



Coaching for the prison workforce

The Prison Strategy White Paper (2021) states that prison staff ‘hold the greatest potential to make prisons safe, secure and decent, and places that help prisoners to turn their lives around’. While the workforce faces significant challenges, Spark Inside coaching can provide a valuable resource to support staff wellbeing and resilience, who in turn play a vital role in ensuring the wellbeing of those in custody. The sense of agency and clarity of purpose developed by staff who receive coaching can be transformational, gaining them the mental strength they need to undertake their roles effectively in challenging circumstances.



Prison staff have demanding, highly pressurised workloads. Coaching can build self confidence and empower staff to better manage their time and responsibilities, and can enable staff to better engage with people in their care.



Prison staff experience high levels of staff sickness and poor emotional wellbeing. Coaching can effectively reduce stress and anxiety and improve wellbeing.

‘My coach helped me come to terms with the fact that I need to balance my health and my work.’



Staff can face significant risk of trauma in a work environment characterised by ill-health, volatility and violence. Coaches provide connected, safe and trusted relationships that can support stress regulation and recovery from trauma.



The prison workforce reports low levels of job satisfaction. Coaching helps staff to feel more valued and can boost morale and motivation, both in themselves and the teams they manage.

‘I recognised that it was a real investment in me and I think that gives people a boost.’



The prison workforce has high levels of staff attrition. As coaching increases staff wellbeing and satisfaction, it can contribute to increasing staff retention rates.

Why Spark Inside coaching?

Spark Inside is one of only a handful of specialist coaching organisations delivering coaching to people who live and work in prisons. Our coaches meet high quality coaching standards and are fully qualified and accredited, each with a minimum of 100 hours coaching experience. They bring with them significant experience from corporate sectors as well as trauma recovery, alcohol and drugs recovery, mental health and youth work. An integral part of the coaching process is the coaching relationship and as such all coachees are carefully matched with a suitable coach. It is the combination of highly skilled, professional coaches as well as the independence offered by Spark Inside that has resulted in 100% of our clients saying that they would recommend our coaching to their colleagues.

To find out more about Spark Inside coaching for the prison workforce visit: www.sparkinside.org

‘I think that opportunity to step away from day-to-day work and talk with someone independent... someone external; and to feel that I could be really honest...I liked the fact that I was able to be really honest about my current experience and what I wanted to achieve.’