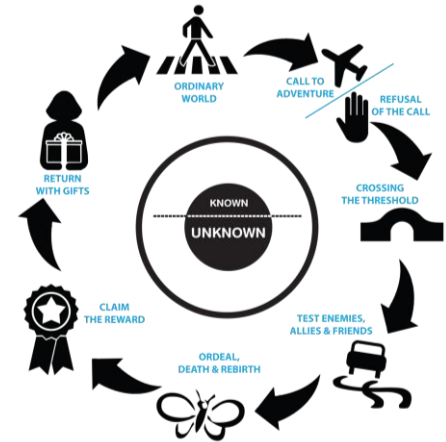


Spark Inside's The Hero's Journey Life Coaching Programme: Summary of the Interim Evaluation Report by The Social Investment Consultancy

Spark Inside runs coaching programmes in prisons that encourage rehabilitation and aim to reduce reoffending. Through coaching, we help make transformational changes in prisons, and unlock the potential of people in prisons to ultimately lead fulfilling lives. We have worked with over 600 participants in 10 prisons across London and the South East. Our vision is of a world without crime and without prisons.

Our award-winning intervention, [The Hero's Journey](#), is a structured life coaching programme of group workshops, followed by individual one-to-one coaching sessions for young people aged 15 to 25 in prison. The Hero's Journey uses life coaching to build young people's motivation to change, decrease in-prison violence and reduce reoffending. The programme invites young people to explore their personal journey of transformation, and how to navigate a crime-free future whilst building vital life skills. On finishing the course, young people leaving prison have developed a skillset to move beyond crime towards more productive and fulfilling futures.



Background

In 2016, we commissioned [The Social Investment Consultancy](#), specialists in social impact assessment, to evaluate the impact of The Hero's Journey. This interim evaluation report focuses on seven key outcome areas: wellbeing; decision-making and problem-solving skills; empathy and emotional intelligence; resilience and confidence; improvement in social experience; self-conception and future outlook. The final evaluation report, containing analysis of six months' post-release reoffending data and rates of education, employment and training uptake amongst participants, will be published in January 2018.

These interim findings are based on the delivery of 24 Hero's Journey coaching workshops delivered in three Category B men's prisons in London, HMPs Wormwood Scrubs, Wandsworth and Pentonville, and YOIs Cookham Wood and Feltham, followed by 227 one-to-one coaching sessions that took place from March 2016 to June 2017.

To assess the impact of The Hero's Journey on the lives of young people in prison, our impact was measured through paired sample t-tests of 84 pre- and 42 post-intervention questionnaires completed by programme participants, alongside a qualitative analysis of 17 interviews with a random sample of participants and 3 interviews with life coaches who facilitate The Hero's Journey. The questionnaires utilised validated scales, including the [Short Warwick-Edinburgh Mental Well-being Scale](#) (SWEMWBS) and the [Journey to Employment Framework](#).

Our impact

The results from the interim report are statistically significant across five outcome areas¹, suggesting that The Hero's Journey has a strong, positive and holistic impact on young people in prison. Specifically, the report indicates that when young people in prison participated in The Hero's Journey programme, they experienced positive changes in the following areas:

1. Wellbeing

The [Warwick-Edinburgh Mental Wellbeing Scale](#) derives from a model of mental wellbeing that is more than the absence of mental illness, and involves feeling good and functioning well. Participants experienced a 2.2 point increase (on a 5 point scale) in their average wellbeing scores, an increase which is considered meaningful for SWEMWBS.

"I am really happy. I am getting older, more mature, thinking more about life, not taking life for granted."

¹ The mean increases in the five outcome areas are statistically significant at a 95% confidence level in sample paired t-tests pre- and post-intervention.

2. Improved social experience

Participants reported gaining more prosocial and trusting relationships after participating in The Hero's Journey programme. The mean score of participants feeling supported by others, including family and friends, and receiving and asking for support increased by 52%.

"I need to learn to support myself. The difference is that this is all my ideas coming from inside. Spark doesn't tell me to do anything, but they have given me the tools to change my life."

3. Decision-making and problem-solving skills

After completing the programme, the number of participants replying that they did not know what to do or where to go when they needed help, or how to work out problems on their own, decreased by up to 70%. On average, participants displayed a 6% increase in decision-making and problem-solving capacity.

"I can think before my actions now. And I can consider the consequences."

4. Empathy and emotional intelligence

Overall, the average score for empathy and emotional intelligence increased by 9%. After completing The Hero's Journey, every respondent indicated they would try to understand what other people go through.

5. Resilience and confidence

Young people who completed The Hero's Journey reported an average 8% increase in resilience and confidence, including an increased capacity to overcome setbacks: 72% believed they could overcome whatever challenges they may face in the future.

"It made me realise I was going through a hard time and helped keep me focused."

In general, participants who completed the life coaching programme had more positive attitudes towards the future; improved self-image; and a greater sense of personal autonomy.

"It made me think about what I want to do when I get out."

"Spark Inside don't judge you and don't force you to do anything. It's a choice and an opportunity, not imposed. They make it accessible, and it was never judgmental. The journey makes it clear that we all have choices."

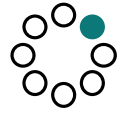
"I liked the way the coaches talk to you and show you how even if you've been in prison you can still change your life, and what steps to take. I want to get out of here and try to make something out of my life."

"I have discovered a lot about myself. I didn't think I had the capacity to be taught. My whole perspective has changed. My whole mind has changed, my whole life has changed. I have realised there is no 'can't'. I have reset my mind."

Spark Inside's founder and Chief Executive, Baillie Aaron, commented:

"These positive, statistically significant results confirm the impact of The Hero's Journey coaching programme in facilitating transformational change for young people in prison. At a time when violence, self-harm and suicides in our prisons are at record highs and rising, the indication that a coaching approach encourages desistance from crime for young people is even more encouraging. We look forward to the results of the final evaluation, which will include an analysis of participants' violence and reoffending rates as well as education and training uptake, and want to thank The Social Investment Consultancy for their thorough assessment of the impact of the Hero's Journey."

For the full report, visit the Spark Inside website: www.sparkinside.org



The Social Investment Consultancy

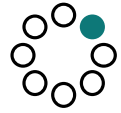


Spark Inside – The Hero’s Journey Life Coaching Programme

Interim Evaluation Report

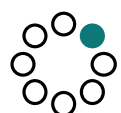
21 August 2017

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1. Executive Summary

Established in 2012, Spark Inside is pioneering the use of professional coaching in prisons, supporting prisons and people in prison to tackle some of the major problems they are facing, including rising levels of violence, self-harm and suicide, and difficult relationships between prison staff and prisoners.

Coaching is a uniquely powerful intervention that can transform lives. Well-established in the education, healthcare and management sectors, coaching is a set of transformative tools and methods that enable individuals to change harmful behaviours and negative beliefs, to identify a sense of purpose and direction, and to enable and achieve their goals.

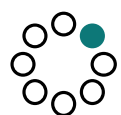
In February 2016, Spark Inside appointed The Social Investment Consultancy to evaluate the impact of its flagship programme, The Hero's Journey Coaching Programme. Launched in 2014, this is a structured coaching programme for young people aged 15 to 25 leaving prison, and consists of group workshops and individual 1:1 coaching sessions, both in prison and following the client's release. This impact report is the culmination of work carried out from March 2016 to June 2017. These interim findings are based on 24 Hero's Journey coaching workshops delivered in three Category B men's prisons in London, HMPs Wormwood Scrubs, Wandsworth and Pentonville, and YOIs Cookham Wood and Feltham, followed by 227 one-to-one coaching sessions that took place from March 2016 to June 2017.

This report is structured into five sections. The first provides an overview of the need for Spark Inside and the context of its work; the second details the methodology of the impact evaluation; the third explores the findings of the evaluation focused on seven outcome areas; the fourth provides some participant case studies; and the final section comments on the future implications of the evaluation for Spark Inside.

Spark Inside's Theory of Change seeks to lead individuals currently in the prison system to a more productive and fulfilling future through unlocking confidence, resilience and self-belief. This rests on the premise that with the right culture and support, people in prison can turn their lives around. Spark Inside's coaching model is grounded in the principle that people must be empowered to help themselves. The Hero's Journey aims to equip people with the skills to get themselves 'unstuck' from harmful patterns, ensuring that change is sustainable and that individuals are reintegrated into communities and social settings in which they can live, learn and work successfully.

The impact evaluation process is designed around the central tenet of wellbeing, and a mix of quantitative and qualitative methods have been used to ensure that the evaluation addresses both the breadth and depth of change. An internationally validated wellbeing scale, the Warwick Edinburgh Mental Wellbeing Scale (WEMWBS), was used to capture participants' perceptions of wellbeing; and the Journey to Employment (JET) Framework was used to capture the non-cognitive skills that support a young person into employment. The data analysed in this report is based on pre- and post-intervention questionnaires completed by more than 30 participants, allowing comparative analysis of changing perceptions. Additionally, there is qualitative analysis of interviews with participants and coaches.

The results show that The Hero's Journey has extremely positive outcomes on individuals that participate in the programme. Most compellingly, participants that complete the programme experience a 2.2 point increase in their wellbeing scores on average. The differences between the participants' SWEMWBS scores before and after the coaching programme are statistically significant. This means that the result of improved wellbeing of the participants is unlikely due to chance, but can be attributed to The Hero's Journey programme. Given the small sample size (fewer than 50 users), it is typically hard to find statistical



significance; but when we do find statistical significance with small sample sizes, the differences tend to be meaningful enough to demonstrate attribution.

In addition to the compelling improvement in wellbeing, 55% of participants register an increase in confidence, with an average increase of 12%. Participants also registered an increase in decision-making and problem-solving capacity, with an average increase of 15%. Finally, 55% of participants saw an increase in their personal autonomy and in general, respondents are more optimistic about the future, more resilient and more empathetic.

Spark Inside looks forward to discussing these learnings in order to positively influence the broader criminal justice sector, to grow the reach of the organisation and thereby to have even greater positive impact on young people and the prison system.

2. The Need

i. The context

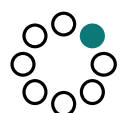
Severe funding cuts have created a critical staffing shortage in UK prisons, which is exacerbated by dangerous overcrowding. More officers continue to leave the service due to unsafe working conditions, resulting in many prisoners (including 15- to 18-year olds) being locked in their cells up to 23 hours a day, with scarce opportunity for meaningful activity. Incidents of violence, self-harm and suicide are at their highest since records began. Prisoners' mental health and access to basic services continues to deteriorate, whilst chemical and synthetic drugs (e.g. Spice) become more available.

The majority of those who end up in custody are society's most vulnerable. They have typically experienced challenging and chaotic early lives. The system is not fulfilling its fundamental goal to rehabilitate offenders and help people who want to change patterns of harmful behaviour. The chaos continues through-the-gates, with negative reviews of the recent Transforming Rehabilitation programme suggesting that adult probation services are not fit for purpose. Research shows that 97% of prisoners say they want to leave crime behind, yet nearly half (45%) will reoffend within a year. 75% of males under-26 reoffend within two years of release. Too many young people are stuck in negative cycles of crime that damage both themselves and society.

When young people come to the end of their sentences, they will return to communities. Therefore, everyone has a stake in ensuring young people leaving custody are equipped with the skills that enable them to contribute positively. When youth reoffending is reduced, communities become safer and more cohesive. With fewer people committing crime and returning to prison, there are large cost savings available for the state and these funds can be invested in other public services.

ii. About Spark Inside

Spark Inside was founded in 2012 by its current Chief Executive, Baillie Aaron. Spark Inside pioneers the use of professional coaching in prisons. Coaching is a uniquely powerful intervention that can transform lives.



Coaching is well-established in the education, healthcare and management sectors, and Spark Inside is now bringing it to prisons.

Coaching is a set of transformative tools and methods that enable individuals to change harmful behaviours, negative beliefs, identify sense of purpose and direction, and develop and achieve goals. Coaches do this by asking powerful questions that enable clients to find solutions to their problems themselves, without any advice, guidance or direction. Coaching recognises that telling people what to do, or trying to 'fix' them doesn't work; but empowering people to help themselves creates sustainable change.

Coaching is non-directive, unlike mentoring, and focuses on achieving specific goals and skills, rather than long-term professional development. It works on changing the root causes of behaviours or beliefs, rather than understanding them, like counselling. Coaching also acts as a catalyst for participation in other interventions, such as education, training and employment, as it enables individuals to uncover their ambitions and gain the motivation to set a path to reach them.

It is Spark Inside's belief that those who end up in prison deserve the opportunity and support to turn their lives around. Its vision is of a criminal justice system which prioritises rehabilitation; a system through which no person passes more than once, and one where prisoners are facilitated to return, and actively contribute, to society.

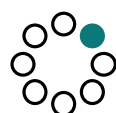
iii. The Hero's Journey programme

The Hero's Journey is a coaching-based intervention that builds young people's motivation to change, equipping them to leave custody with the vital life skills they need to navigate change and challenge with resilience, and to make smarter, healthier and more fulfilling life choices.

Utilising a range of life coaching techniques and a human-centred approach, including cognitive behavioural coaching, recovery coaching, and neuro-linguistic programming, the Hero's Journey invites participants to explore their personal journey of transformation, including the challenges and opportunities that lie ahead, and to develop a plan for how to navigate their way forward. The coaches encourage self-efficacy and stimulation of participants' thoughts so they can find their own answers to the questions raised during the workshop.

The Hero's Journey Life Coaching Programme is delivered for young adults aged 15 to 25 leaving prisons in Greater London and the South East and has two components:

a) The Hero's Journey Coaching Workshop: this is a two- or three-part workshop comprising of six contact hours delivered by two coaches for up to eight participants per workshop. Participants opt in to the workshop and self-refer or are referred by Prison Officers, caseworkers, or peers. The only referral criteria are age (15 to 25 years old), release location (Greater London and the South East) and individuals' proximity to release (those with three to six months remaining in prison are prioritised). Utilising a range of life coaching techniques, the Hero's Journey workshops invite participants to take a deep look at the various stages of their personal journey of transformation. At the end of the Hero's Journey workshops, participants decide whether or not to opt in to receiving one-to-one life coaching.

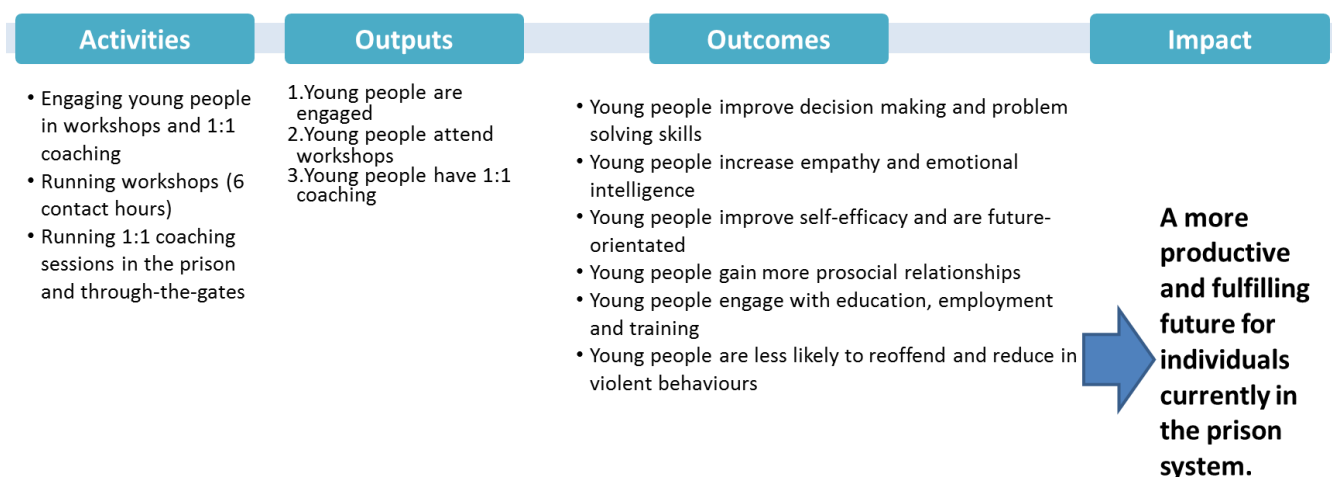


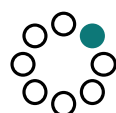
b) One-to-one life coaching: these are individual sessions of approximately one hour, delivered in prison, as well as "through-the-gates" in the community for those who have been released. The frequency of sessions is determined by the participants; the number of sessions offered to each participant varies, based on need, demand and availability (the total number of available sessions for each prison is determined by the contract with the commissioner). During sessions, clients explore topics relating to personal development (e.g., values, visioning, goal-setting, options and choices), building cognitive ability, consequential thinking and motivation to change.

Spark Inside was funded to deliver the Hero's Journey Life Coaching programme consisting of 24 Hero's Journey Coaching workshops, which were delivered in three Category B men's prisons in London, HMPs Wormwood Scrubs, Wandsworth and Pentonville, and YOIs Cookham Wood and Feltham, followed by 227 one-to-one coaching sessions that took place from March 2016 to June 2017. The prisons have relatively high levels of institutional violence (compared to the national average), and house large numbers of young males waiting trial or transfer to more permanent prison placements. The programme was targeted at 18 to 25 year olds as this characteristic is a strong indicator for becoming involved in custodial violence.

iv. Theory of Change

To inform the design of Spark Inside's impact evaluation system, TSIC authored an Evaluation Audit report which investigates four key areas: a review of Spark Inside' current monitoring and evaluation (M&E) data and processes, benchmarking against peer organisations, a review of measurement frameworks, and research into potential commissioners and target outcomes. The recommendations from the evaluation audit report have informed the approach (next section) as well as the development of the Theory of Change for The Hero's Journey Coaching Programme. It identifies the organisation's activities, outputs and outcomes to achieve its intended impact, which is a more productive and fulfilling future for individuals currently in the prison system. The diagram below summarises the Theory of Change:





3. Approach

v. Methodology of impact assessment

This evaluation aims to understand the contribution of Spark Inside to the outcomes of participants engaged in the programme, utilising a quasi-experimental (pre- and post-), post-hoc analysis. The analysis was independently conducted by The Social Investment Consultancy between March 2016 and June 2017.

Pre-intervention and post-intervention questionnaires have been conducted with participants in HMPs Wormwood Scrubs, Wandsworth and Pentonville, and YOIs Cookham Wood and Feltham to measure and evaluate the impact of Spark Inside's Hero's Journey Life Coaching Programme. This research has successfully collected 84 responses for the pre-intervention questionnaire and 42 responses for the post-intervention questionnaire. The results were analysed using Microsoft Excel. As the sample size was sufficiently large, a paired sample t-test was run. This is a statistical technique that is used to compare two population means, and is commonly used in 'before-after' studies. By using the paired sample t-test, one can statistically conclude whether or not the Spark Inside's Hero's Journey Life Coaching programme has improved the relevant outcomes for the participants.

To augment the survey findings, 17 follow-up interviews have been conducted with a random sample of participants in HMP Wormwood Scrubs to collect qualitative data.

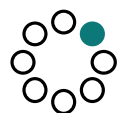
A feedback survey was also circulated to coaches in order to gain insight into their experience of the evaluation process itself. There were four respondents to the survey. The respondents had a range of experience with the programme, from one who had delivered no workshops but multiple 1:1 sessions to another who estimated they had delivered up to 30 workshops. Three interviews were also conducted with three coaches to gain further evidence on the impact of the 1:1 process for young people.

Survey

The survey was redesigned in 2017 based on the Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS), which is widely used throughout the UK and beyond by NHS commissioners, scientists and psychologists; and the Journey to Employment (JET) Framework. The survey contains 32 questions, 30 questions using a 4- or 5-point Likert scale, as well as two questions with open-ended answers. The number of questions has been significantly reduced from previous surveys, as research shows that around 30 survey questions is the optimal to engage with young people with limited literacy ability.

WEMWBS is a subjective wellbeing measure which specifically measures psychological wellbeing. There is a longer (14-item) and a shorter (7-item) questionnaire. The longer version, WEMWBS is a 14 item scale with 5 response categories, summed to provide a single score ranging from 14-70. The items are all worded positively and cover both feeling and functioning aspects of mental wellbeing. WEMWBS was developed by researchers at the Universities of Warwick and Edinburgh, with funding provided by NHS Health Scotland, to enable the measurement of mental well-being, published and validated in 2006. The Warwick-Edinburgh Mental Well-being Scale was funded by the Scottish Executive National Programme for improving mental health and well-being, commissioned by NHS Health Scotland, developed by the University of Warwick and the University of Edinburgh, and is jointly owned by NHS Health Scotland, the University of Warwick and the University of Edinburgh.

The shorter version, SWEMWBS, covers concepts of optimism, competence, relaxation, resilience, clear thinking, relating to others and autonomy. The answers from these produce a single score. To measure



mental wellbeing, all questions need to be answered. It was suggested as one of the three recommended sets of well-being questions by the New Economics Foundation.

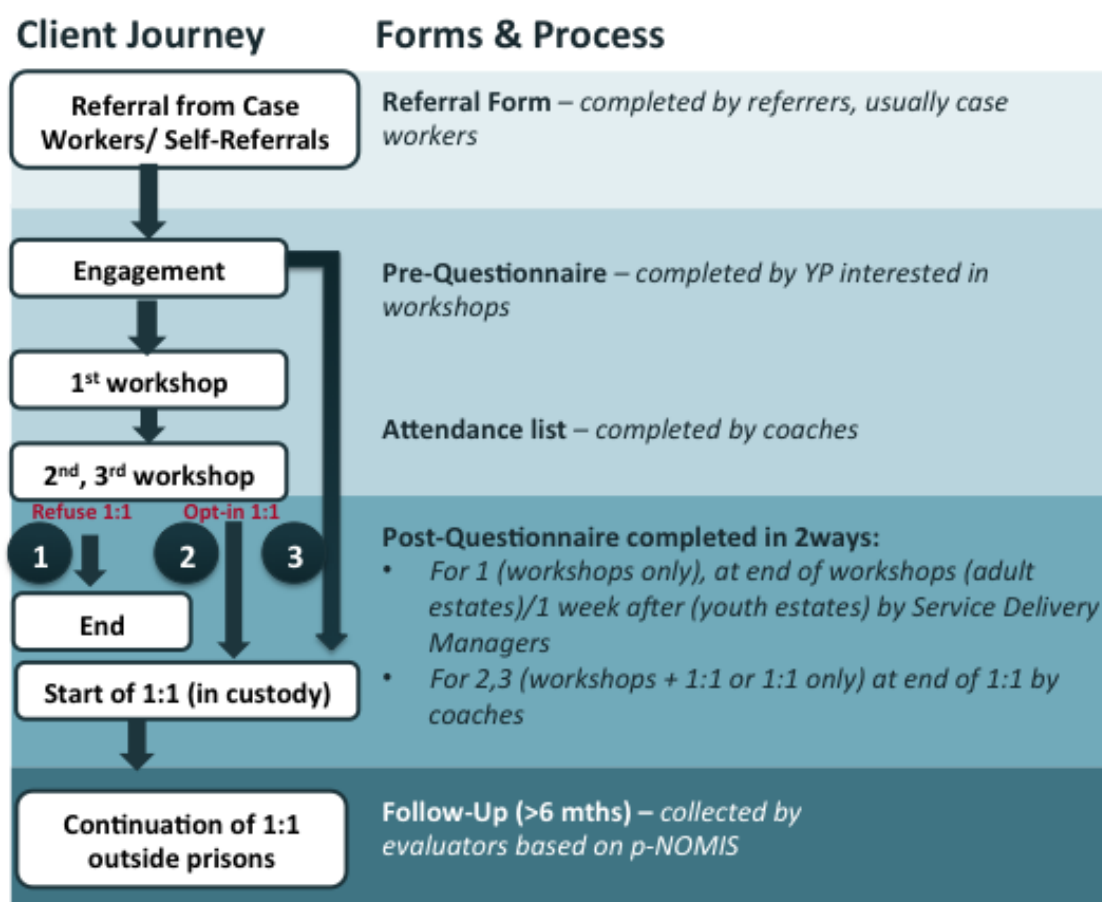
JET focuses on outcomes and tools to measure young people’s pathways into work. This framework was developed to cover a wide range of programmes, from projects that focus on non-cognitive skills development, to working with young carers or those suffering from medical conditions themselves. This framework is suitable for Spark Inside as it is designed for young people, it takes into consideration a range of variable factors that impact an individual’s journey into employment, many of which could be highly relevant to Spark Inside. It is also the most robust framework in the employment space, with clear investment and industry buy-in.

Interviews

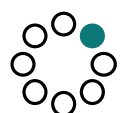
The survey informed the drafting of interview questions in order to augment quantitative with qualitative findings; and subsequently, 17 interviews were conducted with participants of The Hero’s Journey Life Coaching Programme in HMP Wormwood Scrubs.

vi. Data collection process

The diagram below summarises the data collection process.



A final evaluation report will be published in early 2018 after collecting six months post-release data from



the p-Nomis database. A peer-reviewed journal article will also be submitted for publication via the Journal of Offender Rehabilitation. This journal was chosen after investigating nine different journals in the criminology space, and ranking them in terms of appropriateness of subject matter, style and audience.

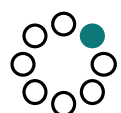
vii. Ethics and data security

As an organisation that prides itself on the trust it builds with vulnerable populations, Spark Inside holds research ethics in high regard. First, The Hero's Journey participants have given written and verbal consent for any data to be collected. The first page of the survey gives detailed information about the evaluation. Coaches and Service Delivery Managers on site have also been fully briefed on the evaluation so they are able to answer any questions clients may have in answering the questions. The decision to participate or not in the evaluation does not affect the service offered. Informed consent has been obtained from all study participants for each of the different elements of the research – the survey, observations and interviews. Information sheets and consent forms were provided for all participants, which included the following information:

- Participants will be informed that they will not be advantaged or disadvantaged whether they decide to participate in the research or not.
- Participants will be able to refuse to answer any questions they wish and can withdraw from the research at any point which will not have consequences for them.
- Participants will be asked if they consent to and follow-up contact and asked about their preferred method of contact.
- At the start of the data-gathering, it will be made clear to participants that the research team are obliged to report to the relevant authorities any information they disclose that is against prison rules/is adjudicated against, any illegal acts, and any intention the participant expresses to harm themselves or another person.
- The participant information sheet will also provide information on where participants should direct their requests for information, complaints and queries in their prison.
- Direct contact details will not be included on the participant information sheet or consent form.

All personal data was anonymised and stored securely in a Windows domain network environment. Data is stored on one desktop computer to which only one individual has access and which is accessed through active directory permissions (username/password). Sensitive files have been stored on USB stick encrypted to a FIPS 140-2 standard. All data containing sensitive personal information are securely transmitted via the Criminal Justice Secure eMail service; and the evaluator will destroy the information within three months after the final report is complete. The data will be destroyed using Darik's Boot and Nuke 2.3.0 which will be used to zero fill the drive and erase any trace of the data from the operating system. Spark Inside's Data Protection Notification Number is Z3431208, which allows for offence-related information to be stored within Spark Inside for research purposes.

This research was approved by the National Research Committee (NRC) situated in the Her Majesty's Prison & Probation Service and the Ministry of Justice. The NRC reference number is 2015-279, and the research title is "Multi-site evaluation of through-the-gates life coaching at HMP Wandsworth, HMP Wormwood Scrubs and HMP Pentonville."



4. Impact

viii. Key Successes

The overall findings from the pre-intervention and post-intervention questionnaires reflect a significant positive impact on the participants by the programme.

Key outcomes are:

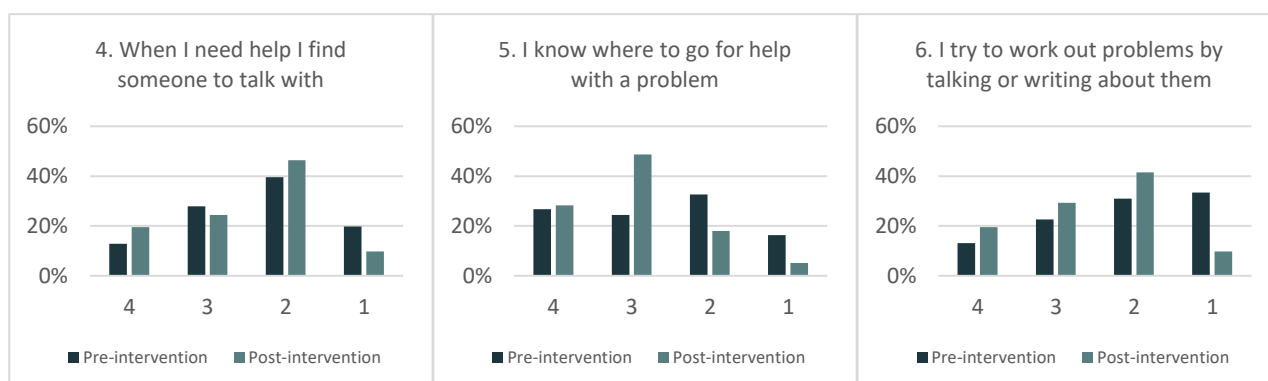
- a positive impact on participants’ problem-solving skills, captured by an average 15% increase in the score related to this outcome;
- a more empathetic attitude towards others after the programme, reflected in a 10% increase in the score related to this outcome;
- higher confidence and resilience following the intervention, with a 12% increase in the score related to confidence and an average 7% increase in the one related to resilience;
- increased overall well-being, reflected in a 2.19 increase in the mean change in well-being based on the SWEMWBS;
- improved social experience;
- a more positive attitude towards the future;
- improved self-conscience and personal autonomy.

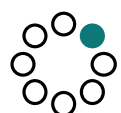
Once six months post-release data is attained from the p-Nomis database, TSIC will be able to evaluate this programme’s outcomes on increasing education, employment and training; and on reducing reoffending.

ix. Outcomes

Decision-making and problem-solving skills

The survey findings show a positive impact on participants’ problem-solving skills. Three questions in the survey aimed to capture change related to this outcome: “When I need help I find someone to talk with”, “I know where to go for help with a problem” and “I try to work out problems by talking or writing about them”. The average score increased respectively by 11% (from 2.34 to 2.60), 14% (from 2.62 to 2.99) and 20% (from 2.15 to 2.59). More importantly, the number of respondents replying “Not at all true” to the above questions decreased by up to 70% after the intervention.





These findings are reinforced by the interview findings. During the interviews, interviewees mentioned that Spark Inside has made them think more clearly and deal with problems:

- “I can think before my actions now. And I can consider the consequences.”
- “It [Spark Inside] has benefited me greatly. It's a thinking tool, and I can use it to make better decisions.”
- “Now I know what I need to do to achieve what I want to achieve when I get out and work towards that goal”

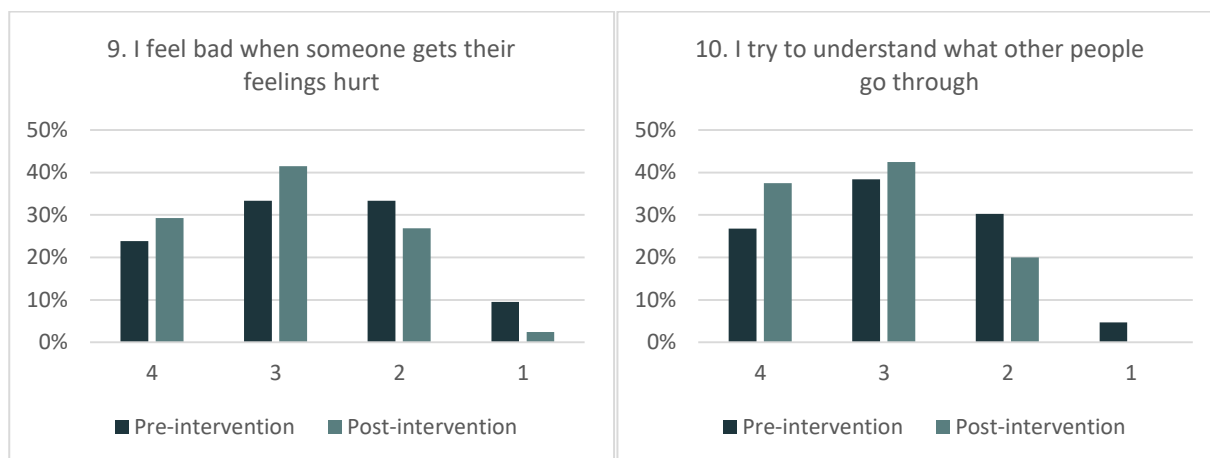
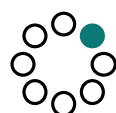
Based on a Head Coach’s observation, there are “marked difference in decision making ability – much more thoughtful, much more considered – now equipped with loads more tools and an understanding of why they’re triggered by certain things”. This is echoed by another Head Coach who said that “the workshop and 1:1s come to the young person in difficult situations and stop them getting mad, fighting, being aggressive etc.”.

Paired t-test analysis of this outcome area showed that the mean of the two averages related to decision making and problem-solving skills increased by 6% from pre- to post-intervention. This improvement is statistically significant, with a confidence level of 95% (see table below).

<i>t-test: Paired Samples for two means</i>	<i>Pre-intervention</i>	<i>Post-intervention</i>
Mean	3.235632184	3.445402299
Variance	0.690328973	0.635721363
Observations	29	29
Pearson Correlation	0.988426733	
Hypothesized Difference between means	0	
gdl	28	
t-stat	-2.752119016	
P(T<=t) one-tail	0.005135198	
t Critical one-tail	-1.701130934	
P(T<=t) two-tail	0.010270396	
t Critical two-tail	2.048407142	

Empathy and emotional Intelligence

On average, respondents reported increased empathy after the programme. This is reflected in the average score of the two questions “I feel bad when someone gets their feelings hurt” and “I try to understand what other people go through” which increased by 9% (from 2.72 to 2.98) and 11% (from 2.87 to 3.18) respectively. The percentage of responders who replied “Not at all” to whether they would try to understand what other people go through dropped to 0 after the programme, while the percentage of those who replied “Very much true” increased by 40%.

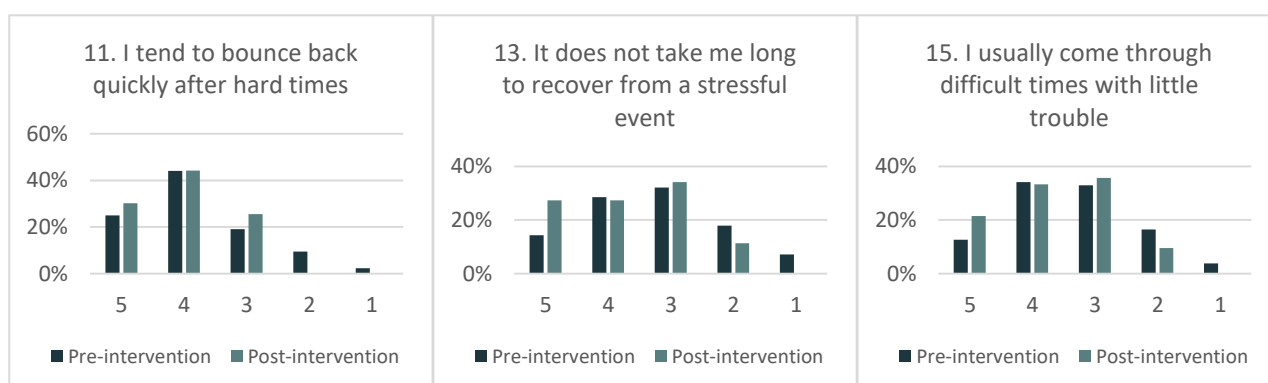


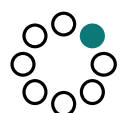
Overall, young people are more empathetic and have an increased emotional intelligence as a result of the programme. This can be seen in the 9% increase of the mean when looking at the pre- to post-intervention measurements. This rise is statistical significant with a 95% confidence level as per the t-test below.

t-test: paired samples for two means	Pre-intervention	Post-intervention
Mean	3.055555556	3.323232323
Variance	0.139654117	0.210590756
Observations	33	33
Pearson Correlation	0.999522027	
Hypothesized Difference between means	0	
gdl	32	
t-stat	-2.230655405	
P(T<=t) one-tail	0.016420137	
t Critical one-tail	1.693888748	
P(T<=t) two-tail	0.032840274	
t Critical two-tail	2.036933343	

Resilience and confidence

Respondents also reflected better resilience after the programme. They felt it was less difficult to snap back when something bad happens, that they could recover sooner from a stressful event and that they come through difficult times with little trouble. In the post-programme survey, the percentage of respondents who strongly disagreed with these three questions decreased to 0.



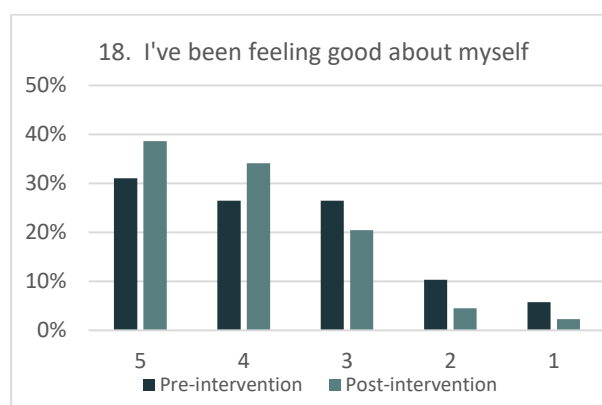
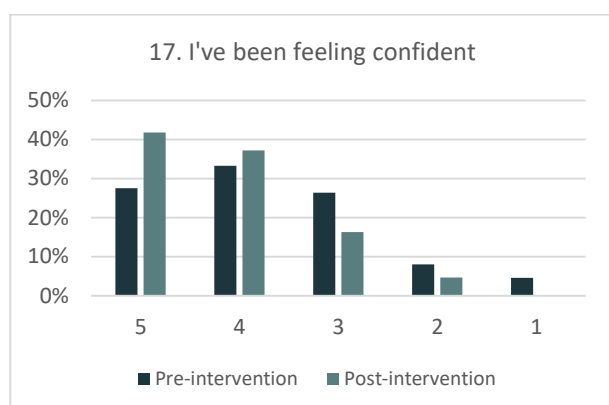


Moreover, the survey results show a consistent increase in respondents' capacity to get over set-backs in their life: the average score increased by 10% (from 2.85 to 3.14) and the percentage of respondents replying "Strongly Disagree" to the question "I tend to take a long time to get over set-backs in my life" more than doubled after the programme. However, a slightly increased number of respondents feel they have a hard time making it through stressful events: the average score to this question increased by 2% and 4% more respondents replied "Strongly Agree" or '1'.

These results have been further verified by the interview findings. 48% of interviewees said the programme has improved their ability to recover from bad things and 72% believe they can overcome whatever challenges and set-backs they will face in the future. Supportive reasons given included the following:

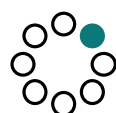
- "I am more open-minded now, and I think more. I have more choices"
- "I can overcome challenges now, because I have the tools"
- "My whole mind has changed; my whole life has change. I have realised there is no 'can't' and it's just a question of altering the language you use. I have re-set my mind."
- "It has benefitted me greatly. It's a thinking tool, and I can use it to make better decisions."
- "I can think before my actions now. And I can consider the consequences"

Significant improvement has also been observed for questions related to confidence. The average score for the question "I've been feeling confident" increased by 12% (from 3.71 to 4.16) and 42% of respondents selected "All of the time" (or '5') after the programme compared to 28% before. There is also a very positive impact reflected in the question "I've been feeling good about myself", with 73% of respondents replying either "often" or "all of the time" after the intervention, compared to 57% before. On average, the question score increased by 10% (from 3.67 to 4.02).



Interview findings confirm the survey findings. 60% of interviewees said that they feel more confident after joining the programme, because of the following reasons:

- "I've got my mind set on what I want to do, through the stages." and "They've given me positive steps to take to achieve my plans for the future. I know exactly what to do";
- "It made me think about what I want to do when I get out"
- "It made me realise I was going through a hard time and helped keep me focused"
- "[It gave me] the opportunity to speak to people who are there to listen and give advice"
- It was "good to socialise with people, and see other peoples' perspectives"
- "I became used to the group... The strike system meant no one could mock me if I tried to speak up"
- "I think positively and have a clear head"



As for the others who did not feel more confident, this was because they felt that they were already confident to start with. This is an interesting finding – one mentioned that to survive in the prison, one needs to be confident and tough.

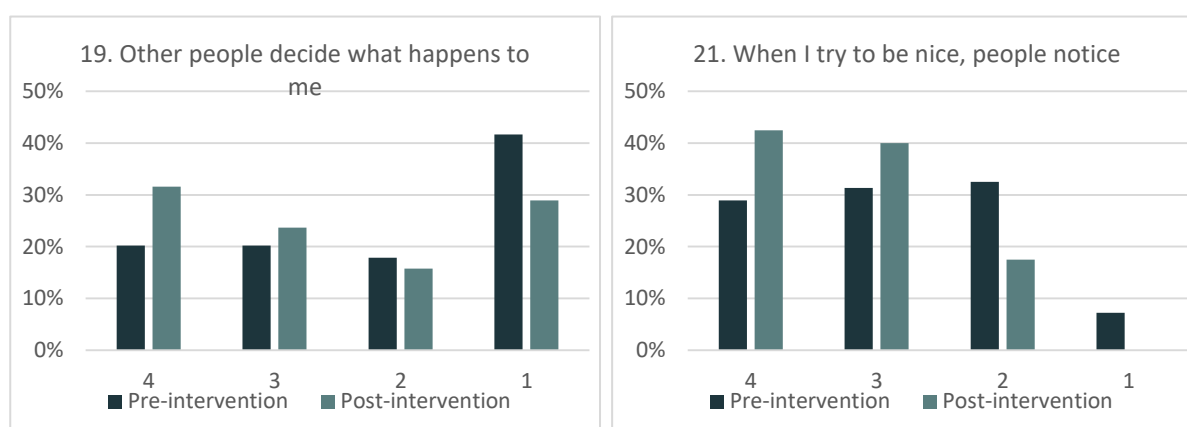
From these findings, it can be concluded that the programme is making a positive impact on improving the resilience and confidence of the participants.

This is supported by the paired t-test for this outcome area; the 8% increase in the mean is statistically significant with a 95% confidence level (see table below).

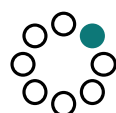
t-test: Paired samples for two means	Pre-intervention	Post-intervention
Mean	3.401515152	3.664772727
Variance	0.185950413	0.261605503
Observations	33	33
Pearson Correlation	0.945467822	
Hypothesized Difference between means	0	
gdl	32	
t-stat	-3.128774782	
P(T<=t) one-tail	0.001864315	
t Critical one-tail	1.693888748	
P(T<=t) two-tail	0.003728631	
t Critical two-tail	2.036933343	

Self-image and self-conception

The survey results show a positive impact on self-efficacy, reflected in the question “Other people decide what happens to me”, with 12% more respondents replying “Not at all true” and 13% fewer respondents replying “Very much true” after the programme. The average score for this question increased by 19% (from 2.19 to 2.60) after the intervention. Moreover, the percentage of respondents who selected either “Very much true” or “Pretty much true” for the question “When I try to be nice, people notice” increased from 60% to 83% after participating the programme.



It seems contradictory that responses for “It is important to think before you act”, “To make a good decision, it is important to think”, “If you work hard, you will get what you want” and “I am responsible for what happens to me” show no change or slightly negative impact on average. However, it should be noted that no one replied ‘1’, (“Not at all true”) to these questions after the intervention.



The programme has also positively impacted the sphere of personal autonomy, reflected in a 23% increase in the average score for the question “I have no control over my day-to-day life”, with 10% more respondents replying ‘5’ (“Strongly disagree”).

Interview findings confirm that the programme has a positive impact on self-conception and autonomy. 12 out of 17 participants believe they know more about themselves now, because of the following reasons:

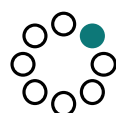
- “I know more about what I want to do and I feel like I know what I’m doing”
- “It has given me the push to do something”
- “Nothing can get me down now. I can make a plan and realise I need help”
- “Having spoken about the options after getting out of prison, and analysed the negative things I do, I now have more control over my choices”
- “I’ve discovered a lot about himself. He didn't think he had the capacity to be taught”
- “I always thought I was weak-minded, but now believe I’m not”
- “he always thought he was weak-minded, but he now believes he's not.”
- “[I feel] more in control; before I never felt in control, because I thought of things I never considered before. My perspective has changed”
- “Unknown world and change are scary, especially if you've had a difficult past. But Spark [Inside] is very helpful in that respect.”

The t-test for the means of the averages of the 9 questions related to self-image and self-conception shows that this finding is statistically insignificant with a P-value of 0.40 (as shown by table below). This means that the datasets in question have no clear patterns or correlations. Coach feedback has shed light on why this may be the case. One coach said that “at end of workshop, they are usually in prison so can’t really control, but there is a desire to take control.” As the post-questionnaires have mostly been completed while participants are still in prison, their scores around the self-control may still be limited. However, according to the coaches, “at the end of 1:1s, young people can control their anger, violence and emotions. They try to take control over who their friends are during the 1:1s so they are exercising control in that way.”

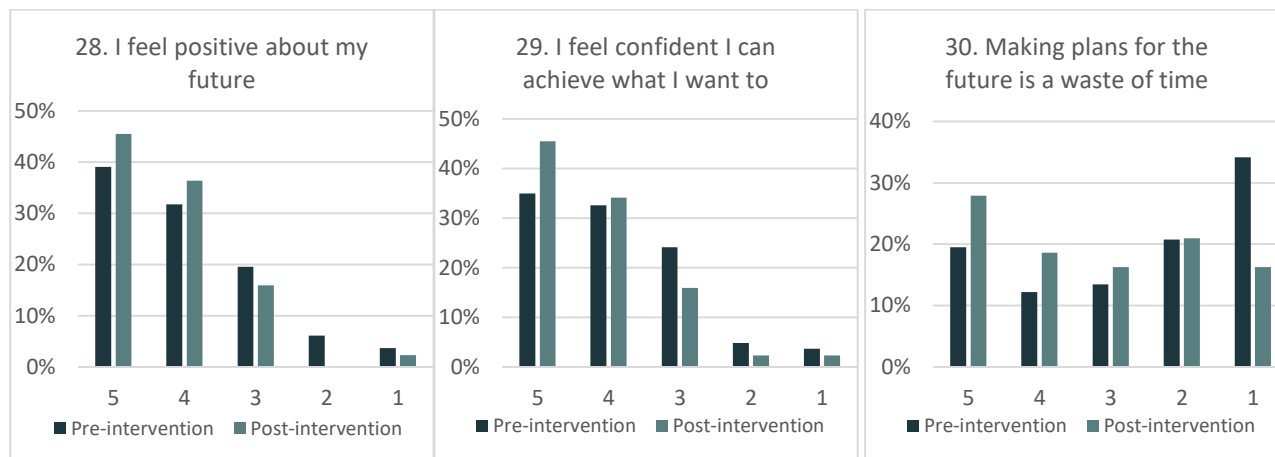
t-test: Paired samples for two means	Pre-intervention	Post-intervention
Mean	3.246527778	3.276041667
Variance	0.162950304	0.100585938
Observations	32	32
Pearson Correlation	0.574792501	
Hypothesized Difference between means	0	
gdl	31	
t-stat	-0.253240404	
P(T<=t) one-tail	0.400877178	
t Critical one-tail	1.695518783	
P(T<=t) two-tail	0.801754357	
t Critical two-tail	2.039513446	

Future outlook

Respondents are generally more optimistic about the future following the programme: 81% feel positive about their future, compared to 71% before the programme; 79% feel confident they can achieve what



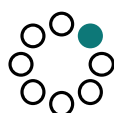
they want to, compared to 68% before the intervention; and 47% disagree that making plans for the future is a waste of time, compared to only 32% before the programme.



Findings are confirmed by the interview results, which show that 11 out of 17 participants feel positive about the future and, when asked why, many attributed this to their participation into Spark Inside’s coaching programme:

- “Now I know what I need to do to achieve what I want to achieve when I get out and work towards that goal”
- “I have a clear picture ahead of me about the future”
- “I got everything I needed out of Spark inside”
- “I am really happy. I am getting older, more mature, thinking more about life, not taking life for granted”
- “Thanks for putting me on the course, I enjoyed it and found it fun. It got me away from the drugs and the bad influences in prison”.
- “Spark [Inside] has changed my thought patterns, made him think positively. It's good and helpful”

However, when conducting a t-test looking at the two means, which increased from before to after the intervention, the change is statistically insignificant as the P-value is 0.15 for the one-sided t-test. Similar to the above section, this means that the datasets in question have no clear patterns or correlations, and we cannot conclude that Spark Inside has led to participants having a more positive outlook. However, this may also be due to the fact that most of the post-questionnaires are filled in while participants are still in prison, and they may be uncertain about their future.



t-test: Paired Samples for Two Means	<i>Pre-intervention</i>	<i>Post-intervention</i>
Mean	3.71875	3.8671875
Variance	0.6230469	0.3218587
Observations	32	32
Pearson Correlation	0.9915170	
Hypothesized Difference between Means	0	
gdl	31	
t Stat	-1.0505004	
P(T<=t) One-tail	0.1508044	
t Critical One-tail	1.6955188	
P(T<=t) Two-tail	0.3016088	
t Critical Two-tail	2.0395134	

Improved social experience

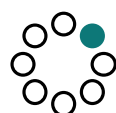
The respondents reflected improved social experience after the programme. When answering the interview question “Do you feel you can be supported by others for whatever that happens in the future? Why / Why not?”, 11 out of 17 people showed a positive attitude towards receiving support. Most know they can rely on family and close friends, but some came to realise they can ask for external help:

- “I used to think I had to do it by myself, but now I realise help is there but I have to ask”
- “if I need I ask for advice. I used to be quite a self-independent person – but you can’t do everything on your own, you do need help from others – other people might be more educated about it than you are”
- “I can rely on others, especially my family, and the 1:1 coaches”

Only two participants said that, in contrast, they feel they need to be the ones being in charge of their own problems. When asked, “Do you feel you can be supported by others for whatever that happens in the future?”, one answered, “No not really. Everyone should sort their own problems out”; and the other answered, “I have had support from others in the past, but it hasn't made a difference: I need to learn to support myself. The difference is that this is all my ideas, coming from inside. Spark doesn't tell me to do anything, but they have given me the tools to change my life”.

After running a t-test on the means of questions related to this outcome area it is clear that young people gain more prosocial and trusting relationships because of the programme; the mean increased by 52% and this rise is statistically significant with 95% confidence as the t-test below shows.

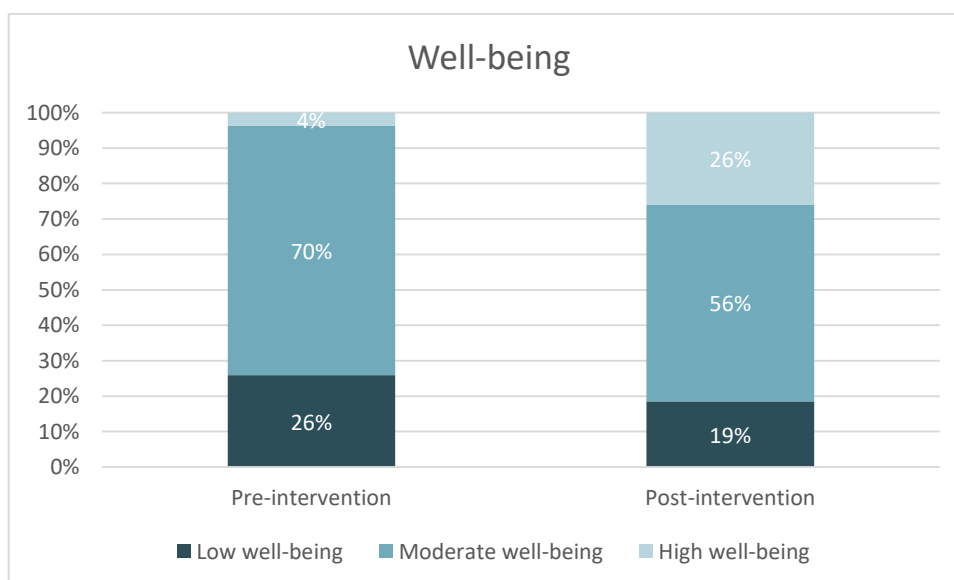
t-test: Paired Samples for Two Means	<i>Pre-intervention</i>	<i>Post-intervention</i>
Mean	2.97	3.58
Variance	1.15530303	0.939393939
Observations	33	33
Pearson Correlation	0.467226393	
Hypothesized Difference between Means	0	
gdl	32	
t Stat	-3.287979746	
P(T<=t) One-tail	0.001228123	
t Critical One-tail	1.693888748	
P(T<=t) Two-tail	0.002456247	
t Critical Two-tail	2.036933343	



Well-being

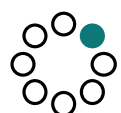
The Short Warwick-Edinburgh Mental Well-being Scale (SWEMWBS) is a scale of seven positively worded items, with five response categories, which have been specifically designed to measure both the feeling and functioning aspects of positive mental well-being. This scale has been recommended to measure well-being before and after an intervention.

Survey findings for these seven questions show on average a positive change in well-being after the intervention: the mean change in well-being is 2.19. For SWEMWBS a two to four points increase can be considered meaningful. In order to further strengthen this finding, a t-test for two samples paired for mean has been conducted to check for statistical significance. The observed difference between the sample means allow us to say, at a 95% confidence level, that the increase in well-being after the programme is statistically significant.



t test: paired samples for two means

	Pre-intervention	Post-intervention
Mean	26.14814815	28.33333333
Variance	16.82336182	21.46153846
Observations	27	27
Pearson correlation	0.349500933	
Hypothesized difference between means	0	
gdl	26	
t stat	-2.270781673	
P(T<=t) one-tail	0.015839092	
t Critical one-tail	1.70561792	
P(T<=t) two-tail	0.031678184	
t Critical two-tail	2.05529439	



x. Attribution

Statistically significant findings as shown above mean that the result of improved wellbeing of the participants is unlikely due to chance, but attributed to The Hero's Journey programme. Given the small sample sizes (fewer than 50 users), it is typically hard to find statistical significance; but when we do find statistical significance with small sample sizes, the differences tend to be meaningful enough to demonstrate attribution to the intervention, rather than randomness.

Interviews found that the participants gained a lot out of Spark Inside:

- “Spark [Inside] was straight to the point, and easy to understand.”
- “Spark [Inside] was different, in that it helped me consider the bigger picture.”
- “Spark [Inside] don't judge you and don't force you to do anything. It's a choice and an opportunity, not imposed. They make it accessible, and it was never judgemental. The journey makes it clear that we all have choices.”

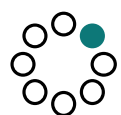
However, the above needs to be understood in the context that they have accepted the interviews with TSIC because they have positive experience of Spark Inside. All interviewees apart from one joined or were planning to join the 1:1 sessions. The one who did not join simply thought that he learnt enough from the workshop and it is time for him to implement the learnings.

xi. Limitations

Although the analysis showed statistically significant positive impact in key outcome areas. It is important to be aware of the limitations of the analysis.

A key limitation was the large difference in size between the pre-intervention and the post-intervention sample sizes. There are three reasons for this discrepancy. Firstly, the programme has a relatively high attrition rate, driven by a variety of factors. Of attendees who do not complete the programme as planned, 37% decline to attend, 15% have a conflicting appointment and 5% are transferred or released. Furthermore, 15% of non-completing attendees are not able to complete the programme due to prison logistics and 7% of non-completing attendees are not able to do so due to rescheduled workshops. These figures reflect that last year was the most problematic for charities working in prisons. The understaffing crisis remains unresolved, with officers continuing to leave the service due to unsafe working conditions. This results in many prisoners being locked up in their cells for up to 23 hours a day, and has meant that workshops are frequently unable to run as planned. In addition to staffing issues, the uncertainty over the direction of prison policy has resulted in confusion and unnecessary bureaucracy, making it challenging for all organisations interacting with the prison systems. Some charities working in prisons have closed, temporarily left or decided to focus on other settings (e.g. pupil referral units). Spark Inside has worked hard to continue to run and even expand its prison work, and has taken steps to overcome these barriers, in particular by employing prison-based staff who are on site to navigate the system and identify solutions to emerging barriers and issues. Nevertheless, the working environment remains challenging.

Secondly, the data collection process was newly implemented for this piece of work and there was an initial lack of clarity on when post-questionnaires should be distributed, leading to some missed opportunities for completion. This has been addressed for future programmes.



Thirdly, a number of clients sign up for 1:1 coaching but then, for a range of reasons, do not take any sessions or end them abruptly, meaning that a post-questionnaire is not completed.

Despite these data limitations, the two samples used in the analysis are sufficiently large to ensure meaningful findings.

A further limitation is that, given the logistical challenges of completing 1:1s once young people leave the prisons, the evaluation thus far has been more focused on the workshop component of the Hero's Journey coaching programme, rather than both components. Interviews with coaches helped to inform the impact of the 1:1s but the data sets for this element of the programme are still limited.

Finally, as data has not been collected yet from p-Nomis, it is not possible at this stage to evaluate the programme's outcomes on education, employment and training; and on reducing reoffending. Interviews with coaches show that it is currently challenging for Spark Inside to understand whether they have sustainable change on the clients, due to limited resources and limited duration of the programmes. There are also factors outside of the coaches' control, especially during the 1:1s, including housing, DBS and family support.

The final evaluation report, due in early 2018, will address the second and third limitations to provide a more comprehensive picture of the programme's impact on young people leaving prisons.

5. Change Stories

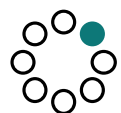
In order to provide further qualitative evidence of the impact of the Hero's Journey on the lives of Spark Inside's clients, the change stories below were gathered.

Client A's Story

"I have been in jail for two months and I have many years left ahead of me. I have done loads of programmes in prison before, but this is the only one that has benefitted me; the only one I have asked to stay on. I like the fact that coaches don't give you the answers, but instead they ask questions. Spark [Inside] does not dictate how I should feel or act, they ask you. For example, they asked me to think about myself 2 years ago and consider what I would tell the younger version of myself if I could. I had never thought of it like that before. I would not change anything in the programme, I have discovered a lot about myself. I didn't think I had the capacity to be taught. My whole perspective has changed. My whole mind has changed, my whole life has changed. That's why I have requested to stay on it. I have realised there is no 'can't', and it's just a question of altering the language you use. I have has re-set my mind. I even had a dream about being able to do things the night after the session. I feel I can overcome challenges now, because I have the tools. I am much more positive about my future."

Client B's story, as told by coach

"In a 1:1 session, I was coaching a young person who didn't know what he wanted to do, and didn't want to come back to Cookham. By the end of the session, he decided he wanted to be a chef, which he never knew before. He also wanted to teach other people to become chefs, especially people who've been in prison; he realised he was always happiest when he was in the kitchen, and when he was asked the make food and help prepare food. His face lit up when he talked cooking – I



worked through with him what the options are for becoming a chef and he realised it was achievable – this all happened in one session!”

Client C’s Story

“I have been here for 10 months, but I am getting out next month. The programme has made me think about what I want to do when I get out, maybe start my own business, stuff like that. It has given me the push to do something, instead of coming out and just looking for a nine to five job, make something out of it. I would not change anything in the programme, I liked the way the coaches talk to you and show you how even if you’ve been in prison you can still change your life, and what steps to take. I’m not so old I can’t do anything, I’m still young, I can go to college, university, try to get a degree and go into something that I really want to do. I suppose it has helped me by thinking of the steps. I want to get out of here and try to make something out of my life.”

6. Conclusions

Overall, the Hero’s Journey’s has had a positive impact on the programme’s participants. Compelling evidence, both qualitative and quantitative, has shown that the coaching intervention has led to : i) increased confidence and resilience; ii) improved decision-making and problem-solving capacity; iii) a more optimistic attitude towards the future; iv) improved social experience; and v) greater overall wellbeing among young male inmates.

Impact evaluation has played a key role in shaping The Hero’s Journey since its inception in 2014, and these results demonstrate that the programme is supporting the organisation’s aim of supporting individuals in the prison system to have a more productive and fulfilling future.

This interim evaluation process has supported Spark Inside to refine and improve its evaluation processes and this, together with additional analysis of p-Nomis data, will mean that the final evaluation report, due in early 2018, will provide an even more comprehensive picture of the programme’s impact on young people leaving prison.