



# Evaluating Social Action for Rehabilitation

Khulisa Rehabilitation Social Action programmes  
Final Evaluation Report  
July, 2015

Theo Gavrielides, Andriana Ntziadima & Ioanna Gouseti

## **Restorative Justice for All Publications**

Kemp House, 152 City Road, London EC1V 2NX, United Kingdom

[contact@rj4all.info](mailto:contact@rj4all.info)

[www.rj4all.info](http://www.rj4all.info)

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## **ACKNOWLEDGEMENTS: PROFESSOR THEO GAVRIELIDES, FOUNDER AND CO-DIRECTOR OF RESTORATIVE JUSTICE FOR ALL**

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This report presents the findings of our independent evaluation of the Khulisa programmes Silence the Violence and Milestones. They were delivered to 268 offenders and we worked with 194 of them over a period of 20 months to see whether Khulisa’s model impacted positively on their recidivism, wellbeing and general pro-social behaviour. Measuring such variants over such a short period of time was always going to be a challenge. I was honest enough to point this out from the outset, when Simon and I attended an interview with the Cabinet Officer which expressed an interest in funding the interventions and their evaluation. In the end, not only the outcome of the interview was successful, but also the programme and indeed the partnership proving that the values of honesty and friendship are good ingredients for any success!

Based on the Good Lives Model and using restorative justice values, the Khulisa interventions constitute a proven, successful and replicable model of social action for rehabilitation. I have argued elsewhere that the focus of researchers should not be on proving (or disproving) the political or policy goals of the given funder. These goals are often confused with the question “what works”. What we tried to do here was to look at “what happened”. By paying attention to the realities and personal journeys of each individual who received the Khulisa interventions, we were able to drill down into far more interesting and complex findings. Thus, we truly hope that our research bridges a gap in the rehabilitation literature.

This evaluation study has been the outcome of collective work that was funded by the Cabinet Office. Therefore, special thanks should first go to the Cabinet Office team (Matthew Nardella and Katy Owen) as well as the SIB Grants manager and Officer Caroline Garkisch and Sarah Le-May. Thanks also to Lisa Robinson from the PNC/Criminal Histories Statistics Team and George Barrow of the Ministry of Justice. Additionally, we would like to thank the HMP Isis Prison Team and especially Grahame Hawking, HMP/YOI Isis Prison and Charlie Abbot, Acting Hub Manager, Offender Management Unit and Litigation for granting us access to the P-nomis database.

It was indeed an honour to work with Simon Fulford and his team Zoe Twidle and Damian Castelo. We also owe special thanks to Helen Mthyiane and Sheryl Penrose who patiently organised the data. Finally, I want to give personal thanks to my research team Andriana Ntziadima, Ioanna Gouseti and Despoina Bardosi. With minimal direction, they performed their roles diligently and professionally. Special thanks to Andriana for persevering until the end when things tend to get frustrating and the deadlines more demanding. I am also grateful to the RJ4All co-Director, Professor Artinopoulou for her advice and moral support.

*Theo Gavrielides*

## FOREWORD: SIMON FULFORD, CHIEF EXECUTIVE OF KHULISA

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We are absolutely delighted to receive this final report on our Rehabilitation Social Action programme from RJ4All. It is a large and complex assessment with the most detailed analysis to date of the work that we do. Designing and implementing an evaluation around a programme delivered across four sites as far afield as London, Bolton and Hampshire was no easy task. Similarly, addressing the complexities involved in work that targets some of society's most vulnerable and socially excluded individuals, namely men with histories of repeat and violent offending, was a challenge that RJ4All did not take on lightly.

You only have to read the 2014-15 annual report from the HM Chief Inspector of Prisons to know that our prisons are in crisis. Violence is escalating while rehabilitation is sadly at an all-time low. Khulisa's programme was designed to try and address both issues, sequentially, while helping to put our participants on a clear desistance pathway.

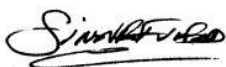
Currently, working in prisons and with the probation service is extremely difficult. Probations are going through their biggest structural and systemic change ever while prisons face an escalating need for appropriate intervention programmes while their ability to deliver is severely curtailed.

Operating in this environment was and continues to be extremely challenging for Khulisa's staff and volunteers, just as it is for the hundreds of other exceptional voluntary organisations we work alongside. At times we struggled to get adequate referrals from partner staff, faced last-minute programme cancellations and, on more occasions than we'd like to list, were unable to get lads from their cells or run a session due to constraints in the system. Our delivery numbers lagged behind target for many months and, as RJ4All know better than us, obtaining robust and adequate data was a constant worry. As wonderful as your participants and volunteers are, paperwork is not always front of mind for them!

However, bringing social action into this intensive work is essential given both the current stresses our prison system is operating under and the need to reform public services in ways that encourage far more citizen engagement. Working with offenders and promoting desistance from crime is not easy and is not cheap. This type of work requires the right level of investment but can be hugely impactful on all involved. The benefits are felt by ex-offenders getting jobs, re-joining families and re-building shattered lives. Families feel the benefit of a husband who stays out of prison and is there for his kids. Volunteers see how seemingly small actions can make a big difference while they themselves gain new skills, self-awareness and a true connection to others. Communities reap the benefits of less crime, active citizens and strengthened social fabric.

I am delighted that even with the challenges and obstacles we encountered, RJ4All's assessment demonstrates the significant impact Khulisa's programmes have on reducing violence, promoting resilience and emotional well-being, helping prisoners to think differently and more positively about their futures and, finally, using a mentoring model to further support them on that journey. I won't repeat here what is succinctly captured in the proceeding pages, but I am proud to know that, once again, our innovative approach has proven successful. We would like to thank Theo, Andriana and Ioanna for all their patience and hard work.

Warmest,



## INTRODUCTION & IMPETUS

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### Background

In 2012, as part of its “Big Society” philosophy, the then new coalition government issued plans and national policies that would encourage and support individuals and organisations to take social action within their localities. Part of this plan included the [Giving green paper](#) and [Giving white paper](#) as well as the development of the Centre for Social Action (CSA) within the Cabinet Office. The Centre was tasked with supporting programmes that encourage people to create positive change through social action.

According to the CSA, social action can include formal or informal volunteering, the giving of time and money or simply people helping people, and can broadly be defined as practical action in the service of others, which is:

- carried out by individuals or groups of people working together
- not mandated and not for profit
- done for the good of others - individuals, communities and/or society
- bringing about social change and/or value

Reflecting the government’s priorities, CSA identified the following areas of action:

1. supporting people to age well and live independently for longer
2. improving health outcomes and wellbeing
3. supporting young potential
4. creating stronger and safer communities
5. contributing to prosperity, by e.g. reducing the cost of living and developing employment.

To this end, several funding opportunities were announced one of which was the [Rehabilitation Social Action Fund](#) (RSAF). RSAF aimed to contribute to priority no 4 i.e. creating stronger and safer communities and thus was offered to organisations with a strong track record in using social action to rehabilitate offenders. In particular, £2.4 million was awarded to 12 organisations<sup>1</sup> to increase support for ex-offenders to stop committing crime and transform their lives. Minister for Civil Society Nick Hurd said:

“The work that all of these organisations are involved in highlights that social issues can often be dealt with very effectively through making the most of community and individual resources. These grants will allow this work to be invested in and expanded”.

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<sup>1</sup> These are [YHCOSA \(Yorkshire and Humberside Circles of Support and Accountability\)](#), [Trailblazers Mentoring](#), [Praxis Community Services](#), [Circles UK \(Circles of Support and Accountability\)](#), [The Koestler Trust](#), [Crime Reduction Initiatives](#), [Inclusion Healthcare CIC](#), [Khulisa](#), [Salford Foundation](#), [Leicestershire Community Projects Trust \(LCPT\)](#), [8 St Giles Trust](#), [Safer London Foundation](#)



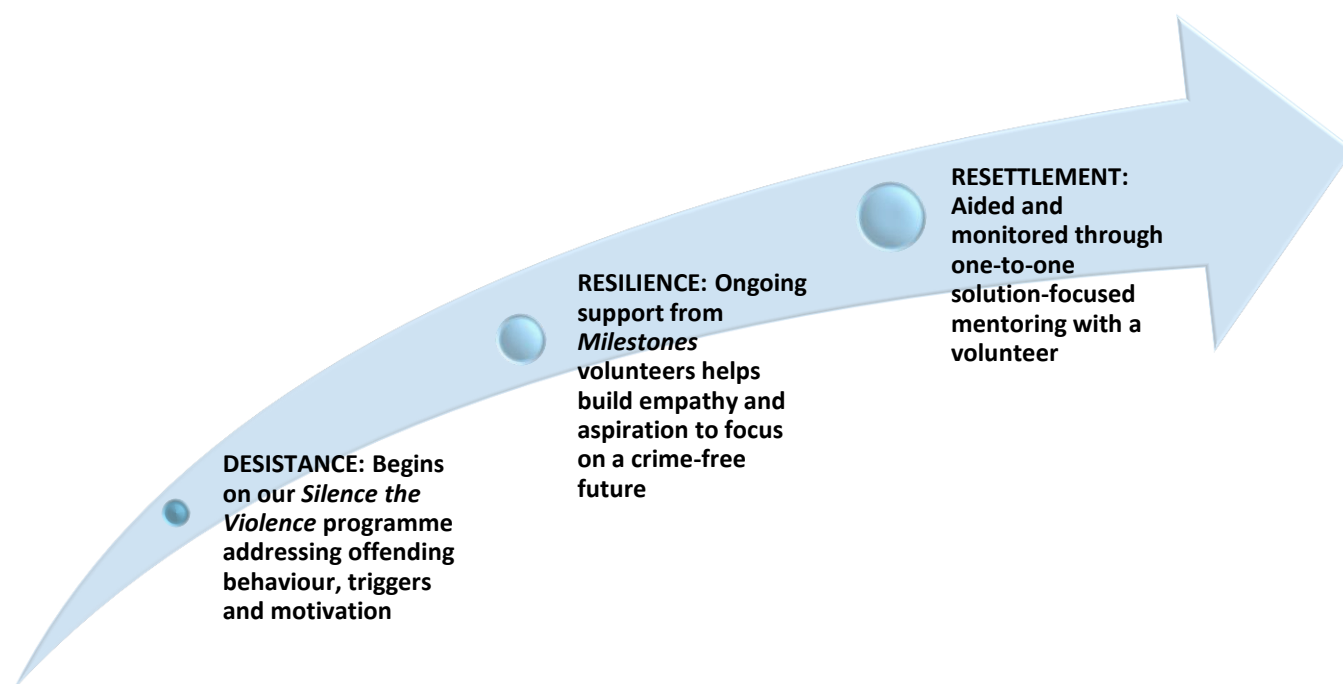
## Khulisa Social Action Programme

### 1. Introduction to Khulisa

Khulisa was one of the organisations that received funding under the RSAF. Having successfully delivered social action programmes as a through-the-gate model with young (18-25 year old) offenders in London, Dorset and Hampshire, the new funding aims to further develop this model with adults both on custodial and community sentences. Khulisa's aims with scale/replication are to:

- Apply the model to adult offenders
- Expand this to Hampshire, Bolton and London
- Test the design with offenders on community as well as custodial sentences

The intention is to use RSAF to work with 180-270 offenders over 18 months (November 2013 – March 2015) based on the strength of referrals and programme retention. Khulisa uses a holistic approach through volunteering and peer mentoring to achieve its objectives.



**Chart 1: The Khulisa journey**

Their model first recruits offenders onto the *Silence the Violence (STV)* programme, motivating them to address their violence and perpetration through a therapeutic approach that develops empathy and aspiration. The programme allows participants to come to terms with past experiences and strengthens their motivation to change their lives for the better. According to Khulisa, the programme enables offenders to become able to identify their needs, see how these can be met in positive ways and develop a plan for their future back in society.



Participants then transition on to the *Milestones* programme to be matched with a highly-trained and targeted volunteer supporter. Together, mentor and mentee take a solutions-focused approach to planning for their release from prison, look at resettlement needs and are there during the first 6-12 months outside. The focus is on positive outcomes such as engagement in training, employment, stable accommodation and repaired family relationships. For offenders on community sentences, the support would begin while they are under the supervision of the Probation service and continue for 6-12 months.

Using the *My Square Mile* approach, volunteers are recruited from the local and surrounding areas to where the offenders live and/or will return post-incarceration. They come from all walks of life, from university graduates and working professionals to community-minded “stay-at-home” mums and retirees with a wealth of working and life experience to share. Volunteers undergo an intensive, multi-stage recruitment, assessment and training process as well as being provided with group and one-to-one supervision, top-up training and access to personal and professional development opportunities as part of their role. Local partnerships and referral pathways are key to the success of our programme.

## 2. Theoretical background

The literature on rehabilitation theories is rich and is often combined with theories of punishment, penology and criminal law. According to Gavrielides (2005; 2013b) there are four main arguments for explaining punishment in modern society:

- **Deterrence:** Either specific for the given offender or ‘general’ for the society that watches the offender being punished.
- **Incapacitation:** Removing the offender from society making it physically impossible to harm others, even for a certain period of time.
- **Retribution or ‘just deserts’:** encapsulating the Old Testament saying “an eye for an eye”.
- **Rehabilitation:** “Rehabilitation is the idea of curing an offender of his or her criminal tendencies. It consists, more precisely, of changing an offender’s personality, outlook, habits, or opportunities so as to make him or her less inclined to commit crimes” (Von Hirsch, 1999: 1). Von Hirsch continues: “Often, rehabilitation is said to involve helping the offender, but a benefit to the offender is not necessarily presupposed: those who benefit are other persons, ourselves, who become less likely to be victimised by the offender (1999: 1).

If we shift our focus from criminal law to psychology, the definitions for rehabilitation change. For instance, according to Ward and Mann rehabilitation “refers to the overall aims, values, principles, and etiological assumptions that should be used to guide the treatment of offenders, and translates how these principles should be to guide therapy” (2007: 89). They see rehabilitation theory as the broader framework within which therapy and treatment should be placed. The latter two terms, they argue, are narrower in scope and refer to the process of applying psychological principles and strategies to change the behaviour of offenders in a clinical setting.

Offender rehabilitation has traditionally focused on all that is wrong with the offender (psychologically, socially, biologically etc.) by trying to minimise risk through treatment programmes (Bonta and Andrews, 2007). This is also called the Risk Need Responsivity (RNR) model of rehabilitation (Andrews and Bonta, 1994; 2008). Its focus is on reducing and managing risk as well as on studying the process of relapse. Pathology-focused research and intervention have consequently been developed as tools for RNR based approaches to rehabilitation. Despite being criticised by clinicians and researchers, RNR is generally accepted as the benchmark against which rehabilitation programmes should be measured and tested (Mapham and Hefferon, 2012).

As a result, policies, laws and practices have focused on setting up and managing a criminal justice system that aims to deal with offenders' negative traits. Desistance is seen as a result of being 'tough on crime' and criminals (Gavrielides, 2012a). According to Andrews and Bonta (1998), Hollin (1999), McGuire, 2002) and others, RNR has resulted in effective therapy for many offenders and has led to lowered recidivism rates. The fact that the model emphasises empirically supported therapies makes its scientific approach appealing.

However, Ellerby et al (2000), Maruna (2006), Ward and Steward (2003), Gavrielides (2012b; 2012c) and others have argued that concentrating on criminogenic needs to reduce risk factors may be necessary, but not a sufficient condition for effective correctional intervention. Furthermore, McAdams (1994; 2006) argues that integration and relatedness are crucial in encouraging desistance. His research suggests that self-narratives and the recognition of offenders' personal strivings have the most potential for change over the course of a life. Ward and Langlands (2009), Laws and Ward (2011), Ward and Maruna (2007) all agree with this conclusion. The expanded RNR model by Andrews, Bonta and Wormith (2011) tried to address some of this criticism, but the truth of the matter is that it continues to underplay the contextual nature of human behaviour. Maruna's (2006) Liverpool Desistance Study is revealing. His qualitative investigation (1996-1998) of desistance that involved long-term field observations and numerous in-depth interviews with British ex-convicts concludes that to desist from crime, ex-offenders, irrespective of, age "need to develop a coherent, pro-social identity for themselves" (2006: 7).

This disappointment is reflected in the spiralling incarceration rates. For example, in May 2014, in England and Wales, the prison population stood at 85,494. The usable operational capacity of prisons and the entire prison system as a whole has been overcrowded in every year since 1994. The Ministry of Justice reported that in March 2014, 77 of the 119 prisons in England were overcrowded. There are now 139 prisons including high security prisons, local prisons, closed and open training prisons, young offender institutions and remand centres. The statistics on young prisoners are not encouraging either. In February 2014, there were 1,183 young people (under 18) in prison, 54 children (under 14) in privately run secure training centres (STCs),. In addition, there were 5,939 young adults (18-20) in prison (Prison Reform Trust).

Financially, the RNR has not proved viable either. Looking at the UK, keeping each prisoner costs £65,000 (once police, court costs and all the other steps are taken into account). After that it costs a further £40,000 for each year they spend incarcerated. This means that if there are 85,494 prisoners at the moment, prisons cost as much as £5.55bn annually Putting one young offender in prison costs as much as £140,000 per year (£100,000 in direct costs

and £40,000 in indirect costs once they are released) (Knuutila, 2010). Two thirds of the Youth Justice Board budget, or about £300 million a year, is spent on prisons, while the money it uses for prevention is roughly one-tenth (Youth Justice Board, 2009). More worryingly, as a result of inflation and the rising costs of utilities and food, the costs of custody will keep rising even if prisoners' numbers stay the same. According to a 2010 report by the New Economics Foundation,

“a person that is offending at 17 after being released from prison will commit on average about 145 crimes (Knuutila, 2010). Out of these crimes about 1.7 are serious crimes (homicides, sexual crimes or serious violent offences). Given that a prison sentence is estimated to increase the likelihood of continuing to offend by 3.9 per cent, this translates into an average of about 5.5 crimes caused, out of which about 0.06 are serious” (Knuutila, 2010: 40).

Incarceration has also a poor record for reducing reoffending. According to a report released by Prison Trust (2014), 46% of adults are reconvicted within one year of release and while for those serving sentences of less than 12 months this increases to 58%. For those who are under 18 year old over two-thirds (67%) are reconvicted within a year of release.

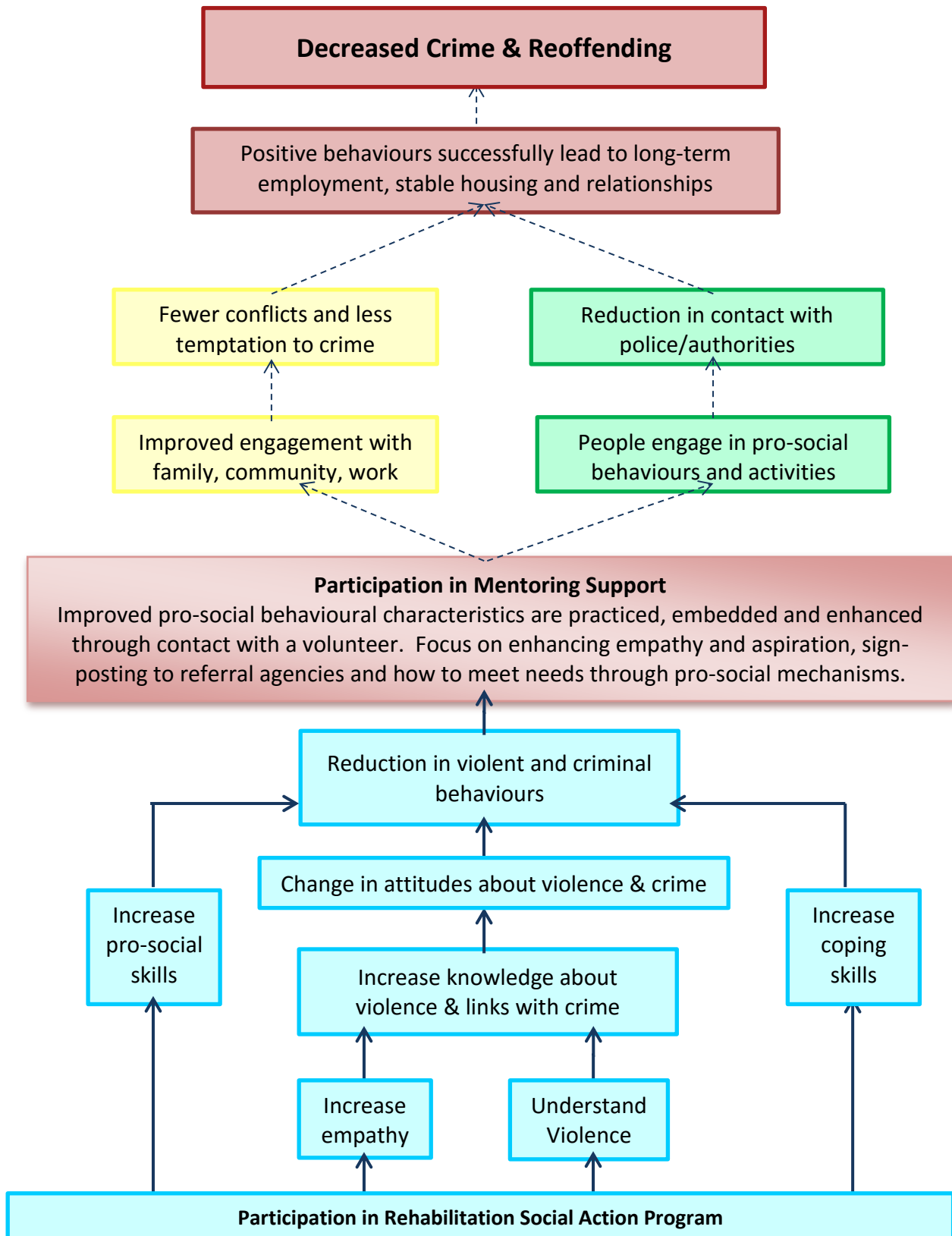
The Good Lives Model (GLM) was developed as a reaction to the RNR model (now referred to as Good Lives – Comprehensive), and assumes that we are goal-influenced and all seek certain 'goods' in our lives, not 'material', but qualitative, all likely to increase or improve our psychological well-being. This is the model used by Khulisa.

The model sees us as driven in search of at least ten primary human goods: healthy living and functioning, the experience of mastery, autonomy and self-directedness, freedom from emotional turmoil and stress, friendship, happiness and creativity (Ward, Mann and Gannon 2007: 90). Offending behaviour is seen as an inappropriate or unskilled means of achieving primary 'human goods', particularly where it lacks internal or external conditions to work towards a positive or good life plan (Scottish Prison Service 2011: 37).

The GLM operates in both a holistic and constructive manner in considering how offenders might identify and work towards a way of living that is likely to involve the goods we seek in life, as well as a positive way of living that does not involve or need crime (ibid: 36). In this process the argument is that the model works towards a positive, growth-oriented change in life where an offender works on the development of the values, skills and resources towards life based on human goods that is a necessary counter-balance of managing risk alone (Ward, Mann and Gannon 2007: 92), i.e. risk is managed as well as seeking to develop positive life alternatives.

### 3. Khulisa Social Action Theory of Change Model

To measure outcomes, Khulisa used the following Theory of Change model:



## RESEARCH METHODOLOGY

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### Sampling and research period

This report presents the independent findings that were collected by the RJ4All research team through quantitative and qualitative fieldwork. The research was conducted between 1 November 2013 – 1 July 2015 (20 months). Since its commencement, the Silence the Violence programme was delivered to **162 participants** in total. In particular:

- Seven cohorts attended the programme in HM Prison Forest Bank in Manchester, a Category B Male prison for adults and young offenders;
- Nine cohorts attended the programme in HMP & YOI Isis in London, a Category C prison, based for male offenders under the age of 25; from which two attended a 1-day intensive programme
- Five cohorts attended the programme in Wormwood Scrubs in London, a local category B prison for male offenders over the age of 21.

Milestones was delivered to 61 offenders, who were released from HMP & YOI Isis, HMP Winchester and HMP Forest Bank. An additional 45 offenders were mentored by partner organisations under contract to Khulisa<sup>2</sup>. However, useable data was only secured for 40 Milestones participants.

Table 1: Sample utilised in the evaluation analysis

Programme	Population	Sample size
<b>Silence the Violence</b>	162	154
<b>Milestones</b>	106	40
<b>Total</b>	268	194

The data that are analysed for our purposes are quantitative, and thus both descriptive as well as inferential statistics are utilized. Some of the analyses that are found in the current section of the evaluation report include frequency tables and bar charts, measures of central tendency and dispersion, box plots and histograms, cross-tabulations, paired-samples mean comparisons, regression analyses. The key objectives concern the presentation of summary information about the STV participants and their attitudes to the programme as well as the assessment of the impact of the STV on their well-being and attitudes to violence.

The research that informed this report was carried out independently by the Restorative Justice for All Institute (RJ4All). The research was coordinated by the RJ4All Director, Professor Dr. Theo Gavrielides. The research team was also comprised of Research Assistant

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<sup>2</sup> Milestones were delivered to 45 offenders by Inside Out at HMP Wormwood Scrubs and by Footprints at HMP Winchester. Both organisations were contracted by Khulisa. Data from those interventions are not utilised in this study.

Andriana Ntziadima, Ioanna Gouseti and Despoina Bardosi also supported the programme as researchers at various stages.

The research received approval from the UK Ministry of Justice and in particular the National Research Committee of the National Offender Management Service (NOMS).

**Table 2: Summary of the sample utilised in the analysis of of Silence the Violence and Milestones**

<b>Programme</b>	<b>Institution Delivered</b>	<b>Location</b>	<b>Cohort</b>	<b>Number of participants</b>
<b>Silence the Violence</b>	Forest Bank	Manchester	1	8
<b>Silence the Violence</b>	Forest Bank	Manchester	2	10
<b>Silence the Violence</b>	Forest Bank	Manchester	3	5
<b>Silence the Violence</b>	Forest Bank	Manchester	4	7
<b>Silence the Violence</b>	Forest Bank	Manchester	5	7
<b>Silence the Violence</b>	Forest Bank	Manchester	6	10
<b>Silence the Violence</b>	Forest Bank	Manchester	7	8
<b>Silence the Violence</b>	ISIS	London	1	8
<b>Silence the Violence</b>	ISIS	London	2	5
<b>Silence the Violence</b>	ISIS	London	3	5
<b>Silence the Violence</b>	ISIS	London	4	4
<b>Silence the Violence</b>	ISIS	London	5	8
<b>Silence the Violence</b>	ISIS	London	6	4
<b>Silence the Violence</b>	ISIS	London	8	9
<b>Silence the Violence - Intensive 1-day programme</b>	ISIS	London	1	6
<b>Silence the Violence – Intensive 1-day programme</b>	ISIS	London	2	5
<b>Silence the Violence</b>	Wormwood Scrubs	London	1	6
<b>Silence the Violence</b>	Wormwood Scrubs	London	2	9
<b>Silence the Violence</b>	Wormwood Scrubs	London	3	9
<b>Silence the Violence</b>	Wormwood Scrubs	London	4	12
<b>Milestones</b>	ISIS	London		40
<b>Total Cases</b>				194

## Research Hypotheses

The research programme aimed to combine quantitative with qualitative research tools to test the following hypotheses:

- ✓ H1. Offenders completing the Social Action intervention programme (experimental group) exhibit **reduced rates of reconviction** compared to people who have not completed the Programme (control group)
- ✓ H2. Offenders who participated in the Social Action intervention programme express **higher levels of self-confidence** after the completion of the programme, compared to the levels of self-confidence before their participation;
- ✓ H3. Offenders who participated in the Social Action intervention programme express **higher levels of motivation for desistance** from crime after the completion of the programme, compared to the levels of motivation for desistance before their participation;
- ✓ H4. Offenders who participated in the Social Action intervention programme **express higher levels of life satisfaction** after the completion of the programme, compared to the levels of life satisfaction their participation;

We also aimed to test the Good Lives model as this is applied through Khulisa as well as the viability of restorative justice based interventions through the use of positive psychology tools.

The RSAF funded only the quantitative study of the research programme and focuses primarily on the aforementioned hypotheses. Given the complexity of the investigated matters, triangulation via complementary research methods was thought necessary. Therefore, an additional component through qualitative research was added. This is carried out by the same research team in the RJ4All institute and is funded by Buckinghamshire New University.

## The RSAF Quantitative study

The RSAF funded quantitative study was broken down into two statistical phases:

### **Statistical phase A – working with the experimental group (100% participation), including:**

- review of Khulisa current data collection systems
- stats relating to demographics and desistance collected for each offender– experimental group composition 100%
- stats fed into a matrix (SPSS)
- stats analysed and data display
- interim 6 month and 12 month reports.

### **Statistical phase B – continue working with the experimental group while working with a control group on a case study basis**

- continue working with experimental group (100% participation)



- working with a control group based on purposive sampling matching 1/3 of the experimental group (expected 100 individuals)
- sampling representative of geographical locations and experimental groups stats including offences
- comparison with stats from statistical phase A
- final report.

The aforementioned data were analysed at two phases, using quantitative methods. At the first phase, statistical analyses were conducted in SPSS, using the entire sample. Univariate analyses included descriptive statistics, such as frequency tables and measures of central tendency and dispersion, depending on the type of the variable under examination. Multivariate analyses included inferential statistics for the association of variables, such as crosstabulations, t-tests and regression analyses, depending on the type of the variables in question.

At the second phase, a quasi-experimental methodology was employed to examine differences in rates and types of reoffending between a subsample of the 194 participants in the Social Action Intervention Programme, in particular 75 individuals, and a control group, comprised of individuals with similar characteristics that have not participated in the Programme. The control group was retrieved from the Prison National Offender Management Information System (p-NOMIS), an operational prison –based database for the management of offenders. Access to the P-Nomis was granted by HM ISIS prison and a database of 180 cases was provided which was further matched to the treatment group based on a set of pre-defined factors using Propensity Matching Score Methodology. The provided control group were released from prison at least 12 months ago in order to be included in the final matched sample. The analysis of the data will be quantitative in this case too, including t-tests of independent samples, contingency tables and regression analyses.

Descriptive statistics were employed to examine the distribution of the variables of interest, including frequency tables as well as measures of central tendency and dispersion, depending on the types of the variable (i.e., whether they are categorical or continuous). To examine associations between variables, multivariate analyses were conducted, including cross-tabulations, t-tests and analysis of variance, and regression analyses depending on the types of the variables that are including in the associations examined. In relation to the comparison between the experimental group and the control group of offenders, mean differences in the extent and type of reoffending will be explored using t-tests for independent samples.

## Qualitative Study

This multi-year, ground-breaking project was initiated in January 2013 and it combines theoretical analysis, original fieldwork and social policy development at national and international levels. Its first findings have been published as part of the peer review book *"Crime: International Perspectives, Socioeconomic Factors and Psychological Implications"*, (2014) Nova Science Publishers, USA.

The first phase of the project was funded by **Buckinghamshire New University**. It was based on a literature view and aimed to develop a theoretical framework for the application of positive psychology in the context of restorative justice. This has resulted in **Gavrielides, T. and Worth, P. (2013). "Another push for restorative justice: Positive psychology & offender rehabilitation" in *Crime: International Perspectives, Socioeconomic Factors and Psychological Implications*, USA: Nova Science Publishers**. An expert panel debate also took place at the **IARS Annual Conference** in December 2013.

The second phase was also funded by **Buckinghamshire New University** and included fieldwork and pilots with the following social action rehabilitation programmes:

- ✓ **Khulisa UK**
- ✓ the **Centro de Mediación y Arbitraje (Central University of Chile)**, and
- ✓ the **Forgiveness Project**.

The research team for this project included: **Theo Gavrielides** (Visiting Professor Bucks New Univ and RJ4All Director), **Matthew Smith** (Senior Lecturer Bucks New Univ.) **Piers Worth** (Head of Academic Department – Psychology Bucks New Univ), **Andriana Ntziadima** and Ioanna Gouseti, RJ4All Project Officers. The results of this research have been published in Worth, P., Gavrielides, T., Smith, M., Ntziadima, A., Gouseti, I. (2015), "The Psychology of Restorative Justice: Creating the inner and outer space for change: An observation of Restorative Justice meetings" in Gavrielides, T. (Eds). [\*The Psychology of Restorative Justice: Managing the Power Within\*](#). Farnham: Ashgate Publishing, ISBN 978-1-4724-5530-7.

The programmes uses the following research methods to test its hypotheses:

- Observation of Khulisa intervention STV programme (4 days)
- Observation of the Forgiveness Project (3 days)
- Observation of two penal cases conducted by the Centro de Mediacion y Arbitraje
- Five in-depth, semi-structured interviews with experts.

## Research Ethics

As a general rule, and as a research-based organisation, the RJ4All institute always engages the following structures for all research programmes:

- (1) RJ4All Research Ethics Handbook
- (2) Data Protection Law
- (3) Confidentiality & Consent Forms where appropriate
- (4) User Engagement Policy
- (5) Lone worker policy.

RJ4All is committed to ensuring that all research conducted by its employees and interns is carried out to generally accepted ethical principles. If a project is classified as research and involves human participants, regardless of the discipline, then ethical approval is required. This project was no exception particularly since it involved vulnerable individuals with complex and multiple needs. Thus RJ4All required their researchers to undergo formal

ethical review prior to investigation. Research Ethics approval was sought from the RJ4All Ethics Panel. Further research ethics approval was granted by BNU Research Ethics Committee<sup>3</sup>.

The offenders/participants who take part in the evaluation of the project are vulnerable individuals. Therefore, RJ4All liaised directly with the service provider, i.e, Khulisa UK that is directly responsible for the welfare of those individuals. All data and all the relevant information that are used in the study are provided to the RJ4all by Khulisa UK. Additionally, to ensure the protection of these individuals, RJ4All in partnership with Khulisa UK asked participants to give their consent to the processing of their information the purposes of the research, after being informed that such information will be treated as strictly confidential and handled in accordance with the UK Data protection Act 1998.

Approval for the research was also received from the UK Ministry of Justice and in particular the National Research Committee of the National Offender Management Service (NOMS). This meant that a number of criteria and strict research requirements had to be met. It also means that at the end of the research period the evaluation team had to answer the following questions to the National Research Committee:

- (1) How did the project deliver against the original aims and objectives?
- (2) How effective was the project design including the methods chosen?
- (3) How robust are the findings in the final research summary?
- (4) How useful are the findings for NOMS?
- (5) Was the project delivered on time?
- (6) Was the project delivered to budget?
- (7) What feedback has been received from stakeholders?
- (8) What worked well?
- (9) What did not work?
- (10) What would you do differently?

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<sup>3</sup> The steps and forms for this approval can be found here [http://bucks.ac.uk/research/research\\_ethics/research-ethics-guidance/](http://bucks.ac.uk/research/research_ethics/research-ethics-guidance/)

## SOCIO-DEMOGRAPHIC INFORMATION FOR SILENCE THE VIOLENCE AND MILESTONES

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### Silence the Violence

#### STV participants' social and demographic characteristics

In this section, we present summary information about participants' demographic and social characteristics including age, ethnic background, criminal record, and physical and mental condition. The Silence the Violence Programme was attended in total by 154 participants aged between 18 and 54. Table 3 below summarises the participants' age group by institution.

**Table 3: Cross-tabulation of prison setting and age of STV participants**

		Age group				Total
		18-25	26-35	36-45	46-54	
Prison	Isis	53	10	0	0	63
	Forest bank	13	20	12	5	50
	Wormwood Scrubs	7	13	10	4	34
Total		73	43	22	9	147

The STV programme was delivered to both adult and young prisoners so the participant's age varies significantly. The majority of participants (49.7%) were between 18 and 25 while only 6.1% of the participants fell into the "46-54" age group. The average mean age is 28.4 while the relatively high standard deviation 8.54 is explained by the different types of institutions where the programme was delivered.

**Table 4 : Frequencies of participants' age groups**

Age groups	Frequency	Percent	Valid Percent	Cumulative Percent
18-25	73	47.4	49.7	49.7
26-35	43	27.9	29.3	78.9
36-45	22	14.3	15.0	93.9

46-54	9	5.8	6.1	100.0
Total	147	95.5	100.0	
Missing data	7	4.5		
Total	154	100.0		

Participants' ethnic background remains relatively heterogeneous with the majority of them identifying themselves as British. Furthermore 20.7% of the participants are from various Black and Asian backgrounds (see table 5). It should also be noted that for the 27.9% of the participants there was no record of their ethnic origin.

**Table 5: Summary Statistics of participants' ethnic background**

<b>Ethnic Origin</b>	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
British	12	7.8	10.8	10.8
White British	50	32.5	45.0	55.9
Black British	9	5.8	8.1	64.0
Asian British	7	4.5	6.3	70.3
Other white	2	1.3	1.8	72.1
Other black	21	13.6	18.9	91.0
Other Asian	2	1.3	1.8	92.8
Other	8	5.2	7.2	100.0
Total	111	72.1	100.0	
Missing data	43	27.9		
Total	154	100.0		

Prior to the participation, our sample was asked to disclose any self-harming history including drug or alcohol addiction. However, data is available only for participants in Wormwood Scrubs where the majority of the participants (26.3%) reported that they experienced either alcohol (10.5%) or drug (15.8%) addiction. It is important to be noted that the data reflects participants self-evaluations and perceptions about their addictive behaviours.

**Table 6: Frequencies participants' self-harming history**

<b>Type of self-harming</b>	Frequency	Percent	Valid Percent	Cumulative Percent
None	14	9.1	73.7	73.7
Drug addiction	3	1.9	15.8	89.5
Alcohol addiction	2	1.3	10.5	100.0
Total	19	12.3	100.0	
Missing data	135	87.7		
Total	154	100.0		

Additionally, participants were asked about disability including learning, medical, physical etc. Once again participants' responses reflect self-evaluation as well as the degree of willingness to disclose information. In summary, the majority of participants (83.1%) responded that they did not experience any disability while the 16.9% disclosed some disability without giving more detail.

**Table 7: Frequencies of participants' disability status**

<b>Disability status</b>	Frequency	Percent	Valid Percent	Cumulative Percent
No disability	103	66.9	83.1	83.1
Some disability	21	13.6	16.9	100.0
Total	124	80.5	100.0	
Missing Data	30	19.5		
Total	154	100.0		

Participants had committed various serious and less serious offences. These ranged from burglary and serious bodily harm to dangerous driving and antisocial behaviour. While not all participants had a violent index offence, Khulisa’s recruitment and referral criteria for the programme is to look at offending and behaviour histories that indicate a history of violence.<sup>4</sup>

**Table 8: Frequencies of participants’ offences**

Offence Type	Frequency	Percent	Valid Percent	Cumulative Percent
Burglary	10	6.5	12.8	12.8
Alcohol-related	1	.6	1.3	14.1
Drug-related	15	9.7	19.2	33.3
Threats	1	.6	1.3	34.6
Criminal damage	1	.6	1.3	35.9
ASBO	5	3.2	6.4	42.3
Dangerous driving	3	1.9	3.8	46.2
Possession of firearms	4	2.6	5.1	51.3
Fraud	3	1.9	3.8	55.1
Violence	4	2.6	5.1	60.3
Robbery	17	11.0	21.8	82.1
Domestic violence	2	1.3	2.6	84.6
Grievous bodily harm	3	1.9	3.8	88.5
Perverting course of justice	1	.6	1.3	89.7
Recall of licence	3	1.9	3.8	93.6
Assault	5	3.2	6.4	100.0

<sup>4</sup> Other key recruitment criteria include a. offenders have not attended other accredited programmes, b. indicators of desire to change behaviour, c. no psychopathic/ psychotic disorders, no offenders with sexual offences. While not all participants had a violent index offence, Khulisa’s recruitment and referral criteria for the programme is to look at offending and behaviour histories that indicate a history of violence.



Total	78	50.6	100.0	
Missing data	76	49.4		
Total	154	100.0		

For methodological purposes we created two subcategories of participants' offences distinguishing between personal/violent and property related crimes. Statutory crimes such as alcohol/drug related offences and dangerous driving are classified as 'other'. Therefore, based on this categorization, 24.4% of the participants committed violent crimes including serious bodily harm, assaults and violence, while 35.9% committed property crimes including burglaries, robberies etc.

**Table 9: Frequencies of participants' current offences**

Offence Type	Percent	Valid Percent	Cumulative Percent
Property	18.2	35.9	35.9
Violence	12.3	24.4	60.3
Other	20.1	39.7	100.0
Total	50.6	100.0	
Total	100.0		

## Milestones

### Milestones' participants' social and demographic characteristics

The programme was delivered to 61 offenders but only data for 40 offenders who were released from HMP/YOI Isis was usable for this study. The table below (table 10) summarizes the age of the participants' of the Milestones, which is in any case young, given the target prison 'population' of HMP/YOI Isis. In summary 42.9% of the participants are between 19-20 years old while only 14.3% are 24 years old.

**Table 10: Frequencies of participants' age**

Age	Frequency	Percent	Valid Percent	Cumulative Percent
19	5	12.5	23.8	23.8
20	4	10.0	19.0	42.9
21	4	10.0	19.0	61.9
22	3	7.5	14.3	76.2
23	2	5.0	9.5	85.7
24	3	7.5	14.3	100.0
Total	21	52.5	100.0	
Missing	19	47.5		
Total	40	100.0		

Participants' ethnic backgrounds remained heterogeneous with the majority of the participants (47.6%) identifying themselves as British. The majority British participants are from black or Asian backgrounds, 19% and 4.8% respectively.

**Table 11: Frequencies of participants' ethnic backgrounds**

Ethnic Background	Frequency	Percent	Valid Percent	Cumulative Percent
British	3	7.5	14.3	14.3
White British	2	5.0	9.5	23.8
Black British	4	10.0	19.0	42.9
Asian British	1	2.5	4.8	47.6
Other Black	4	10.0	19.0	66.7
Other Asian	3	7.5	14.3	81.0
Other	4	10.0	19.0	100.0
Total	21	52.5	100.0	

Missing data	19	47.5		
Total	40	100.0		

Only 14.3% of the participants reported that they had some sort of disability, while 50% reported that they did not have any self-harm history including drug or alcohol addiction. It should be noted that this information about the participants is based on self-evaluations and their willingness to disclose such sensitive information.

**Table 12: Summary Statistics of participants' disability status**

Disability status	Frequency	Percent	Valid Percent	Cumulative Percent
No disability reported	18	45.0	85.7	85.7
some disability reported	3	7.5	14.3	100.0
Total	21	52.5	100.0	
Missing data	19	47.5		
Total	40	100.0		

**Table 13: Frequencies of participants' self-harming history**

Self-harming history	Frequency	Percent	Valid Percent	Cumulative Percent
None	9	42.9	50.0	50.0
drug addiction	7	33.3	38.9	88.9
alcohol addiction	2	9.5	11.1	100.0
Total	18	85.7	100.0	
Missing Data	3	14.3		
<b>Total</b>	<b>21</b>	<b>100.0</b>		

The offence-related information pertains to the offence which the participants are currently serving time for. To summarize, we followed the same classification as in the analysis of the STV data, distinguishing between violent/personal and property crimes, while other types of crime, such as drug-related, have been classified as “other”. Regarding their current offence, we see that 23.8% of participants have committed violent crimes and 28.6% property related crimes.

**Table 14: Frequencies of type of crime**

Type of crime	Frequency	Percent	Valid Percent	Cumulative Percent
Property	5	12.5	23.8	23.8
Violent	6	15.0	28.6	52.4
Other	10	25.0	47.6	100.0
Total	21	52.5	100.0	
Missing data	19	47.5		
Total	40	100.0		

## EVALUATION FINDINGS: SILENCE THE VIOLENCE (STV)

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### STV's impact on participants' pro-social behaviour and well-being

One of the core objectives of the Silence the Violence Programme is to motivate, guide and support its participants to change their behaviour. Behavioural change involves a variety of steps that need to be taken voluntarily and consciously. These steps include participants' motivation to improve beliefs about the self. These beliefs are usually distorted due to various external and internal factors. Additionally, participants' behavioural change presupposes development of an alternative and positive attitude about the future.

To capture STV's impact on participants' pro-social behaviour and well-being, we utilised the Warwick-Edinburgh Mental Well-being Scale (WEMWBS). The Scale has been developed and validated as a measure of adults' well-being in the UK population. In its original format the WEMWBS comprises 14 items related to individuals' state of mental well-being and psychological functioning in the last 2 weeks; response scale provided ranges from 1 (none of the time) to 5 (all of the time) with higher values indicating positive outcomes. A shorter version of the WEMWBS was used in the context of the STV Programme. The 7 items of the shorter WEMWBS version represent aspects of psychological and eudemonic well-being while a few covering hedonic well-being and affect (Stewart-Brown et al., 2009, pp. 7-8 via Open access <http://www.biomedcentral.com/content/pdf/1477-7525-7-15.pdf>). Therefore this version was deemed more appropriate for the evaluation purposes.

Participants were asked to complete the questionnaire – Likert type – prior their participation to the programme and then 2 weeks following the completion of the programme. In order to draw some inferences in relation to its psychometric properties of the WEMWBS, we tested the dimensionality and assessed the internal validity of the scale with data collected pre and post intervention. The findings resonate previous research as the scale found to “satisfy the strict unidimensionality and be largely free of bias” (Stewart-Brown et al., 2009, pp. 7-8)<sup>5</sup>. Additionally, its normal distribution seems to present no floor or ceiling effects. The findings also confirm the outcomes of the first report where the analysis was conducted using the 1/3 of the sample of the participants.

### Warwick – Edinburgh Mental Well-Being Scale's properties and summary statistics of participants' well-being before the STV intervention and after the STV intervention

Initially we conducted principal component factor analysis to test the dimensionality of the scale pre and post intervention. The scree plots pre and post intervention, which represent

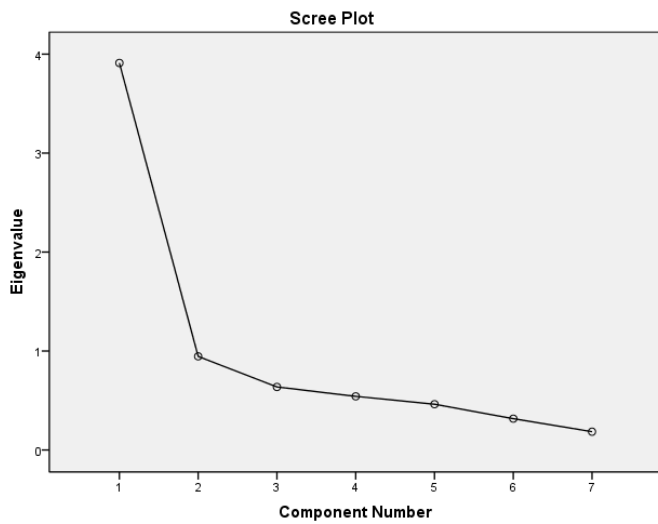
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<sup>5</sup> Open access <http://www.biomedcentral.com/content/pdf/1477-7525-7-15.pdf>

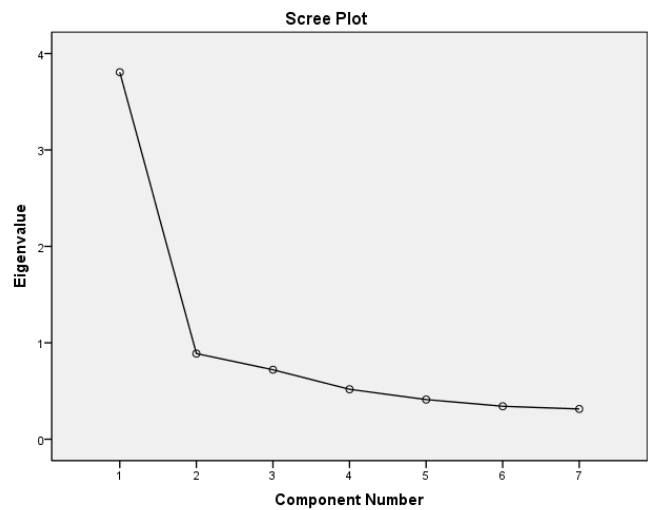
graphs of each eigenvalue against the factor with which is associated, show that the inflexion point of both curves is on the 2<sup>nd</sup> component, indicating that all the successive components are accounting for small amounts of the total variance.

### Graphs 1 & 2:

**Scree Plot of PCA of WEMWBS  
(Pre-intervention)**



**Scree Plot of PCA of WEMWBS  
(Post-intervention)**



**Table 15: Principal component analysis of WEMWBS (pre-treatment)**

Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.911	55.868	55.868	3.911	55.868	55.868
2	.946	13.513	69.380			
3	.637	9.099	78.479			
4	.542	7.747	86.226			
5	.463	6.609	92.835			
6	.317	4.523	97.358			
7	.185	2.642	100.000			
Extraction Method: Principal Component Analysis.						

**Table 16: Principal component analysis of WEMWBS (post-treatment)**

Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.806	54.372	54.372	3.806	54.372	54.372
2	.888	12.689	67.061			
3	.721	10.293	77.354			
4	.518	7.402	84.756			
5	.411	5.877	90.633			
6	.342	4.885	95.519			
7	.314	4.481	100.000			



Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.806	54.372	54.372	3.806	54.372	54.372
2	.888	12.689	67.061			
3	.721	10.293	77.354			
4	.518	7.402	84.756			
5	.411	5.877	90.633			
6	.342	4.885	95.519			
7	.314	4.481	100.000			

Extraction Method: Principal Component Analysis.

According to the output of the principal component analysis, the only components - in both pre and post intervention measurements- with eigenvalues > 1 is the first which accounts for total variance of 55.8% and 54.3% pre and post treatment respectively, confirming the unidimensionality of the WEMWBS. Additionally minimum standards of conducting PCA analysis - Kaiser-Meyer-Olkin Measure of Sampling Adequacy and the Bartlett's Test of Sphericity, are passed here: Pre-intervention WEMWBS (.85 & 227.64, df=21, p<.001, respectively) and post- intervention WEMWBS (.82 & 236.95, df=21 and p<.001 respectively).

Additionally, the WEMWBS scale appears to have internal consistency when examined pre and post intervention. The Cronbach's alpha coefficients for all seven items pre-and post-intervention are .857 and .852 respectively

**Table17: Cronbach's Alpha pre –interv. Table 18: Cronbach's Alpha post –intervention**

Reliability Statistics	
Cronbach's Alpha	N of Items
.857	7

Reliability Statistics	
Cronbach's Alpha	N of Items
.852	7

Furthermore, we explored the distribution of participants' well-being using the mean score variable both pre and post intervention. Summary statistics below show normal distribution for measurements pre – intervention and roughly normal distribution for measurements post –intervention which further supports that the WEMWBS captures the full spectrum of positive well-being without significant floor and ceiling effects.

**Table 19: Descriptive statistics of mean of WEMWBS scores pre and post intervention**

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Pre mean score	128	4.00	1.00	5.00	3.525	.069	.78849	.622
Post mean score	84	2.29	2.71	5.00	4.033	.071	.65234	.426

Following the exploration of the psychometric properties of the WEMWBS scale and the distribution of participants' well-being, we proceed with inferential statistical analysis conducted with paired sample t-tests to explore potential significant changes in participants' well-being scores comparing them before and after the intervention point. The results ( $t(76) = 7.09, p < .001$ ) indicates that there is strong evidence that participation in the programme has a positive impact on participants well-being and in that post-intervention mean scores ( $M=4.04, SD= 0.66$ ) are significantly higher than pre-intervention scores ( $M=3.46, SD= 0.77$ ). In particular the well-being improves on average by approximately 0.6 points. The findings suggest that the Silence the Violence continued to be effective, increasing participants well-being significantly. Indications of its success evidenced in the first interim report where increase in well-being was slightly lower  $0.57 > 0.51$  pre and post intervention.

**Table 20: Mean comparisons of participants' well-being before and after the STV intervention.**

	Mean	N	Std. Deviation	Std. Error Mean
Mean of post well-being (higher values positive outcome)	4.0417	77	.66234	.07548
Mean of pre well-being (higher values positive outcome)	3.4679	77	.77008	.08776

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Mean of post well-being (higher values positive outcome)	.57384	.70947	.08085	.41281	.73487	7.097	76	.000
Mean of pre well-being (higher values positive outcome)								

## Impact of demographic and social characteristics on STV’s participants’ well-being pre and post intervention

Following the analysis above and the assumption that there are statistically significant changes in participants’ well-being pre and post intervention, we further conducted regression analyses in order to examine the impact of possible covariates on the dependent variables of interest. We employed multiple linear regressions to assess whether participants’ well-being were affected by external factors other than their participation in the programme itself. To assess such effects we utilised multiple linear regression using social and demographic characteristics of the participants such as age, ethnicity, type of offence and criminal records as predictors

From the analysis below, we can infer that there is no statistically significant association between the aforementioned predictors and participants’ well-being before the intervention. A very low R Square .114 signifies that age, ethnicity, offence type and criminal record can explain only 11.4% of the variation in the mean of pre –intervention well-being outcomes.

**Table 21: Multiple Linear Regression of pre-treatment well-being on socio-demographic covariates**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	3.022	.570		5.301	.000		
Age	.008	.017	.090	.461	.648	.868	1.151
Violent current offence (dummy)	.152	.340	.090	.446	.659	.815	1.228
Property current offence (dummy)	-.303	.375	-.162	-.808	.426	.814	1.228
White dummy	.306	.345	.170	.886	.383	.891	1.123
No criminal record	.133	.344	.071	.387	.702	.965	1.036

a. Dependent Variable: mean of pre-intervention well-being

Although the pre –intervention model seems to have no explanatory power, post-intervention findings confirm the interim findings of the analysis conducted for the period covered from November 2013 to July 2014 for a total number of 46 participants. Doing time for property crime decreased the expected level of participants’ well-being by .853 points in comparison to doing time for a violent crime. The effect is significant at  $p < .05$ .

Consequently, we can infer that the Silence the violence is more effective in increasing participants’ well-being when the offence type is property related. As already mentioned above there is no indication of such association between participants’ well-being and offence type pre-intervention.

**Table 22: Multiple Linear Regression of post-treatment well-being on socio-demographic covariates**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	3.688	.515		7.161	.000		
Age	.007	.016	.088	.413	.684	.782	1.279
Violent current offence dummy	.026	.314	.017	.082	.935	.835	1.198
Property current offence dummy	<b>-.853</b>	.379	-.467	-2.253	<b>.036</b>	.828	1.208
White dummy	.339	.343	.208	.988	.335	.803	1.245
Criminal record dummy	.067	.314	.041	.212	.834	.955	1.047

a. Dependent Variable: mean of post intervention well-being

### STV’s impact on participants’ attitudes towards aggression

One of the primary objectives of the Silence the Violence Programme is to encourage participants to increase their knowledge about violence with a view to gain perspective on the triggers of their own violent behaviour. The theme of violence is covered in the first two days of the programme through a variety of activities including circles of open discussions where participants are sharing their beliefs and their feelings about the meaning, experiences and consequences of violence as well as the cycle of violence. All activities are

designed to showcase that violence can be a behavioural habit rather than personality trait. (Worth. P et al., 2015)

The Buss – Perry Aggression Questionnaire was utilized as a trait measure of aggressive tendencies of the participants’ pre and post-intervention. The BPAQ consists of four subscales that address both direct and indirect types of violence including physical, verbal, anger and hostility (Archer, J. and Webb, A. 2006).

It comprises 29 items where participants are asked to rank certain statements using a scale that ranges from 1(=extremely uncharacteristic of me) to 5(=extremely characteristic of me) prior to their participation to the intervention and 2 weeks following the intervention period. Higher values are associated with higher/increased aggressive tendencies. It is important to note that the BPAQ does not measure specific acts of aggressive behaviour but aims to capture participants’ tendencies or disposition to act in a certain way (Archer, J. and Webb, A. 2006).

For our evaluation’s purposes, in this section we will explore the impact of the STV programme on participants’ attitudes towards aggressive behaviour and violence. First, we will explore the dimensionality and the reliability of the scale and then we will conduct a paired sample t-analysis to explore any significant changes in participants’ attitudes to aggression pre and post intervention. Then we will further explore potential associations between participants’ aggressive tendencies and predictors including participants’ social and demographic characteristics.

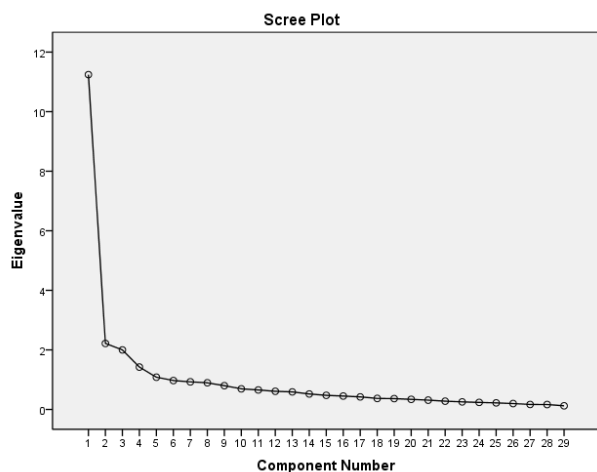
### **Properties of the BPAQ scale and summary statistics of participants’ aggressive tendencies before the STV intervention and after the STV intervention**

Following the same methodology as in the previous section, where we explored the dimensionality of the WEBWBS, we conducted principal factor analysis to test the dimensionality of the BPAQ scale pre and post intervention.

Both scree plots of pre and post intervention indicate that the inflexion point of both curves is on the 2<sup>nd</sup> component, indicating that all the successive components are accounting for small amounts of the total variance. From the principal component analysis it is clear that the components with eigenvalues greater than 1 are five but the first two accounts for the 46.41% of the variance. Similar findings arise from the principal component analysis of the post –intervention BPAQ scale where the seven components appear to have values great than 1. However, approximately 50% of the variance is explained by the first two components.

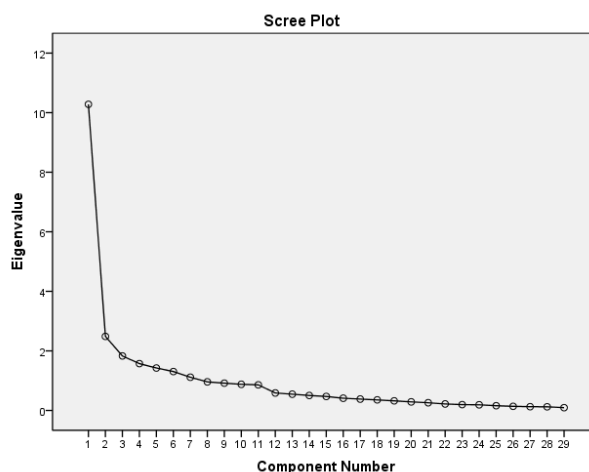
**Graph 3: Scree Plot of BPAQ**

**Pre-intervention**



**Graph 4: Scree Plot of BPAQ**

**post-intervention**



**Table 23: Principal Component analysis PCA of BPAQ pre-intervention**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.243	38.770	38.770	11.243	38.770	38.770
2	2.217	7.645	46.415	2.217	7.645	46.415
3	1.999	6.894	53.310	1.999	6.894	53.310
4	1.423	4.908	58.218	1.423	4.908	58.218
5	1.083	3.736	61.954	1.083	3.736	61.954
6	.971	3.349	65.303			
7	.927	3.196	68.499			
8	.895	3.088	71.587			
9	.799	2.754	74.341			
10	.693	2.388	76.729			
11	.654	2.256	78.985			

12	.611	2.105	81.091			
13	.588	2.029	83.119			
14	.520	1.795	84.914			
15	.474	1.636	86.550			
16	.451	1.555	88.105			
17	.421	1.452	89.557			
18	.371	1.278	90.835			
19	.365	1.257	92.092			
20	.340	1.173	93.264			
21	.313	1.078	94.342			
22	.277	.954	95.297			
23	.254	.877	96.174			
24	.237	.817	96.991			
25	.220	.760	97.750			
26	.198	.683	98.434			
27	.168	.579	99.013			
28	.165	.570	99.583			
29	.121	.417	100.000			

Extraction Method: Principal Component Analysis.



**Table 24: Principal Component analysis PCA of BPAQ post-intervention**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.280	35.449	35.449	10.280	35.449	35.449
2	2.486	8.572	44.021	2.486	8.572	44.021
3	1.831	6.314	50.335	1.831	6.314	50.335
4	1.573	5.424	55.759	1.573	5.424	55.759
5	1.426	4.918	60.677	1.426	4.918	60.677
6	1.306	4.504	65.180	1.306	4.504	65.180
7	1.116	3.848	69.028	1.116	3.848	69.028
8	.960	3.310	72.338			
9	.916	3.158	75.496			
10	.878	3.028	78.525			
11	.859	2.963	81.488			
12	.586	2.022	83.510			
13	.546	1.884	85.394			
14	.503	1.735	87.130			
15	.470	1.622	88.752			
16	.410	1.415	90.168			
17	.382	1.317	91.485			
18	.354	1.222	92.706			
19	.323	1.112	93.819			
20	.288	.992	94.811			
21	.259	.894	95.705			

22	.218	.752	96.457			
23	.196	.676	97.133			
24	.190	.656	97.788			
25	.160	.551	98.339			
26	.139	.479	98.818			
27	.126	.434	99.252			
28	.123	.424	99.676			
29	.094	.324	100.000			
Extraction Method: Principal Component Analysis.						

Additionally, Kaiser-Meyer-Olkin Measure of Sampling Adequacy and the Bartlett's Test of Sphericity are passed in both pre- intervention (.902 & 2058.73, df=406,  $p < .001$ , respectively) and post-intervention (.842 & 1450.15, df=406,  $p < .001$ ), respectively. As per previous section the internal consistency of the scale assessed utilizing the Cronbach's alpha coefficient. The table below for the 29 items is .933 indicating that the items have relatively high internal consistency.

**Table 25: Cronbach Alpha**

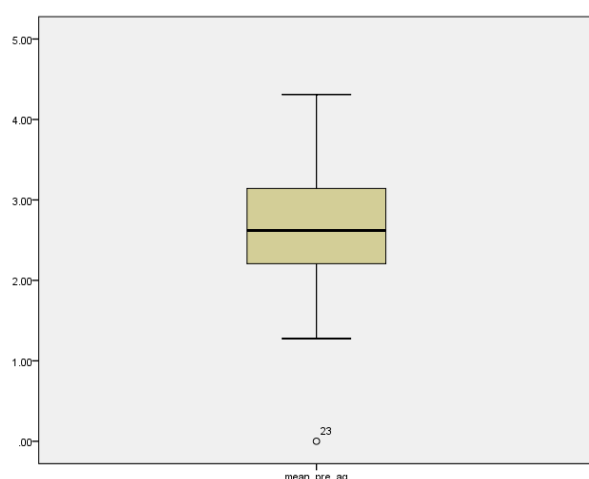
Reliability Statistics	
Cronbach's Alpha	N of Items
.933	29

**Table 26: Summary Statistics – BPAQ pre and post intervention**

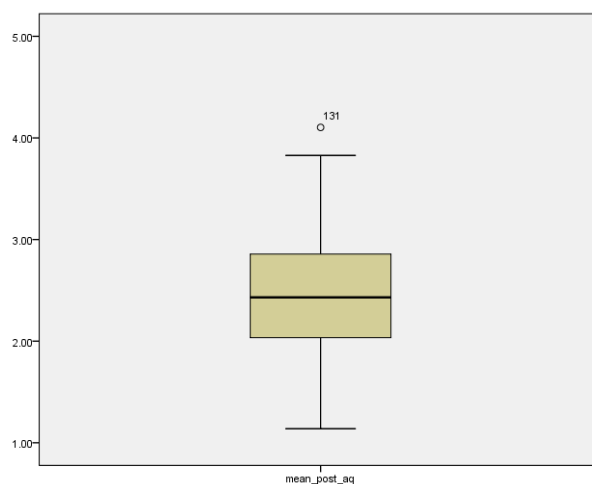
	N	Range	Max	Max.	Sum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Mean pre -BPAQ	137	4.31	.00	4.31	363.14	2.6507	.06187	.72414	.524
Mean post – BPAQ	94	2.97	1.14	4.10	231.71	2.4650	.06520	.63212	.400

Distributions of both pre and post programme BPAQ scores are roughly symmetrical with only one outlier (case 23 and case 131) respectively.

**Graph 5: Box Plot pre-intervention**



**Graph 6: Box plot post-intervention**



### Impact on participants' attitudes towards aggression

Following the findings of the paired – t sample test below, participation in the STV programme has a positive impact on participants' attitudes towards aggression. Mean comparisons ( $t(91)=2.25, p<.05$ ) show that participants have a statistically significant reduction of their aggression tendencies by approximately, 0.15 points; their aggression mean scores post-intervention are significantly lower ( $M= 2.47, SD = 0.63$ ) than their pre-intervention scores ( $M= 2.62, SD =0.70$ ).

**Table 27: Mean comparisons of participants' aggression before and after the STV intervention**

	Mean	N	Std. Deviation	Std. Error Mean
Mean of pre aggression (higher values = more aggression)	2.6220	92	.70592	.07360
Mean of post aggression (higher values = more aggression)	2.4740	92	.63375	.06607

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Mean of pre aggression (higher values = more aggression) Mean of post aggression (higher values = more aggression)	.14802	.62873	.06555	.01782	.27823	2.258	91	.026

The findings are in accordance with previous results that were generated through the first 6 – month period interim evaluation of the programme where a decrease of 0.23 was found to be statistically significant.

### **Impact of demographic and social characteristics on participants' well-being pre and post treatment**

Following the findings of the previous section, participants' aggression tendencies appear to decrease by 0.14 points after their participation in the programme. In order to explore whether this positive outcome on participants' aggression attitudes is related to any external factors, we developed a multiple linear regression model where predictors include participants' age, type of offence and criminal record.

The developed model (see table 28) shows that the model has a very low explanatory power over the outcome both pre and post participation (R square .042, R square .090). Lack of any significant associations between participants' sociodemographic characteristics and criminal records imply that participants' pre and post intervention attitudes to aggression constitutes a direct effect caused by the intervention.

**Table 28: Multiple Linear Regression of pre-treatment aggression on sociodemographic covariates**

Coefficients <sup>a</sup>							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	1.910	.574		3.327	.002		
age	.018	.018	.202	1.003	.325	.841	1.189
co_violence_dummy	.188	.343	.113	.549	.587	.807	1.240
co_property_dummy	.146	.386	.078	.377	.709	.808	1.238
white_dummy	-.104	.345	-.060	-.302	.765	.880	1.137
no_criminal record	.028	.355	.015	.079	.938	.958	1.044
Dependent Variable: mean_pre_aq							

**Table 29: Multiple Linear Regression of post-treatment aggression on sociodemographic covariates**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	2.145	.489		4.387	.000		
age	-.007	.015	-.104	-.455	.654	.826	1.210
co_violence_dummy	.146	.302	.109	.483	.634	.845	1.184
co_property_dummy	.339	.378	.204	.897	.380	.835	1.198
white_dummy	.175	.332	.119	.526	.604	.849	1.179
no_criminal record	.285	.317	.194	.899	.379	.934	1.071

Dependent Variable: mean\_post\_aq

### Participants' self-evaluation and satisfaction with the STV programme

In this section, we will explore participants' experiences from their participation to the training. We will further explore participants' incentive and motives to participate in the Silence the Violence. Findings from this section are of paramount importance as they can be taken into consideration in the design, development and improvement of existing or future intervention programmes that will reflect participants' expectations.

### Participants' motivation to participate in the STV programme

Firstly, we analyse data on the incentives of the participants to take part in STV. During the pre-selection phase of the intervention, participants complete a questionnaire. Where they are asked, among other things, "What would you like to get from the programme?". The words provided as possible answers are "share experiences", "anger control", "better relationships with others", "self-confidence", "positive about the future", "increased motivation" and "gain skills to make changes".

The multiple responses frequency table below shows the reasons for participating in STV 47.9% is based on their need to gain skills in order to make changes in their lives, 46.5%

build relationships with others and, 45.1% responded that they participate in the programme because they want to increase their motivation. In summary participants top priorities in relation to their motivation to join the intervention are the following:

***Gain skills - build relationships - increase motivation - anger control***

Our findings show that the design of the Silence the Violence is successful in addressing the key issues and needs of the participants as they have been identified by themselves.

**Table 30: Frequencies of reasons for participation in STV**

		Responses		Percent of Cases
		N	Percent	
Pre-expectations	Share experiences	29	13.6%	40.8%
	Anger control	29	13.6%	40.8%
	Better relationships with others	33	15.5%	46.5%
	Improve self-confidence	29	13.6%	40.8%
	Be positive about the future	27	12.7%	38.0%
	Increased motivation	32	15.0%	45.1%
	Gain skills to make changes	34	16.0%	47.9%
Total		213	100.0%	300.0%

**Participants’ reported gains from the STV**

The STV design is successful in addressing participants’ needs and expectations. However, it is important to explore further participants’ attitudes towards the actual gains from the programme. Following the completion of the STV, participants are asked “What do you feel that you gained from your participation to the programme”.

The majority of the participants (57.1%) reported that increased their motivation levels 46.4% reported that the programme helped them improve their relationships with others and the 42.9% reported improved self –confidence. Last 32.1% reported a positive impact of the programme on controlling aggressive behaviours.

Based on the findings we can safely assume that the majority of the participants in the STV feel that the programme has a positive impact on their well-being and their aggression tendencies both of which are related to the reduction of future criminal behaviour and reconviction.

**Table 31: Following the completion of the programme**

		Responses		Percent of Cases
		N	Percent	
Gains from participation	Share experiences	10	12.5%	35.7%
	Anger control	9	11.3%	<b>32.1%</b>
	Better relationships with others	13	16.3%	<b>46.4%</b>
	Improve self-confidence	12	15.0%	<b>42.9%</b>
	Be positive about the future	11	13.8%	39.3%
	Increased motivation	16	20.0%	<b>57.1%</b>
	Gain skills to make changes	9	11.3%	32.1%
Total		80	100.0%	285.7%
Percentages don't add up to a hundred percent because this question was a multiple response question.				

Participants were further asked to define their experience of participating in the STV. A close ended multiple responses question was provided to them, with the following options “Easy”, “Tiring”, “Inspirational”, “Difficult”, “Enlightening”, “Fun”, “Boring”, “Good”, “Stressful”, “Different”, “Frustrating”, “Waste of time”, “Social”, “Powerful”, “Educational”, “Uncomfortable”, “Motivational”, “Helpful”.

It appears that 84.4% of the participants described their experience as interesting and 81,4 % report that the activities were “ fun”, 78.4% motivational and 77.3% helpful.

The STV is a highly innovative programme as it manages to engage participants through a variety of activities that are fun, interesting and appealing to them while at the same time offers them the opportunity to understand complex concepts around violence and their very own personal attitudes and behaviours. It combines in an ingenious way educational, inspirational and motivational elements with long term effects on participants’ attitudes and behaviours.



**Table 32: Participants' attitudes towards STV**

	Responses		Percent of Cases
	N	Percent	
Interesting	82	9.8%	<b>84.5%</b>
Easy	17	2.0%	<b>17.5%</b>
Tiring	18	2.2%	18.6%
Inspirational	64	7.6%	66.0%
Difficult	14	1.7%	14.4%
Enlightening	61	7.3%	62.9%
Fun	79	9.4%	<b>81.4%</b>
Boring	1	.1%	1.0%
Good	75	9.0%	77.3%
Stressful	16	1.9%	16.5%
Different	51	6.1%	52.6%
Frustrating	7	.8%	7.2%
Social	64	7.6%	<b>66.0%</b>
Powerful	60	7.2%	61.9%
Educational	66	7.9%	68.0%
Uncomfortable	11	1.3%	11.3%
<b>Motivational</b>	76	9.1%	<b>78.4%</b>
<b>Helpful</b>	75	9.0%	<b>77.3%</b>
Total	837	100.0%	862.9%
Percentages don't add up to a hundred percent because this question was a multiple response question			

## EVALUATION FINDINGS: MILESTONES

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Following the successful completion of the Silence the Violence Programme, some participants move onto the Milestones, a 6 -12 month intensive resettlement mentoring programme that prepares participants for their release. The programme also includes intensive resettlement support for 6-12 months post release depending on participants' needs. Through one-to-one mentoring support with well-trained volunteer mentors, Milestones aim to increase mentees' skills, confidence and self-esteem that will further allow them to carry out independent and fulfilling lives out of prison abstaining from any criminal activities. Furthermore, mentors work closely with participants in order to identify their specific resettlement needs and link them with relevant services, and third party agencies (e.g. housing and employment agencies). Lastly, the programme is designed to support participants to identify and pursue access to further education, training and or employment opportunities that are relevant to their knowledge, skills and ambitions about the future.

Offenders referred to the project are matched with a trained volunteer mentor from their area prior to release from custody. The mentoring relationship starts in the prison and continues post-release for a period of usually not less than six months. Support, advice and guidance are the key constituents of the project and the support offered is tailored to individual mentees' needs.

The programme is evaluated as an integral part of the Khulisa's Social Action Programme. The programme is monitored and evaluated at three intervals, at the beginning of the programme, immediately after release, and at the end of the programme utilizing various quantitative and qualitative tools that aims to capture participants' progress, achievements and milestones throughout the mentoring relationship and beyond.

In particular, the tools that are used are the following:

- Level of support scale completed at the beginning and the end of the programme (self – administered)
- Spider diagram measuring ten key areas of support
- Short Warwick Edinburg Mental Wellbeing scale (SWEMWBS)
- Session Review sheets completed by mentor and mentee at every meeting

Due to the structure of the Milestones programme, mentoring relationships are carried out in the community with remote oversight of volunteers by paid staff. In order to monitor and assess the effectiveness of the programme against its key objectives as outlined above, we utilised a combination of qualitative and quantitative analysis.

## Key priorities from the mentoring scheme as defined by Milestones

### Participants

Participants in the Milestones are asked to identify the key areas that they feel that are in need of support from their mentor. They are provided with the Level of Support questionnaire. More specifically, mentees were asked to indicate the level of support needed in 12 key areas of their lives including accommodation, administration (id documentation etc.), finance, benefits, addiction, access to employment, relationships, health, and community involvement and desistance. The answers are designed on a scale from 1 - 5 (where 1 = 'a lot' and 5 = 'none') that reflect how much support required from the mentor in each area. Participants in the Milestones have identified three key priorities in relation to support needed. As the graph outlines below, participants identified as their three top priorities support in accessing employment, education/ further training and accommodation. In summary 31,0% reported that would need a lot of support by his mentor in finding a place to live, 38,7% require high level support from their mentor in gaining access to employment, 29% feel that they need support in accessing further education /training. Additionally 22.3% reported that is in high need of support in order to stay motivated and out of prison following release. Mentees reported that they are of low or no need in getting support to strengthen their relationships with their families. They reported that they took part in the programme in order to receive support to improve their mental health and deal with various administrative aspects of their lives such as applying for certain documentation

**Table 33: Responses' summary: level of support in finding accommodation**

	Frequency	Percent	Valid Percent	Cumulative Percent
in need of a lot of support by mentor	9	22.5	<b>31.0</b>	31.0
in need of some support by mentor	4	10.0	13.8	44.8
in need of little support by mentor	5	12.5	17.2	62.1
able to manage on one's own and ask for help if needed	2	5.0	6.9	69.0
no need for support	9	22.5	31.0	100.0
Total	29	72.5	100.0	

	11	27.5		
Total	40	100.0		

**Table 34: Responses' summary: support level in finding employment**

	Frequency	Percent	Valid Percent	Cumulative Percent
in need of a lot of support by mentor	12	30.0	38.7	38.7
in need of some support by mentor	10	25.0	32.3	71.0
in need of little support by mentor	6	15.0	19.4	90.3
able to manage on one's own and ask for help if needed	2	5.0	6.5	96.8
no need for support	1	2.5	3.2	100.0
Total	31	77.5	100.0	
Missing data	9	22.5		
Total	40	100.0		

**Table 35: Responses summary: support level in searching and applying to colleges and training courses**

	Frequency	Percent	Valid Percent	Cumulative Percent
in need of a lot of support by mentor	9	22.5	29.0	29.0
in need of some support by mentor	4	10.0	12.9	41.9
in need of little support by mentor	9	22.5	29.0	71.0

able to manage on one's own and ask for help if needed	3	7.5	9.7	80.6
no need for support	6	15.0	19.4	100.0
Total	31	77.5	100.0	
Missing data	9	22.5		
Total	40	100.0		

### Milestones' impact on participants' well-being scores

For monitoring purposes, in this section we explore here the impact of the Milestones Programme on participants well-being. The well-being of participants was measured using primarily the Warwick-Edinburgh Mental Well-being Scale at three intervals pre mid and post intervention. In order to explore any potential impact of the intervention we will implement a paired sample t-test that will further determine the paired differences within the sample pre and post intervention.

From our findings we can infer that participation in the Milestones has a positive impact on participants well-being score.

**Table 36: Mean comparisons of participants' well-being scores pre-intervention and mid-intervention (Milestones)**

	Paired Differences				t	df	Sig. (2-tailed)	
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower				Upper
Wellbeing mean mid intervention	.72321	.47754	.16884	1.12245	.32398	4.284	7	.004
Wellbeing mean pre-intervention								

The results ( $t(7)=4.28, p<.05$ ) indicate that there is evidence that participation in the programme has a positive impact on participants well-being, in that mid-intervention mean scores ( $M=4.32, SD= 0.33$ ) are significantly higher than pre-intervention scores ( $M=3.59, SD= 0.51$ ). In particular the well-being improves on average, by approximately 0.72 points.

Following the same methodology, we tested participants' well-being scores mid and post intervention. Despite the low sample size, it seems that participants' well-being continues improving until the completion of the programme. The results ( $t(4) = 3.50$ ,  $p < .05$ ) indicate that there is evidence of participation in the programme having a positive impact on participants well-being, in that post-intervention mean scores ( $M = 4.65$ ,  $SD = 0.16$ ) are significantly higher than mid-intervention scores ( $M = 4.45$ ,  $SD = 0.06$ ). In particular the well-being improves on average, by approximately 0.20 points accounting for a total improvement of 17%.

**Table 37: Mean comparisons of participants' well-being scores mid-intervention and three months after the intervention (Milestones)**

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Wellbeing mean post intervention	.20000	.12778	.05714	.35865	.04135	3.500	4	.025
Wellbeing mean mid-intervention								

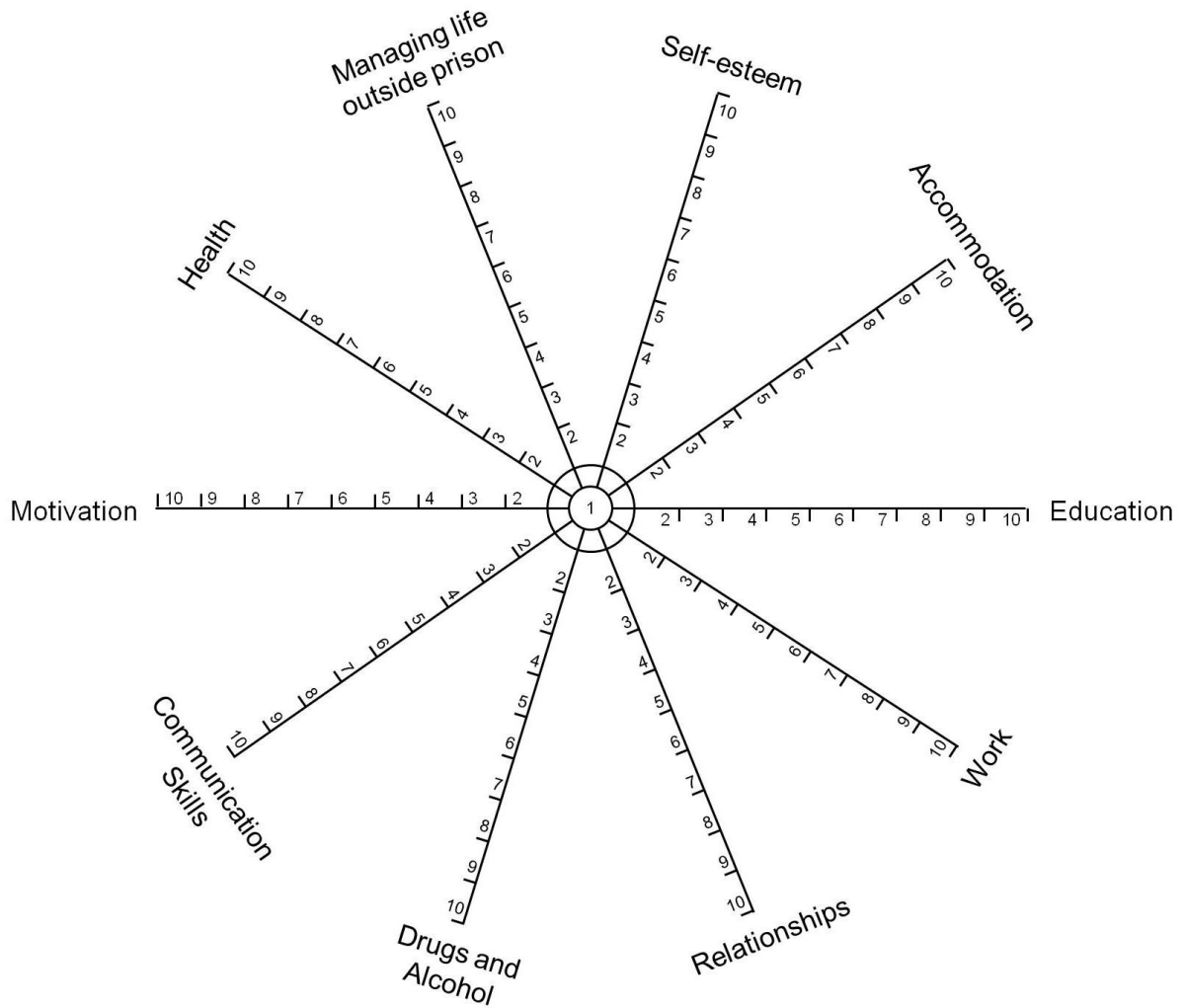
### Milestones' impact on participants' progress in key areas of their lives

In this section we will explore Milestones impact on key aspects of participants' lives. Our findings are based on participants' self-evaluations from data that have been collected prior to release, immediately after release and after the completion of the programme utilising a spider diagram (see image 1).

More specifically, participants were asked to rate ten key areas of their lives from 1-10 (1 being the lowest and 10 the highest) at three intervals (in prison, immediately **after release and at the end of the programme**). Key areas include health, managing life outside prison, self-esteem, accommodation, education, work, relationships, drugs and alcohol, communications skills, motivation.

In order to assess the impact of the programme on each of the aforementioned aspects of participants' lives, we compared the mean scores of each category pre-release and post intervention by conducting paired t-tests analysis. According to our findings participants' scores in all 10 areas of lives appear to be improved on average by 2.1 points. The average increase is statistically significant ( $p < 0.05$ ).

Image 1: Spider Diagram



**Table 38: Mean comparisons of participants spider diagram scores before and after Milestones intervention**

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Spider diagram mean scores post and pre intervention	2.18000	.99348	.44430	.94643	3.41357	4.907	4	.008

We further explored each area of life independently in order to identify potential improvements in more specific areas of participants' lives. According to the programme design, Milestones aims to have a strong positive impact on the ability of participants to manage their lives outside prison and remain motivated and abstain from any criminal activities.

The results ( $t(4)=9$ ,  $p<.001$ ) indicate that participation in the programme has a positive impact on participants ability to manage their lives outside prison, in that post-intervention mean scores ( $M=9.64$ ,  $SD= 0.13$ ) are significantly higher than pre-intervention scores ( $M=7.46$ ,  $SD= 0.8$ ). In particular their ability in relation to life management improves on average, by approximately 3.6 points.

**Table 39: Mean comparisons of participants' life management scores before and after Milestones intervention**

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Mean score managing life outside prison post and pre intervention	3.60000	.89443	.40000	2.48942	4.71058	9.000	4	.001



Participants scores in relation their employment situation indicate an positive impact of Milestones on supporting participants to access employment opportunities. The results ( $t(4.49)$ ,  $p<.05$ ) indicate that participation in the programme has a positive impact on participants employment situation, in that post-intervention mean scores ( $M=4.2$ ) are significantly higher than pre-intervention scores ( $M=2.00$ ). In particular their ability in relation to life management improves on average, by approximately 2.2 points ( $p. <0.01$ )

**Table 40: Mean comparisons of participants' employment situation scores before and after Milestones intervention**

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Mean scores of pre and post-employment	2.2000	1.09545	.4899	.83983	3.56017	4.491	4	.011

# TRIANGULATION OF QUANTITATIVE FINDINGS: WELL-BEING, PRO-SOCIAL BEHAVIOUR AND RECIDIVISM

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## Triangulation tools: Background

Considering the complexity of the investigated programme and the limitations that stem from the small sample size and limited timeframe, Restorative Justice for All thought appropriate to conduct triangulation of the collected data.

The combination of quantitative and qualitative research methods known as triangulated approach, is perceived as an “ holistic interpretation” of the research problem where quantitative and qualitative analysis are viewed as complementary rather than as rival approaches (Campbell, 1955, Webb et al, 1966). The triangulated approach aims to counteract the weaknesses found in single methods designs and is unfolded as a process where “the results of an investigation employing a method associated with one research strategy (e.g. questionnaires) are cross-checked against the results of using a method associated with another research strategy (e.g interviews)” (Bryman 2004: 454).

In this occasion, to triangulate the findings of the quantitative research design, we:

- Carried out a review of offenders’ data drawn from the Ministry of Justice Data lab stretching from years 2002 to 2012
- Compared the findings from the Buckinghamshire New University qualitative research on restorative justice with positive psychology
- Compared 92 offenders who had gone through the Khulisa rehabilitation programme against a control group of 70 offenders released from ISIS prison 12 months ago.

## Triangulation: Ministry of Justice Data Lab 2002-2012

The Justice Data Lab is a relatively new initiative of the Ministry of Justice that supports organisations working with offenders to assess the impact of their work on reducing reoffending. Although the service is still in piloting phase, it has received over 160 requests from various organisations that work directly with offenders from April 2013 to May 2015.

In terms of its methodological approach, following provider’s request, the Justice Data Lab matches participants to the Police National Computer (PNC) in order to establish one year proven reoffending rate. After the matching process, a control group is identified with similar sociodemographic characteristics and a statistical comparison is drawn between control and treatment group that allows an assessment of the impact of the intervention on re-offending rates. The methodological approach of the matching process involves the utilization of Propensity Matching Scores (PMS), a technique that allows the research to

control for any factors that could affect the outcome of the intervention and balance them out.<sup>6</sup>

Over the last 3 years the Justice Data Lab is in operation, it has published 124 reports that all included as key measure the “one year proven re-offending”. In this section, we will endeavour to draw comparisons between the findings of the Justice Data Lab and the findings of this report that will enable us to better understand the impact of the under study programmes; Silence the Violence and Milestones in relation to similar interventions designed and delivered by other VCS, public or private organisations.

As mentioned above the Justice Data Lab produced 124 reports that were concerning 124 interventions that were further categorized into youth interventions, restorative justice interventions, building relationships, mentoring, improving health and well-being, interventions that aim to improve participants situation in relation to employment, education and/or accommodation and various more specialized type of intervention such as arts focused.

A recent report<sup>7</sup> that was published by the Justice Data Lab in June 2015 provides us with a comprehensive picture of the findings over the last 2.5 years and since the commencement of the pilot. More specifically, from the 124 interventions those were scrutinized/examined only 28 indicated statistically significant reduction in re-offending on the one year proven reoffending rate while the majority of them (89 reports) remained inconclusive about the effect on reoffending rate due to insufficient evidence. Lastly and surprisingly, 7 reports indicated a statistically significant increase in reoffending on one year proven re-offending rate.

Among the programmes that appeared to be the most successful in terms of re-offending outcomes are those specifically designed to address offenders’ essential needs that are related to employment (23% statistically significant in reducing reoffending rates), education and learning in prison as well as those designed to address accommodation needs. More specifically, among thirteen interventions that aimed to support offenders to resolve their accommodation issues, participants showed significant reduction in reoffending rates up

Moreover, from fifty seven interventions that aimed to support offenders in accessing employment and/or increase their employability and their life skills<sup>8</sup> participants

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<sup>6</sup> More information on the Justice Lab methodology can be found here [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/392929/justice-data-lab-methodology.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/392929/justice-data-lab-methodology.pdf)

<sup>7</sup> 11 June 2015, Justice Data Lab “A pilot Summary”, published by the Ministry of Justice. The report can be accessed online here [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/434165/justice-data-lab-pilot-summary.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/434165/justice-data-lab-pilot-summary.pdf)

<sup>8</sup> Thirty five of which took place in prison and twenty took part in the community.

reoffending rates indicate significant decrease up to 13%. Lastly, in regards to programmes that aim to support offenders in accessing education and distance learning reduction in reoffending ranges from 0.3 to 21% points. The Justice Data Lab has further categorised interventions that offering mentoring support both in prison and in the community. These interventions effectively cover all areas of wellbeing, including coping with mental, physical, social and employment issues. These programmes indicate significant decrease in one year proven re-offending rate up to 17% points.

These findings are aligned with evidence produced from the assessment of the Milestones Programme where participants identified employment, accommodation and education, as the three top priority areas where they need to be supported by their mentors. Moreover the assessment of the Milestones showed the effectiveness of the intervention on participants' ability to manage their lives outside prison as well as the positive impact of the programme in relation to participants' employment situation.

Collectively the findings highlight the importance/significance of such intervention that are mainly provided by VSC and the third sector, on participants lives that have a further positive impact on their criminogenic attitudes and behaviours. All three elements, employment, education and accommodation constitute key factors for the reintegration of offenders in the community and are strongly associated with reduction in re-offending behaviours.

At this point, it should be highlighted the specific challenges of such programmes to be developed and delivered effectively outside prison when offenders are back in the community. Challenges that are significantly increased, when such programmes are delivered by third sector organisations that have limited capacity and resources in maintaining mentoring relationships over a period of time. These limitations should be taken into consideration, addressed and resolved though the provision of adequate and consistent funding that will allow these integral to rehabilitation programmes to be delivered in a consistent way and on regular basis. Milestones is an illustrative example of a programme that due to its dynamic and ongoing nature cannot be fully assessed and appreciated as its full impact and potential will be revealed in the long term.

### **Triangulation: Qualitative research findings**

Triangulation was achieved through the usage of qualitative findings from the Buckinghamshire New University funded research programme described in this report. The first phase was based on a literature review and aimed to bridge the scientific gap between two disciplines that until then appeared to be unrelated. During the first phase of the programme, a theoretical framework was developed for the application of positive psychology in the context of restorative justice. The theoretical framework was further tested through extensive and rigorous fieldwork analysis that involved both participant and non-participant observations of various social action Rehabilitation Programmes as well as

restorative justice intervention programmes including Khulisa's prison-based intervention programme "Silence the Violence ". Another two intervention programmes were included in the fieldwork analysis; namely; the Centro de Mediacion y Arbitraje (Central University of Chile) and the Forgiveness Project.

As mention in detail in the first section of this report, Silence the Violence is not a restorative justice programme per se but it is underpinned by restorative justice ethos. Khulisa's model and approach to rehabilitation is built upon the Good Lives Model which further embraces views of positive psychology and links it with rehabilitation and desistance of offenders. In Khulisa's case, we utilised participant observation methodology in order to gain a deeper understanding of the programme itself and the methodologies that it uses to bring desired rehabilitation outcomes for the participant offenders. In order to study the dynamics that are developed between participants and facilitators as well as the impact of such dynamics on participants' attitudes and behaviours, we observed a 5 day session of the Silence The Violence Programme in the Male Category C HM Prison Isis in March 2014.

The programme was attended by four offenders, and delivered by 2 facilitators over five days that involved both morning and evening sessions.

In this section, we will explore the key themes and findings from our observations assessing them against the programmes' overall evaluation framework as well as our specific under examination hypotheses, which are condensed in STV's overall objective to change participants' attitudes towards violence and provide them with the appropriate skills and motivation to choose not to engage in violent behaviours or crime.

### **Participants gain knowledge and understanding of violence and gain an understanding of the cycle of violence**

Over the course of the 5 day group meeting programme participants were involved in a range of activities that ranged from informal group discussions and participation in circles of sharing to creative activities such as role play and mask making. The diverse content of the activities maintained participants' interest, engagement and concentration at high levels throughout the programme. During the first 2 days, the programme focused on the theme of violence, aiming to increase participants' knowledge about the concept and the notion of violence.

The concept of violence was approached through open discussions, circles of sharing where participants are asked to share personal experience that involve violence either as victims or perpetrators. Overall, all the activities draw upon the idea that violence is not necessarily a personality trait and participants violent behaviour might be habitual and thus reversible (Maruna and King, 2004 as mention in Worth.P, et al.) .

Moving the discussions from general concepts of violence to more specific personal experiences and manifestations of violence, participants had the opportunity to understand, share and reflect on their very own triggers of violent behaviour. Due to the sensitivity of the issue and the vulnerability of the participants, facilitators initiated discussion by encouraging participants to draw a picture related to their own personal experience and used the drawing as a prompt to engage them into deeper and more meaningful and reflective discussions around the concept of violence. Indeed, this methodological approach proved to be very effective for all four participants. The simplicity and informality of the approach encouraged participants to open up and exchange and share while it created the required space to reflect on their experiences.

One of the key elements of the success of the Silence the Violence stems from the fact that it allows participants not to be seen through the lens of their criminal behaviour but as individuals with their own strengths and positive traits. One of the participants said *“You see in my family almost everyone is violent, so I’m also violent; of course it is something that you learn, but it might also be something that you have inside you.”*

This approach not only creates the appropriate psychological space for opening up, sharing and connecting with others at the individual level but also creates the need to the participants “to break open” in order to help them to come to terms with their criminal act and move away from the so called criminal “self-labelling”. (Worth, P. et. al., 2015). The need “to break open” is fulfilled during the programme under the principles of trust, confidentiality, respect, no judgements and openness to different perspectives as those outlined in the beginning of the programme. It is worth noting here that despite the high pace at which participants’ capacity to gain insight of their action and reflect on their own experience increases, we are not in a position to make safe assumptions on the duration of this effect after the completion of the intervention, when participants return to their personal realities and the realities of the prison itself.

The assumptions of the observation are aligned with the findings of the quantitative analysis, conducted in the first section of this report as Silence the Violence appears to be effective in decreasing participants aggressive tendencies by approximately 0.15 points when measure pre – and post intervention.

### **Participants develop awareness of victim impact and learn to apologise**

The Silence the Violence programme is working at three discrete and concrete levels; at the emotional, cognitive and behavioural. One of the central objectives of the programme is to develop participants’ awareness of the impact that certain behaviours have on others, take responsibility for their actions and make amends.

Through a variety of activities that range from sharing of personal stories to watching a documentary about membership in criminal gangs and its impact on the individuals and the

community, participants were involved in conversations about the process and the importance of apologising. After the completion of the activities participants reported that the programme encouraged them to think about making amends as a process which involves certain stages including recognition of wrongdoing, taking responsibility, understanding the impact on the life of the victim and apology. In turn, recognition and identification of each stage enables them to understand their specific concerns in relation to each stage and further improves their willingness and ability to apologise.

### **Participants are motivated to change their behaviour**

The STV Programme core and ultimate objective is participants' behavioural change through development of self – belief and self-appreciation. Both themes were present throughout the entire programme and inherent element of all the activities. Self-belief and self – appreciation are deemed essential traits that would further enable individuals to gain perspectives on their future and view an element of positive potential into it where criminal activities are not part of it. The closing of the programme is based on an appreciation activity, where all the participants write a few words of appreciation about the other participants and read them out in a circle of sharing. This process proved to be very powerful in that participants find it difficult to even listen to positive statements about themselves. One of the participants said *“I won't lie; it has been so long that I have heard anything positive about myself. I feel great now.”* Positivity, self – confidence, and self-appreciation are positively associated with participants overall satisfaction with life and improvement of their overall well- being which in turn is positively associated with desistance. Findings from the observations as well as quantitative findings allow us to infer that that the STV is effective in improving participants' self-confidence and overall well – being. Once again, we are not in a position to make assumptions for the long term impact of the programme on participants' positive attitudes towards their lives and future in general as a range of factors both internal and external can impact on such effects.

### **Triangulation: Control Groups findings focusing on recidivism**

Further triangulation of findings was achieved through the comparison of data that we collected with the support of the Prison National Offender Management Information System (p-NOMIS). Access to the P-Nomis was granted by HM ISIS prison.

In the first part of this report, we focused on the evaluation of the impact of the Khulisa programmes on:

- participants' pro-social behaviour and reduction of aggression tendencies
- participants' overall well-being.

**Both quantitative and qualitative evidence show that participants' aggression tendencies present a significant decrease while their overall well-being scores appear a significant improvement when measured two weeks following the completion of the programme.**

In order to explore the impact of the Khulisa programmes on recidivism, we further developed a quasi-experimental methodology matching the treatment group with a control group on a basis of a set of factors that include:

- offence type
- criminal history
- socio-demographic characteristics.

### **Matching Methodology**

**The treatment sample size** comprised of 154 prisoners who participated on the Silence the Violence Programme and Milestones (Khulisa programmes). In the end we used **92 offenders**.

**The control group size** comprised of **70 prisoners** (selected out of 180 cases). The cases were retrieved from the Prison National Offender Management Information System (p-NOMIS), an operational prison –based database for the management of offenders. The database contains offenders' personal details including age, offence and custody type, case note information as well as various other administrative nature information related to offenders whilst in prison. Access to the P-Nomis was granted by HMP ISIS. The 180 cases were matched to the treatment group based on a set of pre-defined factors. The control group offenders were released from prison at least 12 months ago.

More specifically, the control group was generated using propensity score matching method. Propensity score matching is a statistical tool that adjusts treatment effect for measured confounders in non –randomized studies. This method has seen a tremendous increase in use especially in the areas of evaluation research (Hong, and Raudenbush, 2005; Hughes, Chen, Thoemmes and Kwok, 2010). In other words, this method balances the effect of the observed covariates in our case gender, offence type and sociodemographic characteristics across the treatment and the control group and minimizes the selection bias of our results<sup>9</sup>.

In order to minimize the selection bias of the control group, we pre-selected a number of covariates that could potentially act as confounding influences on the effect of the intervention, e.g. reconviction. The selected variables (offence type, age) were chosen and

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<sup>9</sup> It should be noted that the credibility the propensity score analysis is dependent on selection of appropriate covariates. Covariates of convenience such as gender, age alone are usually not sufficient (Shadish, Clark and Steiner, 2008). However, in our case, a combination of the factors including access to participants and control group's sensitive information as well as time constraints stem from the fact that the study was conducted immediately after the completion of the intervention didn't allow for the compilation of a more exhaustive list.



we employed logistic regression in order to estimate the propensity scores. After the estimation of the propensity scores, we matched participants using a 1:1 nearest neighbour matching. To avoid poor matching, we imposed a caliper of .20 of the standard deviation of the logit of the propensity scores. After imposing the caliper, 92 participants were matched with the control group.

Information in relation to participants’ reconviction data was obtained from the Police and National Computer (PNC). Access to the PNC was granted by the Ministry of Justice Criminal Histories Statistics Team following formal access request and using personal identifiers/details including participants surname and for name, date of birth as well as Prison ID number.

The PNC search returned 92 cases were successfully matched. As it was expected, the number of matches as well as some of the limitations of this study stem from the nature and the limitations of the PNC database itself as well as from the fact that the evaluation was conducted immediately after the completion of the STV. Therefore some of the participants’ details/convictions are yet to be updated on the PNC database.

**The aggregate findings showcase a rather positive impact of the Khulisa intervention in reducing reoffending.** The average reconviction outcomes of the treated and untreated groups and the difference between them are presented in Table 41 . The results show that the proportion of programme participants (7.6%) that were reconvicted following their release was **23.8% percentage points below that observed in the control group (31.4%)**.

Table 41: Impact of STV on proven re-offending among offenders receiving STV support

	Proven re-offending rate following release % (n)	Average number of days between release and first offence
<b>Programme Participants (N=92)</b>	7.6%	87 <sup>10</sup>
<b>Matched successfully on the PNC comparison group (N=70)</b>	31.4 %	82

The average number of days between release and first offence was also calculated in terms of reoffending. Participants appear to reoffend on average 87 days after release while non participants appear to reoffend on average 82 days following release.

Furthermore, it must be noted that the last 3 years Justice Data suggest “one year proven re-offending”. Their findings indicate that programmes that address issues of violence and anger managements are successful in reducing reoffending between 2 to 24 percentage

<sup>10</sup> The Ministry of Justice provided data on reoffending up to December 2014. From our sample of (92) participant 34 were released for one year since December 2014, 20 were released approximately six months prior the period of interest and 38 were released approximately 3 months prior the period of interest.

points. Therefore, in comparison to the programmes studied by the Ministry of Justice Data Lab (the list can be accessed through the published Ministry of Justice reports), both Silence the Violence and Milestones (as a combined innovative approach) **score significantly high providing a 23.8% recidivism reduction.**

Moreover, community based interventions that were evaluated by the Justice Data Lab also appear to be successful in reducing reoffending. Their success rate ranges between 1 to 23 percentage points. Again, both STV and Milestones appear to positively reduce reoffending by 23.8%.

These findings highlight the effectiveness of both elements of the Khulisa programme as

- a comprehensive social action model that enables most of its participants to receive a holistic intervention looking at past experiences and needs
- a foreword looking Good Lives model that provides the tools and appropriate support that nurtures their individual talents and help them to re-integrate back to society.

A methodological caveat that must be noted is that we were not able to make individual comparison of offenders from the control group. Our conclusions are based on the aggregate results of the comparison that we were able to make between the control and treatment sample

## EXECUTIVE SUMMARY & CONCLUSIONS

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### Background

The findings of this report are based on an independent evaluation that was carried out by qualified researchers using a mixture of quantitative and qualitative research. The quantitative research was carried out over a specified timeframe and with financial support from the Cabinet Office. The research was conducted between 1 November 2013 – 1 July 2015 (20 months).

During the research period, the Silence the Violence programme was delivered to **162 participants** in total. In particular:

- Seven cohorts attended the programme in HM Prison Forest Bank in Manchester, a Category B Male prison for adults and young offenders;
- Nine cohorts attended the programme in HMP & YOI Isis in London, a Category C prison, based for male offenders under the age of 25; from which two attended a 1-day intensive programme
- Five cohorts attended the programme in Wormwood Scrubs in London, a local category B prison for male offenders over the age of 21.

During the research period, Milestones was delivered to **61 offenders**, who were released from HMP & YOI Isis, HMP Winchester and HMP Forest Bank. An additional 45 offenders were mentored by partner organisations under contract to Khulisa<sup>11</sup>. However, useable data was only secured for 40 Milestones participants giving us **a total final research sample of 194 participants**.

Programme	Population	Sample size
Silence the Violence	162	154
Milestones	106	40
<b>Total</b>	<b>268</b>	<b>194</b>

A triangulation of these findings was carried out through:

- Qualitative research that was carried out with financial support from Buckinghamshire New University and resources (in-kind and cash) from the Restorative Justice For All institute
- A review of the Ministry of Justice Data lab
- Control Groups that accessed with the support of the Prison National Offender Management Information System (p-NOMIS).

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<sup>11</sup> Milestones were delivered to 45 offenders by Inside Out at HMP Wormwood Scrubs and by Footprints at HMP Winchester. Both organisations were contracted by Khulisa. Data from those interventions are not utilised in this study.

The initial hypotheses that we wanted to test were:

- ✓ H1. Offenders completing the Khulisa Social Action intervention programme (experimental group) exhibit **reduced rates of reconviction** compared to people who have not completed the Programme (control group)
- ✓ H2. Offenders who participated in the Khulisa Social Action intervention programme express **higher levels of self-confidence** after the completion of the programme, compared to the levels of self-confidence before their participation;
- ✓ H3. Offenders who participated in the Khulisa Social Action intervention programme express **higher levels of motivation for desistance** from crime after the completion of the programme, compared to the levels of motivation for desistance before their participation;
- ✓ H4. Offenders who participated in the Khulisa Social Action intervention programme **express higher levels of life satisfaction** after the completion of the programme, compared to the levels of life satisfaction their participation;

Our summary conclusions are broken into two groups reflecting the separate programmes making the Khulisa Social Action Rehabilitation intervention.

### Conclusions for Silence the Violence (STV)

- ✓ It is established that participants' well-being improves on average, by approximately 0.6 points. The findings evidence that STV continued to be effective increasing significantly participants well-being. Participation in the programme improves participants well-being by 11.6% There is correlation between the offence and the level of well-being post intervention. Serving time for property crime decreased the expected level of participants' well-being by .853 points in comparison to doing time for a violent crime. The effect is significant at  $p < .05$ . Consequently, we can infer that STV is more effective in increasing participants' well-being when the offence type is property related.
- ✓ Participants' aggression tendencies appear to decrease by 0.15 points after their participation in the programme. The effect is significant at  $p < 0.05$ . Participation in the programme reduces participants aggression tendencies by 3%.
- ✓ STV is successful in addressing the key issues and needs of the participants as they have been identified by themselves.
- ✓ The majority of the STV participants feel that the programme has a positive impact on their well-being and their aggression tendencies both of which are related with reduction of the possibilities for future criminal behaviour and reconviction.
- ✓ STV is a highly innovative programme as it manages to engage participants through a variety of activities that are fun, interesting and appealing to them while at the same time offers them the opportunity to understand complex concepts around violence and their very own personal attitudes and behaviours. It combines educational,

inspirational and motivational elements with long term effects on participants' attitudes and behaviours.

- ✓ The programme is effective in creating the appropriate psychological space for opening up, sharing and connecting with others at the individual level as well as in creating the need to the participants "to break open" in order to help them to come to terms with their criminal act and move away from the so called criminal "self-labelling".
- ✓ Participants reported that the programme encouraged them to think about making amends as a process which involves certain stages and enables them to understand their specific concerns in relation to each stage and further improves their willingness and ability to apologise.
- ✓ Findings from the observations as well as quantitative findings allow us to infer that that the STV is effective in improving participants' self-confidence, self-belief and self –appreciation as well as their overall well-being.

### Conclusions for Milestones

- ✓ The results ( $t(7) = 4.28, p < .05$ ) indicate that participation in the Milestones programme has a positive impact on participants well-being, in that mid-intervention mean scores ( $M = 4.32, SD = 0.33$ ) are significantly higher than pre-intervention scores ( $M = 3.59, SD = 0.51$ ). In particular, well-being improves on average, by approximately 0.72 points.
- ✓ Participants' well-being continues improving until the completion of the programme. The results ( $t(4) = 3.50, p < .05$ ) indicate that participation in the programme has a positive impact on participants well-being, in that post-intervention mean scores ( $M = 4.65, SD = 0.16$ ) are significantly higher than mid-intervention scores ( $M = 4.45, SD = 0.06$ ). In particular, well-being improves on average, by approximately 0.20 points accounting for a total improvement of approximately 17%.
- ✓ Participants' scores in all 10 areas of lives are improved on average by 2.1 points. The average increase is statistically significant ( $p < 0.05$ ).
- ✓ The results ( $t(4) = 9, p < .001$ ) indicate that participation in the programme has a positive impact on participants' ability to manage their lives outside prison, in that post-intervention mean scores ( $M = 9.64, SD = 0.13$ ) are significantly higher than pre-intervention scores ( $M = 7.46, SD = 0.8$ ). In particular, their ability in relation to life management improves on average, by approximately 3.6 points.
- ✓ Identification of accommodation, access to employment and access to future training are the three key priorities that participants would need high level of support as defined by them.
- ✓ Participants' scores in relation their employment status indicate a positive impact (e.g. access employment opportunities). The results are  $t(4) = 4.49, p < .05$ ; in that

post-intervention mean scores (M=4.2) are significantly higher than pre-intervention scores (M=2.00).

- ✓ Participants' ability in relation to life management also improves by approximately 2.2 points (p. <0.01) compared to pre-intervention.

## Overall conclusions and recidivism rates

It is our conclusion that the Khulisa Social Action intervention programme achieved its intended aims as these were aligned with the [Rehabilitation Social Action Fund](#) (RSAF) and priority no 4 i.e. creating stronger and safer communities. Bearing in mind the sampling caveats as well as the short timeframe within which our evaluation was carried out, a reduction of re-offending is indicated as well as an increase in well-being and attitudes. In particular, the results show that the proportion of Khulisa programme participants (7.6%) that were reconvicted following their release was **23.8% percentage points below that observed in the control group (31.4%)**. In comparison to the programmes studied by the Ministry of Justice Data Lab (the list can be accessed through the published Ministry of Justice reports), both Silence the Violence and Milestones (as a combined innovative approach) **score significantly high providing a 23.8% recidivism reduction**.

These findings highlight the effectiveness of both elements of the Khulisa programme as

- a comprehensive social action model that enables most of its participants to receive a holistic intervention looking at past experiences and needs
- a foreword looking, Good Lives model that provides the tools and appropriate support that nurtures their individual talents and help them to re-integrate back to society.

It has to be noted that some of the original intentions of Khulisa were not achieved. Although its young offenders' model was indeed tested with adult offenders, this was achieved only in London and Bolton (as opposed to London, Hampshire and Bolton). The design was indeed tested with offenders on community as well as custodial sentences. However, the original intention of using RSAF to work with 180-270 offenders over 18 months (November 2013 – March 2015) was over-ambitious. Although this needs to be put within the context of a shifting institutional (e.g. two participating prisons were on reduced-staff "emergency" regimes), policy (the launch of the government's *Transforming Rehabilitation* strategy) and political climate (a general election) as well as a difficult financial environment, it is recommended that in future expectations are more modest.

It also has to be noted that the engagement of peer mentors who had already been through the programme bears evidence to the programme's social action contribution as well as its achievements in motivating civil society.

Our research was also able to cover some important gaps in the normative framework that we applied and in particular the Good Lives Model. The Khulisa programmes assume that we are all goal-influenced and seek certain 'goods' in our lives. Tapping into this need, the Khulisa programmes aim to nurture talents and through this achieve an increase in

psychological well-being. Our findings suggest that if offending behaviour is seen as an inappropriate or unskilled means of achieving primary 'human goods', then we can focus on creating the right internal or external conditions to work towards a positive or good life plan.

We can safely argue that Khulisa's two programmes helped the 195 offenders to achieve this, suggesting that the GLM operates in both a holistic and constructive manner in considering how offenders might identify and work towards a way of living that is likely to involve the goods we seek in life, as well as a positive way of living that does not involve or need crime.

The Khulisa programme as this is structured within the Good Lives Model works towards a positive, growth-oriented change in life where offenders work on the development of the values, skills and resources towards life based on human goods that is a necessary counter-balance of managing risk alone. Risk is managed as well as seeking to develop positive life alternatives, while using volunteers and civil society to achieve these objectives. It is recommended that the Khulisa Good Lives Model is replicated elsewhere both for adult and young offenders.

## ABOUT THE RESTORATIVE JUSTICE FOR ALL INSTITUTE

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**Restorative Justice for all (RJ4All)** is a UK-based international institute providing non-profit educational, research and training opportunities to victims, practitioners, users of the criminal justice system, policy makers, the media and the general public on restorative justice. RJ4All aims to increase awareness around restorative justice by providing free resources such as the e-library, the Internet Journal of Restorative Justice, projects and videos. It was founded by Professor Theo Gavrielides and it is jointly run with Professor Vasso Artinopoulou.

The aims of the Institute are to:

- **increase public awareness** of restorative justice and address misconceptions about its potential and pitfalls
- **carry out evaluations and research** on restorative justice and help build a stronger evidence base for further development
- **carry out information campaigns** in the interest of communities, victims and users of the justice system
- **challenge the restorative justice movement** and help build bridges between practitioners, policy makers and researchers
- **increase academic knowledge** and push the boundaries of restorative justice especially in the areas of domestic violence, sexual abuse and hate crimes
- **bring people together to network** and share best practice
- **make restorative justice more accessible** to junior researchers, students, practitioners, policy makers, the public and the media
- **disseminate** key events and news that are of international, regional and local interest
- **influence** international, regional and local policy, legislation and practice
- **provide** expert and independent advice on restorative justice.

RJ4All is a joint international initiative, which works with a number of associates from around the world to deliver its mission. **RJ4all is based on the non-profit principle of providing justice and education to all.** The key features of the RJ4All website are:

- the **Internet Journal of Restorative Justice (IJRJ)**, the free peer-reviewed e-journal publishing scientific papers on restorative justice
- the **free online library** with downloadable material on restorative justice including training manuals, conference presentations, research papers and book reviews
- **case studies** on restorative justice
- free **videos and audio** on restorative justice
- the EU funded "**Restorative Justice in Europe**" (RJE) project
- the **RJWiki** a free encyclopedia on restorative justice
- its ground breaking research and awareness raising **restorative justice projects**.



## THE RESEARCH TEAM

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The evaluation is carried out by the Restorative Justice for All Institute. The evaluation project team is:

1. Principal Investigator: Professor Dr. Theo Gavrielides  
[http://www.rj4all.info/users/tgavrielides#profile-rj4all\\_team\\_profile](http://www.rj4all.info/users/tgavrielides#profile-rj4all_team_profile)
2. Research Assistant Andrianna Ntziadima  
[http://www.rj4all.info/users/antziadima#profile-rj4all\\_team\\_profile](http://www.rj4all.info/users/antziadima#profile-rj4all_team_profile)
3. Research Assistant, Ioanna Gouseti

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Professor Dr. Theo Gavrielides is the research project coordinator and supervisor. He has led the evaluation of several intervention programmes, such as the Big Lottery Fund (BLF) [Realising Ambition](#) programme with a budget of £800,000 with the Anne Frank Trust, which evaluates interventions in schools with young people who have offended or who are at risk of offending. Dr. Theo Gavrielides is the Founder and Director of [Independent Academic Research Studies](#) (IARS) and the [Restorative Justice for All Institute \(RJ4All\)](#). He is also an Adjunct Professor at the [School of Criminology \(Centre for Restorative Justice\) of Simon Fraser University](#) as well as a Visiting Professor at [Buckinghamshire New University](#). Dr. Gavrielides also served as a Visiting Professorial Research Fellow at [Panteion University](#) of Social & Political Science (Greece) and a Visiting Senior Research Fellow at the International Centre for Comparative Criminological Research (ICCCR) at [Open University](#) (UK).

Andriana Ntziadima has a Master Degree in Research Methods in Social Sciences from the University of Essex and has worked as researcher on various Restorative Justice projects included the 2-year EU- funded programme “Restorative Justice in Europe Safeguarding Victims and Empowering Professionals”.

Ioanna is a PhD student in the Department of Methodology at the London School of Economics and Political Sciences. Her research examines the ways that psychological processes, such as psychological distance and need for cognitive closure, impact on lay reactions to the risk of personal victimisation. Ioanna has studied Sociology (BA) and Criminology (MSc) in the Department of Sociology at the Panteion University of Social and Political Sciences in Athens.

## GLOSSARY

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**Bartlett's Test of Sphericity:** The sphericity test is a measure of appropriateness in order to decide whether to conduct factor analysis (see below).

**Cronbach's alpha coefficient:** Cronbach's alpha coefficient measures the internal consistency of the scale. Its value ranges from 0 to 1 and it is used to describe the reliability of the factors; the higher the score, the more reliable the generated scale is.

**Dispersion:** Measures of dispersion express quantitatively the degree of variation of certain values in the sample.

**Eigenvalues:** The eigenvalue for a given factor measures the variance in all the variables which is accounted for by that factor. The ratio of eigenvalues is the ratio of the explanatory importance of the factors in respect to the variable. The lowest the eigenvalue of the factor is the lowest its contribution to the explanation of the variable. This means that an item with very low eigenvalue can be ignored in the analysis.

**Internal consistency of the scale:** Internal consistency measures whether several items in the scale that measure the same construct produce similar scores.

**Kaiser-Meyer-Olkin Measure of Sampling Adequacy:** Sampling adequacy is a measure of appropriateness in order to conduct factor analysis.

**Measure of central tendency:** A measure of central tendency is a single value that attempts to describe a set of data by identifying the central position within that set of data. They are also classed as summary statistics. Mean, median and mode are measures of central tendency.

**Multi – linear regression analysis:** Multiple regression analysis examines the relationship of a collection of independent variables or predictors (covariates) to a single dependent variable. The independent variables may be quantitative such as age or categorical such as ethnic background, criminal record etc.

**Normal distribution:** A probability distribution that plots all of its values in a symmetrical fashion and most of the results are situated around the probability's mean. Values are equally likely to plot either above or below the mean. Grouping takes place at values that are close to the mean and then tails off symmetrically away from the mean.

**Paired Sample T-test:** A paired sample t-test is used to determine whether there is a significant difference between the average values of the same measurement made under two different conditions, in this case pre and post the STV intervention.

**Principal component / factor analysis:** Certain variable in the sample might correlate which means that two variables are performed in a synchronized manner. Principal component analysis (PCA) is performed as a reduction tool/procedure that transforms a number of possibly correlated variables into smaller uncorrelated variable called principal components or factors.

**Reliability of the scale:** The term refers to a procedure that measures whether each question, in respect to the other questions of the scale, reliably measure the concept under investigation. The reliability of the scale is a complementary measure that can be applied following the completion of the questionnaires.

**Statistically significant:** It measures whether the results of a calculation are likely to be true or to be occurred by chance. Statistical significance is usually expressed as a P-value (probability value). The smaller the P-value, the less likely it is that the results are due to chance. As statistical significant results are accepted those that their P-value less than 0.05 ( $p < .05$ ).

**Unidimensionality of the scale:** The term refers to a procedure that measures whether each question included in the scale ought to belong to that scale measuring whether each question included on a scale measures the same underlying concept (e.g clarity of thought). The unidimensionality of the scale can be measured only after the completion of the questionnaires.

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