BYC Theory of Change in resettlement: an identity shift

- The elements of criminogenic background encourage young people to make sense of themselves in ways that promote criminal activity
- Their character in their life story was defined in ways that would see them offend
- Interactions with justice professionals have underpinned their offender identity reinforced by custodial
- Effective and sustained resettlement washes the young person shifting their identity - that's the change journey.
- The more identity would promote positive outcomes - direct link
- But how does resettlement support it then?

The Role of All Services Supporting the Shift in Identity

Outcomes were "Shocking"

- Why is it still so poor?
  - First and foremost they are doing "nothing" by putting them in work
  - No intention to change (nothing)
  - Lack of immediate re-offending beyond interventions
  - Consider alternative means for the whole
  - Identify those at risk of re-offending
  - Identify those at risk of re-offending

Engagement essential in early stages of transformation

Reframing as a journey for the young person

"It's a sentence journey - but that's necessarily the journey for the young person"

- Is that process of change as linear?
Rethinking effective resettlement: BYC findings and framework

Professor Neal Hazel, University of Salford
@nealhazel

BYC Parliamentary event
Westminster, 16th April 2018
A 6-year England-wide programme examining and promoting best practice in the resettlement of children and young adults leaving custody.

BYC uses research to challenge, advance and promote better thinking in policy and practice for effective resettlement.

www.beyonduyouthcustody.net | @BYCustody
What we do

- Producing robust evidence about what works
- Giving young people a voice
- Developing and promoting good practice
- Identifying & communicating what needs to change
“NOW ALL I CARE ABOUT IS MY FUTURE”

SUPPORTING THE SHIFT
Framework for the effective resettlement of young people leaving custody

November 2017

Hazel, with Goodfellow, Liddle, Bateman & Pitts
Opportunities and challenges

- Custodial sentences have worst reconviction rates
- Vulnerable – and custody can exacerbate problems
- Window of **opportunity** when young people are enthusiastic to change (and also at most emotionally vulnerable)
- Quick disillusionment if support not sufficient, relevant and timely

- Enhanced resettlement can improve outcomes and save money
Over 15 years of research showing correlations with reduced offending:

Including:

- Evaluation of RESET programme (2005-2008)
- Development of recommendations on resettlement (2010)
- Evaluation of the YJB Resettlement Consortium Pilots (2011-2012)
- Studies of resettlement in North Wales and South Wales (2012-2014)

Each taught us something new...
Existing policy messages from research:

**Consistent** - seamless programme from start to beyond sentence

**Coordinated** - managed partnerships across sectors
Poor business as usual

- Principles of good practice not being done
- Custody focused on coping
- Agencies distrustful and misaligned
- YP still disillusioned early

- Research based criteria

Outcomes were 'Shocking'
Why is it still so poor?

• Practitioners think they are doing 'resettlement' by putting in resources

'[Resettlement] is nothing new and we have the resources and, you know, the effort is there in our service'
Practitioner, North Wales

• Lack of overall aim for resettlement (beyond symptomatic)
• Unclear why parts important to the whole
• Unclear of the role that support plays
• Unclear why each element would make a difference
• Lack of a theory of change
Decontextualised resettlement pathways:

1. Case Management & Transitions - Main Objective:
   Ensure that young people serving custodial sentences receive effective, end-to-end service provision based on a thorough assessment of need and risk, in order to reintegrate them into the community.

2. Accommodation - Main Objective:
   To ensure that all young people leaving custody can access suitable and sustainable accommodation with support where appropriate.

3. Education Training & Employment - Main Objective:
   Provide all young people with suitable and sustainable Education, Training & Employment throughout their sentence & beyond.

4. Health - Main Objective:
   Ensure that all young people in custody have access to suitable and sustainable general and specialist healthcare services, based on individual need, so that problems are assessed and treated at the earliest opportunity and in the most appropriate manner.

5. Substance Misuse - Main Objective:
   Ensure that all young people entering custody are screened for substance misuse, with recognition of previous interventions. Those with identified needs should receive specialist assessment and access to the appropriate interventions and treatment services, with their aftercare needs met on return to the community.

6. Families - Main Objective:
   Ensure that families of young people in custody receive timely, high-quality support and information, from the point of arrest and throughout the young person's sentence.

7. Finance, Benefits & Debt - Main Objective:
   Ensure young people leaving custody and their families are provided with information and advice so that they are able to access appropriate financial support.

NB: Adult National Reducing Reoffending Action Plan (HO 2004) had ‘Attitudes, Thinking & Behaviour’ as Pathway 7 – Incorporated into ETE Pathway for YP.
(1) Case Management & Transitions – Main Objective:
Ensure that young people serving custodial sentences receive effective, end-to-end service provision based on a thorough assessment of need and risk, in order to reintegrate them into the community.
First step is seeing resettlement as a journey, not just release:

- There is a sentence journey… but is that necessarily the journey for the young person?
- Is their process of change as linear?
More of a "snakes and ladders journey" for the young person:

**Effective Resettlement**
A process that enables a shift in a young person's identity, moving them away from crime towards a positive future.

- 60% have communication problems
- 61% girls, 33% boys in custody have previously been in care

**Continuous Service Focused on Resettlement**
There must be a continuous service between custody and the community with sentence planning focused on resettlement throughout.

- Can set you back
- We approach young people on their level, showing them that we can relate to them.
- This generates a level of mutual respect; something many young people have never experienced before.

**Engaging the Young Person for Positive Change**
Effective engagement and high quality, trusted relationships are key to enhancing a young person's motivation to make positive choices and build resilience to negative influencing factors.

- Trust
- Listening
- Responding to diversity
- Support
- Focus on positives

- 91% have experienced abuse or loss

**Seamless Sentence**
Planning for release

- He came into prison to talk about his options and he cared.

**60%**
Have communication problems

**61% Girls, 33% Boys**
In custody have previously been in care

- 91% have experienced abuse or loss

- 60%

- Start planning for release
EFFECTIVE RESSETTLEMENT
A PROCESS THAT ENABLES A SHIFT IN A YOUNG PERSON’S IDENTITY, MOVING THEM AWAY FROM CRIME TOWARDS A POSITIVE FUTURE
Engagement revealed as a process of transformation

Step 1: Service engaging the young person

Step 2: Young person engaging with the service

Step 3: Young person engaging with wider society

Facilitating an identity shift = desistance
BYC Theory of Change in resettlement: an identity shift

- The elements of criminogenic background ensure young people make sense of themselves in ways that promote criminal activity

- Their character in their life-story was defined in ways that would see them offend

- Interactions with justice professionals have underlined their pro-offending identity, reinforced by custody

- Effective and sustained resettlement involves the young person shifting their identity - that's the change journey.

- The new identity would promote positive outcomes - desistance

- But how does resettlement support fit in?

THE AIM: SHIFT IN IDENTITY

PRO-OFFENDING IDENTITY
- Disempowerment leads to negative choices
- Status/security from self-defeating choices
- Destructive roles/activities
- Short-term motivations

PRO-SOCIAL IDENTITY
- Empowerment leads to positive choices
- Status/security from positive choices
- Engaged with constructive roles/activities
- Future-oriented

SUSTAINABLE POSITIVE OUTCOMES
- Desistance
- Wellbeing and security
- Engaged with wider society
- Socially included
- Contributing
- Constructive achievements

THE ROLE OF ALL SERVICES: SUPPORTING THE SHIFT IN IDENTITY

PERSONAL SUPPORT: CHANGING THE SHIFT

STRUCTURAL SUPPORT: ENABLING THE SHIFT
desistance

"If you conduct yourself in a good way... and portray myself in a good way, people will warm to me more... Everybody I know says I seem like a man now - I can't go round talking like a child in a hoody."

+ Wales data on criminal identity
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**THE ROLE OF ALL SERVICES: SUPPORTING THE SHIFT IN IDENTITY**

- **PERSONAL SUPPORT: GUIDING THE SHIFT**
- **STRUCTURAL SUPPORT: ENABLING THE SHIFT**
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"If you conduct yourself in a good way - and portray yourself in a good way, people will warm to me more... Everybody in new start becomes like a man now - I can't go round acting like a child in a body."

- Keith data on criminal identity

**THE AIM: SHIFT IN IDENTITY**

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**DESISTANCE JOURNEY MAY INVOLVE RELAPSE**

**THE ROLE OF ALL SERVICES: SUPPORTING THE SHIFT IN IDENTITY**

**PERSONAL SUPPORT: GUIDING THE SHIFT**
- Into custody • Explore pro-social strengths and goals

**STRUCTURAL SUPPORT: ENABLING THE SHIFT**
- Into custody • Coordinate planning from start
"They have helped me come on that journey a long way... A lot more has changed with the help of [my workers]. Now I'm in a position where I look at myself two years ago, and that's not me"

"Because of the help I got, I was able to find myself and what I wanted to be"
THE ROLE OF ALL SERVICES: SUPPORTING THE SHIFT IN IDENTITY

PERSONAL SUPPORT: GUIDING THE SHIFT

INTO CUSTODY
- Explore pro-social strengths and goals
- Establish support relationships
- Focus on pathways (roles and activities)
- Prepare for release disorientation

INTO THE COMMUNITY
- Facilitate engagement
- Develop empowering relationships

INTO THE FUTURE
- Help relapse recovery

STRUCTURAL SUPPORT: ENABLING THE SHIFT

INTO CUSTODY
- Coordinate planning from start
- Focus custody services on release
- Confirm community services before release
- Arrange contingency planning

INTO THE COMMUNITY
- Ensure flexible and prompt support on release
- Early exit planning

INTO THE FUTURE
- Continue support post-sentence

"They need someone out there helping them, asking them what they can see themselves doing, what they want to do"
"They need someone out there helping them, asking them what they can see themselves doing, what they want to do"
Guiding the shift - Intermediate outcomes

- Clear future goals on release
- Clear about roles on release
- YP feels pathway plan is own
- Non-criminal self-identity following release
- Appropriate self-esteem at end
- Associates self with constructive activity
- Continued engagement with ETE
SUPPORTING THE SHIFT IN IDENTITY

STRUCTURAL SUPPORT: ENABLING THE SHIFT

INTO CUSTODY
- Coordinate planning from start
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ADDRESS PATHWAY BARRIERS
PREPARE HOME AND PARTNERS
Enabling the shift - Intermediate outcomes

- Activity programme arranged
- Partners engaged in planning
- Full info on custody work received by outside agency
- ETE activity shortly after release
- Suitable accommodation confirmed before release
- Accommodation maintained
- Exit plan in place at sentence end
THE HOW: 5 KEY CHARACTERISTICS FOR SUPPORT
CONSTRUCTIVE
Centred on identity shift, future-oriented, motivating, strengths-based, empowering

Roles and activities are to develop identity
Empowering to make constructive choices

"In the resettlement project, I would make my goals and feel happy with myself. It led me to where I am now"
Young person's journey - not an intervention to them
Depends on engagement - involvement is key
Early inclusion of personal supporters can develop constructive roles

"They should think about personal development... give people more control over what happens to them"
For each particular narrative - not generalised support
Diversity important - incl gender and ethnicity

"Everyone wants to better themselves in a different way. Throwing people through the same route doesn't work"
CONSISTENT
Resettlement focus from the start, seamless, enhanced at transitions, stable relationships

• Providers prioritise supporting identity shift
• Continues beyond sentence end to reinforce identity

"I didn't know where I was going to go or what to do. I just came out of there. It was like my life had just stopped and swung back round and kicked me."
COORDINATED

Managed widespread partnership across sectors

5

Partnership at strategic and operational levels
Local support menu, incl informal supporters
Focus on "service brokerage" rather than case working

"They promise you the world... it's like the left hand not speaking to the right"
"I used to run around the streets, acting like an idiot. Now all I care about is my future. I'm going to do my Level 3, then university... My life is only just beginning. I'm moving through every page of every chapter of my book. Without [my project], I'd be doing nothing or I wouldn't be alive"

"My resettlement project has given me something that I didn't know I had. It's bettered me as a person. I'm a completely different person."

- What can you do to help this approach?
- What are the barriers to adoption?
- How can these barriers be removed?