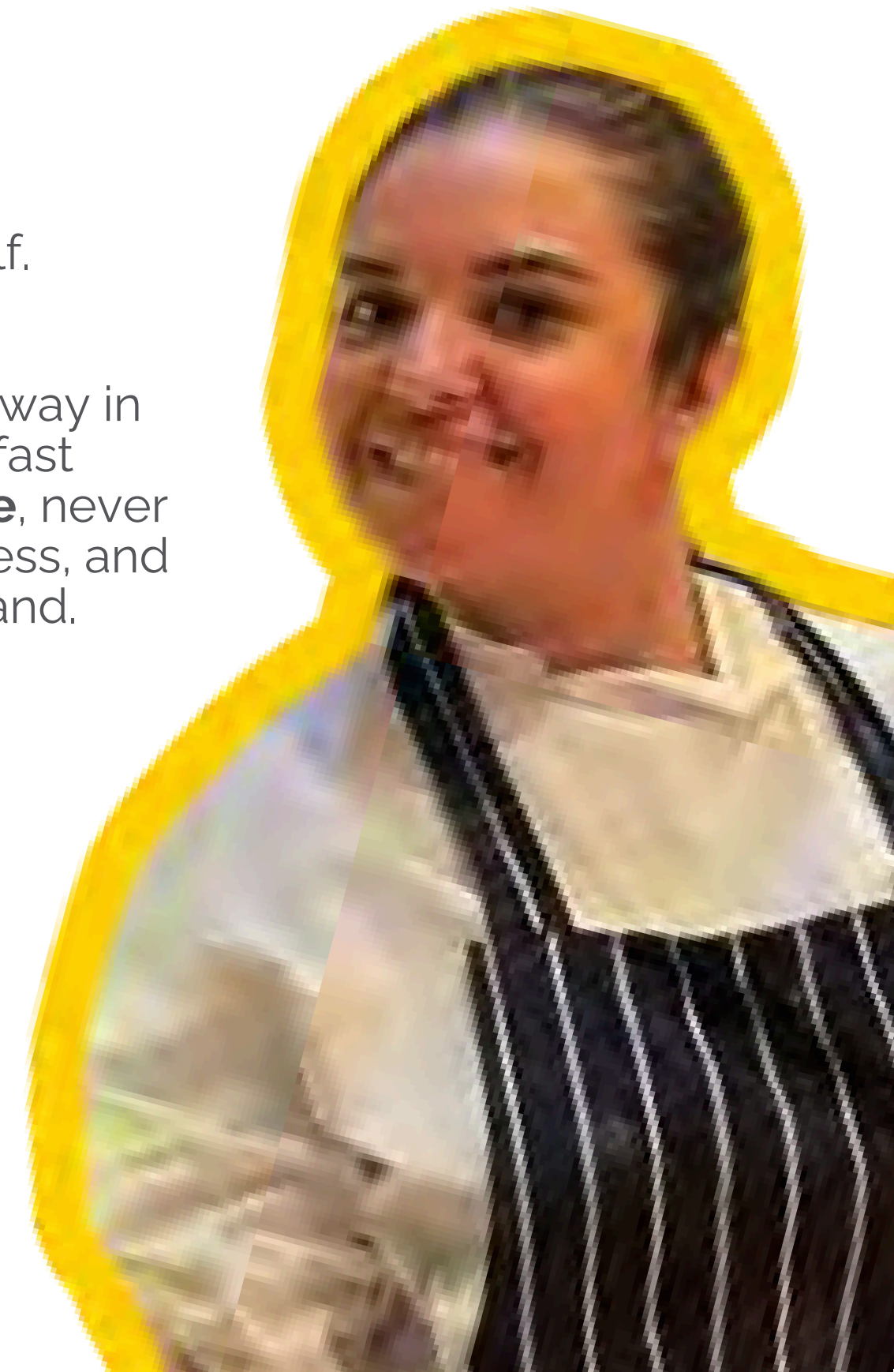
BURSARY RECIPIENT

While in prison, Shabnam was clear that she wanted to build a different future for herself. During her time working in the prison kitchen, she formed a passion for baking.

Upon release, Shabnam secured employment with **Hilton** and began working straight away in the kitchen, where she was responsible for preparing pastries and supporting the breakfast buffet service. She engaged with the charity with exceptional **enthusiasm and gratitude**, never taking the opportunity for granted. Shabnam consistently kept us updated on her progress, and it was a privilege to witness her **personal growth and professional development** firsthand.

As her skills evolved from making pastries to baking cakes, her confidence, passion, and drive truly flourished. Shabnam showed complete dedication to her dream, and her commitment and determination led her to receive the **Deborah Moses' Turnaround Bursary**. She applied for the bursary in order to attend **advanced pastry classes** with a renowned pastry chef, further investing in her future and refining her craft.

Today, Shabnam is in a position where she wants to give back and inspire others. She is eager to use her story to demonstrate what is possible with support, hard work, and belief, and to show that **everyone deserves the chance to follow their dreams and build a meaningful career despite their past**



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Shabnam

Only A Pavement Away member

"I have gone through very difficult times in the past, I even spent some time in prison. Today, I am truly happy that my life has changed. I have been able to build a new path and manage my life, which makes me proud. Winning the bursary meant that two professional and high-quality classes were registered for me. My goal is to learn new skills and to be able to hold workshops for women who have faced situations similar to mine. To support them, teach them, and help them change their lives as well."

LEARNING & DEVELOPMENT

The programmes we offer candidates:

Passport 2
Employment

Prison
Visits

Pre & Post-
Employment
121 Support

A Morning With
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:

- ✓ 4 Passport To Employment programmes held in 2025
- ✓ 100% of graduates feel more confident in their ability to succeed in an interview and secure work after completing the course
- ✓ 100% of graduates would recommend the course to others





"For me, the best thing a person could do for others is to help change a person's life for better. With your advice through our 2 interviews before the course as well as over this one-week course, the **Only A Pavement Away Team** has **helped me strive for changing my life in a better way**. I am grateful for that. Thank you again for all your help and attention."

"**You are helping me rebuild my life** and I am so grateful for it. Words fail to express what I feel about it. The best thing I could do, and should do is to work hard every day and to do my work to perfection so that I make myself proud, make my mum proud, and make you and all Only A Pavement Away staff proud. Thank you so much again."



PRE & POST EMPLOYMENT 121 SUPPORT

OVERVIEW:

Our pre and post-employment 121 support offers personalised, continuous guidance before and after individuals move into work.

Pre-employment sessions provide tailored support to address individual needs, challenges, and career goals, while post-employment check-in calls take place at key points during the first three months of employment to ensure individuals are settling in well and that roles remain a sustainable fit.

OBJECTIVES:

To empower individuals by building confidence, providing relevant guidance, and ensuring they feel supported throughout their employment journey.

By maintaining proactive contact and addressing challenges early, we aim to support long-term job retention, satisfaction, and success in the workplace.

IMPACT:

- ✓ **331** check-in calls conducted in 2025
- ✓ **289** members received 1-2-1 sessions in 2025
- ✓ **100%** of candidates feel better equipped to find work

"Special shout out to the whole team. They have **really helped me get a new role**. It took some time, but my foot is firmly within the hospitality industry."

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RECRUITMENT FAIRS & A MORNING WITH 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:

- ✓ **8** Recruitment Fairs held in 2025: 5 in London, 1 in Scotland, 2 in North-West
- ✓ **346** candidates attended our Recruitment Fairs & A Morning With Sessions
- ✓ **94%** of candidates feel more confident attending an interview
- ✓ **91%** have a better understanding of the industry after attending the event



“It is really **interpersonal**. The employers can see what you look like and learn if you can 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.”

“The event was great. Overall, it was a **truly positive experience**, and the Only A Pavement Away staff on-site were exceptionally helpful. I would like to express my sincere gratitude once again for your assistance and for connecting me with this wonderful opportunity. I am hopeful that this will lead to a positive outcome.”



PRISON WORKSHOPS

OVERVIEW:

Held in collaboration with our custodial 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 our team or 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:

- ✓ **100** prison visits organised
- ✓ **959** attendees
- ✓ **92%** of candidates feel more willing to join the hospitality industry after attending the session
- ✓ **100%** of employers feel more willing to hire prison leavers after attending the session
- ✓ **84%** of candidates feel the support we offer encourages them to join the hospitality industry





Listen to hear our
impact in prisons:



Eulina Clairmont
**Prison Relationship
Manager**

“To have a job is the
foundation to changing
somebody’s life who
has a conviction”



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:

- ✓ **17** Only A Pavement Away Events in 2025
- ✓ **1,342** participants (including volunteers)
- ✓ **323** companies participated in our events & campaigns in 2025
- ✓ **£618,338.98** vital funds raised
- ✓ Our fundraising campaigns generate an ROI of **73.65%** compared to an industry average of 40%





Lee Elliott
Mosiac Clubhouse

"We support individuals living with mental illness on their journey to recovery, and promoting our members' wellbeing through nutrition is a crucial aspect of this. **Donations of good quality, healthy meals from Only A Pavement Away's campaign, Food 4 Thought, have had a great impact on our members' wellbeing, especially those struggling with food insecurity.**"



Alan Armstrong
Only A Movement Away Christmas Campaign

"The past 2 years have shown us what a **difference we can make when we all come together**, and this campaign is the perfect example of bringing people together to look after our own wellbeing whilst also raising funds for an incredible cause."



A MESSAGE FROM GREG

FOUNDER & VOLUNTARY CEO

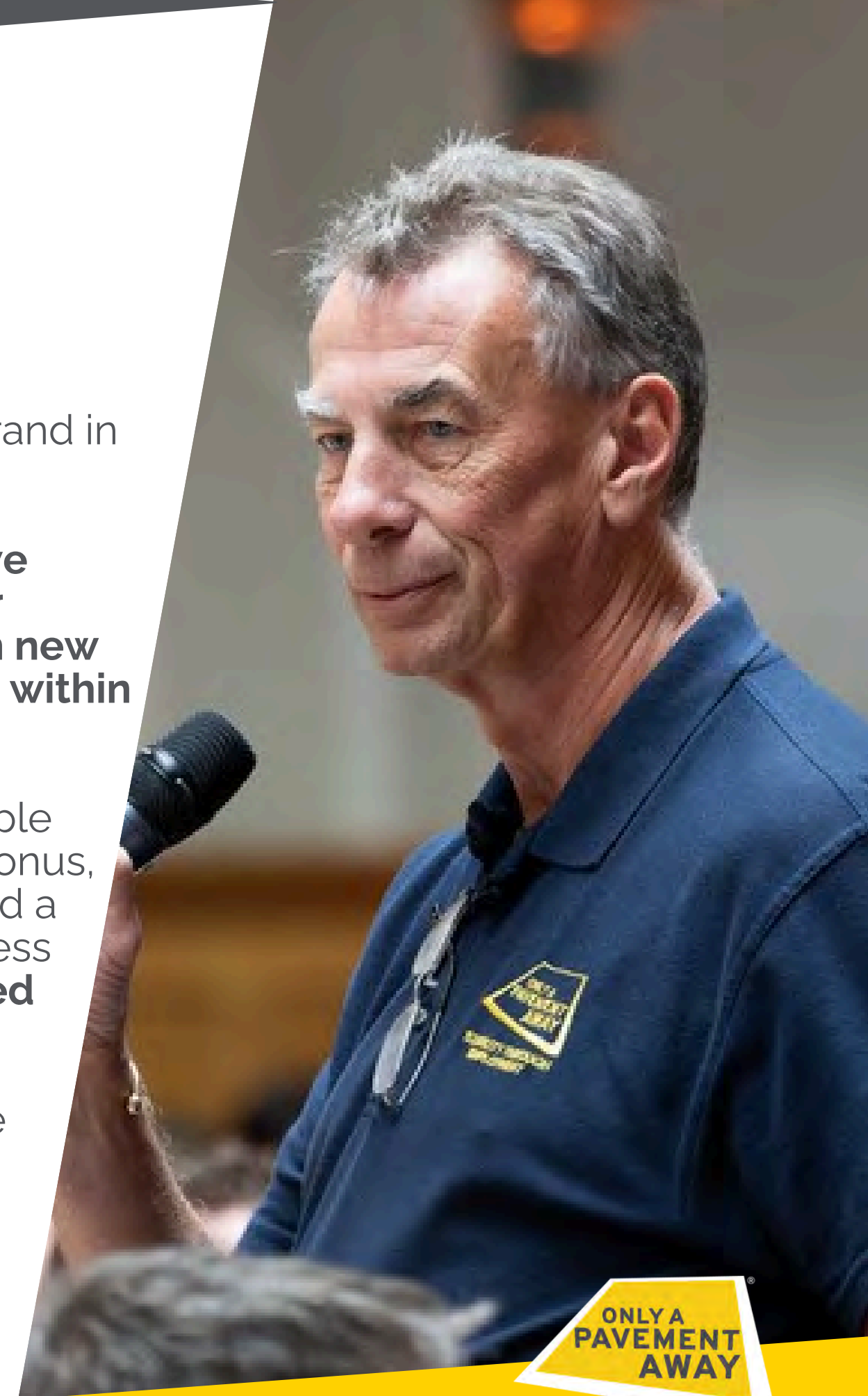
"Never did my wife, Gill, and I imagine that the idea we had while walking along the Strand in September 2017, would develop in the way that it has.

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 8 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 807 Members into work, adding £32 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 SUPPORTERS

OUR TRUSTEES

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

OUR AMBASSADORS

Matthew Beard	Ashley McCarthy
Jon Dale	Kelly McCarthy
Jocelyn De Goey	Katy Moses
James Hacon	Lucy Noone Blake
Lisa Helamanis	Anthony Pender
Dawn Lawrence	Janene Pretorius
Nick Mackenzie	Shereen Ritchie
Greg Maguire	Mart Stretton
Peter Martin	Jill Whittaker
	Martin Williams





Tom Aikens - Only A Pavement Away Patron

Michelin Starred Chef - Muse

"I've seen first-hand how tough and unforgiving this industry can be, especially without a support network. Only A Pavement Away does vital work giving people in hospitality the chance to rebuild their lives with dignity and purpose, and I'm proud to support an organisation that truly understands our industry."

Tony Sophocliides - Trustee

Strategic Affairs Director - UKHospitality

"Only A Pavement Away has been **transformative for its members**, helping people to face and overcome challenges that many of us are lucky never to have to face. In doing so, the charity gives people more than just a route to **stability and security** - it also is a **springboard for rewarding and diverse hospitality careers**. The continued growth of Only A Pavement Away will not only benefit its members and their employers but - by virtue of providing employment - will deliver associated **benefits for society and the taxpayer**."

Mollie Stoker - Trustee

Group General Counsel and Company Secretary - Ocado Group Plc

"What sets Only A Pavement Away apart is its **belief in people** no matter their circumstances and its practical commitment to helping them succeed. I'm proud to support a charity whose impact in 2025 shows how stable employment, backed by the right support, can **genuinely transform lives and create lasting positive change**."

THANK YOU!

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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.

