



Interim Report – My Square Mile Programme

PREPARED FOR

KHULISA

By

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KHULISA'S MY SQUARE MILE PROGRAMME

Khulisa's 'The My Square Mile' programme is targeted at Priority and Prolific Offenders (PPOs) returning to the Bolton community of Greater Manchester. Other targeted offenders are those sentenced to under 12 months who will not benefit from post-release statutory oversight but who are known to be repeat offenders. The programme aims to motivate offenders towards self-management and improved self-esteem, building a pro-social identity and enhancing caring/empathetic relationships, linked with a process to engage family members/significant others in a positive resettlement process. Both offender and family/community participants will be led through a crime and violence-reduction programme process, developing a shared understanding of their behaviour, a better understanding of family/inter-personal relationships and a common language to address issues and needs going forward.

1. REVIEW OF THE LITERATURE

1.1 The Prison Population – Short term Prisoners

The male prison population in 'June 2012 stood at 81, 925' (Ministry of Justice, 2012). The use of custody is meant to be reserved for those who pose a danger to the public and for whom all other alternatives have been exhausted (Nacro, 2012). With regards to short sentenced prisoners prison has a poor record for reducing reoffending '47.3% of adults are reconvicted within one year of being released' (Prison Reform Trust, 2012). For those serving sentences of 'less than 12 months this increases to over 60 %'(Social Exclusion Unit, 2010) and for offenders who have served more than '11 previous custodial sentences the rate of reoffending rises to 67%' (Prison Reform Trust, 2012). Over '60.000 adult prisoners are given short sentences of 12 months and under every year and account for '65% of all admissions and releases' (Social Exclusion Unit, 2010). Short sentences are viewed by prison officers as a large administrative burden as the time frame of imprisonment is so short they know there is very little they can do [to rehabilitate them] (Henderson, 2011). In addition such prisoners are not made aware of services in the community and in many cases they leave prison the same as on arrival with the same complex social problems, addictions and chaotic lifestyles amongst many other issues.

Custodial sentences ensure the prolific nature of their offending continues and consequently their return inevitable. There are no statutory obligations for prisons to have in place rehabilitation programmes that are specifically designed to meet the needs of short term offenders; the subsequent lack of attention to the issues faced by short term prisoners combined with virtually no resettlement services and social support has in part created 'a revolving doors pattern' of prisoners reoffending and returning back to prisons (Social Exclusion Unit, 2002). Henderson, (2011) argues that the policy context needs to be reconsidered in order to 'facilitate practice that could try to

engage such prisoners'. If this fails as it has done in recent years then it could lead to ever 'increasing numbers being warehoused without purpose or intervention' (Henderson, 2011).

It is well established that short term prison sentences are costly and ineffective and there is desperate need to try alternative strategies. Clarke, (2010) acknowledged this when he recognised the fact that 'nothing productive is done with offenders on short term custodials and many loose homes and families' and as a result the cycle of offending continues (Ministry of Justice, 2010). Determinate sentenced prisoners have clearly been emphasised as a group of offenders that rehabilitation and resettlement programmes should be a focus on. However the issues raised relating to the problems many face relating to recalls leaves many offenders spending much longer periods in prison, having no faith in offender managers and can often damage any motivation towards effective resettlement; if nothing is in place to support these offenders then it is likely they will re-offend, again making their return inevitable. The early release on licence is soon to be replaced by the 'two strikes for violent offenders' (Prison Reform Trust, 2012) meaning they receive a life sentence for a second violent offence. There have been concerns raised over the conflicting ideas, wide and varied changing definitions of what actually constitutes an offence of violence; this is considered in a later section of this paper. What is important at this point is to highlight yet again that Interventions before release to reduce the likelihood of this happening are important as the consequences are detrimental.

1.2 Violent Offenders

Violent crimes are according to British Crime Survey (2012) involve an offender and victim and include all 'violence with injury' which includes all incidents of assaults, wounding and robbery with assault; however police recorded crime includes all 'attempts to inflict injury'. Violence without injury includes assaults and robbery without injury. Police recorded violent crime, classifies 'violence without injury' as including possession of weapons offences, public order offences and harassment

(BCS, 2012). Evidently as mentioned earlier what constitutes violence behaviour is complex and questionable.

Maguire, (2008) believes to isolate a group of individuals who can reliably identified as violent prone would prove difficult; this is because defining violence is not a straight forward concept as he suggests offenders do not specialise in types of violent crime but commit a variety of different types of offences (Maguire, 2008). Many use aggression instrumentally as means of securing a desired outcome with any harm to victim's only incidental. 'Threats or injury could facilitate a robbery therefore violence works proactively as a means to an end' (Maguire, 2008). It is also argued that a person who is often aggressive is unlikely to be violent at every encounter they may have; many are criminally versatile. Assaults and hostile exchanges that result in violence are 'influenced by dispositional and situational factors' and can also be influenced by an offenders temperament, history, socialisation, experiences, interpersonal skills, attitude and self- concept' (Maguire, 2008). This shows how problematic it may be in understanding levels of violence are especially when offenders usually have multiple criminogenic needs to take into account. Given the wide range of violent behaviours, when two people appear to have committed similar violent crimes it is important to consider that they may have offended for very different reasons. All the above factors are important to take into account when designing violence reduction programmes and furthermore when making decisions on eligibility.

1.3 Rehabilitation Programmes

The Prison Service in England and Wales offers programs to address individuals' needs in a number of areas, mainly these include cognitive skills, substance use problems, anger management, and more recently relationship problems (National Offender Management Service, 2010). Only some prisons offer specific resettlement support services, however, which means that a large number of prisoners miss out on such services. An evidence based approach to offender treatment determines under what conditions rehabilitation works (Harkins et al, 2011). There is a general consensus that

'programs based on cognitive-behavioural techniques (CBT) are most effective in facilitating change with both juvenile and adult offenders' (Harkins, et al, 2011). CBT aims to explore the complex links between thoughts, feelings, and behaviour in offenders and addresses cognitive deficits they may have learnt through previous experiences (McGuire 2008, Harkins et al, 2011). One of the first accredited programmes in the U.K was the Enhanced Thinking Skills (ETS) which is a short group-based general offending behaviour programme that addresses thinking and behaviour associated with offending with the objective of reducing general reconviction rates (Sadler, 2010). Following the cognitive-behavioural approach, it is based on the premise that cognitive skills deficits such as poor problem solving are important factors in explaining offending behaviour, and that such skills can be taught (Clarke, 2004). Through a sequenced series of structured exercises, ETS aims to enhance offender's abilities to achieve worthwhile goals and ultimately reduce recidivism. The exercises are designed to target six key aspects of thinking skills linked with offending: 'impulse control, cognitive style, social perspective taking, values/moral reasoning, critical reasoning and interpersonal problem solving' (Clarke, 2004). ETS consists of 20 two-hour sessions, run around three times per week for a period of four (1:bid). Sessions involve interactive exercises, role playing and discussions, and are run by two facilitators with no more than ten participants per group. This programme was criticised as being a 'one size fits all approach' where by it can be used on any type of offender without considering the differences in crime, backgrounds, circumstances and personalities. Although this general offending programme still runs in most prisons; there have been significant changes in the way programmes are designed and delivered, new innovative approaches to offending rehabilitation are now considered.

Art and Drama based therapy has been used to compliment CBT. There is now a much more focus on strength based approaches that incorporate elements of positive psychology and the ways in which it assumes offenders are involved in the 'pursuit of primary human goods' (Maruna, 2001) in anti-social ways because of a lack of skills. More recently strength based approaches have become more

of a focus; The Good Lives Desistance Model which has encouraged a focus on developing offenders well-being to enable an on-going process towards desistance.

Drama Therapy draws on social learning theory (Bandura, 1977) to understand deviant behaviour, where in an interactive, group context learning will take place through modelling or imitation (Bandura, 1977, Harkins, 2011). Drama can include the use of role-plays which has proved a useful tool to explore behaviours linked to offending and to model pro-social behaviour. Drama skills in psychotherapies are used as creative ways to look in depth at complex personal experiences. Role play is often used to act out problem situations, to uncover problematic behaviour and emotions and then can look at ways to find more constructive alternatives (Anderson et al, 2011). It can also be used to help consider victim impact and how they may feel, and in the process develop skills such as self-control and problem solving (Harkins, 2011:549).

Several drama groups have been utilised in prison settings to assist with the rehabilitation of male, female and juvenile offenders (i:bid). Research in prison settings on its effectiveness is limited and has methodological weaknesses; however it has been found by (Baim, 2004) to complement general cognitive skills programmes as it 'addresses cognitive deficits and relapse prevention' (Harkins, 2011). As a therapeutic process it is well established in mental health and forensic settings. Psychodrama has now become more and more used within the prison service. Hurry, et al., (2009) 'found that where learning was more contextualized and active, particularly when art and drama were used, prisoners became more engaged and participated in more effective learning' (in Anderson et al, 2011).

2. REVIEW OF SILENCE THE VIOLENCE

2.1 Methods

- In-depth interviews undertaken with 19 offenders who had participated in the Silence the Violence Programme
- In-depth interviews undertaken with seven MSM programme staff
- Observation of one Silence the Violence cohort

2.2. Offender Backgrounds

The average age of the participants was 30 years old, all had committed offences of violence alongside other crimes and most would be classed as 'instrumental violence' as violence was used 'as a means to an end' (Maguire, 2000). When asked about criminogenic needs the majority of offenders said 'anger or temper' had been linked to their offending in the past, the same majority also mentioned drugs and drink as being linked to their offending; for those with on-going drug problems all were under the CARATS team or established community drug teams. One participant was a member of the community AA group.

When looking at the characteristics and offending patterns of the prisoners interviewed it was evident that only a minority of the offenders could be regarded as 'prolific in their nature of offending'. When asked about previous prison sentences they had served, those in the minority had all been sentenced to prison more than 8-10 times over recent years; the majority of prisoners interviewed had served five or fewer previous sentences but these stretched over several years; two had only ever been to prison on one other occasion. With regards to their current offences it became apparent that originally all would be classified as 'determinate sentenced prisoners' that is those sent to prison for between one and four years but whose sentence had a fixed end point (Padfield, 2012).

Within this category a majority of prisoners are released at the half way point on (ECL) end of custody licence. A large proportion of such prisoners are recalled back to prison for breaching strict conditions placed upon them. Half of the prisoners interviewed had been recalled and were 'waiting for parole hearings' or serving what was left of an original sentence. As all the recalls to prison were for six- seven months or less they then fall into the category of short term offenders serving sentences of twelve months or less. This is important as drawing on the literature based on the licence and recall process it is evident that; determinate sentenced prisoners can become short sentenced prisoners as can those serving shorter sentences end up serving longer than the initial sentence as a result of being a prolific offender subject to conditions. The procedures related to the recall to prison process gives attention to the extended lengths of time in custody many spend 'just waiting to be informed' (Padfield, 2012) on decisions regarding their case or their review and has revealed prisoners are treated unfairly (Padfield, 2012). Robinson & Crow, (2009) raise concerns from the perspective of rehabilitation as the lengths of time people spend in prison can affect the eligibility to attend programmes because of time constraints.

The majority of offenders had been affected by the recall process and had endured experiences that may well have negatively affected their motivation towards rehabilitation and resettlement. How motivated an offender is towards change is a question that is asked by many agencies offering support and by offender managers.

I have two months and three weeks left so when I get out my licence will have finished you do two years custody and rest on licence and I was recalled so I've done the rest of my five year sentence in jail...I could have gone for parole but I told my probation officer don't go for it I want to walk out a free man this time. (FB5)

I got two and half years, got out and came straight back in after they recalled me, I've done four with 7 months left. (FB6)

Key Findings

- Average age – 30 years old
- All had committed acts of violence
- Majority had alcohol and/or drug problems
- Minority categorised as prolific offenders
- All had served previous prison sentences
- Half of those interviewed were on recall to prison

2.3 *The Silence the Violence/My Square Mile referral process*

The majority of offenders had been approached by the My Square Mile (MSM) Project Manager to attend the Silence the Violence (STV) programme and a minority of others had seen posters on their prison wing. Once eligible all participants were interviewed by the project manager and a lead facilitator, described by Forest Bank's Programmes Manger as a '*motivational style interview.*' Staff fully explained the programme, the aim of the intervention, and ensured offenders were motivated. It is well established that a practitioner or anyone working towards the rehabilitation and resettlement of offenders should develop a 'positive relationship with offenders' (Tallent et al 2008) and should be 'respectful, interested, supportive and understanding. It is behaviours of staff in contact with offender that will 'secure high levels of engagement and collaboration necessary to help offenders achieve agency' (Tallent et al, 2008).

The motivational style interview undertaken by programme staff incorporated all of the above skills by being open and clearly explaining the STV element of the programme and what it would involve. It is clear from the interviews that the positive attitude by staff and their interaction with the offender was key for some in deciding on participation.

Key Findings

- The majority of offenders were approached by the MSM programme manager to take part in the programme.
- A successful motivational interview approach was undertaken by staff.
- The commitment by staff was a key factor in decisions to participate in the programme.

2.4 Why did Offenders Decide to Participate in STV?

Many of the participants spoke of the MSM Programme Manager as being the influencing factor in their decision. For others it was because they had a choice as opposed to the programme being a condition of their sentence.

It didn't sound appealing at all but it was after that initial interview with Andy and the facilitator that really helped and made it better. (FB6)

I thought I had done them all but he summed up this course well and what he said made it sound really good and worthwhile. (FB12)

It's so much better if someone actually takes the time to explain what you will be doing. (FB13)

It is argued by Maguire (2008) that putting an unmotivated offender onto a programme will lead to an offender simply ignoring the processes of the programme. Offenders must be personally motivated before an intervention takes place.

I needed to do a violence course and I wanted to do this one so I referred myself. (FB2)

I wanted to do it, I have still got pride...I wanted to go along and find out more. (FB5)

It was a choice, I wanted to do it. (FB10)

A process of change can occur in a supportive environment where the offender is active and feels in control of his own behaviour and any changes are a result of their own choices. The decision to take part is a significant initial step.

Key Findings

- Offenders spoke of the MSM programme manager being an influencing factor in their decision to participate.
- Having the choice to participate in STV as opposed to participation being a condition of sentence influenced offenders to take part.

2.5 Offender Feedback

Offenders were asked questions which focused on the different elements of the STV programme. These included: which element engaged participants the most? Which element/s did they enjoy? Which element/s did they dislike? What if anything was different from other programmes they had participated in? What improvements could be made? And finally, did they feel that the programme had/could impact on their violent behaviour? It was found that all participants engaged well with STV. The following elements were cited as the most enjoyable and useful: Stages of Violence, The Circle of Wisdom and Mask Making. Interview extracts are utilised to demonstrate feedback for each element.

The Stages of Violence

Just realising that raising your voice was intimidation...a form of violence (FB6)

Different types of violence is more than just having a fight...looking at where you want to make changes (FB10)

Emotional, verbal, physical violence and what the triggers are to violence (FB3)

Mask Making

Although involvement in the arts is sometimes presented within the criminal justice context simply as a way for prisoners to pass the time (The Arts Alliance, 2010), there is evidence to show that therapy incorporating forms of art, craft and drama skills are effective in engaging prisoners, and play important roles in building self-confidence and self-esteem; can support developments of good relationships by uses of role play that are often used to enact out problems and find better alternatives to coping with temper (Miles & Clarke, 2006).

It is just so true and how they manage to get that out of you I don't know, but I am a nasty person with that mask on. (FB1)

It looked at the bad things and how we try to hide it and the good times as well as taking you right back to being young and realising what you turned into. (FB14)

I found this really good, I remember looking at the masks and thinking that's me so it just shows there are two sides. (FB6)

Circle of Wisdom

Everyone opened up and talked, just comfortable straight away...just the trust...we talked about things we had never talked about. (FB6)

Letting us get things off our chest...not expected to...no pressure...liked the talks and listening to everyone else. (FB4)

I did enjoy the circle of trust; it allowed you to make amends in a way, things that you had done in the past it was feeling so at ease in the group. (FB3)

The techniques used in STV are similar to those used in the addiction fields; whereby the underlying treatment philosophy works so that each person can reach a clearer understanding of themselves more specifically a focus on the principles of self-development and self-awareness (Pierpoint, 2012).

Group therapy allows offenders to be around people who have also encountered similar life circumstances and encourages a non-judgemental therapeutic environment whereby they can discuss things that they may have never told anyone else. This also encourages them to consider other people's experiences. A group environment like this enables the development of trust in the process of learning. It can often focus on unresolved guilt, development of self-acceptance and forgiveness;

Is STV Different?

The difference with this is the staff...so good how they opened up and told us things, prison officers don't have problems...never talk to us. (FB6)

With other courses you can't wait for it to be over but with this everyone was gutted (FB9)

This course was better it felt like it gave us a bit more freedom, some courses you are made to go on...big difference when you put your own name down...I knew I had a problem...but no one told me to go (FB14)

The girls who ran it knew about life, and have lived life and understood what we were talking about. (FB10)

I would have never have opened up if it had been prison officers (FB9)

There are no other courses for just violence and the staff made it what it is (FB3)

As Harris (2005) found, often there are negative attitudes towards rehabilitation programmes in prison run by officers; however there is a high regard for staff from outside programmes, for 'empowering rather than compelling offenders'. In research undertaken by Clarke et al, (2004) prisoners described the qualities of a good tutor and the most cited was 'patience, integrity, having caring attitudes, talking calmly and not rushing and being treated with respect was equally as important.

Improvements?

When asked if there were any improvements that could be made to the programme the overriding opinion was that the programme duration should be extended.

It should be longer...it is good how they set it out and clever how they did masks and then go back to our cell so in between thinking all negative things then in the afternoon it is positive and the focus is on good things...but it needs to be longer too much was crammed in. (FB9)

After a week I had just got into it, it seemed so short. (FB2)

Should have been two weeks people wanted to say things it was just basically rushed through. (FB1)

Impact on Violent Behaviour

They shown us there are other ways to deal with it ...it is putting them into perspective on the out because it is different in here. (FB6)

Well it shows you when you have a group of violent prisoners not wanting to leave...it is definitely doing something right (FB9)

My blood don't boil now...I can only say it is down to the course...talking through the stages of violence made me realise people wind you up...and then you react...just made me think differently (FBB)

After Silence the Violence one of my closest friends got hit, usually i'd have jumped straight in and before the programme would not have been able to control myself; I took a step back and I thought if I can do it in here I can definitely do it out there. (FB2)

I don't know if it can reduce violence, it opened my eyes a bit though and made me want to think twice ...I'd be able to use some of the skills but it's the drink so I need to deal with that first. (FB10)

As the above quotes illustrate, STV had an overall positive impact on the offenders who took part. The methods used assisted with exploring issues of violence; the therapeutic process enabled a warm, trusting, non-judgemental environment that people felt comfortable enough to discuss negative personal experiences. This allowed them to put behind any hurt they may have or maybe caused to others enabling them space to move forward. It has been illustrated by other studies that groups tend to progress, and show increased motivation to change towards the later stages of a programme therefore longer interventions may allow more behavioural improvements (Blacker et al, 2008).

Key Findings

- Stages of Violence, The Circle of Wisdom and Mask Making were cited as the most enjoyable and worthwhile elements of the programme.
- Having external facilitators was viewed as key to the success of the programme. Offenders stated that they would not have participated if officers had been in the room or if it had been run by prison staff.
- The programme was viewed as being too short by the majority of offenders.
- The majority of offenders stated that the programme had made them think differently about their violent behaviour.

3. MY SQUARE MILE

This section of the report will focus on MSM - at this early stage of the longitudinal assessment this equates to the role of the Supporter, a key element of the programme. Interviews explored the concept of the Supporter role with participants and with programme staff. The discussion focuses attention on the conflict between the programme's aims and the current processes of the programme. The programme does not currently offer a structured community element and therefore the report cannot provide any commentary on this.

3.1 Programme Staff

To provide some context about the position of MSM within Forest Bank prison, Forest Bank's Programmes Manager explained the prison wanted a programme with a link to the community and stressed the importance of offenders being able to identify a Supporter, *'it's a massive part of the whole process and they really need to name someone at the start or they couldn't engage in the programme'*.

The MSM project manager referred to the Supporter as the *'community aspect of it, which is the supporter who will do similar parts of the programme and gain skills and knowledge to understand their own situation better... as well as to be a 24 hour conscience'*. In addition to this when asked specifically *'what is it the programme sets out to achieve?', 'to work with lads on the programme in prison, and in the community, have a supporter and give something back to the community, by stopping offending and anti-social behaviour the community will feel better'*.

There seemed to be an overall assumption from programme staff that identifying a Supporter would be a straight forward process for an offender, not enough consideration had been given to whom offenders would identify i.e. in the majority of cases a family member, and the consequences and impact of this on relationships.

3.2 Offenders

When asked about the role of the Supporter, responses varied from,

Just someone who supports you outside. (FB1).

They get to come in to understand the course better and support you better (FB5)

Told that it is someone you can talk to if you had a problem outside they could come to a group.

(FB14)

Unlike at the initial referral interview where staff explained the aims and purpose of the STV Programme; the Supporter role and the long term aim and objectives of MSM was less clear, therefore there were differing responses and a lack of clarity as to what offenders understood the Supporters role to entail. Across each of the cohorts, there were a number of individuals who did not identify a Supporter. Identification of a Supporter is supposed to be a prerequisite of starting the programme. Of those who did identify a Supporter, the majority nominated a family member, such as partner, mother or sister. However for many it was felt that family members were busy, worked, or had other responsibilities and wouldn't be able to commit to the role; for others they didn't want to bother family or friends as they felt these individuals had always provided them with support.

One offender identified his ex- partner whom he had a child with; as he considered her to know him better than anyone. When asked about her role as Supporter and any contact she had had with the programme, i.e. visit the prison in this capacity, he replied,

She was supposed to but they cancelled it, don't know why, and they said it would be rearranged but they haven't mentioned it again.

Other participants deliberately did not select a family member or partner due to the additional burden this may cause, *my girlfriend had started a new job and I wouldn't jeopardise that for nothing, she has had enough of it all.*

Consideration of family commitments and the often difficult relationships between offenders and their families seems not to have been of primary concern to MSM programme staff; as one participant expressed,

I don't want my girlfriend feeling she has to attend a group to learn about violence triggers...she has never been violent in her life...she doesn't need this and she works and has kids to look after.

Another mentioned...*feel like I would have to put my nan on the spot, like I was pressuring her to get up here.*

Although family ties are important in the desistance process, thought should be given to individual circumstances and the complexities of relationships. A number of rehabilitation programmes offer information, advice and guidance on family involvement; they also acknowledge that some family members distance themselves from the offender serving a prison sentence due to the anxiety they have caused on the outside.

3.3 Follow Up Sessions

Offenders were also asked questions about any follow up meetings that had been offered once the STV programme had finished and also any support that could be offered in the community by MSM programme staff.

The majority of offenders had received a follow up which was described by most as a brief chat covering what they thought of the programme. When asked what information they had received about support from MSM on release, the majority were informed that a group might run outside in the Bolton area and if they needed to speak someone they could attend a group. Just under half of the offenders considered attending a group in the community. Those who were not interested stated that they already had enough support or did not want any involvement with the prison on release.

3.4 Key Findings

- Offenders are unclear about the role of the Supporter and as a result many did not identify a Supporter and those that did, had no further contact through MSM with this identified individual in a Supporter capacity.
- The role of the Supporter needs further clarification by MSM programme staff. A concise statement needs to be developed which sets out the aim and the purpose of the role.
- Follow up sessions need to be more structured and frequent and take place at specified intervals up until an offender's release.
- Presently there is no defined community element of MSM, once offenders are released from the prison, there is very little follow up. Programme staff need to develop the programme's aims and purpose and ensure that the community element sets out to achieve its long term aim of violence reduction and rehabilitation.

Khulisa Response – December 2012

Khulisa is extremely grateful for the hard work and effort that went in to this Interim Report. We would like to particularly thank Dr. Smithson for her dedicated support and feedback along the way. Our thanks also to Karen for the work she contributed.

We are particularly pleased that these interim findings support previous external assessments that prove the uniqueness and effectiveness of the *Silence the Violence* programme. Likewise, we are always pleased to read that our staff conduct themselves in an engaging, amiable and professional manner when dealing with participants and partner organisations.

We also appreciate the candid opinion expressed in regards to the struggle we have had establishing the community, *My Square Mile*, element of the project. We feel that the project had evolved further in scope than that was observed by the evaluators while recognising that this has been the most difficult aspect to the programme to set up and build momentum with. Not surprisingly, once participants leave prison and focus on the challenges of rebuilding family life and seeking employment, they often have little time to devote to other pursuits – even those that will be supportive of these other important areas of their lives.

We have responded to each of the Key Findings in brief below:

2.2 – 2.3

- Key findings demonstrate the recruitment of appropriate offenders is on target with a good process between Khulisa, HMP Forest Bank and the Probation service.
- Khulisa values are being demonstrated by staff in their interactions with offenders.

2.4

- Key findings support the Khulisa approach/ethos that participation must be voluntary and that the rapport between staff and participants is a key success factor.

2.5

- Findings support other external assessments of *Silence the Violence* that it is a unique and powerful offer in the prison estate and supports the HM Prison Service Order 4350 approved status granted in July 2012.

- Findings support Khulisa view that not having prison staff sit in on the programme deepens its impact and is a key success factor given the nature and intended design of the programme.
- Khulisa is already looking to build in additional sessions to embed learning and extend the length of the programme. Pre-release “booster” sessions have also been planned based on recommendations from the prison.
- This self-reflection by the participants is corroborated by the external assessment of the Aggression and Coping Styles Questionnaires administered pre- and post-programme (see attached report from TRAC Psychological).

3.4

- Interestingly for Khulisa we have found the community side of the *My Square Mile* project hardest to set up.
- We believe that we do have a clear statement of the supporter role (available upon request) but that this has been adapted and amended over the course of the project’s first year based on participant feedback and our own perceptions of their understanding and engagement.
- We have struggled to find the best time in the process for offenders to identify an appropriate supporter - before, during or after participation in the *Silence the Violence* component – with both success and failure with each approach. We have concluded that it is imperative for participants to identify an appropriate supporter at the early engagement/recruitment stage and programme staff now use the Motivational Interview process to help support participants in doing so. We have found that many offenders feel guilty and/or reluctant to ask family or others to become more involved in their lives due to their shame and the burden(s) they think they have or will place on them. Again we will use Motivational Interviewing and a clearer statement of the supporter role to convince participants that supporter involvement is not onerous and in fact provides additional help to the family, let alone the offender themselves.
- We disagree that no defined community element exists. Community meetings for supporters and ex-offenders are now held monthly and will become bi-monthly in 2013.
- Due to the initial challenges of getting offenders to identify appropriate supporters and the trickle of prisoners being released, it took a good 6-8 months to build momentum in the community and generate consistent participation at *My Square Mile* meetings.
- Finally, unfortunately we unexpectedly lost our project staff member in September 2012, resulting in a partial pause/slowing down of the project from September to December 2012. A new Project Coordinator is to start with Khulisa on January 2nd, 2013.