

# THEORY OF CHANGE

HOW OUR PROGRAMMES AMPLIFY THE ASPIRATIONS OF PRISONERS, EX-PRISONERS AND YOUNG PEOPLE



## MUSIC IN PRISONS

- Open to all prisoners
- Intensive projects
- And/or Musician in Residence weekly music sessions

## SOUNDING OUT

- For ex-prisoners who have participated in Music in Prisons
- Two year training programme

## MAKING TRACKS

- For 16-25 years olds not in education, employment or training
- Intensive week plus follow up sessions and personal development support

### TAKING PART IN OUR PROJECTS LEADS TO...



#### OPPORTUNITY TO EXPRESS



#### LEARNING BY STEALTH



#### INCREASING SELF-EFFICACY & CONFIDENCE



#### NEW IDENTITY



#### NEW ASPIRATIONS

### LONG-TERM OUTCOMES

#### STARTING POINT FOR PARTICIPANTS...

- STIGMATISED INDIVIDUALS ON THE FRINGES OF SOCIETY
- NEGATIVE EXPERIENCES OF FORMAL EDUCATION
- LACKING IN SKILLS, SELF-CONFIDENCE AND ASPIRATIONS



## OUR VALUES

### QUALITY

Professionalism and excellence underpin every aspect of our work

### DIVERSITY & EQUALITY

In both the programmes we deliver and in the range of people we engage with

### HUMANITY

Showing compassion, empathy and understanding and promoting well-being

### FAIRNESS

Promoting equality and mutual respect; working towards relationships that are inclusive, trusting and that encourage participation

### FUN

Recognising the value of enjoyment in creating a friendly, positive and productive working environment

### CREATIVITY

Encouraging a safe and supportive space for experimentation and innovation

### DEVELOPMENT

Responding to the developmental needs of individuals, the organisation (via research, evaluation and CPD) and the sector (by sharing practice)

## OUR MISSION

To inspire positive change in individuals in and on the fringes of the Criminal Justice System through creating original music

## OUR VISION

A safer and more just society

**CHANGED MINDSET, READY TO TAKE ON NEW CHALLENGES**

**INCREASED SKILLS (INTERPERSONAL & MUSICAL) & ASPIRATIONS**

**IN EDUCATION, EMPLOYMENT OR TRAINING**

#### Outputs

What ITT enables participants to do

#### Outcomes

Changes participants experience as a result