Opportunity to develop an innovative creative training resource for dads in prison

Helix Arts and nepacs are seeking someone who can create a resource pack of activities that use creative approaches to support dads to address their offending behaviours and reflect on their relationship with their children.

Contract Terms: Freelance

Timescale: April to September 2017

Fee: £4,000 inclusive of VAT

Location: Teesside

Introduction
Children and young people from the nepacs Youth Project are working with songwriters and musicians to write and record songs exploring what it’s like to have your dad in prison. The songs will capture the authentic stories and real experiences about life in a prisoner’s family.

Fathers within HMP Kirklevington Grange are also working with the creative team, sharing stories and informing the development of the song content alongside the children.

The young people want to share their stories with fathers within the prison system to promote empathy and understanding and help rebuild relationships between fathers and their children.

The Creative Resource
We seek to appoint someone who can devise creative activities inspired by the songs that can be used by family support workers and trained volunteers. The resource will be used to help men talk about underlying issues related to their offending and to reflect on their emotions to improve wellbeing and resilience.

The resource will contribute towards nepacs' Reconnect: Heading Home programme, which works with men who are due for release to give them confidence to make the transition back into their community. The Reconnect: Heading Home programme overview is attached as an appendix.

The Timescales
The resource is to being delivered in the following phases:
January – April  
**Content creation Phase**
Five songs will be written and recorded by children and young people on the nepacs Youth Project. Fathers within HMP Kirklevington Grange are contributing to this process to ensure the songs created will resonate with dads.

**Key Outcome:** Five songs to act as creative inspiration and basis of resource.

April – June  
**Co Design Phase**
You will be supported to develop the content of the resource by
- nepacs Reconnect: Heading Home Worker
- Fathers within HMP Kirklevington Grange (Note: due to the short term nature of sentences we can’t guarantee that this will be the same men that were involved in the content creation phase).
- Songwriters and musicians.

We are working with an independent evaluator (Barefoot Research) who will be available to work with you to devise the impact methodology for the resource.

Once we have a better understanding of the format of the resource, we will recruit a graphic designer to work with you. They will be responsible for designing the layout of the resources produced to ensure they communicate in the most effective way with their intended users.

Note: fees for the evaluator and graphic designer are being paid via a separate budget. The costs of reproducing the resource are also being met by a separate budget.

**Key Outcome:** a draft version of the resource pack suitable for live deployment within HMP Kirklevington Grange and HMP Holme House.

July – August  
**Pilot Test Phase**
We will test the resource in two live settings with fathers within HMP Kirklevington Grange and HMP Holme House.

**Key Outcome:** an understanding of the key successes and challenges with using the resource activities in the context of the Reconnect: Heading Home programme.

September  
**Revision and launch phase**
You will be supported to amend the resource by the nepacs Reconnect Heading Home Worker and with access to the independent evaluator’s findings from the pilot test phase.
Key Outcome: a refined resource pack to be tested more widely within nepacs family support services across North East prisons.

Who is creating the creative resource?
The resource is being created by a partnership between nepacs and Helix Arts. It is funded by a grant from the National Offender Management Service Teesside Prison Reform cluster to support delivery within HMP Kirklevington Grange and HMP Holme House. We are part of a portfolio of projects nationally involved in the Ministry of Justice pilot for establishing reform prisons providing Governors autonomy over the services they commission.

Nepacs is a North East charity which has been supporting people affected by imprisonment for over 130 years. They aim to support a positive future for prisoners and their families in the north east of England by providing practical and emotional support. The impact of imprisonment can be devastating; their staff and volunteers provide friendship and support throughout this difficult time:
- from the courts in Teesside and Durham,
- to helping families to maintain contact during the prison sentence through prison visitors’ centres, family support workers, and child and youth projects,
- and then, at the end of the journey, offering prisoners and their families support and guidance about release from prison and resettlement in the community.

Helix Arts works with artists, in partnership with other organisations, to create opportunities for people to participate in ambitious arts activities. Helix Arts believes participation in creative activity is fundamental to the wellbeing of individuals and communities. They work across a range of art forms with people of all abilities and of all ages. Helix Arts’ participants say their confidence, motivation and skills are boosted. Fresh opportunities for employability are opened up and many move into education and training. For over 30 years Helix Arts has been at the forefront of deploying a participant centred approach that empowers participants to have creative control, explore their life experiences and create artworks that challenge perceptions – both their own and those of the wider community.

HMP Kirklevington Grange is an open adult male prison located within Yarm. It is a category D prison for men who usually have 4 months left to serve. The prison focuses on helping offenders to resettle in the North East England. It does this by actively encouraging them to participate in Community payback projects in the Teesside area, progressing to paid employment within the community and/or attendance at local colleges or university.

HMP Holme House is a Category B adult male prison located within Stockton on Tees. It is a large prison comprised of men on longer sentences and also serves to detain adult males on remand. The prison primarily serves the communities of Tees Valley, South West Durham, East Durham and North Yorkshire. The prison is divided into 7 self-contained living blocks including dedicated blocks housing vulnerable and older prisoners as well as a therapeutic community supporting offenders with drug misuse.
Why are we creating the resource?
Families are recognised by NOMS as a key asset in maintaining a safe and decent prison environment. A supportive family can make a large difference to prisoner mental health and wellbeing and provide positive outcomes for resettlement and desistence upon release. This project is designed to go beyond the acknowledged benefits of family contact. It is designed to challenge prisoners’ thinking about their actions and consequences for other people – in particular arguably the most important people in their lives: their children.

Most offender-focused interventions are made by professionals for prisoners. This resource seeks to provide a different sort of intervention, one that uses real life experience and authentic stories from the child's perspective, providing an opportunity for children’s voices to be heard by fathers afresh.

This resource will use song as a central component and creative/arts based approaches to provide gentle inroads for discussing difficult topics. Participatory arts present an opportunity for people to reveal how and why they are feeling they way they are in a safe place. Rooting the resource processes/activities in creative methodologies will provide an avenue for fathers to address the past one step removed from the traditional interview process.

Key considerations for the resource
Whilst the brief is open, there are a number of key considerations you should consider when developing your approach:

1. The content and activities of the resource should be inspired by and have the songs written/recorded by the young people at the heart.

2. The activities should use creative approaches, but those that can be deployed effectively and efficiently by non-arts professionals with no prior experience needed of using arts approaches when supporting adult males. Activities will need to be accompanied with clear delivery instructions.

3. The resources activities are to be used by family support workers and volunteers to open dialogue, support reflection on behaviours, build emotional resilience and be future focused.

4. The resource activities need to fit within the existing Reconnect: Heading Home programme structure (see appendix a)

5. The content created should be pertinent to fathers who are at the end of their journey within the criminal justice system:
   
   a. Fathers who are due for release to give them confidence to prepare for transition back into community (into the family home or not).
   b. Fathers on community resettlement programmes to help boost their resilience and support them to rebuild relationships with their children.
6. We anticipate that with the budget available, activities can be devised for five 2.5-hour workshops. Flexibility is key. Each activity should be stand alone, self-contained and achieve clear outcomes within the context of the Reconnect: Heading Home programme. Modules should provide a safe space to open up dialogue and close it down safely. Some consideration should be given to differentiated delivery. Activities should be non-judgemental.

7. The resource devised should provide a combination of activities that can be deployed in groups and in individual support sessions.

Dates for meeting with the fathers’ focus group are to be agreed with the appointee, nepacs and HMP Kirklevington Grange but are tentatively planned for 2pm – 4.30pm:
- Tuesday 25 April
- Tuesday 23 May
- Tuesday 13 June

We anticipate that up to 10 fathers will be available to take part in the focus groups. The men will volunteer to take part and we anticipate that they will be able to see the process of creating a resource pack through. The successful candidate will be supported by nepacs Family Support workers in HMP Kirklevington Grange who will be responsible for:
- Recruiting participants
- Supporting participant welfare during focus groups.
- Taking part in the focus groups and encouraging participants to do so.
- Acting as day-to-day liaison for any on the ground issues.

You will be supported to manage and administer the project by Kate Anderson, Helix Arts Senior Project Manager.

**The commission**

We are looking for someone (or a team of people) who:
- Is creative and is used to using creative approaches.
- Has experience of safely tackling sensitive issues with vulnerable groups using creative/arts methods.
- Has previous experience of writing activity based resource packs using a collaborative approach.
- Has knowledge, understanding and ideally experience of the delivery context of criminal justice sector services supporting adult male offenders resettlement.
- Is passionate about supporting fathers.
- Has empathy and understanding of challenges and issues facing young people.
- Has previous experience leading focus groups with vulnerable groups.
- Can demonstrate their ability to write ideas and activities in clear, concise and engaging ways.
- Has strong organisational skills with an ability to work to tight deadlines and within budget.
• Has strong communication skills.

As the resource developer position will involve going into the prisons, the contract is also subject to prison security clearance. The ideal candidate will already have this in place. Where this is not the case, this can take up to 4 weeks to complete. If you do have previous convictions, a period of 5 years must have elapsed since your last conviction or prison sentence and your record of previous convictions must not contain:
  • Sex offences
  • Offences against children
  • Dealing or supply offences

It is your responsibility to insure any equipment against loss or damages from fire, theft and other usual risks for the duration of the contract.

Submission
We invite you to submit a proposal to include the following
• A statement outlining your previous experience of undertaking similar commissions.
• Your approach to the development and writing of the resource:
  o Why you feel this is the best approach
  o How you will ensure that you continually involve the men and other partners.
• Outcomes you can achieve within the £4,000 budget outlining the number of days and timescale for your delivery.
• The roles you would like nepacs and Helix Arts to play.

DEADLINE FOR SUBMISSIONS: 12 Noon Thursday 2 March 2017

Please send all submissions to kate.anderson@helixarts.com or post to:
Kate Anderson
Senior Project Manager
Helix Arts
1st Floor, Broadacre House
Market Street
Newcastle upon Tyne
NE1 6HQ

For any enquiries or to request this information in a different format, please contact Kate Anderson on 0191 241 4931.

Shortlisted candidates will be invited for interview on Thursday 9 March 2017.
APPENDIX A

Re:connect programme content

Session 1 (prisoner only)
A rolling session whereby prisoners attend and decide whether they would like to engage in the full intervention
◊ “The journey for me” - an exploration of thoughts and feelings during different stages of the criminal justice system (arrest/court/custody/preparing for release)
◊ “The journey for my family” - an exploration of how the above stages have impacted on significant relationships
◊ Restorative Justice - what is it? How can it help me and my family?
◊ An overview of the remaining sessions (emphasis on session three)

Session 2 (prisoner only)
◊ Communication skills - effective communication (assertive/passive/aggressive)
◊ Factors that can impact communication
◊ Managing conflict
◊ Exploring concerns and expectations about release and resettlement
◊ Preparation work for session 3 (meeting with family members). Prisoners will be informed of the questions that will be asked of their relatives, expectation set for the session

Session 3 (prisoner and family members)
◊ This session will include family member(s)
◊ Facilitated by project workers/volunteers, family member(s) will be asked a set of pre-prepared questions regarding the impact of the custodial sentence on family functioning (adopting restorative justice techniques). Victim impact of offending will be explored from the perspective that family members are silent victims of crime
◊ Concerns and expectations - facilitated by project workers/volunteers, both parties are given the opportunity to share concerns and expectations regarding release. This will be a solution focused intervention and will involve signposting to local organisations
◊ Family members to share pre-prepared sheet regarding positive traits of prisoner (prior to offending behaviour)
◊ Nepacs family support worker (prison based) to check-in with prisoner post session as it is anticipated that this will be an emotive and thought provoking session
◊ Nepacs project worker/volunteer will continue to engage with family members(s) post session and offer support where appropriate

Session 4 (prisoner only)
◊ Reflection on session 3
◊ Perceived role in family post release
◊ Positive attributes/characteristics/skills for the role of “a good dad” for example
◊ How to build on positive identity post release