



## Sex Offenders in Yorkshire & Humberside

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### 1. Context

The overall aim of the National Offender Management Service Co-financing Organisation (NOMS CFO) programme is to improve offender education, training & employment opportunities and increase access to existing resettlement provision. Rather than deliver education and training programmes directly, the NOMS CFO Programme is designed to motivate participants and remove barriers that prevent them from progressing into mainstream provision delivered by other agencies such as Jobcentre Plus employment services, Offenders' Learning and Skills Service (OLASS) funded provision or further education/training. Not all these services are directed specifically at offenders and NOMS CFO links into services in prison/community for offenders and those available to everyone. Effective engagement with offenders in custody or in the community will also more adequately prepare them for employment, training, education and other mainstream activities. The NOMS CFO provision enhances existing activity within prisons and the community by identifying the gaps in delivery for the harder to help groups, which includes prisoners serving short term sentences. NOMS CFO aims to complement existing delivery activity by bridging the service gaps experienced by offenders.

The prime provider for the CFO region of Yorkshire & Humberside is West Yorkshire Probation Trust. West Yorkshire Probation Trust liaises with the two other Probation Trusts in the region, York and North Yorkshire Probation Trust and Humberside Probation Trust, as well as a range of sub-providers to offer education, training and employment opportunities to offenders as well as general support and guidance. West Yorkshire Probation Trust is using the current CFO 2011-2014 programme to run the 'Step Change' project to rehabilitate offenders. The aim is to offer additional support where missing and increased opportunities for all types of offenders including those who are hardest to help. The targeted hard-to-help sub group for the region of Yorkshire & Humberside is sex offenders; this sub-group presents a particular challenge due to a complex array of barriers.

The Step Change programme has provision for sex offenders in both custody and community settings. However, a particular focus was placed on custody provision with a tailored sub-project designed specifically to help sex offenders. The custody provision was developed after a series of focus groups with sex offenders were conducted in which their specific needs were highlighted. From the focus group, a custom sub-project was designed and implemented in HMP Hull. The sub-project was also delivered in HMP Wakefield and HMP Full Sutton. Those that agree to be on the programme are offered a series of core group workshops that involve help with disclosing their offence properly, an employability module that looks at their transferable skills and a series of motivational sessions. After the core work is complete, the participant is offered further support through a customised Action Plan which outlines what employment or education they would like to go in to after release. Finally, when a participant is released in to the community they are offered through-the-gate support by the



Step Change Case Manager if they are released in to the Yorkshire and Humberside area; if they are not, then a three-way meeting is conducted between the Case Manager, the participant and a representative of the CFO area they are being released to in order to ensure that support is continued.

The main findings of this report will focus on the following key research questions:-

1. To explore the implementation and delivery of the sub project within the NOMS Co-f
2. inancing programme – to show good practice, areas of development and lessons learned.
3. To explore differences in resettlement needs and how they have been addressed by the provider – looking at activities carried out and outcomes achieved.

## 2. Approach

The methodology of this report is designed to provide a balanced commentary on the overall implementation, delivery and sustainability of the project; analysing how impactful and effective the support offered is, what is working well and where are the areas for development, and finally what are the long term prospects of the project. The evaluation consists of a series of qualitative interviews with selected people involved in the design and delivery of the project supported by qualitative analysis of the sub group participant cohort taken from the Case Assessment and Tracking System (CATS). At the time this current report was being conducted the provision delivered in the prisons had been halted for a considerable length of time. As a result there were no participants of the sub-project available to interview.

### Quantitative Data

The source of the quantitative data used in the report was the CATS database. It enabled an analysis of the demographics, needs and outcomes of that of the target sub-group cohort to a comparative offender cohort from the Yorkshire & Humberside CFO region. Using the CATS data a comparison was made between two male-only cohorts. The data was also used to split the custody and community starts so that the associated statistics could be reported on separately. Further analysis was conducted to determine whether there was any statistical significance of the highlighted needs of the target sub-group and if they differed to that of the main cohort. These significance tests were carried out using Pearson's Chi-Squared test with Yate's Correction for Continuity.

### Qualitative Data

Qualitative data was collected in the form of several face-to-face, semi-structured interviews as well as one telephone interview with parties relevant to the design, implementation and delivery of the sub-project. In total, 4 interviews were conducted with people linked to the Prime Provider West Yorkshire Probation Trust. The first interview was conducted with the Employment Engagement Manager for Yorkshire and Humberside; she gave a perspective on the community provision for sex offenders, the difficulties that sex offenders face with regard to acquiring full-time employment and the work she did with the Step Change Case Manager based in HMP Hull. The second interview was with the Step Change Performance Manager who was involved in the initial delivery and implementation of the project; he was



instrumental in liaising with senior staff in the prisons to ensure that the sub-project was smoothly integrated in to the three establishments. The next interview was conducted with the Step Change Case Manager who was solely responsible for the design of the sub-project following feedback from the focus groups; she also delivered every aspect of the sub-project; the initial assessment, the core groups sessions, bespoke one-to-one support and in some cases through-the-gate as well. The final interview was with the Line Manager who oversaw the Case Manager; this interview was conducted via telephone and involved discussions around the technicalities of the sub-project, the associated quality assurance as well as supporting the Case Manager in her work.

In order to provide answers to the set research questions, the interviews were transcribed and then subsequently thematically analysed for recurring themes. The themes that were discovered will be reported on and discussed in full.

### 3. Results

This thematic report serves as an effective feedback mechanism to the provider, NOMS CFO and the European Social Fund (ESF) that explores the delivery of the provision and the impact on participants. The central issue of this report is to determine whether the project is contributing to the change that it was designed to make, and to examine those aspects of the project that are contributing to or hampering its success; do these lie in the design or the implementation process.

This section provides the results of the evaluation to date by answering the following two research questions:-

- To explore the implementation and delivery of the sub project within the NOMS Co-Financing programme – to show good practice, areas of development and lessons learned.
- To explore differences in resettlement needs and how they have been addressed by the provider – looking at activities carried out and outcomes achieved.

It should be noted that the sub-project in HMP Hull began approximately August 2012 and the provision was in operation for a year before being halted. The current sub-project is being treated as a pilot programme to see what lessons could be learnt. Nonetheless, there was a considerable break in provision however efforts are being made to reinstate the sub-project back in to HMP Hull.

The themes that are discussed firstly are in relation to answering set research question one: To explore the implementation and delivery of the sub project within the NOMS Co-financing programme – to show good practice, areas of development and lessons learned.

#### **‘A sense of despair’ and ‘what can be done’**

A theme that was constant across every interview was that with the majority of sex offenders there is a feeling of hopelessness. The Case Manager in particular spoke greatly about this; the idea that sex offenders feel that due to their circumstances, their offence and the stigma associated with it they have no chance at ever getting full-time employment. When the two focus groups, that the sub-project was developed from, were conducted one of the common



responses that came back was that sex offenders felt that they were without hope. The Performance Manager stated that: "...the focus group portrayed to us that there was a sense of hopelessness, that people believed they would never work". It was discussed that although they had a desire to go back to full-time employment, the sex offenders felt that this would be impossible; even if they felt it was possible, they also assumed that no one would help them. In order to remove this sense of despair, when the Step Change Case Manager was developing the sub-project, she ensured that the core purpose of the programme would be to emphasise a feeling of what can be done in order to deal with the issue of hopelessness.

The Case Manager discussed how she felt the best approach to take with sex offenders was to be honest about what was and was not possible. With every participant the Case Manager supported, she tried to instil the idea of not to dwell on what they have lost or feelings that they will not work again; but to instead focus on the options that are still available. In group sessions on the sub-project, she would outline the usefulness of distance learning courses and self-employment options as well as discuss the benefits of voluntary opportunities. In the individual sessions, participants selected what they would ideally like to do then the Case Manager would outline what is likely to be achievable for them in that area and what steps they could take. However, it was not just about showing the participants what alternatives there were; it was also about getting them to think independently about what options were accessible to them and then to choose for themselves on how to proceed. The purpose for this was to mitigate the feelings of hopelessness and instead get the participant to focus on what they want to do, what skills they have that are transferable and what can be done but keeping in mind to be realistic. The Case Manager described how successful this approach was as it changed the perspective that participants had of themselves; it increased their confidence and re-established a sense of hope for them.

### 'The label of sex offence' and 'seeing the person'

Another theme that was consistent through all interviews was the concept of the sex offence label and the implications it has on the individual and their circumstances. In each interview, it was discussed how this is likely to be the biggest barrier for sex offenders. Both the Case Manager and the Performance Manager talked about the influence of the media and the subsequent effect it has on the perception of the public. The Case Manager described how sensationalised stories printed in the press means that there is specific focus on the offence rather than the individual and their circumstances. The associated stigma of a sex offence has far-reaching restrictions on the individual and the consequences of someone finding out about the offence could be severe. The Employment Engagement Manager outlined the impact it has on their employment prospects too. She talked about how the majority of employers will not consider sex offenders at all; either for personal reasons or due to the potential reputational damage it could do to their business should someone find out that they employed a sex offender. The risks involved with employing a sex offender are, in most cases, too great for them to be considered. In this instance again, the individual is overlooked in light of the offence. For the current sub-project, it was essential that this was not the norm.

One aspect of the sub-project that was considered very important was that the offender should be treated as an individual. The Case Manager argued that, although the offence and



its severity had to be taken in to account, the participant should be viewed as an individual because that maximises the support that can be given to them. By seeing the participant as an individual, their needs, their restrictions and more importantly their skills can all be considered and the support they need can be tailored specifically to them. It was said in one interview how two participants could have the same offence, but their needs and triggers could be completely different. Therefore by approaching it this way, the participant can be offered support that is completely bespoke to them. Also by seeing the participant as an individual, it makes some small steps to removing the stigma that is associated with sex offences as well as the corresponding negative feelings and beliefs. In this case the relationship between the Case Manager and the participant is central. It was vital that participants did not feel judged and that if the Case Manager promised to do something, that it was completed. In response, participants would commit to the programme and they would place continual trust in the Case Manager. The mutual relationship meant that participants felt they were being treated for who they are rather than as a sex offender and this added to the success of the sub-project as a whole.

### **‘Building outside links’**

A possible area for development for the sub-project that was highlighted was regarding housing. The Case Manager stated that one of the lessons learnt during the course of the provision was that there was a continual problem where participants often did not know where they would be living after release. Participants either did not have any home to return to or it was undecided if they would be released to an approved premises. The support provided was hampered if it was unknown where the participant was being released to as it would affect restrictions and additional curfews might be implemented; this would limit the provision and opportunities available to the participant. The Case Manager suggested that if the sub-project was to be developed further, they would look at adding support for acquiring accommodation and liaising with housing providers in order to try and provide an option when it is unclear where the participant would be living. She stated that sex offenders are usually automatically excluded from the housing association so it is a struggle to find appropriate accommodation; often with a very short time frame. Developing links with housing agencies would potentially increase accommodation opportunities to some participants. This could then increase stability for the participant and subsequently provision can be continual rather than disjointed due to the uncertainty.

### **‘Managing Risk’**

The Step Change project has extremely effective protocols with regards to managing the risk associated with sex offenders. They must manage a fine balance between protecting the public and re-integrating the participant back in to society; this poses an increased challenge when working with sex offenders but is not impossible. From the outset, Step Change was efficient in managing risk. When the specific sub-group programme was in development, it was ensured that Multi-Agency Public Protection Arrangements (MAPPA) considerations were incorporated. In one interview, it was discussed how the programme should be integrated in to MAPPA otherwise they risk creating more victims or placing the participants in a vulnerable position. It was stated that consultations were made with MAPPA and Offender Managers so that an effective risk management strategy was in place from the beginning. Communication between all agencies involved is paramount and Step Change



made sure to keep this a priority. This effective risk management strategy is applicable to both custody and community settings. In custody, it ensures that the participants themselves are protected and any MAPPA restrictions are adhered to completely. In community settings, it means that placements are scrutinised thoroughly to guarantee that they are suitable. For example, one social enterprise that Step Change works with has premises which back on to a school so this would not be considered. Overall, the Step Change sub-project for sex offenders has an extremely effective risk management strategy in place that protects the public and the participant.

### **Preparation for release' and 'improved targeting'**

There was concern expressed over the level of communication with Probation regarding preparation for release. It was stated in one interview that there was not enough support and guidance offered to a participant in the time just before they are to be released. If the sub-project was to be developed or repeated, more effort would be made to establish better communication links with Probation and other organisations in order to ensure that the participant had a greater chance of being settled upon release from prison. Also, it was discussed in another interview that if the sub-project was to be repeated the targeting of potential participants would be better. The criteria used to select participants would be more defined in order to ensure that provision is delivered at the optimum time for the participant. For example, provision would be offered with a specific amount of time left to serve so that they have enough time to cover the entirety of the programme and prepare for release. This would mean that the participant would fully benefit from the programme content and then can be offered one-to-one support during and after they are released from prison so that they have continued stability.

### **'Custody vs. Community provision' and 'Through-the-Gate support'**

There were conflicting opinions on what should be the future of the sub-project. There was a desire to continue with the prison format however this was not without issue. The provision that was carried out in HMP Hull was on a specialist unit; the Psychologically Informed Planned Environment (PIPE) wing. As the conditions in this wing are vastly different to usual prison protocols it is unknown what impact this had on delivery. The Case Manager talked about how the PIPE unit had a different ethos to the rest of the prison; it felt inclusive and open. This may explain why provision in HMP Wakefield and HMP Full Sutton was not nearly as successful as HMP Hull; although these are also high security establishments, again the regimes are vastly different. The Case Manager also testified to this, saying that she thought the PIPE unit was one of the reasons why the sub-project was such a success in HMP Hull. Her Line Manager also described how the high security status of the other prisons made it difficult to move participants. However, it was highlighted that the sub-project could be implemented in other prisons if either modified or added to a resettlement programme. In some interviews, implementing the sub-project in community settings was debated. As there are many more sex offenders on community sentences, that also have some parallel issues to those in custody, offering the sub-project to them as well would be very beneficial. It was suggested that the core sub-project content should be added to the accredited sex offender programmes that are run by Probation so it would be accessible to sex offenders in community settings as well.



Another area where sub-project provision could be increased is the work done through-the-gate. There is some semblance of this on the current sub-project but it is limited due to there only being one Case Manager. One interviewee theorised that having more than one Case Manager would be able to increase the support offered through-the-gate. The current Case Manager said that there was a need for through-the-gate work because it gives the participants a point of contact should they encounter any problems or if they are struggling. It gives them some sense of familiarity. There have been some successes with the current through-the-gate provision. The Employment Engagement Manager described one example where she worked with the Case Manager; who was helping someone through-the-gate and in to the community. This particular person was on the sub-project while in custody and was supported through-the-gate. Following his release into the community, the Case Manager and the Employment Engagement Manager worked together and found him full-time employment where he remained; this participant's offence has been a very prominent case which made headlines in national papers. It is examples like these that are then used to help other sex offenders on the sub-project. Although the current sub-project was viewed as a pilot, it was clear that the option of through-the-gate support is necessary and highly beneficial to participants. Therefore, further development would serve to better aid participants and provide some familiarity during a difficult transition.

The next set of themes are pertinent to answering set research question two: To explore differences in resettlement needs and how they have been addressed – looking at activities carried out and outcomes achieved.

The below tables show the identified resettlement needs specific to the sex offender sub-group cohort compared to the main cohort on the Yorkshire and Humberside programme for both custody and community settings. The below statistics and all following statistics are accurate as of January 2014. As of January 2014, there have been a total of 39 sex offender participants in custody and 140 in community.

Resettlement Need	Sex Offender Participants (Custody = 39)			Main Cohort Participants (Custody = 253)		
	Has Need	No Need	Percentage with Need	Has Need	No Need	Percentage with Need
Alcohol	12	27	31%	93	160	37%
Attitude & Life Skills	37	2	95%	219	34	87%
Drugs	5	34	13%	158	95	62%
Education	37	2	95%	245	8	97%
Employment & Training	39	0	100%	253	0	100%
Financial Status	18	21	46%	110	143	43%
Health	10	29	26%	65	188	26%
Housing	27	12	69%	124	129	49%
Relationships	12	27	31%	62	191	38%



Resettlement Need	Sex Offender Participants (Community = 140)			Main Cohort Participants (Community = 2096)		
	Has Need	No Need	Percentage with Need	Has Need	No Need	Percentage with Need
Alcohol	35	105	25%	745	1351	36%
Attitude & Life Skills	110	30	79%	1565	531	75%
Drugs	28	112	20%	724	1372	35%
Education	123	17	88%	1954	142	93%
Employment & Training	140	0	100%	2096	0	100%
Financial Status	48	92	34%	1012	1084	48%
Health	59	81	42%	564	1532	27%
Housing	72	68	51%	839	1257	40%
Relationships	38	102	27%	447	1649	21%

As the tables show, the resettlement needs for sex offenders in both custody and community settings are broadly similar. The major issues shown are Attitude and Life Skills, Education and Employment and Training. Also, as already discussed, it was suggested that an area for development for the sub-project was to increase links with housing providers. The statistics support this claim as there is a considerable issue for housing regarding sex offender participants in custody settings. 69% of the sex offender participants in prison had an identified housing need; meaning that they either had nowhere to live or there was uncertainty around where they would be released to. The statistics support the idea of increased connections with housing agencies. Using Pearson's Chi-Square significance test with Yate's Correction for Continuity it was found that there was no significant difference in the majority of resettlement needs of sex offenders compared to that of the main cohort. The following results discuss how the Step Change sub-project is working to remove major barriers that sex offenders have.

### 'Motivation'

The core group work sessions that are offered on the sub-project are split in to three modules, one of which is motivational support. In these sessions, the Case Manager gets participants to identify what motivates them and de-motivates them to get back in to full-time employment. She then goes through the reasons for not getting back in to work and explains how to overcome these issues; she has an associated handout that helps participants to identify what their barriers are. The Case Manager would also recount her experiences of working with sex offenders who have been in prison and yet managed to find full-time employment. In these sessions, participants would have an opportunity to voice their concerns which led to positive discussions within the group where participants would motivate each other. According to the statistics for CATS, there is an issue with motivation among sex offender participants; especially those in custody. On starting the project, 79% of participants in custody on the current sub-group project had red levels of motivation. This means that, although they may have wanted to get in to full-time employment, they had an apathetic view of their chances. This coincides with the apparent lack of hope that sex offenders have caused by stigma and public perception. Therefore, having motivational sessions as a core aspect of provision is vital in maintaining engagement. On the current sub-group project in the prison, 23% of participants had an outcome for Motivation Training.



Regardless, a core aspect of motivation is required to negate the despairing beliefs that sex offenders have.

### **‘Disclosure’**

Another of the modules conducted in the group sessions focuses on offence disclosure. In these sessions, the Case Manager would explain the technicalities of offence disclosure in a way that participants would easily be able to comprehend. She would outline the Rehabilitation of Offenders Act 1974 and what it meant for the participants. Next, she would discuss Multi-Agency Public Protection Arrangements (MAPPA) and what effect it would have on them. Lastly she would tell participants why, where and when they have to disclose their offence. She emphasised the importance of offence disclosure when applying for a job but also explained that they should be mindful of who they are speaking to and what terminology they would be used to hearing. The Case Manager also produced a series of information sheets that they would be able to keep as well as hand-outs to complete during the sessions so that participants would be able to practice what they had been told. The Case Manager found that there was a lot of confusion surrounding offence disclosure; she said that one participant thought he had to disclose his offence if he wanted to buy a lottery ticket. Therefore, during these sessions, participants were allowed to voice their understanding of offence disclosure and could ask any questions they had so it would ensure that they had a clear understanding of what was involved and when it was necessary. Participants felt better after they had received disclosure advice according to the Case Manager; that once they knew the facts and how offence disclosure was applicable to them, they felt more confident about having to do it themselves in the future.

### **‘Employability’**

The last of the modules covered in the group sessions covers general employability. These sessions would look at interview techniques, how to fill out application forms, the benefits of voluntary employment and education and training options that are still available to them. The Case Manager would promote the use of distance learning courses, as an alternative to mainstream colleges, should the participants want to go back in to education. She would also outline self-employment opportunities; this type of employment has no offence disclosure so is more appropriate for sex offenders and in some cases, may be the only option they have to return to employment. According to the CATS data, 36% of sex offender participants in custody had an outcome for a preparation for work course. The purpose of the employability sessions was to give realistic and honest expectations of education, training and employment opportunities for sex offender participants. The Case Manager would also get participants to consider their previous work history and to identify the transferable skills they have. She will also discuss the benefits of volunteering; about how it can be used to develop new skills and that in the very least it will help them keep busy. These sessions show participants that there are still options available to them; they just need to focus on what they want to do after release, what is realistic and what they can do to achieve their goals.

### **‘Bespoke support’**

After the core group work sessions have been completed, the participant then has the option to further extend the provision they receive. If they agree to it, the participant will be offered



one-to-one bespoke support that will continue as long as they need. This support will continue through-the-gate and into the community if the participant requests as much. In the one-to-one sessions, the Case Manager will focus more on what the participant wants to do and give employability advice that is more specific to the participant; being mindful of what the participant's needs, triggers and restrictions are. The Case Manager would help the participant write a C.V. or explain how to fill out an application form, aid in the creation of a disclosure letter and give them an opportunity to practice interview techniques and how to disclose properly. If the assistance is extended and given through-the-gate and into the community, the Case Manager will help the participant find voluntary employment to keep them busy or enrol them on a distance learning course if they were unable to go to a mainstream college. More simple but nonetheless important was that the Case Manager was a point of contact for the participants; someone that was familiar to them. Participants could ring the Case Manager if they needed advice or if they were struggling to cope. Support and guidance was always at hand for the participant from someone who was equipped to help them but would not judge them.

### 'Community provision'

Step Change also offer support for sex offenders in community settings. Although there was a focus placed on prison provision, community provision has not been sacrificed as a result. Support has been offered to sex offenders in the community and has had some very positive results. The support that is offered is more employability focused; with the majority of outcomes for employability guidance, general advice and signposting to other agencies. However, they have had some good education, training and employment outcomes. 24% of participants in the community secured interviews. 25% of participants gained some form of employment; full-time, part-time or voluntary. 29% of participants had an outcome for education or training. The Employment Engagement Manager is involved with finding opportunities for sex offenders and stated that although it is challenging, it is not impossible. Step Change have a number of excellent social enterprises and they are usually the first port of call for placing sex offender participants as they offer a non-judgemental setting where they are seen as a person. The work that is done in the community can be used as case examples for future participants. These case studies are told to the participants in prison and can be used to motivate them; to say that there is hope for them and that they should not give up on finding full-time employment. Although, placing sex offenders is very difficult due to risk and restrictions, Step Change has shown that it is not an impossible task; it just requires careful consideration and management.

## 4. Conclusion

One thing that Step Change have done extremely well with their sub-project for sex offenders, is to provide them with the best possible support and opportunities. In the focus groups that were conducted as part of the development of the prison provision, sex offenders expressed that they just wanted an opportunity to prove themselves. They wanted the chance to prove that they could be effective and reliable workers. Step Change has managed to adhere to that request. Firstly they offer a high quality employability enhancement programme that is delivered to sex offender prisoners. The Case Manager who designed and delivered the Step Change sub-project in HMP Hull won a National Offender Management Service award for Innovation for the work she conducted with sex



offenders. Although the support that was offered was supplied for a short period of time it was highly effective and had a massive impact. The support that was offered has changed the lives of the participants; for some it meant acceptance on to an education or training course and for others it resulted in full-time employment. The beauty of the sub-project is that it is also very adaptable whilst retaining its tailored bespoke focus. This sub-project could be implemented in custody or community settings and still be effective. It could also be adapted to fit in to many of the prisons where it would offer hope and support for some of the hardest to help offenders.

The Step Change project has done exceedingly well to develop a sub-project that is still tailored to the needs and barriers of the targeted hard-to-help sub-group. The motivational support offered means that participants do not lament on their prospects. The employability support means that participants can focus on the options that are still available to them and how to go about rebuilding their lives. The disclosure work helps with a very confusing topic that is very relevant to sex offenders; the support offered means that participants have more clarity of offence disclosure and the associated myths can be dispelled. Finally, the through-the-gate work provides support to sex offender participants during a difficult transition. The support from the Case Manager gives participants a sense of familiarity and someone to turn to in difficult times. The through-the-gate work also means that more of a focus could be placed on finding voluntary, education and career opportunities for participants. Overall, the Step Change sub-project is extremely efficient in helping an offender group that presents some of the greatest difficulties and has changed the lives of participants that have been on it.

## 5. Recommendations

Sex offenders pose a very complicated sub-group contingent as they present a variety of complex barriers as well as intrinsic difficulties with motivation and confidence. If a project of this nature was to be conducted again, the following recommendations are made with regard to implementation and delivery:

- Participants should not be viewed as offenders to avoid being judgemental and labelling them. The Step Change project took the approach to view participants as individuals which was very effective and ensured that further barriers were not added.
- Motivational support is vital to help participants. The majority of sex offenders have a very pessimistic outlook on their future. By focusing on what can be done, Step Change managed to negate these feelings and get participants focused on what could still be achieved.
- Disclosure advice and guidance is necessary. There is a lot of confusion and myths surrounding offence disclosure which adds to the fear that sex offenders have of the disclosure process. The work that Step Change delivered to help with offence disclosure meant that participants felt more confident.



- The through-the-gate work has been really effective in providing stability and in some cases sourcing education, training and employment opportunities. This aspect should be kept and perhaps developed further.
- Due to the success of the sub-project, efforts should be made, if possible, to ensure that the provision is now continual. As the sub-project is very adaptable it could be offered in a variety of settings.
- If it is to be developed further, an area to look at would be the development of links with housing agencies. Many participants in prison settings had an identified housing need so developing links with housing providers would provide another option.