

**THE EFFECTIVENESS OF PATHWAYS TO CHANGE - ELDERFIELD HOUSE,
WINCHESTER: FINAL REPORT (VERSION 3.0)**
Evaluation Solutions Ltd.

Introduction

- 1) Pathways to Change (P2C) is an innovative 6 month programme for medium to high risk adult males run at Elderfield House, Otterbourne, Hampshire. Participants are ex-offenders who live in Elderfield House and come and go within the local community, as long as they obey house rules regarding behaviour, payment of rent, security and health and safety.
- 2) P2C offers a structured programme of cognitive behaviour therapy (CBT), independent living skills, victim awareness, community engagement and social value projects which serve the local community. All those living at Elderfield follow P2C or have graduated from it.
- 3) Those eligible for P2C are adult male offenders over 18 who have medium to high-risk of reoffending (as assessed through OASyS, OGRS or equivalent¹), with a score of 30 and above and who demonstrate more than one of the following : lack of self-management, decision-making and problem-solving skills, reduced cognitive skill, or low levels of interpersonal skills. Those on the course must also be in receipt of Employment and Support Allowance or Universal Credit (now being rolled out in the area.) Participants come to the programme direct from prison or are placed by the local Probation Service.
- 4) Elderfield House has many of the characteristics of a therapeutic community (TC²), in that the community itself is used as a treatment process due to a structured, well defined process of ‘right living’, where participants become active members of this community, attending Cognitive Behavioural Therapy (CBT) sessions, agreeing rules, planning and joining in community activities and providing each other peer support.
- 5) P2C is a hybrid programme with the following key features: a dedicated staff: CBT core programme to challenge thinking, attitudes and behaviour: social value projects: single and shared bedrooms: shared bathing and living facilities: training room and computer facilities. The house is set in large grounds, with horticultural training opportunities and, in recent times acted as a market garden supplying produce to the local community.

¹ OASyS is used in prisons to assess an offender’s risks and needs. OGRS is the Offender Group Reconviction Score, also used in prisons.

² P2C is not a full Therapeutic Community with psychological interventions. However, Kainos ensures that the key therapeutic benefits of a community-based approach, and the inclusion of the CBT programme, provide a treatment process that centres on a well-defined process of ‘right living’ values that guides ex-offenders in relating to themselves, peers and significant others.

- 6) Kainos Community – part of the Langley House Trust (LHT) charity- has written the Modules that make up P2C, which have been modified from the prison programme, Challenge to Change³. The modification has taken into account the fact that participants are already in the community and free to come and go as long as they keep to the house rules. Participants are required to attend all of the five Modules that form P2C⁴:

Orientation, Assessment & Preparation - eight sessions delivered over four weeks.

Community Living - ten sessions delivered over five weeks.

Focus – ten sessions delivered over five weeks.

Interpersonal Relationships - twelve sessions delivered over six weeks.

Citizenship - eight sessions delivered over four weeks. (Recently, some of the content of this module have been moved earlier in the programme to reflect client's needs.)

- 7) Kainos staff facilitate the CBT sessions, discuss progress individually with participants, help to arrange community activities in collaboration with volunteers and assist graduates in making arrangements for independent living in the community. They follow the processes described in the Management Manual for P2C.⁵
- 8) Unlike Challenge to Change - a programme accredited by the Correctional Service Accreditation Panel - Pathways to Change is not accredited. However, as this report will show, this has the advantage of flexibility in that changes can be made to P2C to improve its effectiveness without the cost and the delay imposed by accreditation. Nevertheless most of the disciplines of an accreditation process are adhered to by LHT - specifically the delivery of P2C according to prescribed manuals and the expectation that its effectiveness should be externally evaluated to a reasonable level of scientific rigour.
- 9) This research has consisted of a mixed methods approach as follows:
- a) Before and after psychometric tests
 - b) Interviews with P2C participants, staff and volunteers
 - c) Contemporary evaluation documents

In due course, once graduates have left Elderfield House for a period of two years, their reconviction rates will be assessed via the Justice Data Lab.⁶

³ For a history of Challenge to Change and a summary of research on its effectiveness see Ellis, T., Ellis-Nee C., & Lewis C. 2016, **The effectiveness of the Kainos programme Challenge to Change, Final Report**.

⁴ For the detailed content of the modules see **LHT P2C Theory manual**, May 2018.

⁵ **LHT P2C Management Manual** May 2016.

⁶ See **Information provided to organisations supporting the rehabilitation of offenders**.
<https://www.gov.uk/government/publications/justice-data-lab>

EXECUTIVE SUMMARY

- 10) P2C is an effective programme that can yield great benefits to clients. It is run by a dedicated, professional and well-trained staff at Elderfield House. Currently, however, client numbers have been lower than expected, partly because too few appropriate referrals have been made by the agencies involved - chiefly prisons and probation. Nevertheless, many ex-offenders have responded extremely well to the programme.
- 11) When P2C was first delivered at Elderfield it was expected that funding for P2C would come from clients - using Housing Benefit and other earnings- and from funding from external charities. In fact funding from external charities has been limited. LHT has shown great confidence in the effectiveness of P2C – confidence that this research shows to be justified – by making its own funds available for the programme. However, the shortage of external funding has meant that the full potential of both the programme content and the use of the extensive grounds has not been fully realised.

Research method

- 12) The researchers thank all at Elderfield for their co-operation. All interviews were conducted with honesty and candour, which was very much appreciated. We used mixed methods.
- a) Before and after psychometric tests. Three psychometric measures (CrimPics II, Barrett's Impulsivity Scale and the Service-User self –assessment psychometric questionnaire) were analysed
 - b) Interviews with 6 P2C participants, 6 staff and 2 volunteers.⁷
 - c) Contemporary evaluation documents.

Summary of results from staff, client and volunteer interviews plus documentary and statistical analysis

- 13) The following themes arose:

a) Resources

The shortage of external resources has meant that staff, volunteers and clients were not able to work as effectively as they should be able to. Staff were delivering an excellent programme but working under stress and the full potential of the house and grounds was also underutilised.

b) Other agencies

The delivery of P2C depended on the cooperation of many other agencies, especially prisons, central LHT allocation, probation, IOM, job centres, local council housing, universal credit, churches and other groups. Contacts worked well at an individual level, but issues sometimes arose due to the structures and/or changes within some of

⁷ These numbers represent the number of clients on P2C on any given day, plus all staff and volunteers.

these agencies. The semi-rural nature of Elderfield meant that travel requirements of clients to visit some of these agencies caused problems with timing and finance.

c) Selection of clients

There was no consistency in the way that clients came to hear about P2C, which shows knowledge about the programme in prisons is less than it should be. On selection there is tension between the need for selectivity, the need to take calculated risks for offenders to be given a chance, and the pressures from probation to get 'bodies into beds.' Fewer clients than expected had been referred. There were typically only 5 or 6 doing the CBT course at any one time. This was because referring agencies were not fully effective and because of reductions in P2C staff. Past problems with the wrong sort of clients being referred had largely been overcome and the selection system, which was under continual review, was working reasonably well. About a half of clients interviewed had been on a prison programme and, on the whole, they rated such programmes less favourably than P2C.

d) Internal discipline and exclusion practices

It was generally agreed that the disciplinary and exclusion process was working well. All understood the process and the fact that warnings were given meant clients had time to react to what would happen to them.

e) Content and Delivery of Pathways to Change

The hybrid nature of the programme - where lessons learned in CBT sessions are put into practice within the community - works well. The programme content, originally modified from the prison Challenge to Change, continues to be modified to be more responsive to the actual situation of clients who routinely go out into the community. When asked about the CBT aspects in their self-evaluation forms, clients gave very positive responses to the areas of victim awareness, group membership, interaction with others and not reoffending.

f) Putting lessons learned into practice

This hybrid aspect of P2C is what most distinguishes it from other prison and probation programmes. All people interviewed were positive about this, although most clients stressed the out of class elements as well as the in class ones, suggesting an integrated, balanced approach. Most people felt the house and grounds were not used to their full potential.

g) Mentoring system

The prominence and role of mentoring needs to be considered afresh, perhaps through a contract with mentors listing what is expected of them. There is no doubt that the system has worked well in a small number of cases. It does not seem to matter how it is packaged to clients but they do seem to be respond to it. There is also considerable benefit to mentors themselves in terms of increased self-esteem.

h) Volunteers

All staff and clients felt that the current volunteers system worked very well and were an essential part of P2C. However, some bad experiences with past volunteers meant that care needs to be taken about training, supervision and safeguarding, imposing an extra task on hard-pressed members of staff.

i) Preparation for independent living

There was varied experience. Hardly anyone felt that the procedure worked as smoothly as they would wish. Clients generally felt better able to cope than when they left prison, although more training on budgeting was required. On practical aspects, some clients felt they were being set up to fail, as finding a job and affordable accommodation was turning out to be very difficult. Staff spoke of the need for clients to take more responsibility for the practicalities of independent living and of the problems when dealing with the external agencies.

14) Psychometrics were generally in a positive direction.

- a) Barrett's impulsiveness scale showed impulsiveness fell considerably. The average fall was just over 6 scale points. Five of the six who completed P2C recorded a fall and one stayed the same.
- b) There are five Crime Pics II scales: Three of these fell: General attitudes to offending, Perception of life problems and Evaluation of Crime as Worthwhile: 2 rose slightly, although some individuals showed lower results for these: Victim Hurt denial and Attitudes to Reoffending.
- c) The Service-User self –assessment psychometric questionnaire confirmed that P2C was very successful in reducing levels of concern with a number of real life issues. Of those who completed the forms their average score fell from 4.18 to 2.71.

15) Analysis of psychometric data

16) The results

Conclusions and Recommendations for Action

17) All interviewees made suggestions for improvement: the more achievable ideas are outlined below:

- a) Pathways to Change is an effective programme that should be continued with and attempts made to introduce it elsewhere. Its non-accreditation makes it much more flexible as its content and management can be routinely improved. However, it needs to be promoted more extensively, especially in prisons.
- b) Consideration should be given to employing staff who have themselves been through prison and rehabilitation to receive newly released prisoners at P2C.
- c) Mentoring contracts should be introduced as part of a revised client/peer mentoring system.

- d) A small number of extra volunteers should be encouraged if they are trained and given specific jobs: eg garden volunteers, who would need dedicated finance to make better use of the grounds, including provision of tools, seeds and garden equipment.
- e) Evaluation/monitoring tools should continue to be developed and implemented: in preparation for this the recording of psychometric and evaluation forms should be put on a more secure, electronic footing and integrated into management of P2C. This could be done cost-effectively in various ways, including potential use of local university students looking for placement, work experience, etc.
- f) In due course, MOJ should be pressed for the introduction of a court disposal - within the Community order - that included referral direct to programmes such as P2C.

FULL REPORT: THE EFFECTIVENESS OF PATHWAYS TO CHANGE – ELDERFIELD HOUSE , WINCHESTER

Introduction

- 18) Following our report on the Kainos prison programme Challenge to Change (Ellis at al., 2016), we conducted research on the effectiveness of the Kainos/LHT programme Pathways to Change. The research was based on participant, staff and volunteer interviews plus analyses of psychometric and evaluation data.

Methodology

- 19) This report outlines the results of an evaluation carried out between June and September 2018 into the effectiveness of Pathways to Change. The research was agreed with Kainos/LHT during the spring of 2018 and carried out as proposed. Numbers were broadly as forecast. Fourteen face to face interviews were held: six with participants, six with Elderfield House staff and two with volunteers. Interviews were mainly held at Elderfield House with two conducted by telephone. They generally lasted up to an hour each, although some were up to two hours.
- 20) Analyses were made of three psychometric forms completed twice by participants: Crime Pics II, Barrett's impulsivity scale and a Service-User self –assessment psychometric questionnaire. Analyses were also made of written evaluations by each participant of each of the five modules and of the course as a whole.
- 21) We thank all those at Elderfield House for their excellent co-operation in both the interviews and with making documentation available.

Findings from Participant/Client interviews

Sampling the clients

- 22) Numbers on P2C have been much lower than originally planned. This is partly because of fewer referrals than expected from prisons and probation and partly because the shortage of external funding meant it was not possible to take in more than one cohort at once whereas three had been planned for. At the time of our research 47 adult males had started P2C. Eight have completed 100% of the programme and 1 is carrying on a second time: 4 have completed 75%: 10 completed 50% and 19 completed 25%.
- 23) The through flow of participants was still relatively low in September 2018 when the interviews were carried out. The original intention of managing 3 cohorts had to be adapted to a single, rolling cohort which, based on the interviews, consists of around 5-6 clients at any one time, usually at different stages of intervention.
- 24) Our snapshot sample of 6 offenders present is therefore both a convenience and a purposive sample in that it reflects the number and range of clients participating in P2C at

any single point in time. For reasons of anonymity, individual case profiles are not provided here, but main emphases, and variations in these, are summarised in this section.

- 25) All participants had come to P2C on release from prison. They had a range of experience of P2C. Two had only started in July 2018, while 1 had only been on the programme for 3 weeks, mostly in September 2018. One had started in March 2018 and had only just finished the 6 month programme and was in the process of deciding between 3 options after a 3-way meeting with P2C and his probation officer: a) leave with help for housing from P2C and probation; b) go to the P2C mentor house and learn/become a mentor; c) go to live in the bungalow (which is non-mentor).
- 26) A further 2 participants had completed some time ago but had returned. Client 1 completed the 6 month P2C programme in February 2017 6 months completed programme. However, he then moved to P2C house to prepare for full release, but incurred a drug find there and was given a 28 day notice to get out, was linked to a rehabilitation organisation and then returned to P2C to repeat the course from February 2018 and was now in the 3 month post-course staying provision.
- 27) Client 5 had completed in May 2017, but stayed on as a graduate and then because a parent died and he *“needed somewhere calm to get over that”* He was also a mentor.
- 28) The overall picture is of continued contact beyond the intervention programme if it is required and participants get back on track in terms of addressing their offending

Getting to know about Pathways to Change P2C & getting selected

- 29) The ways in which the eventual clients got to hear about P2C and were selected were very varied. It is not clear whether this is a good sign, in that a varied group of professionals are aware of P2C, or whether the arrangements are ad hoc and could be improved. We do know that due to the large contraction of P2C staff, prison presence has been reduced and is likely to have been affected.
- 30) In our sample, 2 clients had not heard about P2C in prison and were put in contact by their receiving probation officers for the licence period. A third client was put in direct contact by a prison officer and a fourth through the prison chaplain. The 2 remaining cases remembered, positively, the level of assistance they received in prison. One said he heard about P2C in prison from Catch22:
“They gave me loads of application forms for places and I chose 5 and got this through a phone call 45 minutes later. That was the best bit, it was very fast and that was important. You felt you mattered.” (C3)
- 31) Another said that both the facilitator and psychologist on the Pathways⁸ course in prison told him about P2C and suggested he would suit the P2C programme at Elderfield. After

⁸The unrelated Pathways Service at HMP Swaleside is for men with personality difficulties and histories of violence ‘stuck’ in their sentences or at risk of further offending on release. The Pathways Service is a

nomination. He was interviewed on the phone with *“Lots of awkward questions about past behaviour, including drug use. I was drug free for a long time but got a positive test for Spice from having to inhale from other people’s Spice use, so I had to appeal and I succeeded, so I got a second interview with P2C.”* (C4)

How P2C was first described

- 32) There was distinct divide on how P2C was first referred to. Three of the clients said that the Christian basis was mentioned, but in two cases, the gardening or residential aspect was stressed. The two who were told by probation officers had accommodation and homelessness mentioned primarily: *“The Probation Officer said it would benefit me and I was homeless on release. It sounded positive for accommodation and getting help from people who listened.”* The participant referred by Catch 22 said P2C was described as *“a rehab place for drug users.”*

Reactions to hearing about P2C

- 33) Of the five who expressed an opinion, reactions to being informed about P2C were very varied. The 2 who were referred through probation wanted to see P2C for themselves as they were already out on licence.

“I came to see it with PO. It appealed, the area, being in the country and peaceful, I was what I needed. I’m from [a city]. I’ve never seen a place like this before, it’s so calm and away from people you know”.

- 34) Other reasons given were: that it *“sounded a good idea and I needed somewhere to live”*; one was attracted by its closeness to Winchester which he liked; and the participant referred by the chaplain thought that he had been *“destroyed in prison, so I got the impression he was grasping at straws”*.

Experience of other programmes prior to P2C

- 35) Three participants felt they had not been on intervention programmes. One of these said that he had been in prison for 18 months and had only done laundry work, while another noted that he wasn’t in need of any CBT work. Of those that recognised that they had had some form of intervention in prisons, one mentioned ‘Pathways’ and one responded *“Yes but not rehab as such. I did ‘Inclusion’ which was like this but more rushed”*. Another said that he had completed Phoenix Futures⁹. He had also completed a 1-2-1 CBT course: *“I couldn’t wait to see her and I miss her”*. Two clients had not heard of CtC, but the other 4 had heard about it either from other prisoners, or staff within the prison.

- 36) Clients were asked to rate how successful they felt the programmes in prisons had been on a scale of 1 (Very poor) to 7 (Very good). However, this was only a summary guide

Psychologically Informed Planned Environment based on one of the prison wings. It has currently has two elements – an Engagement service for 30 men and a Treatment service for up to 30 men.

⁹ A charity and housing association which has been helping people overcome drug and alcohol problems for 50 years, both inside prison and in the community.

and produced useful information. In the main, they rated prison programmes less favourably (between 2 and 4) but 2 also mentioned that P2C was more positive (6-7). One noted that CBT inside prison had been a 6, but that outside, so far it had been a 1, but he had only been at P2C for 3 weeks and had not had a chance to get going on CBT.

Selection for P2C

- 37) Three participants commented on the selection process. Client 4 was still disgruntled about a positive Spice drug test that prevented him being taken on by P2C, but otherwise thought that it was a good selection process by P2C. Another client argued that it was still too early to tell *“I didn’t give them enough info as I didn’t want to be rejected.....They knew about alcohol, but not about my eating disorder.”* (C4)
- 38) One client was most forthcoming and critical of the selection process, which he felt was too weak over the 2 years he had been looking at it and that it needed *“to allow for the fact that Elderfield is an isolated community that will not suit everyone, especially younger ex-prisoners who are from the city”*. (C5) He felt that screening needed to be stronger to avoid what he saw as a 90% drop out rate, which was *“far too high”*. Whilst he wanted screening to be tighter to *“concentrate more on choosing people who were likely to fit into the Elderfield environment”*, he did not have any specific suggestions for change and admitted it was a difficult problem.
- 39) All participants rated the selection process on a 7 point Likert scale, and there was no particular pattern to the results. Client 5, unsurprisingly, gave the poorest rating of 1, and Clients 1 and 3 gave a mildly negative rating of 3. However, client 2 gave a rating of 5, and clients 4 and 6 rated the selection process highly with a score of 6.
- 40) The perception of the number of participants on the programme at any one time was fairly consistent, with 5 of the clients noting between 5 and 6:
“4 plus, including previous graduates form time-to-time”. (C4)
“there have been drop outs and completions and some coming in – it’s a rolling programme”, (C1 echoed by C5.)
‘Some participants were recalls and some came in part-way through’. (C3)
‘On a daily basis, it varies such a lot. People often don’t turn up. It should be 5 to 6, but it is often much less’. (C5)
- 41) Some clients gave their full history and showed the difficulties of measuring what is a drop-out. *“I completed the P2C in February 2017, 6 months. Then I moved house to prepare for full release and got a drug find, so I was given 28 day notice to get out. P2C linked me back up with probation and even though I’d finished with them, they suggested a Christian Rehab Centre and P2C helped with contact. I called and they accepted and P2C helped with the travel. You had to work there and I don’t mind the daily prayers, don’t mind religion. I was still homeless after the 3 months though, so I came back to P2C and did the course again from February 2018 and I’ve now completed it and I’m back in the 3 month house period. I’m not messing up taking drugs this time.”*(C1)

Putting lessons learned into practice in P2C Community

42) In common with the Kainos C2C prison programme, being able to transfer what is learned in class/group sessions into practice within the community environment is a key feature of P2C. The participants were asked about this aspect, and were mostly positive, although most stressed the out of class elements as well as in class one, indicating an integrated, balanced approach.

It works for me. It puts things into perspective so I have a better understanding of where I'm at and where I want to be". It works to team build, with gardening, litter picking in the village, learning to cook. I've been in no trouble since prison and I was purposefully in prison to avoid homelessness. We have a curfew 11pm to 8am. Doesn't bother me. Being homeless does!"(C1)

"Yes, it happens. I've got a sense of belonging I've never had before. It was my choice, not just the people you grew up with. I found myself again." However, he noted that "the anxiety is always there about release and facing it, so the gradual 3 month release is also as important and makes you feel calmer." (C2)

"I'd like more structure, but compared to prison, where no one cares and there's no obligation [to participate], here we are all on the same programme and everyone is inputting to stop you drinking."(C3)

"I'm keener on other activities than on CBT, I don't really connect with it. I like decorating and gardening and the chance to give something back to society." (C4)

One client commented on the hybrid nature of P2C:

"It is only appropriate for those who wished to reform themselves. It worked well for me in recovering from the depression I got into when ... unable to cope. Although I am happy with the general environment, I don't need CBT, especially of some of the psychological stuff.....Johari's window should be left out as it is inconsistent and useless". (C5)

"I like everything. I enjoy CBT as a way of "refreshing your behaviour", but also badminton and other things in the local church and hall. But the grounds could be used better, both to grow more vegetables and salad crops such as chillies but also some of the land could be used to build more houses for those who had finished P2C to continue living in. " (C6)

43) When asked about the elements of P2C that most appealed to them, the responses were positive, but varied, perhaps emphasising the importance of varied provision.

'My future self – that was really good, made me think about planning for the future'. (C1)

"Equine therapy is amazing. I learned patience, kindness and how to deal with frustrating, stunning animals. They are intelligent in a spiritual way and they work you out straightaway. It made me a lot calmer so I could engage with them and see how they saw me." (C2)

"I really don't want to get out of bed, but I do and I contribute even though I am really hanging. It is talking to people in the same situation as me and trying to do something about it that's really helpful." (C3)

"Victim awareness - this touched a nerve".(C4)

'Anger management is the most important, as it was anger that had got me into prison in the first place'. The length of course is about right and that anything more intensive would not work for most of the participants.' (C5)

Absences

44) Unlike probation or prison contact the nature of absences was contingent, perhaps underlining the robustness of the approach for those who stay the course. Most clients had had a few absences, although one noted there were *"plenty for those who dropped out"*. (C5)

45) Three participants mentioned their own absences.

'It's too early to tell. I have only been here 3 weeks but I've already had an unauthorised trip to pub to drink alcohol one morning.' (C3)

"No absences, but I had a few blips back to drugs and some mental health problems. I got all the help I needed to get through it here, you can tell the staff straightaway and you get a cup of tea and a word. You could do anything in prison, officers didn't seem to care but just didn't have time mainly." (C1)

'Some absences from P2C provision are due to scheduling difficulties associated with other requirements, eg having to go to probation office, or to a job seekers appointment. This can be disruptive but staff run one-to-one catch-up classes.' (C6)

Mentoring

46) There was no consistent response. Those that had completed or been there longer (or in one case, was actually a peer mentor) had more knowledge, but not consistently so.

'I don't think there is any peer mentoring but you can keep in contact. We'll be friends for life. The house on the property isn't working to get mentors from who's done the course. It's not happening yet. You need to be experienced for that. At the moment it feels like you would have to be an informant in talking to the staff. It's still the prison effect' (C1, who had completed P2C twice)

"Not really mentoring, except for housing and benefits. There's only probation otherwise. They do keep in contact. The main mentoring is the other people on the course. You get a lot of support that way and they stop you getting in trouble, they can see it coming and you can see it for them. The difference is that you listen to them, but you wouldn't to people outside". (C2)

"not really aware, but other residents help as well as keyworkers. You get a lot of help with thinking about housing." (C3)

Clients 4, 5 and 6 were aware that there was peer mentoring, and one of them thought he *"perhaps was"* a peer mentor.

47) The peer mentor role does not seem clear to the participants and they may not have been able to distinguish the specific role of an Elderfield participant as a peer mentor, but seemed to regard the overall impact of their peers as an effective mentoring system.

Indeed, Client 4 thought Client 1 was a peer mentor (he wasn't) and was appreciative of his performance of this role.

48) When asked whether they would consider the role, three participants were aware of the possibility but replied

"There aren't enough of us and we aren't ready" (Client 1)

"I'm just about ready for the role but there aren't many of us. It is possible here, you aren't like an informant. We've all got respect for the law, but you aren't punished exactly, like in prison. You have to justify to the others why you aren't doing what everyone else knows has to be done. It's harder to ignore your friends here and you lose respect." (Client 2)

"I might try once I've got used to the course" (Client 6)

Only one client mentioned external, post P2C mentoring.

"I got Footprints, not sure if it's mentoring. It's practical help with budgeting which is useful. Probation was really helpful, you can go back after you've finished and they still help. They helped me with benefits and got me on the housing list. There's also the Mental Health Team who will help" (C1)

Volunteer Participation

49) Participants were much clearer on external volunteers.

"Yes, you get careers advice, church folk for prayer meetings, food donations, Mental Health people. Even the police are coming in and being supportive. But they need to come in uniform. We need to know who is in the building. They sometimes empty Elderfield once word gets around plain clothes are in. You aren't sure why" (C1)

"Yes, you get church people a lot, but I think the staff are OK on their own, they are on your side even if they are on your case." (C2)

"the church came in a lot" and spoke highly of the 60th birthday party for LHT." (C4)

"Church people are very friendly. I rely more on personal contacts in the local area. They were helpful but also asked me about e.g. other participants behaving badly: some of the locals are NIMBYs but Elderfield has been around for 60 years and will survive." (C5)

"There are a few connected with the church at Chandlers Ford." (C6)

Monitoring & feedback

50) Participants were not aware of statistical returns or formal, written feedback, but all were clear on the constant and positive informal processes that are a key element of P2C.

"You have a lot of informal appraisal, encouragement – it boosts your confidence. It's every other day. In prison, you go in homeless and you come out homeless. You don't see probation but they are good at getting you help when you are out. Prison doesn't bother" (C1)

"You get a lot of keyworker feedback. That's what's missing in prison, no one has time to treat you as a person. This is all about us as individuals who need to change, but differently. If you want to change, you can do it with P2C. It's much harder in prison. If someone is on your case there, you resent it. They can't turn a negative into a positive for you" (C2)

“Yes, I get a lot of feedback and I know what I’m not doing right, but it is quick and they also tell you what went well. Overall, I know I’m not doing wrong.” (C3)

“There is always Open House. Catch-up sessions are very useful.” (C6)

Preparation for leaving P2C

51) Clients were mixed on whether to return home or stay in the Otterbourne area.

“I’m hoping to go back and get volunteering through a church unless I find something here. I like painting and decorating for them and also waiting in the café. Anything really” (C4)

Two clients wanted to stay in Hampshire, mainly because they liked the area and saw housing and job opportunities there. One also argued *“I need to stay around here, I can’t go back home now. I need to find something local. I need to change.” (C2)*

One was a very new entrant and did not yet have a firm plan.

“I’ve got 6 months to do and you can stay after that, but I send money to be saved for a deposit so I’m not sure if I will stay on for the extra 3 months or get a flat of my own. I’m still in limbo and still scared but I am getting help.” (C3)

Client 5 was the only participant to have firm plans to return to his home town, but largely due to his favourable economic circumstances there.

Awareness of post-release help

52) Responses varied

Clients 1 and 2 were already engaging with probation and P2C staff for housing and benefits.

“I’ve already left really, but they are still helping me”. (C2)

“Not sure about post release. I think LHT will help in getting me a place to live and maybe a job. I do not want to share accommodation but P2C are brilliant at helping.” (C4)

“I am very lucky that because I’ve been left a lot of money I have no worries about accommodation or a job on release but I think many others might well have problems.” (C5)

Participants’ views and the most positive elements of their P2C experience

53) Comments were pretty well all positive:

‘I have a lot of respect for staff who are genuinely concerned and take actions needed. Officers in prison are too busy to do this.’ (C1)

‘It has been a Godsend. I wish I’d done it earlier. The main thing is that you feel how to be assertive and law abiding, not aggressive. You find the decent way to get something instead of just nicking it.’ (C2)

‘I know the staff are really trying to help me and they are all really good people. The staff here are cool and they make you feel welcome as hell. I feel more welcome than at the start. But I needed jail first, then 6 months here, otherwise I would just be a p---head here.’ (C3)

'I value the need to work well with other guys and do decorating. I need to thank the staff for the help they give. I feel part of a family. It's so different from Swaleside where there was little help. It's a chance to learn more about yourself and how not to get into bad company. It's also good to be able to share difficulties. I feel settled and can ask for help when I need it.

"I am intellectually critical of Elderfield but there has been a therapeutic effect here at Elderfield. I have taken advantage of this to offset my psychiatric problems. Staff were invariably sensitive, sympathetic and clear. I have enjoyed and benefitted from the safe environment and I value highly the local community contact, especially the local church. I also enjoy the setting of the countryside and the local river." (C5)

"I rate being in an environment where getting on with other people is important. The staff are very helpful: there are good surroundings. It's a good place to get composure. Much better than in the centre of Winchester. Away from all things and the perfect setting." (C6)

Suggestions for improvement

54) Participants also had a variety of observations and suggestions for improving Elderfield's provision, some of which were at a general level and not directly able to be impacted by changes by Elderfield staff.

"They could try encouraging quiet people to speak up in group work, more confidence building in group sessions. Also, I think it needs at least one member of staff that has been through it the same, prison, so that they can relate to you when you first get here. They do their best, but they aren't on your level then" (C1)

"I don't really have any beef with P2C. But you have to do prison first. Then you know the score when you come to P2C, you know the alternative if you mess up. But if you don't have P2C to come to after prison, prison won't work. It should be available to everyone leaving prison. That's when you are gonna mess it up." (C2)

"I need more structure and a clear timetable to plan my day, not be thinking 'is it on today or not?'" (C3)

"There is nothing negative other than a lot about problems with universal credit causing disruption to the P2C programme". (C4)

Client 5 was more focused on general issues, He was critical of the impact of the way universal credit worked generally and of the difficulties it caused. He was also critical of what he saw as the inefficient use of the land around Elderfield House, although recognising the need for greater investment to avoid this.

Client 6 made several observations.

- a) there should be a system to reward those who worked hard at Elderfield.
- b) better use could be made of the grounds.
- c) universal credit is a *"pain in the backside"*
- d) the house needs more staff, especially to make better use of the gardens.
- e) there should be a greater use of Elderfield by *"those in [HMP] Winchester nearby"*

Findings from Evaluation forms completed by clients

Evaluation of P2C as a whole

- 55) Five participants completed the form evaluating P2C as a whole.
- a) When asked why they joined P2C the answers were mainly practical ones, but included some ambitious feelings:
'To change attitudes in Life and how to be a better person. Also to get off the street as I was street homeless.' *'To try to change my life.'* *'I wanted to change'* *'I needed a place to live'* *'I was homeless'*
 - b) When asked what they hoped to gain from P2C, they were less specific, only one mentioning a specific measureable outcome of living crime-free.
'Making my life better' *'To be able to live a crime free life'* *'Some mental stimulation'* *'New ways of thinking'* *'To look at the aspects of my life that were holding me back.'*
 - c) They were positive when saying what they had gained from P2C:
'How to deal with my problems the right way and to be more assertive.'
'A lot of knowledge on how to deal with situations better.' *'Ways of thinking'*
'Several months of stability which has allowed me to make positive changes to my life style.'
 - d) They varied widely in their replies as to what was the best part of the course for them:
'Being more assertive' *'All of it'* *'Challenging your beliefs'* *'Victim awareness'*
'Self-reflection as it has let me realise that just because I have been bad in the past does not stop me being better in the future.'
 - e) When asked which parts were least helpful, two clients could not think of any areas. One said 'Drugs': another '*Citizenship; as being too basic*' and the third said that '*advice on housing, job education, etc*' was less useful.
 - f) Finally one participant in summing up the course, made a subtle point:
'This course has been good for addressing issues I did not realise I had.'

Evaluation of modules within Pathways to Change

- 56) Participants completed a form after each Module, summarising their experience of each Module. There were a larger number of returns than for P2C as a whole.
- a) Preparation Assessment and Orientation Module. (7 returns)
Participants recognised this module as being an introduction to P2C and no-one expressed the view that any part of it was uncomfortable. They scored the Module very highly, with the facilitator being marked particularly high. When asked what they had learned many talked about the need to be able to live safely in the community. The Maslow model was also mentioned several times as was the cycle of change.

Preparation Module	Easy to follow	Content	Facilitator
Likert Score (1= best)	1.57	2.00	1.29

b) Community Living Module (12)

This was scored quite high, with the facilitator being marked particularly high

Community Living Module	Easy to follow	Content	Facilitator
Likert Score (1= best)	2.08	2.00	1.31

Participants were broadly aware of what the Module aimed to do. When asked what they had learned they tended to repeat the purposes of the Module, mentioning *assertiveness: to listen and understand people's feelings: the importance of being taken out of your comfort zone.* Several people were uncomfortable being asked to role play.

c) Interpersonal Relationship Module (7)

Participants found this easy to follow, with relevant content. They rated the facilitator high but lower than in most other modules.

Interpersonal Relationship Module	Easy to follow	Content	Facilitator
Likert Score (1= best)	2.00	2.29	1.71

Participants were broadly aware of what the module intended to cover. When asked who were their victims they tended to feed back the Module content mainly saying 'everybody'. One person listed the types of people who had been specific victims of his main crime. There were wide answers to what made them uncomfortable in this module: *eg talking about their past: talking about authority: adultery (examples were 'too close for comfort': "understanding the ripple effect of my offending".*

d) Focus Module (8)

Participants were broadly aware of the content of the Module. When asked what new things they had learned, they gave a large number of different but positive answers:

"My confidence is returning: To change my future is not impossible: have learned how to deal with things better: I am a good person: Do not be too harsh on myself: Do not blame myself for everything."

Several clients were uncomfortable talking about events in their past life. The Joharis Window Model made some uncomfortable and others said it did not achieve anything.

Focus Module	Easy to follow	Useful Content	Facilitator
Likert Score (1= best)	2.13	2.38	1.38

e) Citizenship Module (9)

Participants were broadly aware of what the module aimed to do and rated it quite highly. The facilitator was also rated highly but lower than in most other modules. One participant was unhappy at having to do the course, as he had no accommodation problems afterwards.

Citizenship Module	Easy to follow	Useful Content	Facilitator
Likert Score (1= best)	2.00	2.22	1.67

There was little they were uncomfortable with, although drugs caused grief to one participant and two others did not like talking about their specific family relationships. There were varied responses to what they had learned. One had learned nothing useful: another felt the material was too basic to be useful although it had focussed his mind on what he needed to do. Others spoke about the ‘*need to accept authority*’: ‘*the need to live a crime free life*’. Finally others were glad to have specific information about ‘*what to do if you are homeless*’ and details about ‘*shared lettings, accommodation rules and regulations, and the like.*’

Findings from interviews with staff and volunteers

57) All staff and volunteers were interviewed, 6 face-to-face, 2 by telephone. This included Head of programme development, Manager and deputy Manager, Facilitator, two housing officers and two volunteers.

Effectiveness of P2C

58) Despite current difficulties all staff spoke of the importance of P2C in changing lives:

I’ve seen some of the best outcomes I’ve ever seen here. Some residents’ profiles have altered so much. Graduations with families showing increased insightfulness and self- esteem are great’ (R3)

‘The outcome has been amazing. Guys have learned to cope with personal tragedy in a way that couldn’t have been expected. Staff learn to listen and recognise the good things about clients and avoid the expectation that they are likely to fail.’ (R2)

‘It makes a real difference to people. They can be awful on arrival and very different after CBT has challenged them,’ (R8)

‘CBT is important as this will be the first time clients have experienced it. EH challenges how they got here.’ (R7)

59) The other important factors, both from the interviews and from the researchers’ observations, were the professionalism of the staff, the way that everybody helped each other out, the sheer dedication to P2C, the willingness to work extra hours at low pay and the care shown to the clients, despite current difficulties of lack of resources.

‘I think the staff are great, especially with the low level of resources available’ (R1)

‘I like the way everyone is treated with dignity: everyone is given the opportunity to make a new life. EH is the chance to move on and it is a place of hope.’ (R6 –volunteer)

‘I think the staff are great....EH has helped some guys to get back into working with their skills and gaining confidence’ (R5-volunteer)

Experience and training

- 60) Nearly all those interviewed had considerable experience in Pathways to Change. Two had been at Elderfield House for around 6 years, occupying other roles before P2C started. Five had been with P2C since it started in March 2016. Only one was more recent having arrived in December 2017.
- 61) There was considerable variation in people's experience before Elderfield: ranging from many years' experience working in probation with High Risk Offenders, work in prisons with drugs and other offenders or policy work for a housing association. The volunteers both had little previous experience of ex-offenders but considerable experience in their own fields of being a builder or of pastoral work in the community. All these five felt that their previous experience was quite relevant to their work on P2C. Three people had come to Elderfield either direct from study or from an unrelated job as an estate agent.
- 62) Five of the eight interviewed had a professional background to Diploma or Degree standard. All had either gone through the required training appropriate to staff or volunteers working on P2C or had worked on setting up the training. They were asked to give their opinion about the training received and their need for further training. Responses varied. Most rated the training they had received as 6 or 7 (on the Likert 1-7 Scale) although one rated it as a 3. The volunteers stressed that *'volunteer training is important in terms of safeguarding and knowing how to interact with members of staff when special issues arose.'* (R5,R6)
- 63) Several respondents felt the need for more training although one (R3) felt that her existing training was sufficient because *'we will adjust if we have to.'* R2 spoke of how the training only *'came alive when it had to be out into practice.'*
- 'I need drugs training, as I do assessments of clients. I have empathy with addiction but no experience and could understand better'* (R4)
- 'I feel the need for more training on managing aggressive behaviour'* (R7)
- 'I would like to do CBT training to be able to back up those who are CBT trained.'* (R7)
- 'I feel that knowing more about housing law would help me do a better job.'* (R8)

One echoed others when he said he was too busy for training.

'There is plenty of training available and I have applied but we are unsafe in terms of staffing if we are just one person short through leave or absence, which impacts on training. We aren't on a shoe string: we are on an elastic band. I can be flexible. I don't mind covering but if you are covering 6 nights on call you can't do training.' (R4)

Selection of Clients for P2C

- 64) All staff and volunteers were asked about the selection process for P2C. Volunteers were not aware of the detail saying that they *'accept who we find here'*. All other staff were fully aware of the process and played their part in it as needed. R1 and R3 explained that the selection process for those from HMP Winchester had recently been renegotiated as the old one was not working so well. This was heralded as an element of the flexibility of P2C.

65) Two respondents commented on some issues when the client came from Probation or Hampshire IOM.

'There is a lot of pressure from probation to get a place. It is understandable but it is difficult to retain the selection criteria and good professional relations with them. For us, it is important that clients want to do the CBT work and understand that the accommodation comes with that but for probation the bed is the top priority.' (R4)

'OASyS can require clients to go to approved premises, so we get specific referrals from probation. There can be a trade off with Hampshire IOM, especially if the client is from out of county: if we are unsure after interview, we get the offender manager to assess the client's ability to participate in the community, eg by continuing to be abstinent.' (R3)

66) Two respondents were extremely realistic about the clients they took::

'They usually have poor levels of control, low victim empathy and a sense of entitlement but these can be worked with if they are stable enough to participate.' (R3)

'They must be able to read and write but sometimes 18 year olds are too immature' (R7)

67) All respondents felt that the selection process was constrained by resources. Some recalled when it was possible to interview all potential clients face-to-face at Elderfield but all agreed this was no longer possible. One respondent explained the process in detail

'We used to be able to face-to-face all of them, but now mostly by telephone, which is not so good. I only recommend after I have seen OASyS and MH reports. But then select on whether I think there is more than 50/50 chance of it working but even then we can only work with that for the first 3 weeks. If they show no interest on the phone; yes/no answers, lacklustre and you can tell they are not on fire, if they don't ask questions you don't select them.' (R4)

68) Two respondents commented on the central LHT central processing on prison release:

'When allocation needed to go through central LHT this constrained the process so that too little notice was given to staff of impending arrivals.' (R8)

'We have now by-passed the LHT central processing on release from prison as this was too slow with only a 12 week window for accommodation.' (R3)

Participants being excluded from P2C

69) All responders were fully aware of the rules for exclusion in the management manual and broadly felt that the system worked well. One of the volunteers commented by saying:

'It is not for me to comment on the exclusion rules but I accept the need for people to be excluded in some circumstances and I report problem behaviour if relevant.' (R5)

70) All understood and worked to the system of gradually escalating warnings but respondent R8 *'felt that the warning system was a bit lenient.'* Others felt that clients took little notice of their first warning but once a second warning was given they tended to buckle down to proper behaviour. There were more specific comments from those dealing with housing:

'The tenancy is civil law, so if they don't comply they get a programme warning and, if needed, then a 28-day notice. Before that, though, they have a verbal then written final warning and we have a 3 way liaison with them and probation.' (R3)

'I am involved mainly when it comes to using the housing, so a 28-day notice. Even here it can be used strategically. It can be rescinded and sometimes we will take them back onto P2C at various stages if they have demonstrated changes in attitude.' (R4)

How P2C is currently being delivered

71) R1 explained that the manuals for P2C had been adapted from those accredited for C2C in prisons. However, it was important that P2C was not accredited as this gave staff more flexibility both in their delivery and in modifying the programme if changes were thought useful or necessary. Examples of this flexibility were:

Modules have been changed, especially Module 5, because the lessons included were relevant to the clients from the start of the course and could not wait until the last Module.

'During training [the CBT author] tweaked Module 5 which we do all the time and then it really becomes Module 1.' (R3)

The arrangements for selection from Winchester prison have been changed to reflect the reality of the situation there.

Resources had not allowed full use of the extensive monitoring arrangements, including the analysis of psychometric tests and integrating these into the P2C management.

72) On delivery, one respondent said:

'We do stick to it in general but staff have different styles and offenders are different so you have to have some autonomy. To be honest, it is better that it isn't accredited so you can do this. For instance, we have CBT three times a week so that continuity and group participation is better.' (R3)

'I deliver the modules exactly as specified, as if they were accredited. Sometimes, though, it becomes clear that parts of Modules are less relevant to Elderfield than they were in prison and so they are changed or left out.' (R2)

73) Despite the CBT programme not being accredited every effort was made to keep to the manuals. Staff were aware they had been drawn up following best psychological practices and the best chance of clients responding well to the CBT course was if they were delivered as written. However, staff felt that some specific aspects could be improved:

'From a housing perspective, we make slight variations as it is really written for exiting prison. The housing bit needs to be extended. I could adapt it if I had the time. In particular it needs real life scenarios: what is expected by landlords, what a tenancy is, how to behave as a tenant: shared house considerations, how to save and pay rent. I do try to establish this and use it in all supervisions. It needs to focus on Why as much as How and What.' (R4)

Lessons learned from how CBT is put into practice

74) Comments varied greatly. Many respondents gave a list of activities that clients engaged in, such as gardening, painting, decorating, church attendance, to work with equine

therapy. Other types of comments involved an assessment of how the CBT sessions improved their behaviour:

'The future selves and motivational decision making part of the CBT really help them to get hold of how to relate to authority, being polite and victim awareness.' (R3)

'The two areas do work together: eg at a community meeting one guy who was causing aggro was taken to task by the others quoting the appropriate CBT session.' (R1)

This was an area where the volunteers felt they could contribute a good deal:

'I try to get them involved in practical activities: gardening or rehangng a door.' (R5)

'I accept clients as they are and don't know their background. I try to get them to talk about their past life, especially those that have been victims themselves.' (R6)

75) However, all respondents raised the point that more staff were needed to use the site properly and involve the clients in more activities.

'This works well although more staff would enable more activities to be taken up.' (R2)

'I would like to have more practical work, including more art input.' (R6)

'I get involved with giving or refreshing their practical skills and giving them self-confidence in delivering outputs from these skills' (R5)

'There are lots of different things to do but not enough staff to help with them. There are about half the staff there were 5 years ago, when there was a market garden here.' (R8)

Preparations for the time when graduates leave for independent lives

76) All agreed that the time after graduation varied greatly from going immediately to staying for 18 months or more. How well prepared clients are for independent living also varied greatly and was succinctly summed by one respondent:

'Some are working outside and some not. Staff try to help with accommodation: getting in touch with the local council housing. This does not always work and guys blame us and say they are set up to fail. But we always stress it is as much the student's responsibility as the staff's' (R7)

77) Other respondents were less positive:

'It rather tails off after CBT, Results are very mixed. As getting housing afterwards is so difficult, this is always a sticking point and causes discontent among the men.' (R8)

'CBT works well but it needs to be scoped to connect better with the other delivery we do and with the guys and needs to be applied to their practical issues.' (R4)

78) However, clients faced other problems when preparing to leave Elderfield:

'After six months in Elderfield, the only option is really to get them, into council house shares for single males. Private renting excludes benefits.....The change to Universal Credit has caused major problems. Before there was only a 2 week bridge, now they get £46 on release

and nothing for 4-6 weeks. It impacts on our funds for housing and we have to use food banks’ (R3)

79) Despite the difficulties, staff reported close working with various other agencies

‘Nationwide are excellent in accepting prison release ID... Footprints will be able to help with bank accounts. (R3)

‘Emmaus is a hostel for more difficult cases with links to housing advice and also employers with ‘second chance’ facilities.’ (R4)

Volunteer participation

80) All respondents stressed the importance of volunteers as long as they were properly trained and followed house rules. The negative side of volunteers was mentioned by several respondents who referred to previous volunteers whose behaviour had not always been appropriate, partly because they had not been formally trained.

81) Although more volunteers would be welcomed it was agreed that current staffing was so low that it would be impractical to be able to look after and especially safeguard more than a small number of extra people.

Mentoring system

82) All respondents agreed that the mentoring system was not yet fully up and running. Numbers of volunteers had been small and many had volunteered for the wrong reasons: ie to continue to live at Elderfield. Many respondents spoke of the need for a specific contract which spelled out in detail what was expected of the mentor. One respondent summed up the situation concisely:

‘Trying to get it going from a small number of participants: only one peer mentor possible so far: budget and occupancy demands dominate.’ (R3)

Challenges for P2C

83) Many of the challenges mentioned were related to the need for more external resources to more fully realise the programme’s potential:

‘Staff are suffering burnout’ (R4)

‘We have good church connections but universal credit means we have little money in a semi-rural area where you have to pay to travel to probation and MH appointments, job centre and housing interviews, and to work.’ (R4)

‘We need more funding so that we could deliver 3 cohorts instead of 1 at present’ (R3)

‘We need an engagement officer and support worker.’ (R3)

‘Shortage of materials, tools, seeds etc. ‘ (R5)

‘More specific/expert support where there is a psychological problem with clients. (R6)

84) A related issue was the effect on staff morale:

‘I am very concerned with the effect on staff when their jobs are under threat.’ (R6)

'Staff suffer a great malaise when their jobs are under threat. This is morale-sapping and should be avoided.' (R8)

Monitoring progress

85) Respondents acknowledged that there was a lot of paperwork but generally felt it was necessary. It was agreed that results from the psychometric and evaluation forms were not integrated into management of clients. However, due to resource constraints it would be unrealistic to task one person with making more use of data collected.

New ideas

86) Respondents came up with new ideas at all times during their interviews and these have been grouped here.

'My dream would be to P2C as a disposal from the magistrates' court and also to have formal aftercare facilities. Also it would be better to have such facilities outside the county if clients wish to go there.' (R3)

'We would employ ex-offenders as staff but this has not happened yet. Such people might come from having been good mentors. If they have the right attributes, we would want to employ them but we have no funding to expand now. I try to be accessible/approachable and empower them' (R4)

'I would like to see more time spent on teaching guys how to budget better' (R5)

'Savings on paperwork by using tablets for data capture and analyses.' (R8)

Analyses of psychometric forms completed by clients

87) Participants completed four types of individual record, in most cases quite effectively.

- i) **Crime Pics II** – A psychometric record for each individual at the start of P2C and at some later point of the programme. It measures, in particular, change in the attitude to crime. Crime Pics II is a well-accepted, convenient and standardised psychometric that has been in use worldwide since 1994.¹⁰(M&A Research, 2013.)
- ii) **Barrett's Impulsiveness Scale** – a questionnaire designed to assess the personality/ behavioural concept of impulsiveness. It is the most widely used measure of its type and has been in use worldwide for 50 years. It has 30 items describing impulsive or non-impulsive behaviour and preferences.¹¹

¹⁰ More detail given in M&A Research, 2013 **CRIME-PICS II MANUAL** downloaded from <http://www.crime-pics.co.uk/cpicsmanual.pdf> on June 20 2018.

¹¹ Explained in Barratt, E.S. 1994 **Impulsiveness and Aggression**: in Monahan, J. and Steadman, H.J. (eds) *Violence and Mental Disorder : Developments in Risk Assessment* (pp.61-79) Chicago

- iii) **Service User Self-assessment Questionnaire¹² (Review)** – This questionnaire collects the views of participants on 25 attributes that have been shown to be important to people such as those going through P2C. Data is collected at the start and at a review point.
- iv) **P2C Evaluations** Those on P2C were also asked to evaluate the programme themselves as they went along. This gives a more subjective set of measures. Participants were asked to evaluate each Module once they had completed it and, for those who completed P2C to evaluate it as a whole. They were also asked to complete a self-evaluation form to review their attitude, thinking and behaviour, examining what aspects of the programme had helped them to learn about themselves and bring about change.

Completeness and accuracy of responses

88) Crime Pics forms were received from 33 participants at the start of P2C, which is 14 short of the possible maximum. Seven participants returned forms at the start and a later date just one short of the maximum. There were some issues with the accuracy of the response, which do not invalidate the analysis in this report. We also felt the data could be stored more carefully for ease of use and if resources become available we will share our ideas with the Elderfield House Team.

Results of analysis

89) The main characteristic of all tests was that there were very few offenders who had completed a test twice, so that we could measure changes due to P2C. This mean that no results have a large enough sample to be statistically significant.

Crime Pics II

- 90) Crime Pics measures five attributes, which programmes such as P2C seek to lower:
- a) **General Attitude to Offending – G measure.** This fell for all save one participant where it rose slightly. The average G measure at the start of P2C was around 41 and, for those who completed the course the drop was nearly 4 scale points.
 - b) **Anticipation of reoffending - A measure.** Result were more mixed. The average for all those who started was around 14: Three participants reduced on this measure. One stayed the same and three rose.
 - c) **Victims Hurt Denial – V measure.** Six of the seven who completed the course started with the lowest score on this measure, so no falls could be expected. Three participants stayed the same and four actually rose.
 - d) **Evaluation of crime as worthwhile - E measure.** Five of those who completed the course stayed the same or fell on this measure, and two rose slightly.
 - e) **Perception of current life problems – P measure.** On this measure P2C was very successful with all participants showing a lower score, often much lower, after they had completed the course. The average drop was 10 scale points from a starting point of 40.

¹² This has been designed in-house by the Kainos team and not yet validated through research. It consists of 25 attributes related to beliefs and behaviour that are relevant to ex-offenders such as those going through P2C. Before and after questionnaires were completed. A simple scoring process has been devised by the research team to creat a metric to measure change.

Barratt's Impulsiveness Scale

- 91) We were given scores for 29 different participants. Six of these repeated the test at different stages of the programme. The distribution was broadly a normal one, with an average of 68 which is broadly what would be expected of a population of this type. The changes for the six who completed the P2C are at Table 1
- 92) Five of the six who completed P2C recorded a fall in their Impulsiveness score. One remained the same. The average fall was over 6 points on the scale. We can safely say that participants' impulsiveness was reduced by the programme.

Table 1 Individual changes in Barratt's Scale from start to end of programme

Offender Number	Score at start	Score at end	Change in Score
1	69	69	0
2	74	67	-7
3	82	71	-11
4	68	62	-6
5	77	76	-1
6	85	73	-12

Service-User self-assessment questionnaire

- 93) This questionnaire has been produced within the team for assessing the problems those on P2C feel they are faced with. It is similar to the Crime Pics P score but is more detailed. A simple unweighted total score was used. 26 participants completed the form and 7 completed it twice, at the start and later. The average score at the start was 4.65. Of those who completed two forms, their score fell from 4.18 to 2.71. This confirms the result from the P Score in Crime Pics that P2C was very successful in reducing the level of concern with a number of real life issues.

Participants had the chance to say if P2C had helped over specific issues but only three did so: one listed five areas where help had been given, one listing 4 areas where he felt no help had come and one simply putting NO everywhere.

Participants also added comments about P2C. No one commented adversely. There were two types of comment: those on practical benefits and those on deeper concerns.

'Giving me a roof over my head' [AP]

'Giving a helping hand with health problems' [JB]

'When I am in need of help, regardless of what it is, staff will be there.' [LC]

[I appreciated the chance] to live in a community.' [JD]

'Giving me tools of how to change behaviour and help better myself with problems.' [JB]

'Helping me to think about things better' [KB]

'Helping me improve and recognise my past behaviour' [GY]

Clients' self-evaluation

- 94) In addition to the results from client interviews, there is a great deal of information available from those who completed the course from the forms they completed at various

stages. Clients rated themselves well above average as members of the P2C community (Score 7) but average as having achieved their goals (5.2). They were very confident about success after leaving P2C (8.2)

a) Comments about results of **group membership** were:

'Being part of the group, I came out of my shell and, being quiet, into putting plenty of input into hopefully being a useful person in the group' [JB]

'Being more mature about things and doing what is asked of me' [KB]

Two participants talked about helping others and discussed being mentors:

'Helping others – in contributions and working out problems' [two participants]

b) There were only two comments about **achieving goals**: one had stuck to his abstinence from alcohol for 6 days, another had one more goal to achieve which needed a member of his family. Nearly all expressed confidence they would **not reoffend**. *'Not going back [to offending] it's been five years now'* [JB] *'annoyed about my previous offending'* [KB]

'Now being here at Elderfield I think I have a lot better chance of not offending' [SH]

'Don't want to go back' [LC]

c) Three mentioned how badly they felt about **their victim**

'Still think of how I wronged the victim': 'Ashamed': 'Wouldn't want to hurt anyone'

d) There was a mixture of responses to their reaction to **authority**.

'Angry': 'No problem with police for a long time'

e) When talking about their **most significant change** while on P2C all the comments referred to interacting with other people:

'Seeing and accepting other people's opinions and views from different backgrounds'

'Listening to people more and thinking about things before I do them'

'Living and being part of community'

'Working with others as a group'