



HM Prison &
Probation Service

“Aspire Higher”

VIOLENCE REDUCTION PROGRAMME

HMP ELMLEY: EVALUATION



INVESTORS
IN PEOPLE



Rationale

HMP Elmley has seen a rise in violence since the start of the 2017 year, both in relation to prisoner and staff assaults. In response to this, we have been working with the partnership Chris Syrus of Syrus Consultancy CIC and Nathaniel Peat of The Safety Box, to deliver the Aspire Higher programme, a bespoke programme for those individuals who are responsible for a high proportion of this recurring violence.

The programme focuses on personal development, self-reflection, the breaking of bad habits, positive thinking, motivation and inspiration. Through collaborative partnership working, Chris and Nathaniel engage and motivate the men by using examples of their own personal lives, motivating them through a variety of delivery methods to encourage them to think about their own lives, what direction they are headed in, and how they might want to change this.

Initial feedback from the participants has been very good. Attendance at the programme was high, over 90% for the duration of the group and individual sessions, which is a clear reflection of how the men felt about the programme.

Participants were chosen by the Head of Reducing Reoffending, after a presentation had been delivered by Chris and Nathaniel in order to garner interest in the programme. We had a much higher interest rate than we anticipated, and many were kept on a waiting list (over 30). Promotional work will now take place to raise awareness of the programme, and we hope to use some of the initial participants to support the next programme as peer workers, and for promotion around the establishment.

Participants

MM

M was employed prior to the programme. He has since secured employment as a hotplate worker, and has had no adjudications since February 2017. He has also been removed from closed visits and had multiple positive case note entries. Before completion of the programme M was located in the CSU and had a history of multiple negative IEP entries. He has since gone back to normal location.

KC

K is still listed as long-term sick due to arthritis. Case notes are positive and suggest that he is polite to staff. K has requested further contact with Chris and we have preliminarily agreed that, on commencement of the next programme, Chris will facilitate one or two additional individual sessions for K to ensure he is on the right path.

PA

P was unemployed before he completed the programme. He has now secured employment as a wing cleaner and has received various positive case note entries from staff. He has had no adjudications since February 2017.

BA

At the start of the programme B was unemployed and has since started to engage with the Thinking Skills Programme (TSP). He has received a couple of negative IEPs, however, this may be because he has started to address his offending behaviour. He has also had no adjudications since February 2017.



PM

P was previously unemployed and is now working as a cleaner. He has received positive entries since completion of the course and has also secured his enhanced status. He has had no adjudications since the beginning of the programme.

DW

D was employed as a cleaner at the start of the course and remains in this employment. Throughout April and early May he received a high number of negative entries from staff, but has had none since the beginning of May. His last adjudication was on the 11th of May 2017 for being somewhere that he should not be. His behaviour will continue to be monitored.

TC

T arrived a few months also from Cookham Wood where he was known for his violent and abusive behaviour, particularly towards female staff. He was unemployed before he engaged with this programme and has since been employed as a wing cleaner. Before the programme he received multiple negative entries from staff, however, since early May he has started to receive positive case note entries. He has had no adjudications since February 2017. The Head of Reducing Reoffending received an application from TC on 23rd May 2017 stating that he had recently been sentenced, would like to engage with all possible opportunities, specifically education and Open University.

DO

D was unemployed before partaking in the course, and remains so now. He has received multiple negative entries during his sentence, however, he received the first positive entry in some time on 31st May 2017. His last adjudication was on the 20th of April 2017.

CO

C was employed from 2nd May 2017 to 30th May 2017 but has since been marked as refusing to engage. He is now unemployed. He is still receiving negative entries from staff. His last adjudication was on 18th of March 2017 for pushing past an officer. His behaviour will continue to be monitored.

JT DA

Both have since left the establishment. Head of Reducing Reoffending has made contact with receiving establishments to update them on the work that has been carried out, and gain some feedback on engagement and behaviour since arrival.



HM Prison &
Probation Service



Statistics

11 participants were originally selected. One was withdrawn due to a severe medical condition. Of the remaining 10, **100%** completed the course successfully.

83% of those who were unemployed at the start of the course have secured employment since the completion of the programme

60% have received positive case notes since completion of the programme

64% of the men stated that the programme had helped them in handling anger and violence