Staff Training
A Reflective View

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Life Change UK

Breaking the Cycle

How would this have been for you?

- 37% of prisoners stated that they will need help finding a place to live when they are released from prison
- 12% said they suffered long-standing mental illness or depression
  - 20% reported needing help with an emotional or mental health problem
- 24% said they had been taken into care as a child
- 47% said they had no qualifications
- 13% said that they have never had a paid job

Personality & Behaviours

Research Suggests

- **Genes 45%**
- **Nurture & Environment 55%**
- Early Parenting & Family Life
- Home setting, including diet
- Social Support & Skills
- Education
- Sense of Self-efficacy

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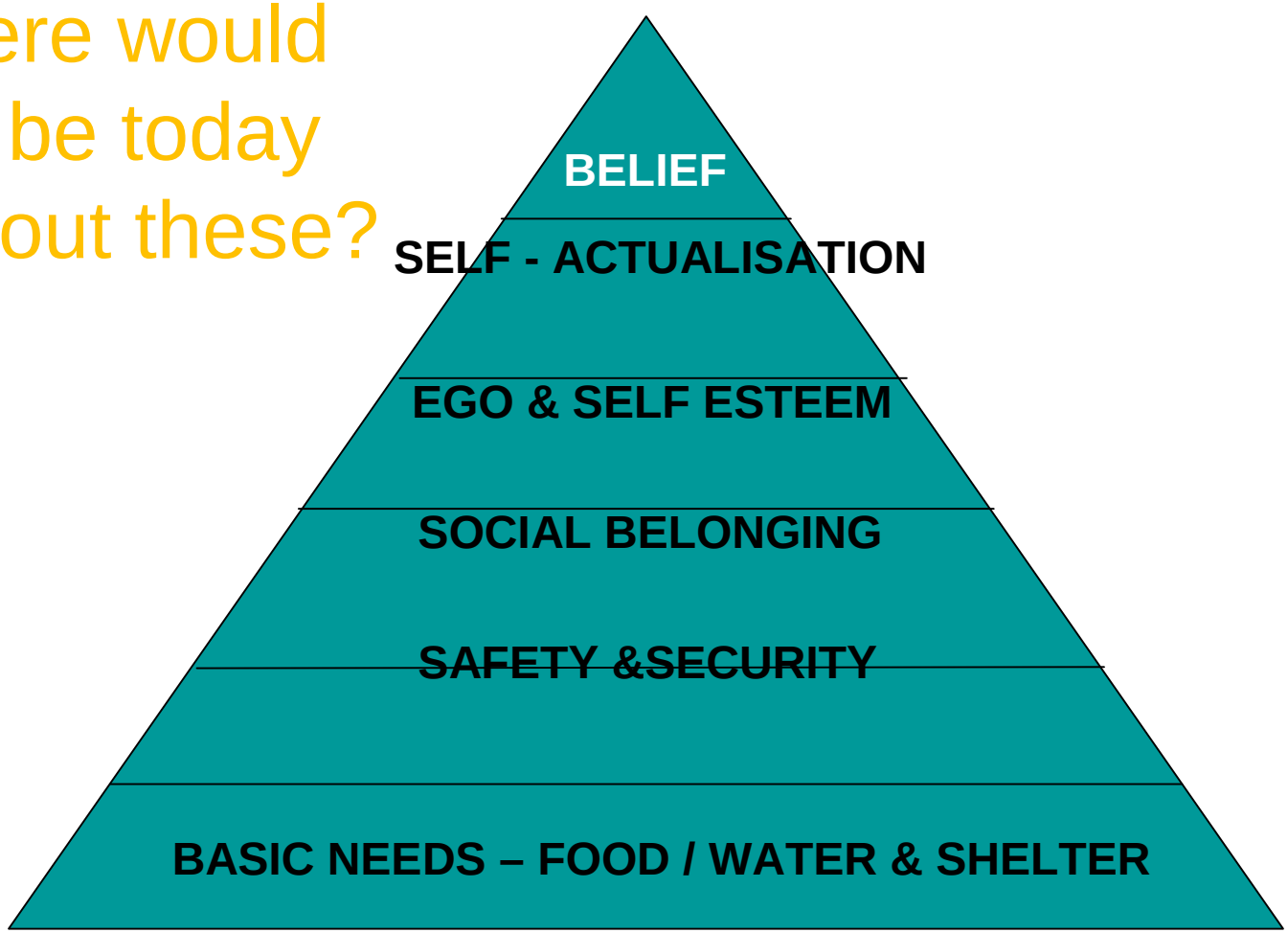
Maslow's Hierarchy of Human Needs

Where would you be today without these?



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Breaking the Cycle

Aim – To Change the behaviour

- Change the 'thoughts' and 'feelings'
- Facilitate personal growth and development

How? –

By providing a different experience

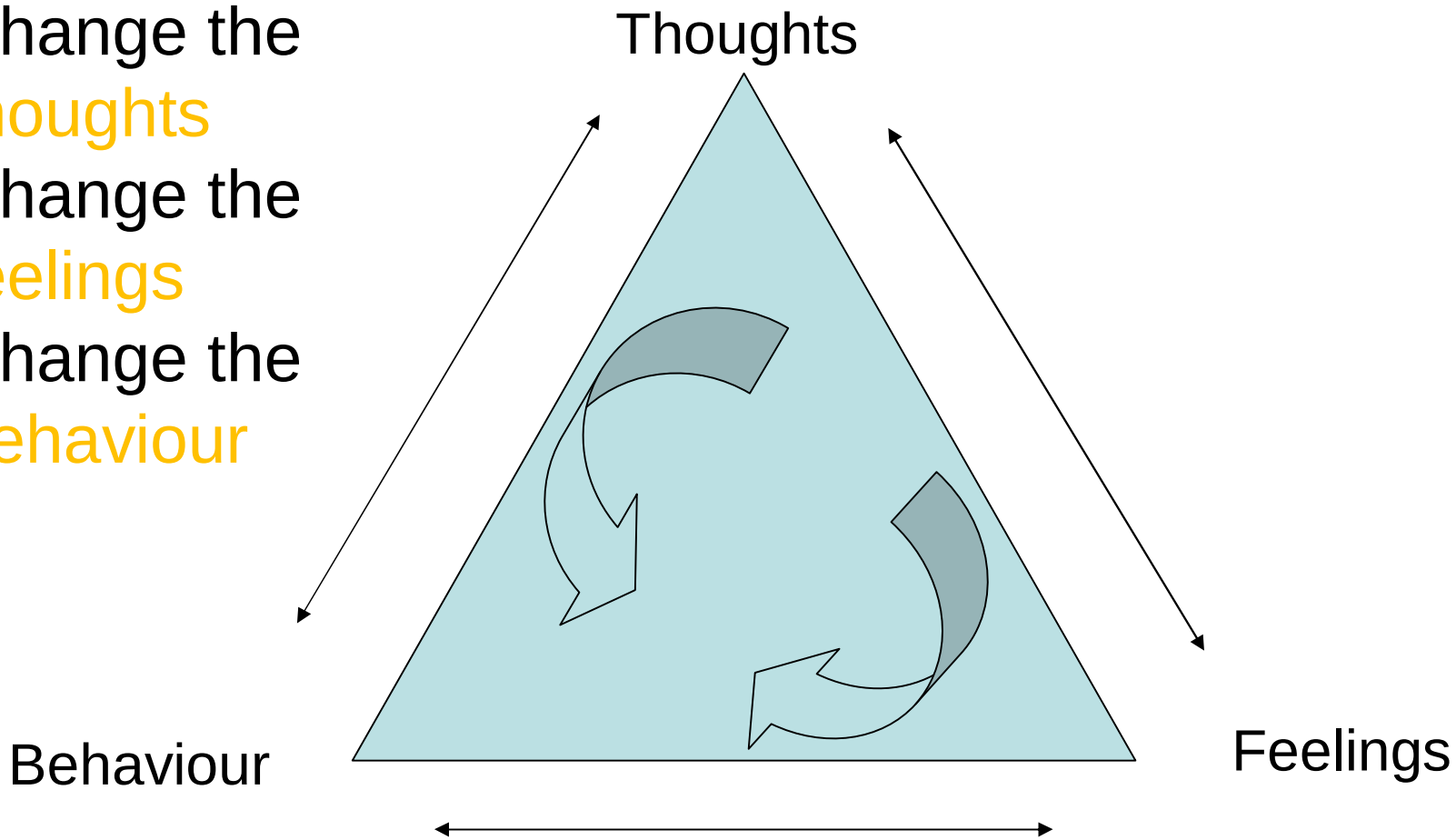
- To be motivated and inspired to change
- Difficult for professionals and offenders
- Often resulting in a conflict of interests – different
  - experiences, values, beliefs, understandings, background

The Cognitive Cycle of Change

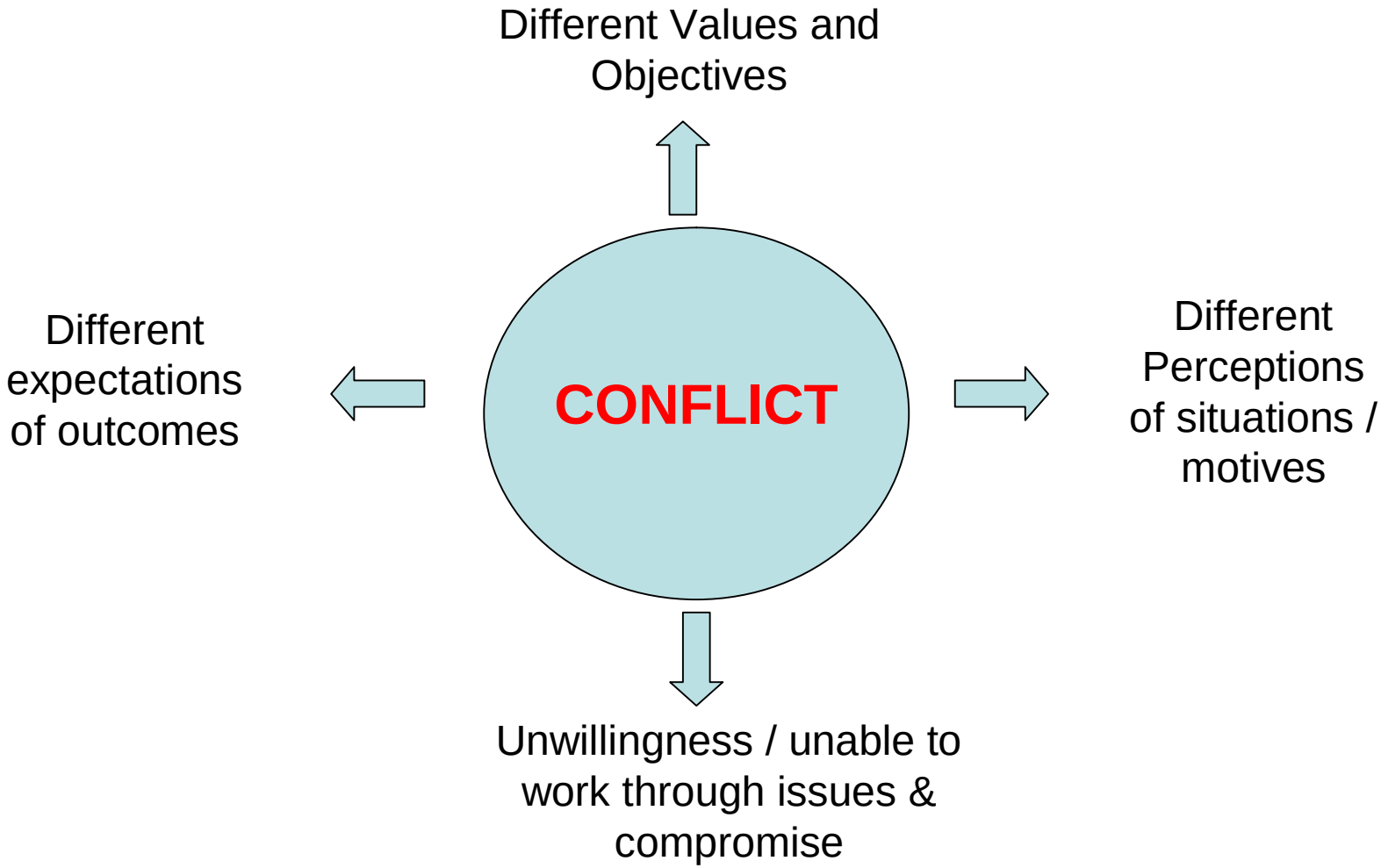
Change the thoughts

Change the feelings

Change the behaviour



Conflict Cycle



A Personal Reflective Process

- Think of a time when you were angry / upset – what triggered the emotions? What were the underlying feelings?

Sadness / Hurt	Fear
Felt Rejected	Fear of being Rejected
Felt Abandoned	Fear of losing something
Felt Discounted	Fear of not being taken seriously
Felt Shamed	Fear of Humiliation
Felt Unloved	Fear of being Unloved

Consider –

- What happened for you?
- Did you resolve your feelings at that time?
- Does this still have an impact now?
- Did you have support to deal with the issues?
- Had you not had support, how would it have been for you?

The Challenge of Change

Change is HARD - Involving some kind of 'loss'

"The truth is that change is easier to talk about than it is to do. Execution is vital, and willingness is crucial"

Valeria Maltoni - The Myth About Change

Relationships

- How many of you recognise one or more of these in your relationships with colleagues, friends, families and others?

  - S – Scoring Points
  - T – Thinking the worst
  - O – Opting out
  - P – Putting Down

  - Often reflected in work with offenders and other marginalised groups, particularly by wider society!
  - Causes negative outcomes

Attitudinal Change and Capacity Building

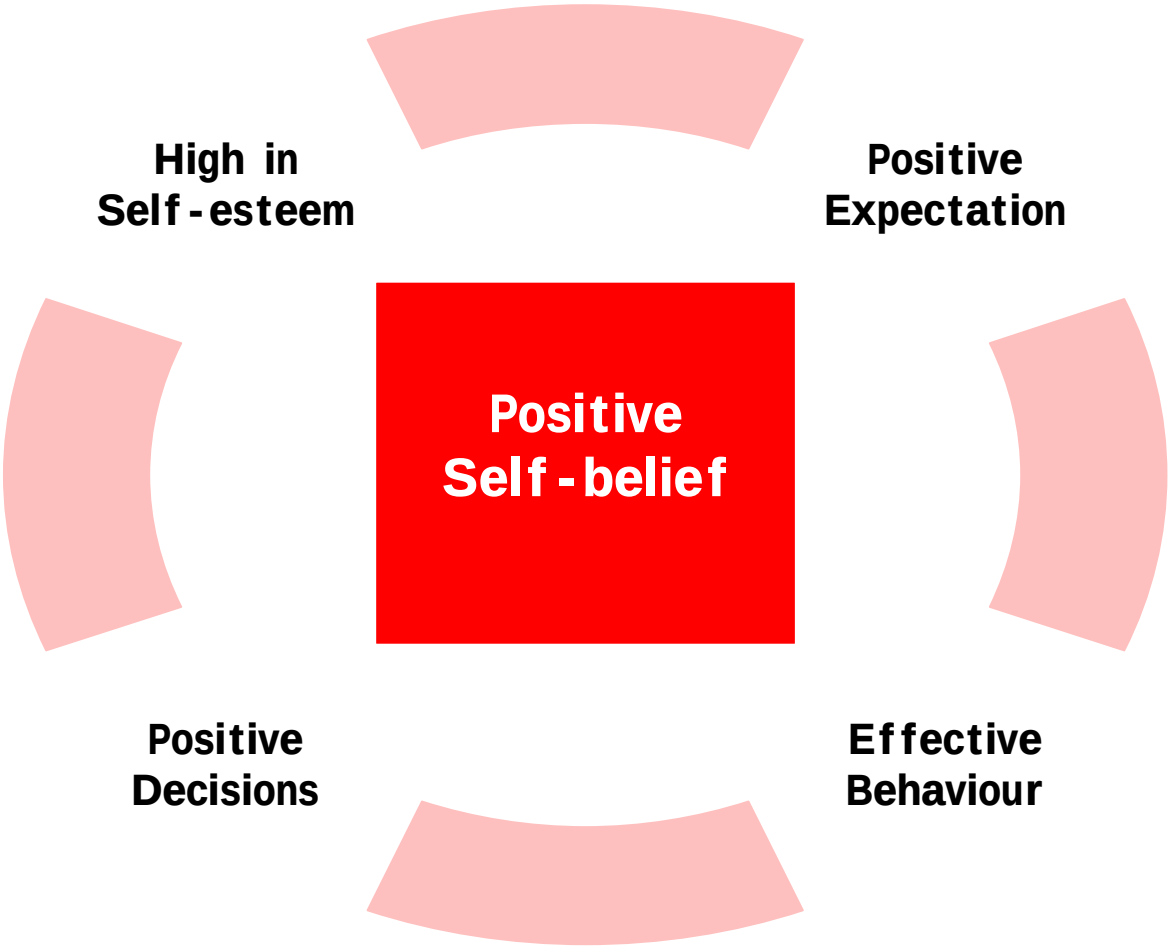
– *An Oppositional Stance*

" Many offenders are not ignorant to start with. Rather they choose ignorance because it shows how forceful they can reject being told what to do by someone who doesn't understand where (to use the parlance) they are coming from" *Lynsey Hanley*

– Need to move away from a punitive regime to one of constructive and meaningful change – addressing thoughts – feelings – behaviours

– Provide access to environments that reduce fear and promote confidence, social skills and a belief that change is possible

Positive Behaviour / Self-belief



Leadership for Change - Choices

Current approach is not working –

- Punishment by itself re-enforces negative thoughts and feelings, promoting the same behaviour
- Need to Empower offenders to take responsibility, give them the belief and skills to do so
- Need to provide staff with skills, understanding and confidence to facilitate the process

Staff Training

- Staff Training Programmes fail to support the process -
  - For Prison Officers = Security & Control
  - With the exception of SEN Teachers, education professionals have little training in understanding and managing behaviour
  - Managerialism tends to dominate activities
  - Lack of Leadership and understanding
  - Need to provide staffs with the leadership, skills and confidence to motivate and deliver 'change'
    - Academies vs Failed Schools

Making Change Possible

"Powerlessness corrupts because it crushes our sense of what is worthwhile and possible"

Michael Lerner – American Psychotherapist

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