

Training with Switchback

Who we are

Switchback is an award-winning charity enabling young Londoners to find a way out of the justice system and build a stable, rewarding life.

Through intensive one-to-one support on both sides of the prison gate alongside real work training after release, we support young men to change their relationship with society. While nearly half of people leaving prison reoffend within a year, for Switchback Trainees the figure is just 9%. Find out more at switchback.org.uk.

“Switchback is a focussed, inspiring resettlement charity that is a beacon of hope at a time of chaos.” **Judges’ citation, 2019 Longford Prize.**

What we offer

Switchback is uniquely positioned to share what we’ve learned from over a decade of successfully supporting young men through our intensive, long-term, one-to-one support. Using our 13 years of evidence, data and experience, we want to work with partners to support more human, more effective practice across the justice system.

All our training embodies Switchback’s core value of keeping our Trainees at the heart of everything we do, drawing on proven therapeutic tools and strategies we use to successfully support men to navigate the challenges of release, make good decisions and build stable, rewarding lives.

Our training has been developed into three modules, which are all underpinned by our distinct approach, allowing you the ability to build your own training package in a way that suits your learners and resources:

| | | | |
|--|--|---|---|
| Introduction (included with all packages) | The Switchback Approach An introduction to Switchback’s distinctive way of working to support individuals to live life differently on release from prison, shaped by the charity’s values. | | |
| Training modules | Motivating Positive Change Proven tools and strategies to support individuals to implement change in their own lives | Building Safe Relationships How to build supportive but safe relationships through effective boundaries and containment | Realities of Release Understand the real barriers, challenges and opportunities of release from prison. |

Find out more about each module on p.4. We are also able to support you with bespoke training to serve different needs. To discuss please contact sarah@switchback.org.uk .



“This training really helped us reflect on our work and practices and gives us a deeper insight in the clients’ life and issues.” **CRC Resettlement Coordinator**

Learning from lived experience

Our training has been co-designed by former Switchback Trainees and our experienced staff, creating a unique, honest and credible set of resources that are tried and tested.

Training is also co-delivered with members of Switchback’s Experts by Experience Board - all of whom have been through the Switchback programme - alongside our expert Senior Switchback Mentors. All training offers:

- ✓ Take home tools
- ✓ Lived experience insight
- ✓ A chance to put what you have learned into practice.

Face-to-face training can be delivered at our own premises or nearby, allowing participants to see first-hand how we work, including the opportunity to eat a meal from one of our fantastic training partners where Switchback Trainees have undertaken real-work training placements.

We can also deliver training online, or in your premises.

100% of Unlocked Graduates Participants thought the training was enhanced by hearing first-hand from Switchback Trainees.

“Very useful to our participants. Very practical strategies for working with prison leavers.” **Mentoring Prison Officer, Unlocked Graduates**

Who is our training for?

Switchback's training seeks to shine a light on the reality of the experience of those leaving prison, and how taking a human centred, authentic approach can provide individuals with the support they need to build stable, rewarding lives.

Our honest and frank approach, combined with practical tools and strategies explained by both staff and those with lived experience of the system creates impact with organisational staff at all levels – from new entrants to those in senior management.

Previous attendees have included:

- ✓ Prison Officers
- ✓ Mentoring Prison Officers
- ✓ Probation Officers
- ✓ Resettlement Staff
- ✓ Voluntary Sector front-line staff

“You have given me so much confidence that I can help to make a small difference.”
Mentor, Saracens Foundation

“This was brilliant training, would love more of this please!”
CRC Resettlement Coordinator



Our training modules

Switchback offers three modules available in any combination, adding more depth and practical tools for practitioners. All training packages involve an introduction to our charity's unique approach and provide context for the way we use our skills and tools.

"I think this should be included in initial training for all new [Prison] Officers as well as existing staff." **Mentoring Prison Officer for Unlocked Graduates**

1. The Switchback Approach - An Introduction (included in all packages)

This introduction is underpinned by the organisation's values and details Switchback's unique approach to supporting individuals to live life differently.

This vital part of the training package introduces participants to the theory and concepts behind the Switchback approach, providing context and understanding of the suite of tools, approaches and strategies covered in the other modules.

| Aim | Learning objectives |
|--|--|
| To understand the theory behind Switchback's unique approach to relationship building and support for individuals in prison, and on release. | <ul style="list-style-type: none"> ✓ To gain an understanding of the challenges young men are facing and factors that increase likelihood of imprisonment. ✓ To understand and develop shared values and key principles for building positive relationships that inspire change, in order to support rehabilitation. |

2. Motivating Positive Change

This module introduces participants to a range of tools and strategies used and developed by Switchback to support individuals to plan for and implement change in their own lives. The focus is on how to support prisoners approaching release to develop an understanding of previous behaviour patterns, and how to use proven tools to encourage taking 'the long way around' and avoiding quick fix solutions on release.

Participants will be supported with not only how to use these tools, but also how to manage difficult responses to them, and how they can be used both in prison, and post release for continued support.

| Aim | Learning objectives |
|---|--|
| Participants are able to utilise a suite of tools and strategies to build relationships with individuals in prison, and on release. | <ul style="list-style-type: none"> ✓ To understand how to use a range of tools to structure conversations with individuals in prison, and on release. ✓ To identify if an individual is at a point where they are ready to make a positive change. |

3. Building Safe Relationships

This module will allow participants to learn about the value of developing boundaries and containment within a professional relationship, what this looks like and how to overcome challenges to this.

At the heart of Switchback’s approach is the relationship between the professional and the individual in, or recently having left, prison. Establishing a frank, non-judgemental relationship with someone who is there for them on a daily basis, is essential in helping to navigate the turbulent transition from prison to community.

| Aim | Learning objectives |
|--|--|
| <p>Participants are able to build supportive but safe relationships with individuals both in prison, and on release.</p> | <ul style="list-style-type: none"> ✓ To understand what a boundary-led approach to professional relationship development is. ✓ To understand why boundaries are of value, to oneself and the individual, when supporting an individual with their change. ✓ To be able to demonstrate how boundaries in professional relationships can be developed and maintained. |

4. Realities of Release

Ministry of Justice data shows that after 12 months, still only 17% of prison-leavers have entered work. Further, our own data shows that around two thirds of individuals were released homeless. Other barriers such as lack of bank account, ID or limited work experience significantly impact the opportunities for those leaving prison.

This module throws a spotlight on some of the obvious and less obvious barriers faced on release, sharing the experiences of the realities faced by prison leavers, and how to better prepare people approaching release through building positive relationships that enable people in prison to build a stable, rewarding life.

| Aim | Learning objectives |
|---|---|
| <p>Participants appreciate the realities of release from prison, and how to best support prison leavers through this process.</p> | <ul style="list-style-type: none"> ✓ To develop a shared understanding and insight into the emotional and practical challenges individuals face on release from prison. ✓ To understand the importance of anticipating and exploring the challenges of release with an individual. ✓ To increase knowledge of appropriate support (organisations and networks) available for individuals post release from prison, and how to support individuals to access these. |

Training packages

The more modules you add, the greater the value of the overall package. Our standard packages are as follows. We can also design bespoke training modules to suit your needs: please email sarah@switchback.org.uk to discuss.

| Introduction + 1 package | Introduction + 2 package | Introduction + 3 package |
|---|---|---|
| ✓ The Switchback Approach plus any one module | ✓ The Switchback Approach plus any two modules | ✓ The Switchback Approach plus all three modules |
| ✓ Three hours delivery (including breaks) | ✓ Four and a half hours delivery (including breaks) | ✓ Six hours delivery (including breaks) |
| ✓ Delivered by Switchback staff and Experts By Experience Board members | ✓ Delivered by Switchback staff and Experts By Experience Board members | ✓ Delivered by Switchback staff and Experts By Experience Board members |
| ✓ Face to face at Switchback's offices, or online | ✓ Face to face at Switchback's offices, or online | ✓ Face to face at Switchback's offices, online, or a venue of your choice. |
| | ✓ Option to include breakfast or lunch from Switchback's training partners | ✓ Option to include breakfast or lunch from Switchback's training partners |

Costs

All training prices include face to face delivery from a minimum of one Switchback staff member and one Switchback Experts By Experience Board member.

For a quote, including provision for online or off-site delivery, catering and large groups (which will require additional staff) please contact sarah@switchback.org.uk or call 020 7650 8989.

“Everyone could benefit from this training and this could in turn help offenders.”
CRC Resettlement Coordinator

Thank you!

We look forward to hearing from you and working together to improve support for people across the justice system.

