

LandWorks Evaluation

1 April 2021 – 31 March 2022

“Moving Forward”

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Chapter 1

Introduction

“ LandWorks goes above and beyond the science of rehabilitation and recidivism. It’s a way of life and the opportunity to reset and prepare for the world beyond the gate.

Criminal Justice Alliance Award Judges,
November 2021

1.1 Setting the scene

LandWorks is a charity which works with people in prison or have been recently released from prison and those at risk of going to prison, to aid their rehabilitation and resettlement back into the community and employment. Research clearly shows that such people have experienced high levels of socio-economic deprivation resulting in multiple needs which are closely associated with their offending behaviour (Prison Reform Trust, 2022). Statutory services are failing to respond adequately, too often under-resourced and disjointed, as evidenced by continuously high reoffending rates (Garside and Grimshaw, 2022). In response, LandWorks has developed a holistic service, underpinned by a systematic ‘Theory of Change’ that meets the needs of service users (Trainees and Graduates). The combination of real work experience and training alongside comprehensive support in a highly nurturing environment is very distinct, if not unique. The University of Plymouth in collaboration with LandWorks made a film over the summer of 2021, entitled ‘*Finishing Time and Moving On: Life After Punishment*’. It highlights the benefits for Trainees currently undergoing the LandWorks programme and the support offered to Graduates who have finished their placements. Here is the link to the film: www.youtube.com/watch?v=ALEj2qIYaxo



The core aims of LandWorks are:

Reduce reoffending

Improve individual wellbeing

Change attitudes towards
offenders in wider community





1.2 Focus of this report

This report provides an evaluation of what was happening at LandWorks between 1 April 2021 and 31 March 2022. Its key aims are to:

- Evaluate the processes, impacts and outcomes of the project over the past year.
- Discuss current issues.
- Evaluate the current management focus.
- Explore the Trainee experience and Graduate support.
- Identify lessons to improve performance and develop knowledge in the sector.

1.3 Highlights of 2021/22

This year there have been four main highlights. First, the 'Theory of Change' (ToC) which had been in development at LandWorks for several years was adopted as the core vision to guide the project and manage the journeys of Trainees and Graduates. The 'ToC' is informed by desistance theory and research. Desistance is the term used by criminologists to describe and explain the challenges that offenders face and the processes that they navigate as they make the decision to cease offending (Shapland and Bottoms, 2017). Research suggests that desistance is a complex interactional process with some studies emphasising the 'subjective' or 'internal' aspects of the process and others the 'objective' or 'social' factors (Farrall, 2021). While 'subjective' dimensions refer to psychological or individual changes in offenders' developmental maturity, cognitive and reasoning skills and self-identity, 'objective' factors include changes to offenders' social situation and social support network (Maier, Ricciardetti and Maruna, 2022). Subsequent chapters in this report make use of the 'ToC' to evaluate the desistance process for Trainees (chapter 2) and Graduates (chapter 3), and the work of the staff team, links with partners and external agencies, and advocacy activities (chapter 4).

Second, despite the fallout from intermittent lockdowns and restrictions arising from the Covid 19 pandemic and when many other public health and community agencies were forced to close or drastically reduce their services, LandWorks continued to operate and offer 'business as usual'. Thirty-six placements were delivered comprising 1460 training days (compared with 37 Trainees and 1585 training days in the pre-pandemic year 2019/20). However, there were changes in the source of referral with most Trainees (88.9%) now on community (non-custodial) sentences as ROTL (released





on temporary licence) placements from prison continued to be suspended due to the pandemic. Since 2013 the latter has comprised approximately 25.6% of Trainees. See chapter 2 for further details.

Third, the findings from the ‘Finishing Time’ research project which was established in 2018 and the follow up in 2020, funded by the British Academy, confirmed that Graduates were a core component of the LandWorks programme. In 2021/22 one hundred and twelve Graduates were receiving regular support. LandWorks Graduates continue to have an admirably low rate of reoffending and a high rate of employment. Only 5.4% of Graduates reoffend within one year of graduation and 94% of those who are economically active are able to secure employment. (See chapter 3).

Fourth, while there were some minor changes to the structure and administration of the LandWorks team, the main development was the securing of funding to appoint a new Resettlement Manager in the spring of 2021. Sadly, the first appointment (in October 2021) did not work out resulting in a rethinking of the role. This set back plans to develop the resettlement work as there was insufficient staff in place. Nevertheless, while not strictly within the timeframe of this report, a new Resettlement Manager was appointed in June 2022 which means that the full implementation of the ‘ToC’ resettlement vision can now be pushed forward and backed up by a comprehensive electronic database to facilitate evaluation. (See chapter 4).

Headline Statistics 2021/22

TRAINEES

Overall number of placements provided	36
On licence	4
Community Sentence	32
New Trainees	24
Women	2
Training Days	1460
Total Number 2013–2022	164
ROTL placements	42
Community placements	122
On licence	27
Unpaid hours /RHRS	95
Women	7
LGBQ+	6
BAME	10

GRADUATES

Number of current graduates	152
In contact	112
Deaths	6
In prison	2
Not in contact	32
Reoffending rate one year after graduation	5.4%
Employment rate (economically active)	94%

Chapter 2

Getting on the Road: The Trainees

2.1 Introduction

This chapter will briefly outline how the 'ToC' model was developed at LandWorks and provide an overview of its core features.¹ It will then make use of the model to analyse Trainees' journeys through LandWorks in 2021/22 evidenced by two sets of data. The first is quantitative data recorded by LandWorks to monitor Trainees' progress such as the type of activities they engaged in. The second is qualitative data collated for the PeN (Photographic Electronic Narrative) Project. This has been in operation at LandWorks since 2016 and is supported by the University of Plymouth. See chapter 4.4 for further details. Some LandWorks trainees are interviewed for the PeN project, which aims to provide supporters and the wider community with an insight into how trainees spend their time at LandWorks, through co-created blog posts taken from the interview transcripts and accompanied by photographs. Trainees also agree to have their interview data used for evaluation purposes and excerpts from this year's cohort are included in this chapter to illustrate the 'ToC' in action.

2.2 Management refocus

This year has been a significant milestone for LandWorks marked by a management decision to adopt the 'Theory of Change' (ToC), which has been several years in development, as the main model to monitor the journey of trainees through the project and evaluate outcomes. In the current evaluation year (2021/22) LandWorks has provided 36 placements (1460 training days) with 24 of these being new Trainees. This even though the pandemic restrictions have required the site to close on occasion and social distancing needed to be maintained throughout. Informed by the 'ToC' model, each Trainee's journey is regularly reviewed, and next steps identified by staff

at formal daily meetings. A report on each Trainee's progress is then recorded to enhance monitoring, assess changes over time and identify areas where further work needs to be done.

Originally it was intended to use a tool called 'life measures' to monitor each Trainee's progress at LandWorks. This was to be administered at the beginning, middle and end of their placement. However, staffing issues (see chapters 1 and 4) meant that this ambition became impossible to implement. In June 2022 a new Resettlement Manager was appointed and guided by the 'ToC', they are in the process of designing a new computerised electronic database called In-Form which draws upon the 'life measures' tool and other existing monitoring measures. This means that by the time of the next evaluation report in 2023 LandWorks will have replaced the current review process outlined above with a comprehensive and systematic electronic system for evaluating Trainee's experiences of and outcomes in the project.

2.3 The 'theory of change' in action

LandWorks has developed their own unique interpretation of the 'ToC' which is, as pointed out in chapter 1, informed by research on desistance (see Farrall, 2021; Shapland and Bottoms, 2017), the feedback from Trainees and Graduates and previous evaluations since the project first developed in 2013. The model is fully embraced by the staff team because it provides clarity, meaning and a wider vision of their work. Using Diagram 1, this chapter will now elaborate on the key features of the 'ToC' and how it applies to 6 Trainees from this year's cohort who were interviewed for the PeN project and broader quantitative data collated by LandWorks. It is useful at this point to refer to the alphabetic notations in Diagram 1 to guide the reader through the narrative.

¹Based on interviews with the Director of LandWorks in August 2022.

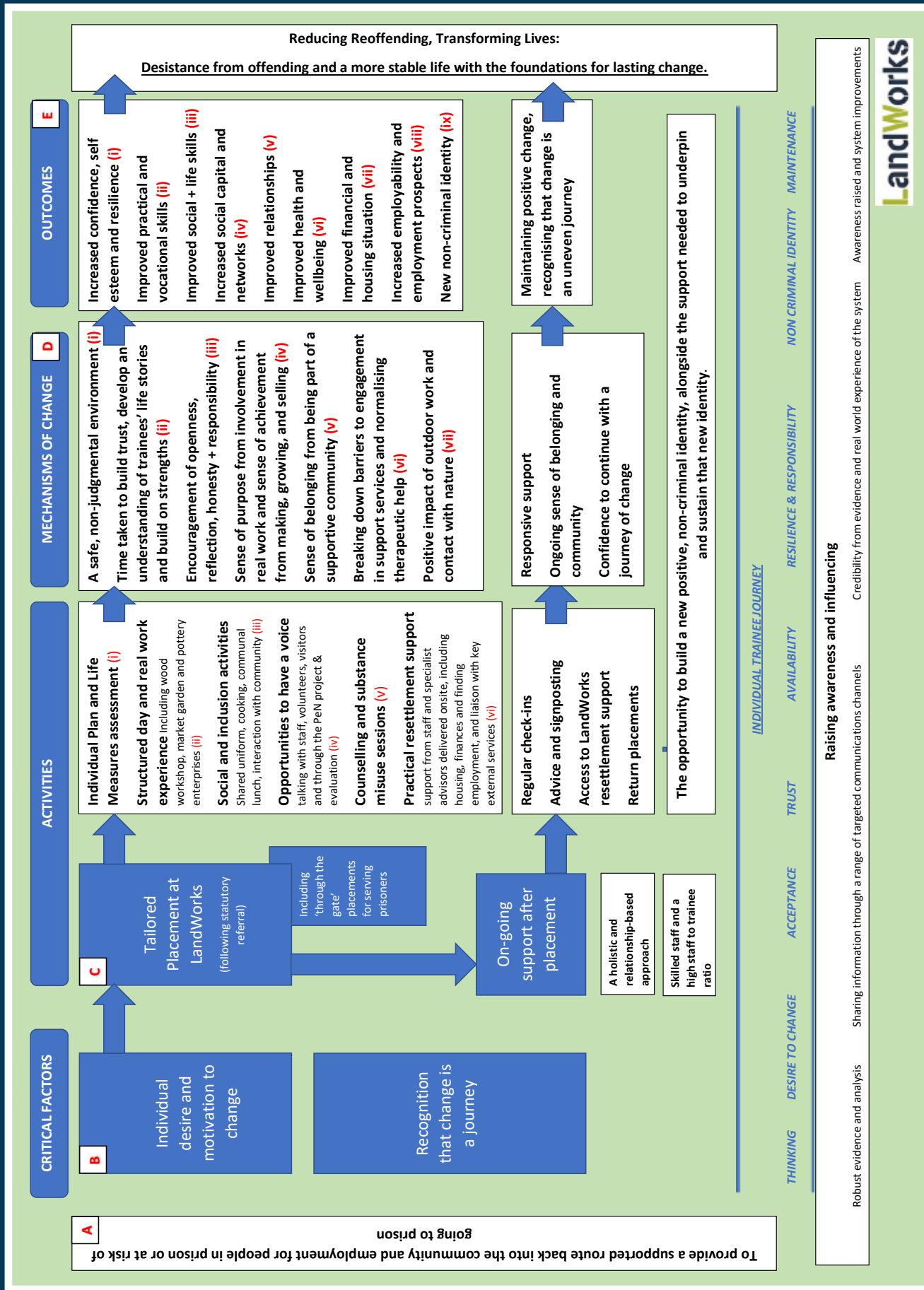


Diagram 1: Theory of Change – The Trainees

‘Motivation to change’

The ‘Theory of Change’ (ToC) identifies the overall aim of LandWorks as being ‘to provide a supported route back into the community and employment for people in prison or at risk of going to prison’ (see Diagram 1; section A). A critical factor in achieving this aim is seen as the Trainee’s ‘individual desire and motivation to change’ (see Diagram 1; section B), which Joshua describes as:

“...having to change my mindset. I had to realise that I had to do something to change or to accept the fact, at least, that alcohol was no good for me.

Joshua, PeN Project

In 2021/22, ROTL (released on temporary licence) placements from prison continued to be suspended due to the pandemic. Hence the majority of Trainees referred to the project were on community sentences and 11.1% on licence from prison. There are no formal assessment criteria for acceptance onto the programme although the level of harm posed by the offence is taken into account. However crucial factors in the initial meeting with trainees is their honesty and openness to share life experiences and level of engagement with the project. The rate of drop out after the initial meeting is very low.

‘Tailored placements’

A ‘tailored placement’ comprising a range of activities is arranged by LandWorks to achieve its core aim (see Diagram 1; section C). The Trainees’ journey begins with the completion of an ‘individual plan’ based on an assessment of their needs (see Diagram 1; section Ci). Originally as stated earlier the ‘life measures’ tool was intended to provide the basis of this

assessment but staff constraints in the current evaluation year meant that it was not possible to adopt for all Trainees. Instead, Trainees were subject to individual assessments and reviews at team meetings leading to the development of ‘tailored placements’ for their time at LandWorks. Next year the new computerised database informed by the ‘life measures’ tool will be fully operationalised which will provide a more systematic method of assessment and planning.

‘Chaotic lifestyles’

Most of the Trainees who arrive at LandWorks have experienced a chaotic lifestyle described by one as ‘living in the madness’. Max and Doris explain what this means:

“ I was in a daze. I was in that much stress. I can’t even describe it. It was bad. The only reason I didn’t top myself was because of my kids. Max, PeN Project

“ If you just chuck people that have been in the system out to fend for themselves, they’re going to fail because they’re broken people. Anyone that’s in the prison system, mental health system or whatever system you’re in, you are broken and that’s it. You can’t just expect broken people to fix themselves.

Doris, PeN project

Since 2020 the chaos and madness in Trainees’ lives have been accentuated by the Covid pandemic. Johnny’s life became chaotic during one of the Covid 19 lockdowns and after missing several appointments with his probation officer he ended up in prison:

“ I’d been to the office, but it was shut, and I’d seen people who said it had closed down... all locked up because of Covid, but I’d moved address and I had a different phone number, so I didn’t have any contact with my probation for a few weeks and the next thing I know I’m getting carted away. Jeremy, PeN Project

When he came out of prison, he was homeless:

“ I hit the bottom. That’s the lowest I’ve ever been... That’s the lowest I’ve ever felt, being homeless. Johnny, PeN Project

In the current evaluation year Covid restrictions were less onerous, but they still had devastating effects on many of the Trainees’ mental state. This was highlighted by Trainees who had otherwise stable careers and a family life. Forced to stay at home, spending long hours away from work some people found life very challenging not just in terms of empty hours but because their finances were stretched, and they lost purpose. The structure in their lives began to disintegrate. Jeremy had severe mental health problems which were intensified by Covid. Below he talks about his inability to cope with the amount of spare time and how he turned to cannabis to fill in the hours:

“ I found that during Covid I started to smoke cannabis to cope with the pressures, to cope with the finances... because I didn’t have to go into work, because there was isolation, there was also an ability to hide it...what I ended up doing was smoking far too much of it and it developed into, I guess, what’s commonly described as mania. Jeremy, PeN Project

As a result, Jeremy’s family life broke down and he was on his own which increased his drug use and a subsequent further decline in his mental health that ultimately led to the offence which brought him to Landworks.

‘Structured day and real work’

One of the key features of LandWorks remarked upon by Trainees is the way in which it offered a ‘structured day and real work experience’ (see Diagram 1; section Cii). Trainees at LandWorks have the opportunity to develop a variety of skills. For example, they are able to engage in one-to-one working with people experienced in woodwork, pottery, market gardening and other more general landscaping skills. Time spent in the market garden, wood workshops and pottery or general outdoor work such as grass cutting, and general maintenance were seen by Trainees as providing an ‘oasis of calm’ and stability in complete contrast to the chaos of their daily lives.

Since 2013 LandWorks has provided 164 placements and in 2021/22 delivered 1460 training days. Research shows that the road to desistance is greatly enhanced by having a job (Farrall, 2021).

‘Social inclusivity and belongingness’

Most trainees treasured the ‘social inclusivity’ and ‘feelings of belongingness’ created by the environment at LandWorks (see Diagram 1; section Ciii). This included cooking and eating together and being part of a community, which was symbolised by both staff and trainees wearing the same T-shirt. At team meetings socially awkward trainees were flagged up so that plans could be set in place to support them to be more socially active.

‘Opportunities to have a voice’

There are no formal meetings for Trainees to have their say in the LandWorks programme. However, throughout the working day there are a multitude of ‘opportunities for trainees to have a voice’ (see Diagram 1; section Civ). In lunches and tea breaks and while going about their work in the market gardens, pottery and wood workshops, Trainees are encouraged to share their concerns and life experiences with staff. Visitors and volunteers are also encouraged as they provide Trainees with a point of social interaction and exposure with the outside world. Perhaps the most significant opportunity for the Trainees to have a voice is the PeN Project which records and blogs their experiences on a regular basis (see Chapter 4.4 for more details and <https://penprojectlandworks.org/>).

‘Counselling and resettlement support’

A survey conducted by the Chief Inspector of Prisons found that between July 2020 and March 2021 52% of people in prison reported having mental health problems (Prison Reform Trust, 2022). It is therefore not surprising to learn that many of the Trainees who come to LandWorks have had very chaotic and disrupted life experiences, often accompanied by trauma and mental health difficulties. They need a lot of ‘counselling’ to repair the damage (see Diagram 1; section Cv). In 2021/22 LandWorks provided 87 counselling sessions to Trainees. These are provided on site by an outside clinical psychologist with expertise in mental health and trauma.

Apart from counselling, several specialist surgery sessions are provided by external agencies on site. These include housing (18); Citizens Advice Bureau (12); Job Centre (14); and Drugs and Alcohol (27). During the Covid pandemic this year some of these sessions were provided remotely because of face-to-face restrictions and the number of sessions were limited because of service delivery difficulties within the external agencies, again arising from the impact of the pandemic. ‘Practical resettlement support’ was also provided in-house in 198 one-to-one sessions (see Diagram 1; section Cvi).



Headline Statistics

Trainee Counselling and
Resettlement Support

Counselling sessions (one-to-one)	87
Surgeries (provided on site by external agencies):	
Housing	18
Citizens Advice Bureau	12
Job Centre	14
Drugs and Alcohol	27
Practical In-House Resettlement Support (one-to-one) Sessions	198





2.4 The mechanisms of change

'Non-judgemental, trust and openness'

What is it then about LandWorks that provides Trainees with the tools and skills to engage with the journey to change? The core 'mechanisms of change' highlighted by the 'ToC' (see Diagram 1; section D) are best appreciated and evidenced through the voices of the Trainees who participated in the PeN Project (<https://penprojectlandworks.org/>). First LandWorks provides a 'safe, non-judgmental environment' (see Diagram 1; section Di) in which Trainees can 'build trust', 'share their life stories' without recrimination and 'build on strengths (see Diagram 1; section Dii). In this environment Trainees are encouraged to be 'open', 'reflective', 'honest' and 'take responsibility' for their actions (see Diagram 1; section Diii). Max and Joshua share what it is about the LandWorks environment that is so special:

“ I just like it. It was alright. People actually did care... I just worked, got a bit of self-worth back, time to think. Max, PeN Project

“ ...despite what you might feel are your feelings or faults, you have that feeling that you've been accepted and it's OK. That essentially is the most important part because most people in this situation would have quite a few years of feeling inadequate... So yeah, it's just going back to basics, feeling accepted. It's a place to build your confidence and a place to get some self-esteem, somewhere to rebuild yourself, somewhere where you can give yourself some kind of foundation to get some kind of life again. Joshua, PeN Project

'Sense of purpose and achievement'

Second, 'involvement in real work' gives the Trainees a 'sense of purpose and achievement' from making, growing and selling (see Diagram 1, section Div). Trainees at LandWorks have the opportunity to develop a variety of skills. For example, they can engage in one-to-one working with people experienced in woodwork, pottery, market gardening and other more general landscaping skills.

For Max the highlight of working at LandWorks was the sense of stability and purpose that it offered:

“ It's there everyday and that's what you need, stability, when you get out of jail... A little bit of stability can create a big change... I'm a bit crazy, a bit unbalanced sometimes, but I'm getting better... I'm alright now I've got a routine in my life... As long as I work... I'm alright.'
Max, PeN Project

For Johnny the attraction was the sense of achievement he gained from the work:

“ I just felt it was a nice environment. I'd never done painting and stuff before in my life. I'm doing stuff I've never done like planning, woodwork, pottery, I've never done anything like that before... yesterday was quite good, I was helping X repair one of the flower beds. He wants me to help every Thursday when I come. That was quite nice. I like working with X. We're building them benches together and then he let me build a chopping board to send home...I planted some potatoes the other day. I've done



tomatoes and runner beans... I would recommend it to anyone if they were having a hard time or they just want to get a bit of structure in their life... it's helping me in a way that... I'm getting ready to do some work, actually go back to work, whereas before, I just had no motivation or anything apart from just getting out of my face. Johnny, PeN Project

Likewise for Tony feelings of achievement were important:

“ We've got a big board out there with tools on and it's just restoring tools and people can buy them. I've always wanted to leave something for when I go... Even though it was X's idea, I've restored most of the tools to be fair. I enjoy that, it did take off... Tony, PeN Project

'Sense of belonging and supportive community'

Third, Landworks creates a 'sense of belonging from being part of a supportive community' (see Diagram 1; section Dv). A number of Trainees, like Tony below, spoke of feeling that they were part of a team which gave them a strong sense of belonging and inclusivity:

“ I just generally like it out here, just everything about it, the work and the people... I just feel like a part of a team, I suppose, not just like someone that's coming out... I just feel like part of the team now, just coming out and just doing what I can helping with everything really, maintaining the grounds or doing the veg or anything, delivering benches...

I enjoy coming out here. Everyone that works here I feel like I've got a bit of a connection with... I feel like we're close, everyone. Tony, PeN Project

But companionship is also important as Joshua and Johnny point out:

“ Everyone just seems so nice and friendly and chatty and just want to know how you are and how you feel. It's quite nice. Johnny, PeN Project

“ ...when I'm sat around the table, I enjoy the company. Joshua, PeN Project

'Normalising therapeutic help'

Fourth, as previously stated, many of the Trainees who arrive at LandWorks have faced damaging life experiences often originating from childhood. The LandWorks environment supports Trainees to 'break down the barriers to engagement with support services' and accept the 'normalcy of therapeutic help' (see Diagram 1; section Dvi). Below Jeremy talks about how the LandWorks ethos creates a therapeutic environment in which he is comfortable to open up and accept help:

“ I work a lot on the gardening side of things. I know they've got maintenance people. There's a woodwork shop. There's the kitchen. But in every one of those areas, the people that are in charge of those aren't necessarily just in charge of the garden. They're like your own personal therapists. You can talk to them about what you're going through. There's a bit of empathy. If there's a situation that

you're very troubled with, I'll see them just do things at the drop of a hat... it's amazing that you've got experts in their own fields, be it in carpentry, be it in horticulture, site maintenance, but these individuals are also... well, they're your therapists. Jeremy, PeN Project

Tony had more formal counselling sessions and even though some of the topics were hard hitting and traumatic, he felt that he learnt to manage his feelings more constructively:

“... a lot has gone on in my life...but I'm in a better mind frame now to sort of talk about that...stress can come in many shapes and forms. I've had a bit of that, but I feel like I've controlled it better because I've sort of processed it better instead of just flying off the rails. It's just sort of processing it and dealing with it in a better way. Normally I'd just turn to drink or go mental. Tony, PeN Project

'Outdoor work and contact with nature'

Finally, desistance research (DeSesto, 2022) evidence the positive benefits of 'outdoor work and contact with nature' to building well-being and the motivation to change (see Diagram 1; section Dvii). Tony explains the benefits:

“ I've never really worked outside. I've always worked inside... it's nice... I like it... with the veg I know what to do to maintain that, get it to grow, harvest it, bag it up, take it out... I like the strimming and the mowing. I do enjoy that, getting my hands on I suppose... There's a bit of everything and that's what I like...doing

the veg, maintaining the grounds, going out and delivering benches... Yeah, I think I prefer outdoors. I think this has showed me something I can actually do and enjoy... I thought I don't like gardening. I did it for pocket money as a kid... but I love being on strimmers. I love it I think that's something I'd enjoy doing and I think I could really get into it. Tony, PeN Project

2.5 Outcomes

The outcomes of the LandWorks programme vary according to the needs and difficulties faced by individual Trainees (see Diagram 1; section E i-ix). As explained at the beginning of this chapter each Trainee's progress through the programme is monitored in team meetings and outcomes recorded. The lack of a Resettlement Manager this year has meant that outcomes have not been as systematically monitored and recorded as was hoped. However, once the new In-Form database is up and running in 2022/23, a more comprehensive computerised system will be in place to evaluate outcomes, and this will provide the basis for next year's evaluation report. Nevertheless, the PeN Project stories of Tony and Joshua from this year's Trainee cohort offer evidence of successful outcomes.

Tony was one of the 2021/22 intake. He arrived at LandWorks broken with low self-esteem and lacking in confidence. He was a heavy drinker resulting in several health and wellbeing issues. By the end of his placement his drinking was under control and his practical and vocational skills had improved. He was meeting regularly with a counsellor and his relationship with his daughter had been re-established with regular contact. At a practical level he had stable accommodation in protected housing and was financially better off with clear prospects of employment on the horizon. Overall, he was still

working on developing a non-criminal identity, but this spell at LandWorks had given him the self-confidence and social capital to sustain the journey:

“ Yeah, I feel I have (come a long way). I’ve matured... I’ve just matured and wised up, I suppose. I’m a bit more focussed. I’m not so on edge. I’m totally different... LandWorks has been quite a rock for me really, something to focus on... I’ve been very, very low, the lowest of the low to be fair. I suppose my strong point is I don’t give up. I’m quite resilient, which is good. Yeah, not giving up has got me where I am now... I think my heads so much clearer now. That’s why I’ve probably bettered myself I suppose. I think I have kind of noticed it a bit because I’m back in the social groups like the gym and football. I sort of lost all that. I sort of went back in my shell a bit. It’s nice to be open again. Here I can be. I don’t have to hide anything. Tony, PeN Project

Joshua, another Trainee in this year’s intake, was a homeless alcoholic who used alcohol as a crutch. He arrived at LandWorks with a lot of anxiety and low self-esteem. At LandWorks he managed to turn his life around and now lives in supported accommodation which offers him stability. By the time he graduated he had learnt to deal with his difficulties without resorting to alcohol and there were big improvements in his self-esteem, social capital, relationships, and wellbeing. Joshua describes how he has changed:

“ I’ve got my life sorted out now. If I’d ever come up against anything that’s

stressful or traumatic, I’d just go to my old buddy (alcohol). Now it’s like, no... We’re not friends anymore, no. I probably shouldn’t have used that analogy really. It’s just a toxin that’s a drug at the end of the day. It’s the drug that I enjoyed, but now I cannot. My body doesn’t want it anymore. Joshua, PeN Project

However, in terms of outcomes the proof is in the pudding. In 2021/22 only 5.4% of Trainees had reoffended within one year of graduation and 94% who were economically active had a job on completion of the LandWorks programme. The reconviction rate from prison within a year of release is 45% and 56% after completion of a community sentence (Prison Reform Trust, 2022). Only 23% of adults are in employment six months after leaving prison (Prison Reform Trust, 2022). Below Max explains what the core difference is between LandWorks and prison:

“ It helps in a big way, God, in many ways. It shows people they’ve actually got it in them to work. You can lose your confidence in prison. You don’t think you could work again... Also, you’ve got people here as a backup, a bit of help. You’re not on your own... it’s hard to take help, especially as a male... it gives you a bit of value and self-worth. You come out of prison, and you’ve got none. You think you’re unemployable. You’re spoken to like shit in prison. You’re given a number. You have your name taken off you. That’s not good for the psyche, is it?... When you’re here its sanctuary because you’re just out the way of all the crap... It gives you a chance to breath. Max, PeN Project

The next chapter will move on to discuss the experiences of LandWorks Graduates.



Chapter 3

Onward Journeys: The Graduates

3.1 Introduction

A 'Graduate' is a Trainee who has finished their placement at LandWorks and is living in the community. Currently LandWorks has 152 Graduates and 112 remain in active contact. This chapter will discuss how the 'Theory of Change' (ToC) applies to them. The Graduate's journey beyond LandWorks will be evidenced by two sets of data. First, quantitative data which records their ongoing contact with LandWorks and, second, qualitative data collected from the *Finishing Time* research project (see Chp 4.4iv for further details).

Excerpts from the interviews with 3 Graduates who took part in this project are included in this chapter to illustrate the 'ToC' in action. Rodney attended LandWorks on placement from May 2016 to March 2017. He was referred to LandWorks through probation. His journey at LandWorks can be found through his PeN project blogs <https://penprojectlandworks.org/?s=rodney>. Quentin was a Trainee at LandWorks from 2017 to 2018. He was a prisoner released on temporary licence. His story can be traced at www.penprojectlandworks.org/category/quentin. Jarvis had two separate placements at LandWorks because of disruptions to his 'release on temporary licence' caused by a shutdown at the local prison. His second placement ended in March 2018 and his PeN project blog posts can be found at www.penprojectlandworks.org/category/jarvis. This chapter will now explore Graduates' onward journeys through the experiences of Rodney, Quentin and Jarvis and once again with reference to Diagram 2 which outlines the core features of the 'ToC'.

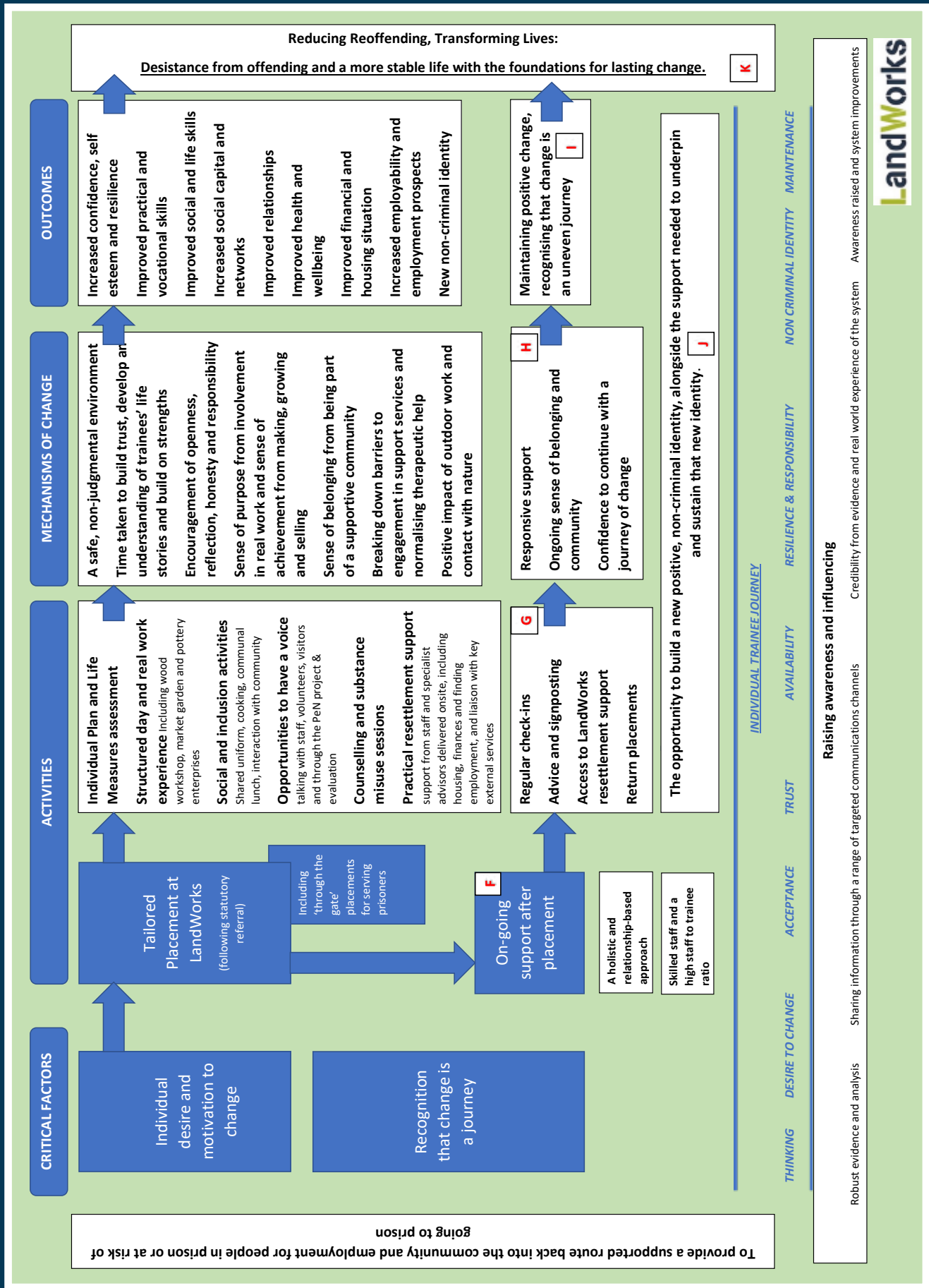


Diagram 2: Theory of Change – The Graduates

3.2 Ongoing support after placement

LandWorks places considerable stress on providing 'ongoing support after placement' which is tailored to the individual needs of its Graduates (see Diagram 2, sections F and G). This recognises that despite the resettlement work conducted during placement, some Graduates remain vulnerable to relapse without some form of support. This can range from 'regular check-ins' through to providing 'advice and signposting', 'accessing LandWorks resettlement support' and, at points of crisis, can even lead to 'return placements'. Hence Graduates, like Trainees, can access help with housing, mental health, employment opportunities, universal credit and benefits as well as being able to drop in and talk to staff.

In the current evaluation year, the impact of Covid restrictions continued to be a significant source of disruption for many Graduates, making ongoing support all the more important. Employment and mental health were of particular concern. A key goal of LandWorks is to find employment for its Graduates as a job is considered essential to help with self-esteem and ensure financial independence. Lockdowns and their aftermath threatened jobs. Some who were employed were furloughed and others made redundant. For those with jobs which involved mixing with or caring for others, there was the added threat of catching Covid and then not being able to work. All the above factors were likely to lead to financial hardship. Over time Covid restrictions began to take their toll on many of the Graduates' mental health. LandWorks offered a lifeline to Graduates during this difficult time.

3.3 The traffic light system

A key feature of ongoing support is the 'traffic light system' (see Diagram 3). After check-in by phone, text or email, the Graduate's situation is assessed as 'Green', 'Amber' or 'Red'. 'Green' signifies that the Graduate is doing well and just needs low level, regular contact. Of the 112 Graduates in regular contact with LandWorks, 83% were in this position. An 'Amber' alert means that the Graduate has some issues and needs a medium level of support. 11.6 % were classified here. A 'Red' alert signifies serious concern and that the Graduate needs high levels of support. 5.4% were assessed like this. Diagram 3 shows how the 'traffic light system' applies to Jarvis, Rodney, and Quentin.

In April and June 2021 Jarvis was placed on a 'Red' alert. He was very low and depressed and worried about a previous domestic violence incident which had come back to haunt him. By September his situation had improved but regular and heavy drinking had become a concern. The aftermath of the Covid restrictions, as he himself commented, brought about a return to old habits:

“ I've been drinking a little bit...I've got a little bit lazy I suppose. Most of that's down to circumstances and what's going on...we've been in this for a year... we've all had times where things have been a struggle... we don't really know exactly what's going to happen. Jarvis, Finishing Time Interview

	February 2022	January 2022	December 2021	November 2021	October 2021	September 2021	August 2021	July 2021	June 2021	May 2021	April 2021	
Rodney	Rodney very low but we get him out to LandWorks		Gets into cocaine over November lockdown Poor mental health					Not so good Mental health poor Not out this week		Rodney is a bit better and helping Dad		
Jarvis			Drinking less of a concern Back to work			Drinking a concern Now regular and heavy drinking			Some improvements Less depressed More positive		Worried about previous domestic violence incident Very low	
Quentin			Feeling very down Life not going well/ lost job Son back out from HMP and not doing well						Yes, good, in touch and okay		Yes, good, regular email correspondence Self employed	

Diagram 3: The Traffic Light System

By December drinking was less of a concern and he got a job. Jarvis attributed this to the practical and emotional ongoing support from LandWorks:

“ They’ve been quite successful with me in lots of different areas. I’m not sure how it would have gone if I hadn’t had that contact with them... they’ve really helped me move on in my life and change things... Jarvis, Finishing Time Interview

The pride in his new job is reflected in this comment:

“ I’ve just managed to get a job with the NHS...on the criminal justice mental health side, and I feel really, proud of that... Jarvis, Finishing Time Film

When Quentin was contacted in April and June 2021 he was doing well and in employment leading to a ‘Green’ assessment (see Diagram 3). However, by December his situation had deteriorated, and he was placed on an ‘Amber’ alert. Several things in his life were not going well. He had lost his job and his son had just been released from prison and was having problems. Quentin describes how he handles difficult times like this as follows:

“ I woke up this morning full of doom and gloom. I just thought ‘oh fuck it’ what’s the point? A couple of hours later I was fine. It’s just the hassle factor. It’s just like shit... everything is unknown at the moment and it’s just a bit of a head-fuck... I have ups and downs mate and if I’m in a downer, I’m in a downer... like everyone else does, you have your downsides, you

have your upside... It’s like being in an enclosure with a fence and trying to find the entrance. You know it’s there, but you can’t find it. Quentin, Finishing Time Interview

LandWorks provided a listening ear and signposted him as needing more regular contact. Quentin describes the value he attached to this type of contact:

“ It’s having a connection with people that understand where you’ve been, I think, because no-one on the outside really understands it. I get that from keeping in touch with LandWorks... I just tell them how things are going, just keeping them informed of what I’m up to and how I’m finding life, sort of thing, having a little moan and stuff. Quentin, Finishing Time Interview

Rodney was on a ‘Red’ alert from May 2021 to February 2022. This related to poor mental health and getting into cocaine over the November lockdown. Rodney describes his struggles during this time as follows:

“ it’s been a rollercoaster if I’m honest with you. Some days I’m motivated, and other days I’m barely able to do much... The silence is too loud sometimes... I can start a day great and end bad or vice versa. I have some days where I’m solid for three days, great, happy and motivated, I’d plan something for the weekend, come the weekend, I don’t want to go. I start overthinking things...

At times like these Rodney returned to cocaine:

“ Cocaine used to be a big problem for me. Now it hasn't so much recently, but there's been a couple of times where I've had to get friends to take my bank card away and just delete these numbers off my phone. I really do everything I can to cut it out because although I know I don't want to do it and I shouldn't do it, that part of me impulsively wants to go back there. That is my escape. It has to be done because the thing with any drug is what goes up must come down and once reality hits you, it hits you hard. You might go up in the clouds for a few hours, but it's just cost you a couple hundred quid and now reality is smacking you in the face. You're skint and what are you doing, what are you playing at? Rodney, Finishing Time Interview

Rodney was invited back to LandWorks and he described the impact of the 'return placement' as follows:

“ ...on a bad day I could just turn up, not that I would because it's very organised and especially with the pandemic...I would touch base and say I'm really struggling, can I come out? ... sometimes I don't feel heard. That's a big problem for me when I don't feel heard or listened to...this place is brilliant for that. I can come out here and chew someone's ear off all day and by the end of the day, they're still not telling me to shut up. I'll still get a message when I get home asking how I'm feeling and that's refreshing. Rodney, Finishing Time Interview

Six months on from this interview and because of the 'return placement' Rodney is now in a much better place.

3.4 The mechanisms of change

There are three main 'mechanisms of change' that underly the ongoing support provided at LandWorks to Graduates (see Diagram 2, section H). These are best understood through the voices of the Graduates themselves. Again, we will make use of Rodney, Jarvis and Quentin. First, support is 'responsive', responding to the immediacy of Graduates' needs as they struggle with their resettlement difficulties and crises. As Jarvis comments:

“ I still go out to LandWorks at least once a week... They support you and all sorts of stuff... when things come up that I struggle with, I go straight to XXX or whoever and say I need a bit of help and they do it... I've got a lot of support, yeah. Jarvis, Finishing Time Interview

Second, LandWorks provides Graduates with a strong sense of 'belonging' and 'community'. Graduates see this as a critical antidote to a life interspersed with chaos, upheaval, and disjointed relationships. Again, in the words of Jarvis:

“ LandWorks share really, really deep stuff with some of us. At the end of the day, it makes you more connected as people. I think people without backgrounds... feel disconnected with people on that sort of level. The interaction's really good and it brings out a closeness with the staff... I think that's part of the reason why Landworks



is so successful. The communication, the amount of effort they put in to help you... I've been out since November 2017 and I'm still in contact with them... they're still there whenever I need them. Jarvis, *Finishing Time Interview*

Third, this sense of 'belonging' and 'community' is the foundation to building and sustaining the 'confidence to continue the journey of change'. For Quentin, Landworks was a 'safe haven' which gave him the self-assurance to move on with his life after prison:

“ I came here as a prisoner. It was a bit embarrassing. I felt a bit of a prick. I had a lot of anger to deal with about my situation, but I worked through it by coming to LandWorks really and just talking to everyone... I just learnt about myself really and it gave me what I needed... it was more about understanding myself as a human being... allowing me to look at myself and examine myself in ways that I've never done before. So, I got a lot from the experience. It's important to have these places because it's that support, it's that chance people are given, it's that being made to feel worthy, it's being made to feel wanted. Quentin, *Finishing Time Film*

3.5 Maintaining positive change

Desistance research makes clear that the road to desistance is not smooth and full of many pitfalls (Farrall, 2021; Maier, Ricciardelli and Maruna, 2022; Shapland and Bottoms, 2017). The LandWorks 'ToC' similarly recognises that 'change is an uneven journey' and that long term engagement is vital to successful resettlement (see Diagram 2, section I). The resettlement

journeys of Quentin, Jarvis and Rodney have not been straightforward (see www.youtube.com/watch?v=ALEj2qIYaxo), but the contact with LandWorks provided them with the confidence, connectivity and ongoing support to carry on with the journey despite the difficulties encountered enroute. Rodney has maintained a long connection with LandWorks which he talks about below:

“ I've known LandWorks for a long time. I was 18 years old when I first came out and I'm almost 24 years old now, six years, and they've been there consistently and without judgment for all six of those years. Even when I walked back in and said I'd got arrested again, I'm looking at another court case, I might be going to jail...why? Because I did exactly the same thing that I was told not to do the first time, don't drink, don't do drugs, don't get stressed... That's exactly what I did because I lashed out because I wasn't listening because I didn't follow the advice, which these guys, without judgment, just gave to me again...just remember, stay away from the bottle, stay away from the bags, come to us when you're struggling. It's a very simple concept. They're just consistent. Rodney, *Finishing Time Interview*

3.6 Building and sustaining a new positive, non-criminal identity

Desistance research highlight three main interdependent phases in the desistance journey that is 'primary' when the offender stops the act of offending, 'secondary' when the offender adopts a new non-criminal identity after a sustained period of non-offending and 'tertiary' when others recognise this changed identity and the external community interacts



with the individual as if they are a non-offender (Farrall, 2021; Maier, Ricciardelli and Maruna, 2022). Desistance theory, particularly in the way it has been interpreted by policy makers, has been heavily criticised for decontextualizing offending behaviour by over-emphasising the significance of individual change and downplaying or neglecting the impact of social constraints (Burke, Collet and McNeill, 2018).

All three Graduates whose views have populated this chapter have achieved secondary desistance to varying degrees as LandWorks has provided them with the resilience, confidence, sense of belonging and community to take on a non-criminal identity (see Diagram 2, section J). However, tertiary desistance is very difficult for Graduates to achieve as it relies on how the outside community perceives and interacts with them. Below Quentin talks about how he still feels judged as a criminal and how having a criminal record influences his day-to-day life:

“ I’ve got a criminal conviction and it happens to be classed as fraud... Everything I was pre-conviction has gone... I feel my life is fucking over, sometimes. Like I’m waiting to die...the job market is closed to me. The only reason I got the job I got was because he was my brother-in-law. No other company’s going to touch me... it’s always going to be part of my life and that pisses me off... the simple fact of the matter is for how people live in today’s society, whether they rely on debt, they rely on finance, they rely on mortgages, they rely on being able to do stuff, that’s lost to me. Quentin, Finishing Time Interview

It is perhaps Jarvis who presents the strongest evidence of having now adopted a new non-criminal identity although it has been years in

the making. But supported by the friendship networks and social capital he has acquired at LandWorks he appears to be well on the road to ‘tertiary’ desistance as he himself reflects below:

“ It takes years to change...only about three or four months ago I was looking out my window and I thought to myself, where’s all this going really? Am I kidding myself? And then all of a sudden, I’ve landed this job... I’m improving and getting further down the ladder, whatever you want to call it... I think what you could call it is probably self-worth...I’ve got a lot of self-worth now. I feel quite proud of myself. I’ve never really been proud before. I thought I had, but I hadn’t really. So, I’ve done quite well. Jarvis, Finishing Time Film

3.7 Reducing reoffending, transforming lives

The key statistic which evidences Graduate success from LandWorks is that only 5.4% reoffend within 12 months of completion of their placement. This indicates a 94.6% success rate (see Diagram 2, section K). This is indeed an enviable statistic. The comparable reoffending rates for community sentences and imprisonment are 56% and 45% respectively (Prison Reform Trust 2022). Desistance research show that having a job is a key to successful resettlement outcomes (Farrall, 2021). At the end of 2021/22 the employment rate for LandWorks Graduates who are economically active was 94%. For adults leaving prison only 23% are in employment within six months of release (Prison Reform Trust, 2022). Unlike LandWorks, imprisonment and even supervision in the community appear to set offenders up for failure rather than transforming lives!

Chapter 4

The Team, Partners, External Agencies, Research, and Influencing

4.1 Introduction

This chapter focuses on 3 key developments in the LandWorks programme this year that provide the foundation to its resettlement work. These relate to:

- **The staff team.**
- **Partnerships and links to public health and community agencies.**
- **Research, raising awareness and influencing.**

4.2 The staff team

As outlined in chapters 1 and 2 during this year there were minor changes in the structure, administration, and composition of the staff team. However, the most significant event was the appointment of the new Resettlement Manager in June 2022. While strictly speaking this appointment falls just outside the timescale of this report, it is of great significance because it is hoped to mark the end of a worrying year when the role of Resettlement Manager was reviewed, and a revised plan set in place as to how she would implement the resettlement vision embedded in the 'ToC'. Part of her role will also be to create a comprehensive computerised database to measure 'ToC' processes and outcomes more systematically. This will be reported on in next year's evaluation.

The LandWorks team prides itself in adopting a 'holistic and relationship-based approach' (see Diagram 4, section L) to its Trainees and Graduates. This is evidenced by the admiration and praise raised in chapters 2 and 3. The guiding principles underlying this approach are clearly laid out in the LandWorks Handbook (February 2022, p.6). To provide this kind of person-centred support the team itself needs

the opportunity to ventilate and reflect. In 2021/22, 30 supervision sessions took place with staff when they were able to talk individually to a counsellor external to the project about any concerns relating to their work. LandWorks also endeavours to ensure that 'staff are skilled with a high staff to Trainee ratio' (see Diagram 4; section M). With this in mind, in 2021/22 there were 8 team development sessions where staff could focus on issues, for example, considering how to implement the 'ToC' or a person-centred approach.

4.3 Partners and links with public health and community agencies

In 2021/22 LandWorks continues to work in partnership with the prison and probation services. While ROTL placements ceased at the beginning of the pandemic in March 2020, since June 2022 discussions have resumed about the possibility of once again providing placements for ROTL Trainees. Meanwhile prison officers continue to come to LandWorks as part of their introductory training, with 10 spending a day at the site in 2021/22. This will enable them to explain, with first-hand knowledge, the LandWorks offer, and the responsibilities potential Trainees will face. LandWorks continues also to have constructive working relations with the probation service and probation officers are encouraged to visit the project as part of their induction. In addition, two police trainees spent three days at LandWorks as part of their training.

LandWorks works in close collaboration with a number of public health and community agencies to provide a 'wraparound' multi-agency resettlement support service for its Trainees and Graduates. This includes mental health, social welfare, benefits, housing, employment and drug and alcohol agencies. As stated in chapter 2, in 2021/22 the Citizens Advice Bureau

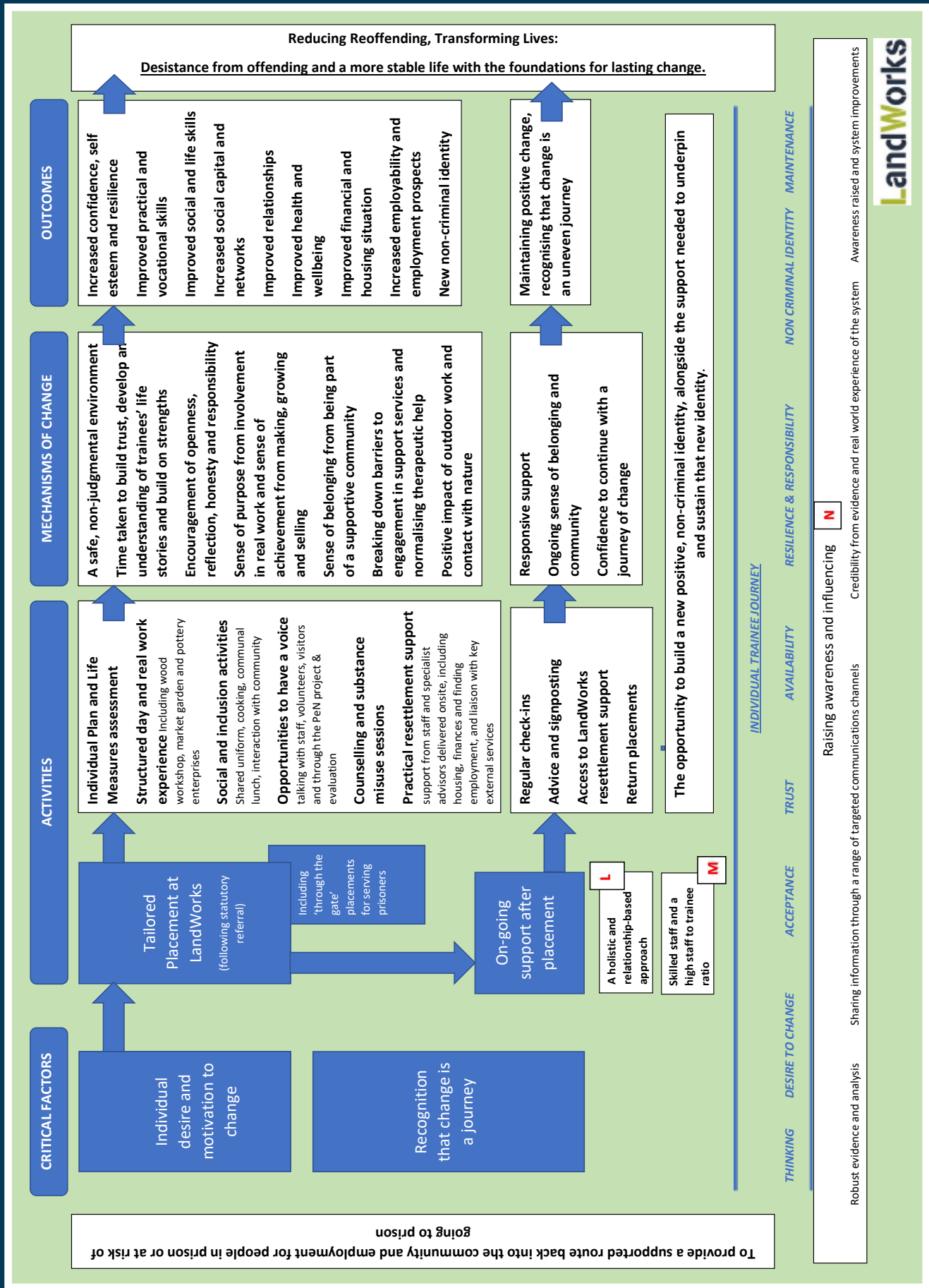


Diagram 4: Theory of Change – the Staff Team, Research and Influencing



provided 12, housing 18, job centre 14 and drugs and alcohol services 27 support sessions to Trainees. The work of public health and community agencies was seriously curtailed in 2021/22 because of the intermittent lockdowns and restrictions. Many were forced to close or provide limited services due to homeworking. This situation only started to improve in spring 2022, but the backlog of work and long waiting lists remain.

4.4 Research, raising awareness and influencing

The 'ToC' places much emphasis on 'raising awareness and influencing' (see Diagram 4, section N). This is achieved through the collation of 'robust evidence and analysis' and 'sharing information through a range of targeted communications' with the aim of improving resettlement and criminal justice processes and systems. LandWorks has set in place several channels to achieve this:

(i) The PeN (Photographic Electronic Narrative) project was established at LandWorks in 2016 with funding from the Independent Social Research Foundation (ISRF). The aim of the PeN project is to give Trainees at LandWorks the opportunity to share their journeys with supporters and the wider community. This is achieved through an anonymous, yet accessible format of blog posts co-created from individual interviews conducted on site with trainees. These interviews are transcribed, and sections taken from them to form a blog post. The blog posts are then shared alongside photographs, following explicit agreement from the Trainees, and published here <https://penprojectlandworks.org/>. Trainees also give permission for the full interview transcripts (from 60-120 minutes) to be used for evaluation purposes. For the period of this evaluation (April 2021-March

2022), there were seven blog posts published, two from Tony and one each from Johnny, Doris, Jeremy, Max and Joshua.

(ii) The PeN project features in a film made over the summer of 2021, entitled: 'Finishing Time and Moving On: Life after punishment', made by Fotonow CIC, with funding from the University of Plymouth. The film was made to raise awareness of the difficulties people with criminal convictions face once released into the community. It highlights the benefits for those attending LandWorks, how the PeN project works and the importance of LandWorks, not least in its follow on 'graduate' support once people have finished their placements.

(iii) The film is available here: www.youtube.com/watch?v=ALEj2qlYaxo It has had over 1000 views and is available to watch on the LandWorks website. The film was circulated by LandWorks to partner organisations and was used in its application to the Criminal Justice Alliance awards. LandWorks was given the Award for 'Outstanding Local or Regional Organisation' in November 2021: www.criminaljusticealliance.org/what-are-the-cja-awards/cja-awards-2021/.

(iv) The 'Finishing Time' project was established in 2018, with a small discretionary grant from the ISRF. This project follows people who have 'graduated' or finished their time at LandWorks and re-entered the community. In 2020 the 'Finishing Time' project secured further funding from the British Academy to investigate the impact of COVID19 on the experience of people with criminal convictions once they had been released into the community after punishment. This was a feature of the LandWorks Supporter's Day 20th August 2021 and a 'zine' https://issuu.com/fotonowpublishing/docs/pen_project_issue



(v) Written feedback comments from some of the approximately 150 people who attended on the day, includes the following:

“Another fascinating insight into LandWorks. Thank you. What a great project”

“Great to see it flourishing”

“From strength to strength – amazing achievement”

“What a fabulous organisation!! All credit to you and the team – just superb – what some people have been through it’s a wakeup call – proud of you guys”

“V. Well done everyone concerned. You change lives so much for the better and bring hope and healing in the process THANKS SO MUCH”

“Invaluable research”

(vi) In the British Academy ‘Finishing Time At a Distance’ research project, fourteen former LandWorks trainees engaged with a research assistant throughout the pandemic. Their testimonies have proved useful in confirming the importance of the ‘traffic light’ system as a tool for LandWorks to use when assessing Graduate support needs. Graduate stories highlight the systemic failures of the criminal justice system during lockdown, notably the lack of access to probation and other support services, such as housing, drugs and alcohol and mental health. They also highlight how individuals

struggled with isolation, insecure living arrangements, domestic abuse, addiction, and mental health. LandWorks proved to be invaluable in plugging these gaps and providing ongoing support.

(vii) The Director of LandWorks produces fortnightly blogs which discuss the issues faced by Trainees and Graduates and what is happening in the project. The blogs have over 1000 subscribers.

(viii) LandWorks encourages visitors to attend lunches with staff, Trainees and Graduates. In 2021/22 this worked out at approximately 3 visitors a week, when possible, because of lockdown restrictions. Partners, external agencies, magistrates, and influential members of the community are particularly welcome as an exercise in raising awareness and creating social networks for service users.

(ix) Conferences, Publications, Talks & Workshops (April 2021 – March 2022):

Parsons, J.M., Armstrong, R., Cathcart Froden, L., McNeill, F., Parsons, C., & Urie, A. (2022) Making Communities an exploration of community building and collaborative approaches to re/integration after punishment, ISRF Flexible grant for small groups workshop, 22nd–25th March, Fyfe, Scotland.

Parsons, J.M. (2022) ‘Providing a seat at the table’ the ethics and social responsibilities of working with people with criminal convictions. Twilight Seminar – University of West London, 25th January, Online.

LandWorks was invited to contribute a response to the Ministry of Justice Prisons Strategy White Paper in December 2021,

which can be read here www.landworks.org.uk/wp-content/uploads/2022/02/Prisons-Strategy-White-Paper-Consultation-Response-LandWorks-February-2022.pdf

Parsons, J.M. (2021) "How's your week been?" Reflections on the use of texts, emails and phone-calls as methods of data collection during the COVID-19 lockdown. Methodological Innovations Conference, Methodological Innovations in the Time of Covid, 7th June, Online.

Parsons, J.M. & Vincent, L. (2021) "Even a dog wouldn't eat it", should we give 'good' food to 'bad people and what can institutionalised food practices in prison teach us about wider everyday foodways? BSA Regional Medical Sociology Webinar, 14th May, Online.

Parsons, J.M. (2021) "Prison is the easy bit, it's coming home that's hard" an exploration of methods for engaging with criminalised individuals as they adjust to life after punishment in the absence of face-to-face interaction" British Sociological Association (BSA) Annual Conference, Remaking the Future, April 13–15, Online.

Parsons, J.M., Grose, J., and Pettit., C. (2021) How's your week been? Sharing the benefits of long-term support for people who have previously been on placement at LandWorks: https://issuu.com/fotonowpublishing/docs/pen_project_issuu

Films:

Finishing Time and Moving On, Life After Punishment: www.youtube.com/watch?v=ALEj2qIYaxo





Chapter 5

Conclusion: What next and future plans?

This year LandWorks is back on track having successfully negotiated the disruption generated by the aftermath of the Covid pandemic which managed to shut down or severely reduce the services of several public health and community agencies. Staff sickness and homeworking meant that these agencies were often difficult to contact, and a streamlined supportive service was not always possible (see chapter 4). LandWorks has been able to meet some of this gap and can pride itself on becoming a well-established resettlement project with an admirably low graduate reoffending rate of 5.4% and an equally high employment rate of 94% for those who are economically active upon graduation (see chapters 2 and 3).

Section O of Diagram 5 draws together key features of individual Trainee and Graduate journeys and provides staff with a quick reference point to the significant stages of the desistance process. It also summarises the core beliefs about the 'desire to change', 'acceptance', 'trust', 'availability' and 'resilience' which underly and guide the person-centred approach adopted by LandWorks, the staff team and the programme.

Guided by the ToC and armed with a new comprehensive, electronic data monitoring system which incorporates the life measures tool to evaluate Trainee and Graduate journeys, LandWorks is well prepared to move forward. This data will also provide a solid foundation for next year's evaluation report. The key question posed in this chapter is what next or what plans for the future?

5.1 Quality not quantity

First, there are no plans to expand or create satellite versions of LandWorks. Instead, the plan is to consolidate the project by continuing to offer Trainees and Graduates high quality placements and support. However, while there are no plans to expand, this does not rule out sharing the LandWorks expertise as a 'project of excellence' with those who aim to set up similar resettlement projects.

5.2 Wraparound support and joined up working

Second, to strengthen the existing programme, LandWorks has ambitions to work more closely with external public health and community agencies and partners in the prison and probation services (see chapter 4). In the case of external agencies, the aim would be to strengthen the 'wraparound' support network for Trainees and Graduates, particularly with respect to employment, substance misuse and mental health services. This would enhance the holistic, one-stop-shop remit of LandWorks. With reference to partners, the aim would be to create more robust referral routes into LandWorks for ex-offenders released from prison or serving community sentences. This fits well with the new 'One HMPPS' policy agenda which aims to merge the prison and probation services and develop more innovative, regional working relationships with third sector agencies. The thinking behind this initiative is to ensure a more joined up and coordinated approach to offender rehabilitation and resettlement. (See www.russellwebster.com/one-hmpps/ for a detailed discussion of the 'One HMPPS' project).

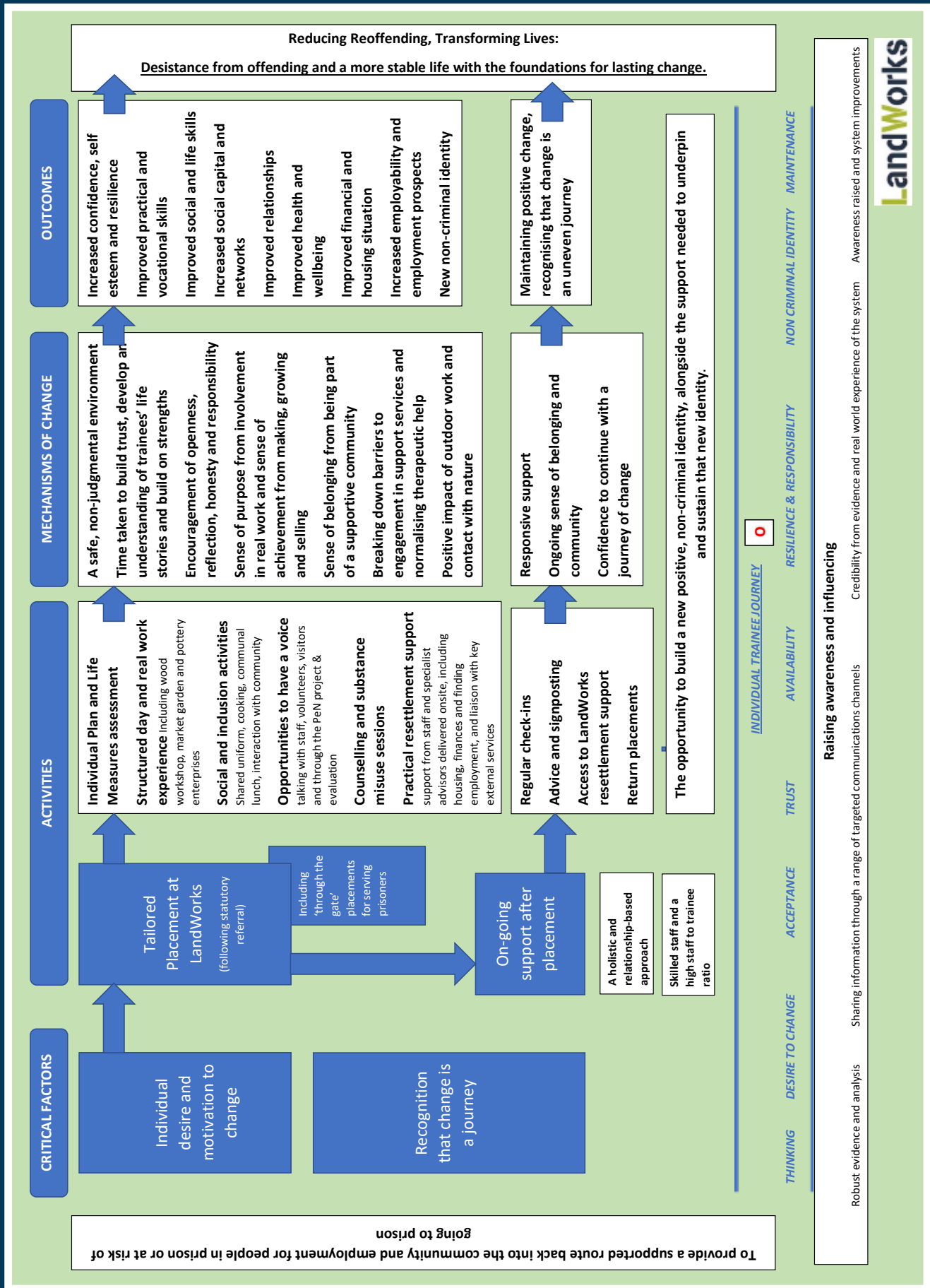
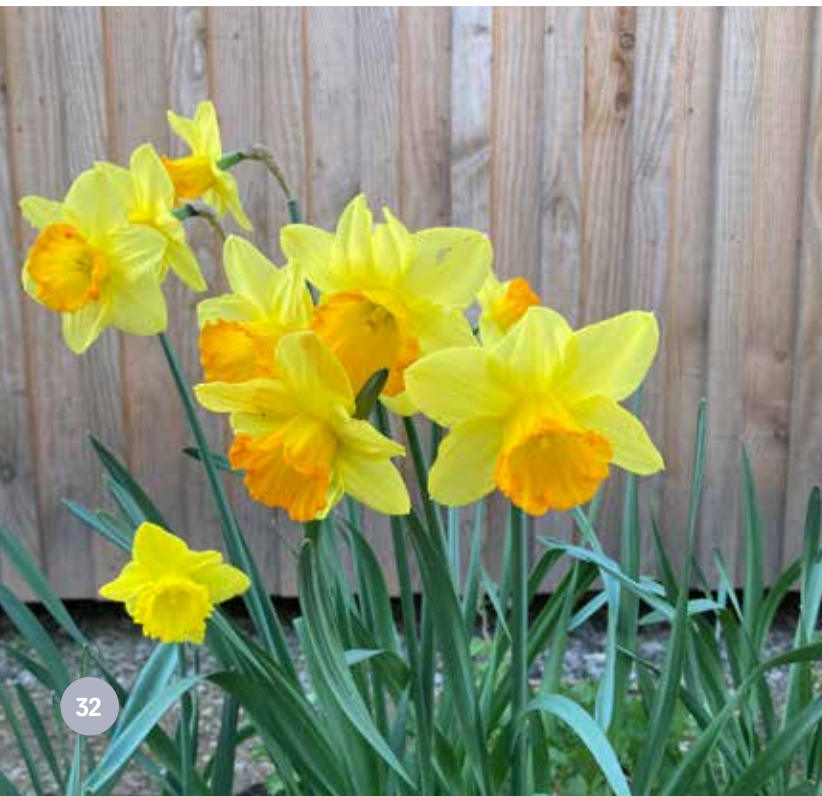


Diagram 5: Theory of Change-the Desistance Journey

5.3 Raising awareness and influencing

Finally, 'raising awareness and influencing' stand high on LandWorks planning agenda for 2022/23. As indicated in chapter 4, much has already been done in this area, particularly with the PeN and Finishing Time projects. However, in the next evaluation year it is hoped to expand on this type of work by strengthening connections with national penal reform agencies such as the Centre for Crime and Justice and the Prison Reform Trust as well as regional and local agencies in a position to offer support to Trainees and Graduates in their desistance journey. Raising awareness of the needs and problems faced by this target group and influencing policy and practice to improve the resettlement process has long been a key aim of LandWorks. In 2022/23 it is felt that the time is ripe to expand work in this area.





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RESETTLEMENT

A Window Into LandWorks The PeN Project

The Photographic electronic Narrative (PeN) project share photographs taken by trainees on placement at LandWorks: An independent charity that provides a supported route into employment for people in prison or at risk of going to prison.



Best days: "This is the first time I've seen something that I need a bit of back up here..."
 Publication: February 14, 2017

15th February 2017 at 11:30 am
 I'm working at a factory making... with people in... I'm working at a factory making... with people in... I'm working at a factory making... with people in...

16th February 2017 at 11:42 am
 I'm working at a factory making... with people in... I'm working at a factory making... with people in... I'm working at a factory making... with people in...

17th February 2017 at 12:00 pm
 I'm working at a factory making... with people in... I'm working at a factory making... with people in... I'm working at a factory making... with people in...

18th February 2017 at 12:00 pm
 I'm working at a factory making... with people in... I'm working at a factory making... with people in... I'm working at a factory making... with people in...

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