



## Cross Cutting Themes – Nominee



Female offenders have a diverse range of specific needs and in the West Midlands, data showed Ixion that female offenders do not engage with services as well as the male cohort.

In order to address this and develop our offer to females, engaging them in the CFO3 programme, our current service on offer was analysed and stakeholders were engaged to discuss the specific needs that the female cohort face.

Through listening to feedback across the region, Ixion identified a need to develop training specifically for female offenders aimed at improving self-esteem, confidence and motivation.

Recognising the importance of engaging this cohort, much time and effort was invested into building an appropriate training programme to meet these requirements. Various resources and research papers were also utilised including HMPPS Better Outcomes for Women Offenders, to ensure that we could develop a responsive and appropriate offer, addressing priority needs for female offenders,

The results of this research were used within an accredited qualification Self-Assessment Short Course framework to develop activities and learning around the following priorities for female offenders:

- **Emotion Management** Help women to build skills to control impulsive behaviour and destructive emotions.
- **A pro-social identity** Be positive towards, about, and around women, and encourage them to help and be positive towards others.
- **Being in control of daily life and having goals** Motivate women to believe that they belong and fit in to mainstream society, where they can work to achieve their goals.
- **Resettle and build social capital** Help women to find somewhere safe to live, to learn how to manage their money, access education, and improve their employability.

The programme has now been through its initial pilot and feedback was positive – suggesting that the training successfully provided useful skills that could be used in everyday life, and enabled the identification of strengths and weaknesses and set goals to motivate them to improve their life.



HM Prison &  
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Due to the importance of continuing to meet the needs of this minority group, the programme will be rolled out across the region, and regularly reviewed against feedback from learners, stakeholders and emerging research; to ensure that it remains effective and offers this participant group the best chances of achieving positive changes in their lives.

