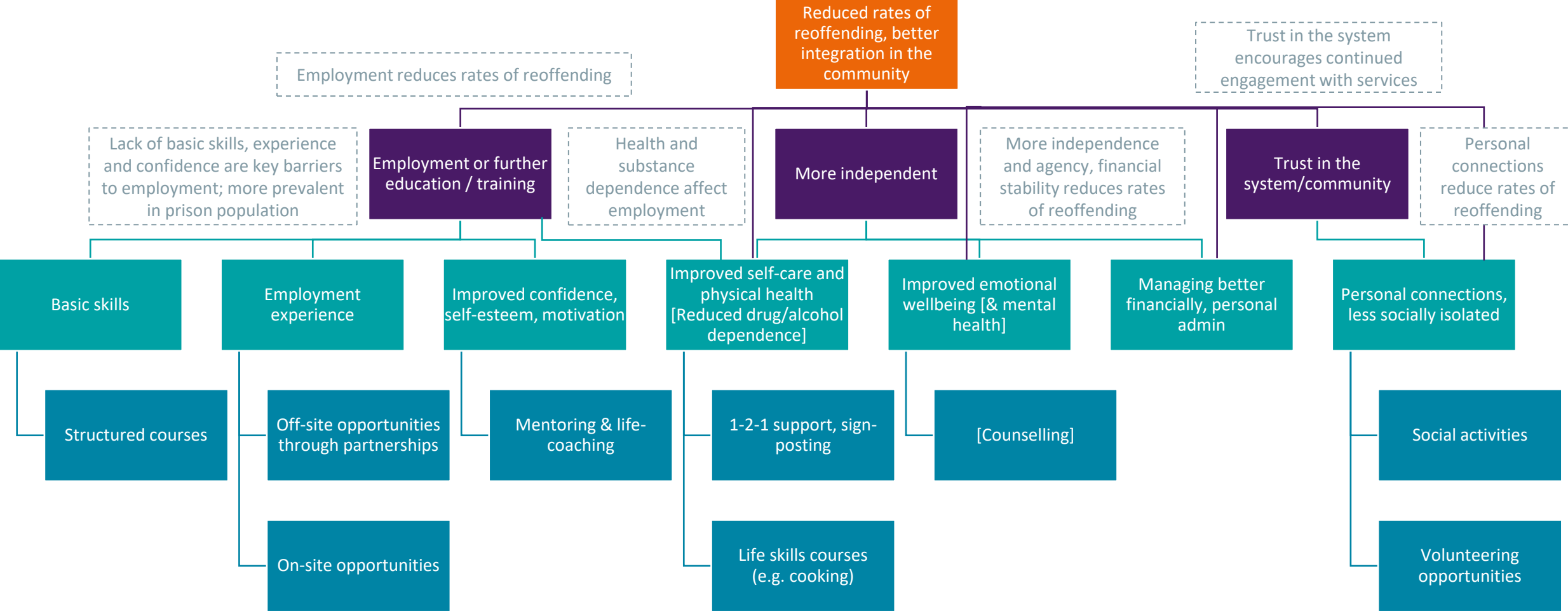


Footprints Project: Theory of Change



Evidence of Outcomes in the Theory of Change

Outcome	Evidence
Employment reduces rates of reoffending	<ul style="list-style-type: none"> 69% of offenders without P45 employment and a sentence of less than one year will reoffend compared to 32% of offenders with P45 employment reoffend. 43% of offenders without P45 employment and a sentence of over 1 year go on to offend compared with, 18% of offenders who do have P45 employment (Ministry of Justice, 2013).
Lack of basic skills is a barrier to employment; more prevalent in prison population	<ul style="list-style-type: none"> One of the barriers to work include having low levels of qualifications. Government statistics for the general population in 2007 showed that 88% of working age people with a degree were in employment, compared to 47% of those with no qualifications (Office for National Statistics, 2008). More than three in five (62%) of people entering prison were assessed as having a reading age of 11 or lower—over three times higher than in the general adult population (15%) (Prison Reform Trust) Forty-seven per cent of the SPCR sample stated that they held no qualifications. In 2003, the proportion of the population of working age in the UK holding no qualifications was 15% (Office for National Statistics, 2003b). Engagement with education can significantly reduce reoffending: the proven one year re-offending rate is 34% for prisoner learners, compared to 43% for people who do not engage in any form of learning activity (Ministry of Justice 2017) However, there have been declines in the number of people participating in learning whilst in prison, and in achieving qualifications in recent years (Prison Reform Trust)
Ex-offenders are less likely to gain work experience	<p>After release from custody, offenders tend to have employment levels well below the general population. Two years after release from custody in 2008:</p> <ul style="list-style-type: none"> 15% of offenders were in P45 employment 29% of offenders starting a P45 employment spell at some point in the two years following their release from custody <p>One of the key barriers to work is ex-offenders status such as employer discrimination due to criminal record. (Ministry of Justice, 2013)</p>

Evidence of Outcomes in the Theory of Change

Outcome	Evidence
Improved confidence, self-esteem and motivation is key gaining employment and desisting	<ul style="list-style-type: none"> Higher levels of self-efficacy support desistance process (Sapouna et al (2011): What Works to Reduce Reoffending: A Summary of the Evidence) Need to cultivate self-identity and self-belief. Clear sense of meaning in their lives and feel they are in control of their future (Maruna, S. (2001) Making Good: How ex-convicts reform and rebuild their lives, American Psychological Association: Washington)
Health and substance abuse problems affect employment; more prevalent in prison population	<ul style="list-style-type: none"> Social factors such as health problems and drug and alcohol misuse affect employment (Ministry of Justice, 2013) 81% of adult prisoners report using illicit drugs at some point prior to entering prison, 64% within the month entering prison (Surveying Prisoner Crime Reduction (SPCR) NOMS 2013)
More independence	<ul style="list-style-type: none"> Offenders are more likely to eventually desist from offending if they manage to acquire a sense of agency and control over their lives and a more positive outlook on their future prospects. (Justice Analytical Services Scottish Government 2015)
Managing better financially reduces likelihood of reoffending	<ul style="list-style-type: none"> 68% of thought that 'having a job' was important in stopping reoffending, and 52% thought 'having enough money to support myself' was important in stopping reoffending. (Ministry of Justice 2012)
Improved wellbeing and mental health reduces likelihood of reoffending	<ul style="list-style-type: none"> 12% of offenders had a mental illness or depression as a long-standing illness, while 20% reported needing help with an emotional or mental health problem. (Ministry of Justice 2010)
Reduced drug and alcohol dependence decreases likelihood of reoffending	<ul style="list-style-type: none"> The odds of being reconvicted within one year were found to be approximately 58% higher for those who reported regularly using Class A drugs since release from prison (Ministry of Justice 2013)

Evidence of Outcomes in the Theory of Change

Outcome	Evidence
Trust in the system	<ul style="list-style-type: none">• Bringing greater transparency to services can help service users to understand the factors that influence all aspects of their lives. This makes it more likely that service users will see services as legitimate and will continue to engage with them (Clinks (2013): Introducing desistance: a guide for voluntary, community and social enterprise (VCSE) sector organisations)
Building personal connections enhances likelihood of desisting reoffending	<ul style="list-style-type: none">• Research with desisters has identified that having someone believe in them is and that desistance can be supported by interactions with others who communicate a belief that they can and will change, that they are good people, and that they have something to offer society or other people (MoJ (2013): Transforming Rehabilitation: a summary of evidence on reducing reoffending)• Quality social ties formed through employment, marriage or cohabitation and education promote conformity and desistance (Justice Analytical Services Scottish Government 2015)• Strong and supportive family and intimate relationships are widely considered important factors in desistance from crime. People who feel connected to others in a (non-criminal) community are more likely to stay away from crime. Social networks that help desistance include extended family, mutual aid groups, clubs and cultural or religious groups (MoJ (2013): Transforming Rehabilitation: a summary of evidence on reducing reoffending)• Desistance requires social capital (opportunities) as well as human capital (capacities). This suggests an advocacy role for practitioners seeking to support change and underlines the need to target systems beyond the individual offender (Scottish Government: 21 st Century Social Work: Reducing Re-offending: Key Practice Skills)