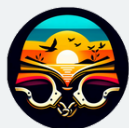


SEVEN PILLAR DISCLOSURE MODEL



SPÉIRE NUA
HELP, SUPPORT, ADVICE & GUIDANCE

The 7-Pillar Programme is central to the Spéire Nua transition framework - a tailored service provided to the participant through one-to-one mentoring, coaching and peer support. The pillars aim to provide a structure and process for the individual to establish goals, develop their personal capacity and prepare them for re-entry into society.

01

Interpersonal
Trust



02

Educational
Attainment



03

Health and
Wellbeing



04

Inspiration
and
Motivation



05

Self Direction



06

Resilience



07

Reflection





INTER - PERSONAL TRUST

PILLAR 01



Interpersonal Trust

The First Pillar: Interpersonal Trust Understanding the first pillar

The first pillar focuses on holistic wellbeing, which means taking care of a person's emotional, cultural, and psychological needs. It's about ensuring that someone feels understood and supported in all aspects of their life.

How we develop a narrative

To show that someone has worked on themselves according to this pillar, we tell their story in a way that highlights their growth and progress. Let's take an example:

Alex's story

Alex's journey to rebuilding trust begins with a focus on their overall wellbeing. This involves understanding and meeting Alex's emotional, cultural, and psychological needs. To achieve this, Alex works with a counsellor who carefully documents their progress.

They create a personalised support plan that addresses Alex's past traumas and current challenges. This plan includes regular counselling sessions, emotional support, and activities that respect Alex's cultural background.

As Alex follows this plan, they start to feel better emotionally and psychologically. The counsellor keeps detailed notes and assessments, showing the steps Alex is taking and the progress they are making. Alex also shares their experiences and improvements, providing valuable feedback that is included in their story.

Peer support

Another important aspect of Alex's journey is peer support. Alex joins our peer support group, where they connect with others who have similar experiences. They attend regular meetings and actively participate in discussions. The group provides a sense of community and mutual support, helping Alex feel less alone in their journey.

The peer support group keeps records of meetings and attendance, and peers share testimonials about the support they receive from each other. These testimonials and progress reports from peer mentors help to show how peer support contributes to Alex's overall wellbeing.



Resilience and coping

To further enhance their resilience, Alex participates in training sessions that teach them how to build relationships, manage emotions, and cope with stress. These sessions are designed to help Alex develop the skills needed to handle life's challenges effectively.

The training programmes include attendance records and outlines of the sessions, and Alex fills out self-assessment surveys to track their progress. Support workers also observe Alex's interactions and note their growth in resilience and coping skills.

Key feedback integration

Finally, Alex's journey includes integrating feedback to balance emotional support with education and skills training. Reports are created to show how these elements are combined to develop a culture of trust. Alex's progress reviews demonstrate improvements in trust and engagement in various environments.

Success stories and case studies are compiled to highlight Alex's holistic personal development and successful participation in the community. This comprehensive approach ensures that Alex's journey of rebuilding trust and achieving overall wellbeing is well-documented and supported.

Additional Support and Documentation

- Regular evaluations and therapy session notes document Alex's emotional and psychological progress, showing strategies addressing past traumas and challenges.

- Support workers' certificates from cultural competence training ensure culturally sensitive support for Alex's overall wellbeing.
- Documentation of peer support group structures, including meeting logs, ensures consistency and reliability in peer interactions.
- Logs tracking communication between Alex and peers provide insight into the support received and given within the group.
- Personalised coping strategies tailored to Alex's specific stressors are documented, highlighting techniques used to build resilience.
- Records of regular follow-up sessions show the evolution of Alex's resilience and coping skills over time.
- Detailed case studies highlight Alex's progress and transformation, including testimonials from Alex, their counsellor, peers, and support workers.
- Records of Alex's involvement in community activities, such as volunteering, demonstrate successful reintegration and application of skills developed.

By telling Alex's story in this way, we can clearly show how they have worked on themselves according to the requirements of the first pillar, focusing on holistic wellbeing and building a foundation of trust.



EDUCATIONAL ATTAINMENT

PILLAR 02

Educational Attainment



The Second Pillar: Educational Attainment Understanding the second pillar

The second pillar focuses on education attainment, which involves engaging with the community, enhancing employability, learning about entrepreneurship, providing practical support, and integrating feedback. This pillar aims to empower individuals through skill development, personal growth and community integration.

How we develop a narrative

To show that someone has worked on themselves according to this pillar, we tell their story in a way that highlights their educational achievements and community involvement. Let's take an example:

Jordan's story

Jordan is determined to improve their life through education and community involvement. The journey begins with community engagement. Jordan actively participates in various community service projects, volunteering, and local organisations. They spend hours helping out at community events and projects, earning participation certificates and letters of appreciation from local organisations.

Community leaders and project coordinators provide testimonials about Jordan's dedication and involvement.

Jordan's community service hours are carefully recorded, and these records, along with certificates and testimonials, help to show how engaged and committed Jordan is to giving back to the community.

Employability

Next, Jordan focuses on enhancing their employability by acquiring job-specific and general skills. They enrol in vocational training programmes and complete these courses, earning certificates. Over time, Jordan undergoes various skills assessments, which document their improvement and readiness for employment.

Employment readiness assessments and feedback from trainers highlight Jordan's progress and preparedness for the job market. These documents show that Jordan has acquired the necessary skills to excel in their chosen field.

Entrepreneurship

Jordan also explores entrepreneurship by participating in a Prisoner Reintegration and Entrepreneurship Programme (PREP). Here, they learn how to develop business plans and gain access to funding and non-financial business support. Jordan creates a solid business plan and secures funding to start their own business. Throughout this process, they receive mentorship and support from experienced business professionals.



Records of the business plan, funding received, and mentorship provided are kept to document Jordan's entrepreneurial journey. Success stories and progress reports, including financial statements, highlight Jordan's achievements as a new business owner.

Practical support

To prepare for life after release, Jordan engages in practical support sessions that build resilience and preparedness for potential obstacles like bias, stigma, and vetting. They attend training sessions on positive disclosure and handling secondary punishments, and they keep reflective journals about their behaviour and reactions to challenging situations.

Case studies and follow-up reports document how Jordan manages rejection and other post-release challenges, showing their growth and resilience.

Key feedback integration

Throughout this journey, Jordan's education and skill development are guided by their personal interests and stakeholder feedback. This is the focus of key feedback integration. Jordan creates an individual development plan that aligns educational activities with their interests. Surveys and feedback forms show Jordan's satisfaction with the education and training programs they participate in.

Progress reports link Jordan's personal interests to their educational and professional achievements, demonstrating a holistic and personalised approach to their development.

Additional Support and Documentation

- Jordan's participation in community service projects is recognised through certificates and letters from local organisations, showcasing their dedication and involvement.
- Jordan completes vocational training programmes, earning certificates that demonstrate their job-specific and general skills.
- Assessments and feedback from trainers document Jordan's improvement and preparedness for the job market, highlighting their readiness for employment.
- Records from training sessions on positive disclosure and handling secondary punishments demonstrate Jordan's preparation for life after release.
- Jordan keeps reflective journals about their behaviour and reactions to challenging situations, providing insights into their growth. Case studies document how they manage rejection and other post-release challenges.
- Jordan creates personalised development plans that align educational activities with their interests, guiding their education and skill development.
- Surveys and feedback forms document Jordan's satisfaction with education and training programmes, highlighting the effectiveness of aligning these programmes with their interests.

By telling Jordan's story in this way, we can clearly show how they have worked on themselves according to the requirements of the second pillar, focusing on education attainment and building a foundation for a successful and fulfilling life.



HEALTH AND WELLBEING

PILLAR 03



Health and Wellbeing

The Third Pillar: Health & Wellbeing Understanding the third pillar

The third pillar focuses on health and wellbeing, highlighting the importance of maintaining mental health, building practical skills and qualifications, establishing strong social support networks, and participating in mental, physical, and emotional health programmes.

How we develop a narrative

To show that someone has worked on themselves according to this pillar, we tell their story in a way that highlights their health and wellbeing journey. Let's take an example:

Taylor's story

Taylor's journey to health and wellbeing begins with a focus on maintaining wellbeing. Whilst in prison, Taylor struggled with mental health conditions like depression, anxiety, and PTSD. To manage these conditions, Taylor worked closely with counsellors and psychologists who created detailed mental health assessment records and treatment plans. Taylor participated in mental health programmes and therapy sessions regularly, which were logged to track attendance.

Over time, Taylor's progress is documented in client progress reports, showing significant improvements in managing mental health conditions. These records highlight how Taylor's mental health has improved through consistent effort and support.

Wellbeing outside

As Taylor prepared for release, the focus shifted to wellbeing outside prison. Taylor enrolled in programmes that built practical skills and qualifications, particularly in fitness, sports, and nutrition. Taylor successfully completes STEP (Sports transition to education programme) and earns a Level 5 qualification in sports and recreation. They also participated in nutrition programmes, earning certificates for completing related courses.

Social support

Understanding the importance of social connections, Taylor works on establishing and maintaining a strong social support network. They join social support groups and community organisations, regularly attending meetings and events. Participation records show Taylor's active involvement, and testimonials from family, friends, and community members highlight Taylor's successful social integration.

Social workers and support officers document Taylor's social interactions and the development of their support network in detailed case notes, showing the positive impact of these connections on Taylor's wellbeing.



Holistic approach to wellbeing

To ensure a balanced approach to wellbeing, Taylor engages in a holistic approach that integrates mental, physical, and emotional health programmes. Comprehensive health and wellbeing plans are created, including mental health counselling, fitness programmes, and nutritional education.

Progress reports show improvements in both mental and physical health indicators, demonstrating how the integrated approach has positively impacted Taylor's overall wellbeing.

Feedback forms from Taylor and stakeholders, along with programme evaluations, highlight the effectiveness of integrated mental and physical health programmes. Case studies and success stories showcase the impact of a holistic approach to wellbeing, underscoring Taylor's progress and achievements.

Additional support and documentation

To further support Taylor's journey:

- Incident reports show a reduction in mental health crises, thanks to mindfulness coaching and consistent mental health support.
- Educational transcripts reflect Taylor's pursuit of further education in sports, recreation, or nutrition.

- Family therapy session records and community reintegration plans illustrate the development of Taylor's social support network.
- Logs track Taylor's regular attendance and participation in mental health programmes and therapy sessions, demonstrating their commitment to managing their mental health.
- Detailed records from counsellors and psychologists document Taylor's mental health conditions and the treatment plans designed to address them, including progress reports showing improvements over time.
- Taylor's completion of the STEP programme and nutrition courses are documented with certificates, highlighting their acquisition of practical skills and qualifications in fitness, sports, and nutrition.
- Records of Taylor's active involvement in social support groups and community organisations, along with testimonials from family, friends, and community members, highlight their successful social integration.

By telling Taylor's story in this way, we can clearly show how they have worked on themselves according to the requirements of the third pillar, focusing on health and wellbeing and building a foundation for a healthy and fulfilling life.



INSPIRATION AND MOTIVATION

PILLAR 04

Inspiration and Motivation



The Fourth Pillar: Inspiration & Motivation Understanding the fourth pillar

The fourth pillar focuses on inspiration and motivation, emphasising engagement with positive role models, creating supportive environments, setting and achieving personal goals, taking personal responsibility, and integrating creativity for motivation and self-discovery.

How we develop a narrative

To show that someone has worked on themselves according to this pillar, we tell their story in a way that highlights their journey of inspiration and motivation. Let's take an example:

Casey's story

Casey's journey to finding inspiration and motivation begins with engagement with positive role models.

Casey meets regularly with mentors who have successfully navigated similar challenges and achieved success. These mentoring sessions are carefully documented, and Casey reflects on the impact these role models have on their motivation and outlook. Testimonials from Casey highlight how these role models have inspired them to stay positive and focused on their goals. Biographies and profiles of the role models involved in the programme showcase their success stories, reinforcing their influence on Casey.

Supportive Environments

Next, Casey builds a strong supportive environment with the help of family, friends, community organisations, and support groups. Casey participates in various support groups and community activities, and these interactions are recorded to show consistent engagement. Family therapy sessions also play a significant role in strengthening Casey's support network. Feedback from Casey underscores the importance of this support system, and case notes from support workers detail the development and impact of these supportive environments on Casey's wellbeing.



Goal setting

Casey then focuses on goal setting by defining and working towards personal goals that give a sense of purpose and direction. Together with counsellors, Casey creates individual goal-setting plans with clearly defined, measurable objectives. Progress reports document Casey's achievements, such as working on their employability or improving their education. Casey also keeps a journal to reflect on their goal-setting process and track their progress, providing valuable insights into their journey towards achieving their goals.

Personal responsibility

As part of their journey, Casey demonstrates personal responsibility by taking ownership of past mistakes and committing to self-improvement. Casey writes personal responsibility statements and acknowledgments, which are included in their records. Counsellors and mentors provide reports on Casey's progress in taking responsibility for their actions. Additionally, Casey actively participates in self-improvement activities and programmes, further demonstrating their commitment to personal growth.

Key feedback integration

Creativity plays a significant role in Casey's development, as emphasised by the benchmark of key feedback integration. Casey participates in various creative and cultural activities, such as theatre, music, and art programmes. Records of these activities, along with client feedback forms, highlight the positive impact of creativity on Casey's personal development. Success stories and case studies demonstrate how creative outlets have enhanced Casey's motivation and self-discovery.

Additional support and documentation

To further support Casey's journey:

- Visual progress charts and goal tracking tools used by Casey highlight their achievements and milestones.
- Participation in restorative justice programmes and reflective essays document Casey's commitment to personal responsibility.

By telling Casey's story in this way, we can clearly show how they have worked on themselves according to the requirements of the fourth pillar, focusing on inspiration and motivation and building a foundation for a fulfilling and empowered life.



SELF DIRECTION

PILLAR 05

Self Direction



The Fifth Pillar: Self-Direction Understanding the fifth pillar

The fifth pillar focuses on self-direction, highlighting self-awareness, goal setting, self-motivation, adaptability, and the integration of feedback to develop agency and practical skills.

How we develop a narrative

To show that someone has worked on themselves according to this pillar, we tell their story in a way that highlights their journey towards self-direction. Let's take an example:

Riley's story

Riley's journey to self-direction begins with developing self-awareness. Riley works closely with counsellors and personal development workers to understand their personal strengths, weaknesses, and values.

They complete self-assessment tools and personal reflection exercises, documenting their journey of self-discovery in journals and diaries. Counsellors provide reports on Riley's progress in self-awareness, highlighting the insights and growth achieved over time.

Goal setting

Next, Riley focuses on goal-setting, learning to set and work towards achievable personal goals. Together with their counsellors, Riley creates individual goal setting plans with clear, measurable objectives. Progress reports document Riley's achievements, such as securing housing and completing courses. Riley reflects on their goal-setting process and outcomes, providing feedback on what worked and what challenges they faced. These reflections help to fine-tune their approach to achieving goals.

Self-motivation

Maintaining self-motivation is key to Riley's journey. They participate in personal development sessions focused on building self-motivation and commitment to long-term goals. Logs of these sessions, along with testimonials from mentors and peer support networks, highlight Riley's sustained motivation and perseverance.



Records of milestone achievements and strategies used to stay motivated further demonstrate Riley's dedication to their personal growth.

Adaptability

Riley also works on becoming more adaptable, learning to embrace new experiences and adapt to changing environments. Case notes from ISM (Integrated Sentence Management) Officers and development workers document Riley's adaptability and openness to new ideas.

Reports on Riley's participation in diverse activities, such as job readiness programmes and educational courses, show how they have embraced change and overcome challenges. Riley provides feedback on their experiences, sharing how they have adapted and what they have learned from these changes.

Key feedback integration

Throughout this journey, Riley focuses on integrating feedback to develop agency, efficacy, and practical skills for self-direction and management. They participate in training sessions for independent living skills and job readiness programmes. Surveys and feedback forms indicate improvements in Riley's self-agency and self-efficacy.

Success stories and case studies illustrate how Riley has practically applied these skills to manage their life effectively.

Additional support and documentation

To further support Riley's journey:

- Personal development plans highlight Riley's strengths, weaknesses, and values.
- Reflective essays and assignments provide deeper insights into Riley's self-awareness journey.
- Certificates of achievement celebrate Riley's milestones and completed goals.
- Attendance records for motivational workshops and seminars showcase Riley's commitment to staying motivated.
- Records of participation in activities outside Riley's comfort zone demonstrate their adaptability.
- Peer reviews and group feedback sessions offer additional perspectives on Riley's efforts towards self-direction.

By telling Riley's story in this way, we can clearly show how they have worked on themselves according to the requirements of the fifth pillar, focusing on self-direction and building a foundation for a successful and self-managed life.



PILLAR 06

Resilience



The Sixth Pillar: Resilience Understanding the sixth pillar

The sixth pillar focuses on resilience, laying emphasis on perseverance, building a strong support network, resourcefulness, emotional regulation, and integrating feedback to provide personalised and empathetic support.

How we develop a narrative

To show that someone has worked on themselves according to this pillar, we tell their story in a way that highlights their journey towards resilience. Let's take an example:

Cameron's story

Cameron's journey to resilience begins with developing perseverance. Cameron faces numerous obstacles and setbacks but demonstrates persistence in overcoming them.

Support workers document these instances in detailed case notes, while Cameron keeps a journal to record the challenges faced and efforts made to overcome them. Testimonials from peers and mentors highlight Cameron's persistence and determination, showcasing their unwavering spirit.

Support network

Next, Cameron focuses on establishing and maintaining a strong support network. Cameron participates in support groups, family therapy sessions, and community organisations, all of which are meticulously recorded. Family members, friends, and peers provide feedback on the support given and received, underscoring the network's positive impact on Cameron's journey. Case notes highlight the crucial role of this support network in helping Cameron navigate challenges and stay resilient.

Resourcefulness

Cameron also learns to be resourceful, effectively utilising available resources and creating new opportunities. Logs of resources accessed, such as educational programmes, mental health services, and financial assistance, demonstrate Cameron's proactive approach. Reports from support workers and counsellors highlight Cameron's resourcefulness and problem-solving abilities.



Examples of new opportunities created by Cameron, such as starting a new hobby or joining a new club, further illustrate their initiative.

Emotional regulation

Managing emotions and stress is another critical aspect of Cameron's journey. Through participation in emotional regulation and stress management workshops, Cameron learns to regulate their emotions effectively. Participation records from these workshops, along with reports from mental health professionals, document Cameron's progress. Self-assessment tools and surveys completed by Cameron provide additional insights into their emotional regulation skills.

Key feedback integration

Throughout this journey, Cameron receives bespoke support tailored to their individual needs, with a holistic and empathetic approach. Personalised support plans are developed in collaboration with Cameron, addressing their unique needs. Feedback forms indicate Cameron's satisfaction with the holistic approach, and progress reports show the impact of these bespoke supports on their resilience and overall wellbeing.

Additional support and documentation

To further support Cameron's journey:

- Awards and recognitions celebrate Cameron's achievements in overcoming significant challenges.
- Logs of peer-to-peer support interactions and evaluations from support group facilitators show the effectiveness of Cameron's support network.
- Evidence of Cameron's proactive engagement in skill-building and training opportunities demonstrates their resourcefulness.
- Documentation of mindfulness and coping strategy sessions, along with observational notes from support workers, illustrate Cameron's progress in emotional regulation.
- Multi-disciplinary team meeting minutes discuss Cameron's individual support needs, while comparative analyses of outcomes before and after implementing bespoke supports highlight the benefits.

By telling Cameron's story in this way, we can clearly show how they have worked on themselves according to the requirements of the sixth pillar, focusing on resilience and building a foundation for a stable and empowered life.



REFLECTION

PILLAR 07

Reflection

The Seventh Pillar: Reflection Understanding the Seventh Pillar



The seventh pillar focuses on reflection, emphasising honesty, empathy, integrating reflection with goal-setting, providing support, and understanding the individual's overall journey to facilitate behavioural change and lifestyle transition.

How we develop a narrative

To show that someone has worked on themselves according to this pillar, we tell their story in a way that highlights their journey of reflection. Let's take an example:

Sam's story

Sam's journey to reflection begins with the practice of honesty. Sam is encouraged to take responsibility for past actions and acknowledges these in personal reflection journals and essays. These writings detail the consequences of their actions, showing a deep understanding and acceptance of past behaviours.

Counsellors document sessions focused on honesty, and Sam provides testimonies demonstrating their commitment to this process. These writings detail the consequences of their actions, showing a deep understanding and acceptance of past behaviours. Counsellors document sessions focused on honesty, and Sam provides testimonies demonstrating their commitment to this process.

Empathy

Next, Sam works on developing empathy and understanding the impact of their actions on others. Participation in empathy-building workshops and restorative justice programmes helps Sam gain insights into the harm caused. They write reflections and essays on the impact of their actions on victims, expressing feelings of remorse. Feedback from facilitators and counsellors highlights Sam's progress in developing empathy, showcasing a genuine transformation.

Reflection and goal setting

Sam integrates reflection with goal setting, focusing on education, employment, and personal growth. During reflection sessions, Sam creates individual goal setting plans with detailed educational, employment, and personal goals.



Progress reports document the achievement of these goals, showing the positive impact of reflective practices. Sam provides feedback on the effectiveness of combining reflection with goal setting, highlighting how this approach has guided their personal development.

Support

To support Sam's reflection process, they receive counselling, therapy, and participate in support groups. Attendance records from these sessions, along with case notes from counsellors and therapists, document the support provided and Sam's progress. Feedback forms from Sam indicate the perceived value and impact of this support, highlighting how it has helped them navigate their journey of reflection.

Key feedback integration

Throughout this journey, Sam's overall progress is tracked through key feedback integration. Comprehensive case management plans outline Sam's journey, key milestones, and necessary support interventions. Evaluations from resettlement services assess the effectiveness of the support provided in facilitating behavioural change.

Success stories and case studies demonstrate Sam's

journey and the role of reflection in their progress, showcasing their transformation and growth.

Additional support and documentation

To further support Sam's journey:

- Detailed personal history assessments acknowledge past behaviours and their consequences.
- Letters or statements of responsibility written by Sam show their commitment to honesty.
- Participation certificates from restorative justice programmes and victim impact panels highlight Sam's engagement in empathy-building activities.
- Facilitator reports on empathy exercises and their outcomes document Sam's progress.
- Logs of peer support interactions and outcomes demonstrate the effectiveness of support networks.
- Peer reviews and group discussions provide insights into the effectiveness of reflective practices in achieving behavioural change.

By telling Sam's story in this way, we can clearly show how they have worked on themselves according to the requirements of the seventh pillar, focusing on reflection and building a foundation for critical thinking, self-awareness, and continuous personal and professional development.