

Shannon Trust - The Reading Network

National Network Meeting September 2011

“To Improve Delivery of Toe By Toe in the YOIs By Enabling Establishments to Share Best Practice and Find Solutions to Barriers to Delivery.”

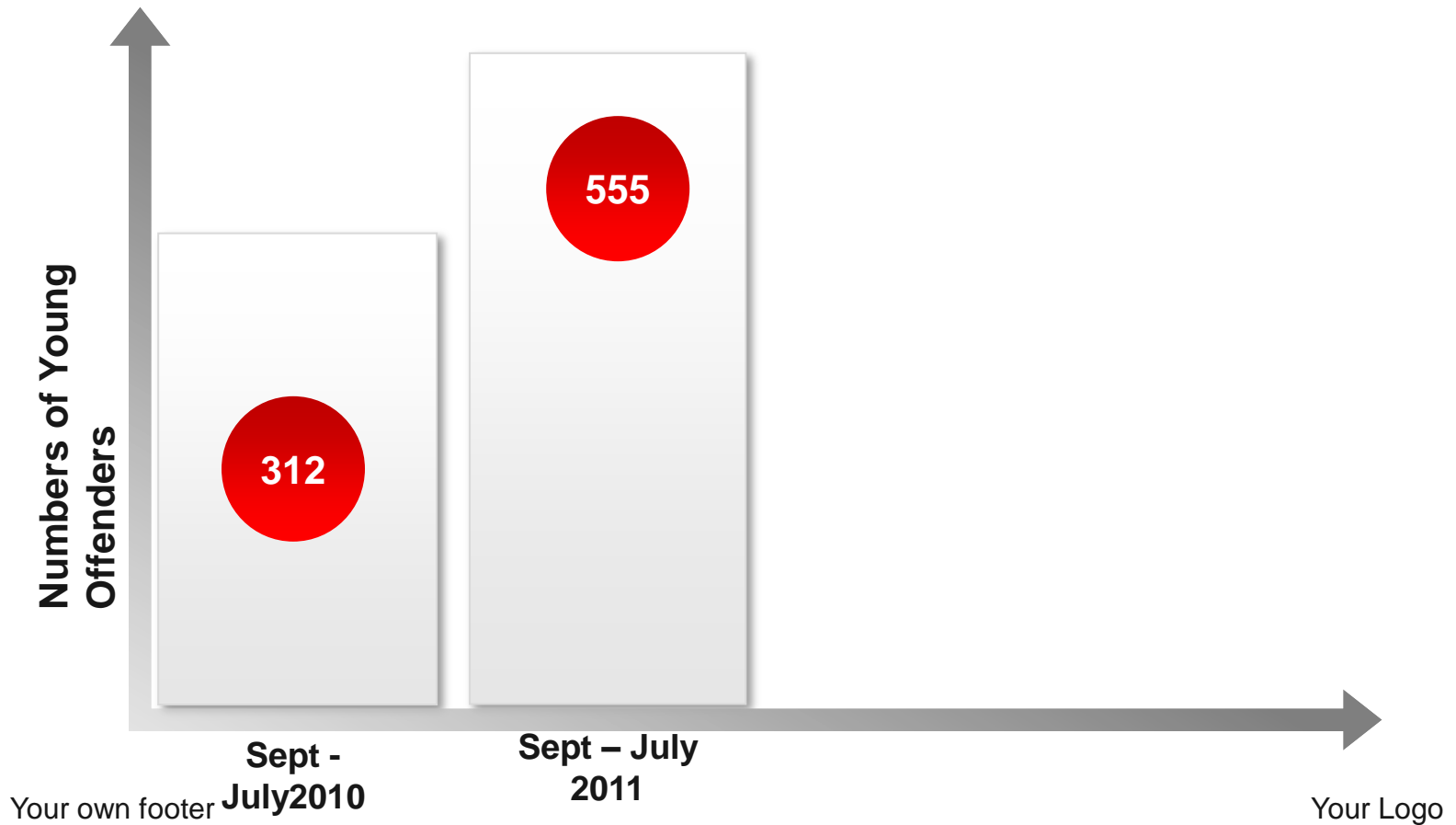
The Story So Far...

YOIs Involved

- North: Deerbolt, Hindley, Lancaster Farms, Northallerton, Thorn Cross, Wetherby.
- Midlands: Brinsford, Glen Parva, Stoke Heath, Swinfen Hall, Werrington, Littlehey.
- South: Ashfield, Aylesbury, Cookham Wood, Feltham, Isis, Portland, Rochester, Reading, Warren Hill.

Numbers

Target: To reach 250 Young Offenders in Year 1



By Region



- North 6 YOIs: Learners 82 Mentors 22
- Midlands 6 YOIs: Learners 207 Mentors 72
- South 9 YOIs: Learners 94 Mentors 78

NB – In July 61% of YOIs returned data: 4 prison in the North, 5 in the Midlands and 4 in the South...

Data Sheet – a reminder



Learners

Learner ID	Contact Time	Lit. Level at Start	Reading Test results & Dates	Start Date on TxT	Mentor or LSA	Completion Date	Transfer & Destination	Certificates Awarded	Stopped & Reason
893AH	6 sessions		4.6 (april); 5.2 july, sept 6.4	14/04/2010	LSA/MENTOR		Deported 12/4/11		
481DK	20 mins daily		7.6 (april)	13/04/2010	LSA		released june 2010		
596AB	20 mins daily		7.2 (april)	19/04/2010	LSA		released 17/6/10		
200RS	20 mins daily		5.9 (april)	23/04/2010	LSA		released may 10		
329LD	20 mins daily		7.10 (april)	27/04/2010	LSA		released may 10		
398DW	9 in month to release date		8.1 (MAY), 8.8 july; 10.1 aug	25/05/2010	LSA		released 23/8		
193TS	2 sessions		8.2 (May); 10 july; 12+ Sept;	11/05/2010	LSA				
584DP	7 sessions in month		8.8 (june); 11 july, 11.6 Sept	01/06/2010	LSA		released 14/1/11		
893NT	10 sessions	ESOL	4.6 (June)ssr; 1.9 jan; 6.1 march	04/06/2010	LSA				
054AS			5.2 (june)	09/06/2010	LSA		Jul-10		no destination
928LF	4 sessions		0 (june)	14/06/2010	LSA				not interested
222AS	20 mins daily			15/06/2010	LSA				not coming do
258PG	0 sessions -		June 8.3, Spet 10.4	23/06/2010	LSA				not coming do
544NM	10 sessions		8.8 (june),10.8 aug, 11.8 oct	28/06/2010	LSA		channings wood 7/1/11		
348KG	20 mins daily		9.3 JULY	05/07/2010	LSA		RELEASED 9/7/10		
673MP	11 sessions		8.2 July; 9.3 (Aug)	06/07/2010	LSA		released 1/11		
202IA	8 sessions to	ESOL	0 JULY;	07/07/2010	LSA		released 19/10		
268MM	4 up to release		5.9 JULY;	07/07/2010	LSA		released 11/8		
886RG	0 sessions		10+ssr JULY; 8.0 Jan	15/07/2010	LSA				not interested
497DR			8.2 July;	19/07/2010	LSA		released 2/8		
271AD	2 sessions then released		8.8 JULY	22/07/2010	LSA		released20/9		
690MF	16 sessions		8.7 JULY; sept 10.2	27/07/2010	mentor		22-Nov		
037AH	10 sessions		7.2 JULY; 8.3 aug;	27/07/2010	LSA		released 22/10		
893SB	9 sessions		5.9 ssr JULY; 1.9 ST Jan; 6.1 ma	27/07/2010	lsa/mentor		released 10/5		
168FG	8 sessions	ESOL	10+ Sept	02-Aug	LSA		released oct		
130NA				06/08/2010			released 3/9		
773KG	9 to release		11yrs aug;	09-Aug			22-Sep		
132BP	5 sessions		8.2 aug	17-Aug	mentor		09-Nov		
174MH	none			16-Aug					NOT INTERES
403CH	none			18-Aug			released oct 10		not coming to
893AH	10 sessions	Esol	No english Aug;	18-Aug			birmingham	ach	
501TH	13 sessions		Aug 5.9;	01/09/2010			shepton mallett		01-Nov
241NK	0 sessions		5.10 sept	08/09/2010					not coming to

Data Summary Page



<u>New starts this month:</u>	<u>Totals/Details</u>
Learners:	12
Mentors:	2
Total	<u>14</u>
Total nos of Learners/Mentor above who are YP:	NA
Purposeful Activity Hours	
<u>Certificates awarded:</u>	
Achievement	0
Completion	
Commendation	
New Developments (Briefings given etc):	5/7/11 Mentor training delivered
Qualifications gained THIS MONTH	
Referrals made to other Prisons:	1
Learners released:	3
Referrals made to YOT/Probation:	
Any Issues:	3 Learners are a re-start -
<u>CURRENT NUMBERS:</u>	
<u>Learners:</u>	
Young People (Under 18 year olds)	0
Young Adults	52
Total:	<u>52</u>
<u>Mentors:</u>	
Young People (Under 18 year olds)	0
Young Adults	17
Total:	<u>17</u>
TOTAL CURRENT TxT Numbers =	<u>69</u>

Snapshot Evaluation

Learners – 93 responses from 9 YOIs: 2 N, 4 M, 3 S



- How did you find out about Toe By Toe?
81% Teacher/Education 1% Workshop
2% Library 12% Officer 3% not stated
- How soon after arriving?
30% On arrival; 49% within 3 months; 10%
within 6 months, 3% within 12 months; 8%
more than 1 year

Learners Continued: Agreed that Toe By Toe....:

- 90% is improving Reading Skills
- 95% can now read for themselves
- 93% has improved communication skills
- 83% has improved self-confidence
- 85% has helped me be more positive about my future
- 87% will go on to do more learning
- 92% would recommend TxT to others

Mentors Feedback

58 responses from 7 YOIs: 1 N, 3 M, 3 S

- Where did you find out?

26% Officer; 49% Education; 15% other mentor; 2% each Poster/Wing/Induction/Mentoring course/previous prison; 0% Library

- At what stage of sentence?

21% 1-3 m; 22% 4-6 m; 14% 7-12m; 24% +1 year; 2% not stated

Mentors Continued:

Agreed with the statements that being a Mentor has:

- 88% helped improve communication skills
- 81% improved self-confidence
- 93% given me new skills
- 97% allowed me to understand others better
- 91% been a good use of my time in prison
- 91% helped me feel more positive about the future
- 81% will go on to do more learning
- 98% would recommend TxT mentoring

What Mentors say we could do better

- 47% better wing support so Mentors are released from cells to deliver.
- 12% More training/support

NB:

26 of the 93 Learner respondents gained 52 qualifications between them since they started Toe By Toe.

NOMIS

Where to record activity

- Education Page
- Dropdown boxes will be added
- Search facility will be available.

Consider:

- Who will input this information/related workload

Linking in with other initiatives

Milly Connelly

- Reducing Re-Offending action Plan
- Making Prisons Work
- Michael Spurr – Deputy Director General and Director of Operations HM Prison Service

Linking with other Initiatives

Reducing Reoffending Action Plan

7 Pathways

- Accommodation and support
- Education, training and employment
- Health
- Drugs and alcohol
- Finance, benefits and debt.
- Children and Families
- Attitudes, thinking and behaviour

7 Pathways

Accommodation and Support

Tenancy agreements, application forms, reading housing advice literature, social housing bidding online systems, adverts for rental properties.

7 Pathways

Education, Training and Employment

CV writing, reading job adverts, course and job applications, tests to gain places on a course

7 Pathways Health

Impact on mental health by raising self esteem and self worth due to gaining reading skills or becoming a mentor

7 Pathways

Drugs and Alcohol

Access to drug advice on posters, websites and leaflets.

Finance, benefits and debt

Understanding contracts (phone, credit etc.), form filling, reading reminders.

7 Pathways

Children and Families

Letter reading and writing, reading to children, helping to teach children to read.

Attitudes to thinking and behaviour

More positive attitude to learning, mentors gain better understanding of others.

Making Prisons Work: Skills for Rehabilitation

May 2011

“Enabling offenders to have the skills that will make them attractive to employers so that they can find and keep jobs on release or whilst serving a community sentence – becoming an asset rather than a burden to society”

Making Prisons Work: Skills for Rehabilitation : sets out the Government's commitment to:

- Increase the range and relevance of learning, focusing on the skills employers need.
- Support more work opportunities in prison.
- Improve links with employers, ensuring where possible a relationship with employers has been established before release.
- Boost activity to prepare prisoners for apprenticeship opportunities on release.

- Focus learning delivery towards the end of prisoners' sentences – linking it directly to needs in the labour market on release.
- Reshape careers advice provided in custody.
- Trial outcome incentive payments – giving colleges and training providers a greater stake in delivering learning successfully.
- Restructure the delivery of offender learning around the clusters of prisons within which prisoners normally move – bringing more coherence to the system.

A Letter from Michael Spurr to Prisons

For your information....

“..This (TxT) peer mentoring literacy scheme is now well established across the estate and appears to be having a real impact on improving basic levels of literacy. I was struck by an example from Chelmsford where the Governor has provided some dedicated officer hours (16) to co-ordinate and imbed Toe by Toe within the regime.

Chelmsford have just received an impressive HMCIP outcome and the Governor’s decision to actively support and promote peer mentoring through Toe by Toe was a significant factor which was both positive in supporting culture change and in terms of overall vfm.”

Chelmsford Case Study

The Governor at Chelmsford recently conducted a review on the cost effectiveness of the programme, his findings, based upon April 2011 statistics are as follows:

Staff hours per mth	Programme	Total hours of prisoner activity for month	Prisoner activity hours per staff hour worked
64 hrs	Toe by Toe	1125	17.5
230 hrs	Information Skills	1330	5.8
156 hrs	Works Department	780	5.0
156 hrs	Service Department	890	5.7

Chelmsford Case Study

Headlines you may be asked about:

- Segregation: Use of Toe by Toe on the unit has had a positive impact upon prisoner behaviour.
- Health Care: Toe by Toe has a positive impact upon patients in Health Care, particularly those dealing with mental health issues;
- Library: Library usage hours have increased from 3,000 to 11,000 per month, Toe by Toe has contributed significantly to the increase in usage;

Chelmsford Case Study

Headlines continued:

- Storybook Dads: The introduction of reading mentors in Storybook Dads has had a positive impact upon fathers with poor reading skills;
- Bullying: There has been a reduction in bullying of non-readers;
- Introduction into Education: Toe by Toe in education has had a positive impact upon getting non-readers into basic education once engaged in the reading plan.

Chelmsford Case Study

Final Headlines...

- **Visits:** Visits are planning to introduce Toe by Toe which will help structure the sessions with reading being promoted between prisoners and their families;
- **Self-esteem:** The contribution to prisoners in this area cannot be overstated. For many prisoners it is the beginning of new journey on the road to rehabilitation.

The Facilitator's Story



- Dave Slade – Officer Facilitator
HMYOI Reading
- Jo Stoneley – LSP Facilitator
HMYOI Brinsford

The Local Representative



Jon White on behalf of Nic
Manners Rep at HMYOI Aylesbury.

Q&A



Panel:

Susie O'Hagan - Project Manager

Jon White – Project Leader South

Milly Connelly – Project Leader North

Dave Slade – Facilitator Reading

Jo Stoneley - Facilitator Brinsford

Best Practice Delivery Model



- All E2 and below prisoners identified at Induction
- Toe by Toe Activity reported to/monitored by SMT
- Monthly Mentor meetings
- Regular Mentor training
- Reps visit at least once a month
- Data completed and returned every month (and C-Nomis)
- Team approach to delivery
- Available across the whole prison
- Celebration events/ presentations
- High profile – communication
- Links to “Making Prisons Work” Report
- Links to 7 Pathways/Reducing Re-offending Action Plan

Group Discussion: Activity, Problems, Solutions

Recruiting Learners

E.G:

- Identified at Induction
 - How do you get referrals
 - Linking Learners with Mentors
- etc.

Group Discussion: Activity, Problems, Solutions

Recruiting Mentors

E.G:

- Security Clearance..
- How to find them..
- Turn-over
- etc.

Group Discussion: Activity, Problems, Solutions

Monitoring Activity

E.G:

- Data collection – log sheets
- How to identify gaps (like when a mentor moves wing)
- Managing problem behaviour (Mentors)
- Sessions being delivered
- etc.

Group Discussion: Activity, Problems, Solutions

Supporting Mentors

E.G:

- Training
- Meetings
- Qualifications
- To Pay or Not to Pay/ Incentives /rewards
- etc.

Group Discussion: Activity, Problems, Solutions Communication/Awareness Raising

E.G:

- Team Approach
- Links to 7 Pathways
- Newsletter
- Staff Briefings
- Celebration events
- SMT involvement
- etc.

Group Discussion: Activity, Problems, Solutions Delivery

- Where, When, How, Who?
- Main barriers
- Reading Measure
- Snapshot Evaluation
- etc.

Feedback and Q&A

Discussion Feedback and Main Points

Final Q&A with Reading Network Team

Next Steps

- Individual Actions
- 2012 and Beyond....
- Dates of Next Network Meetings:
North: 7/12/11 Midlands: 12/12/11
South:13/12/11

THANK YOU!