

Summary of Social Accounts 2011

Coaching Inside and Out works to create lifelong change with offenders: to change their lives and those of others for the better. This can then reduce the financial cost to the system of repeat offending and the enormous human cost to the lives of offenders, their families, and victims.

Coaching is radical: it gets to the root of clients' values, motivation and goals. It also gives individuals complete responsibility for changing their own lives. Coaches do not mentor: we do not advise, suggest solutions, share experiences or pass on requests. Instead we develop skills and empower clients to think and take action. By building up clients' inner resources they can find and make the most of external resources after coaching ends. As our very first client said:

*"You've made me realise I can do things,
just by making me think about it."*

Coaching Inside and Out trained and supported 12 unpaid part-time coaches to provide up to 6 hours of coaching and one-off group sessions for 38 women over 10 months in Styal prison to:

- help women find out about themselves, create options, and make the best choices;
- develop ourselves as coaches and as people; and
- use what we learnt to improve what happens in Styal and elsewhere.

Some women came off anti-depressants, reduced their self-harm, and spoke of the impact on their children. Coaches and clients evidenced further potential with increases in:

- Motivation
- Confidence
- Self-awareness
- Self-respect
- Responsibility
- Problem-solving
- Resilience
- Sustainable change

Coaching Inside and Out used the Outcomes Star tool to score 9 aspects of clients' lives (such as accommodation and health) on objective scales of 1-10. Of our clients 22 remained in Styal long enough to measure data before and after coaching.

The average positive change was 19 points - two thirds of the maximum possible. Greatest increases were in self-reliance and 'social capital' (i.e. supportive networks and relationships). Women grasped what they really wanted in life, worked out how to achieve those goals and began to change how they saw the world and their place in it. One client was clear:

*"I think it's fantastic.
Everyone should do it."*

Coaching Inside and Out developed our approach without payment because we believe in the impact coaching has on clients, their children, victims, and the communities in which we all live.

We are exploring coaching male and female offenders in the community and other prisons and welcome links with others who are doing the same.