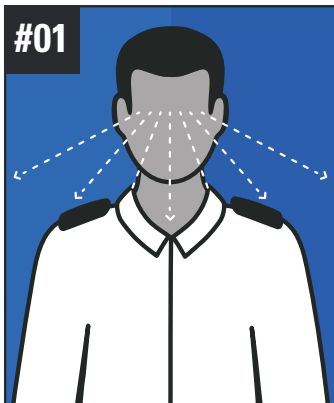


LEADING PRISON LANDINGS: The Strategies

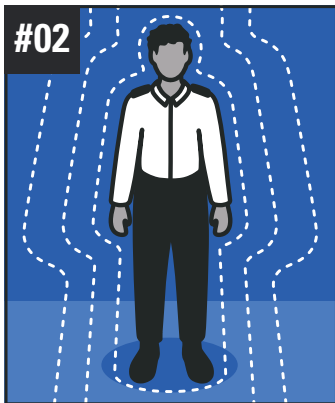
This resource has been developed by Unlocked Graduates and outlines 24 strategies for transformative prison practice.

These are underpinned by four underlying principles to support you to build powerful relationships with those in your care: being procedurally just, treating every moment as an opportunity, being warm whilst maintaining boundaries, and meeting needs with consistency.



#01 RADAR AND BE SEEN LOOKING

Scan your surroundings often and let prisoners see you doing it.



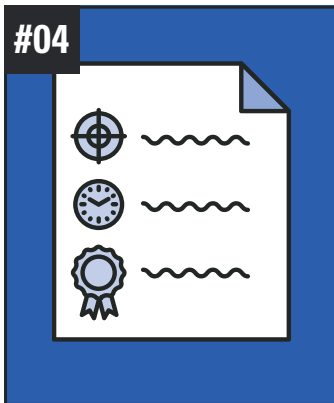
#02 ASSERTIVE BODY LANGUAGE

Stand in a confident, balanced and relaxed posture.



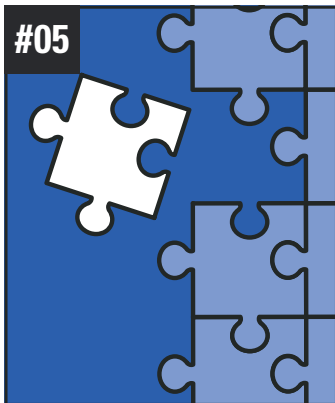
#03 STRONG VOICE

Speak in an authoritative tone at a measured pace.



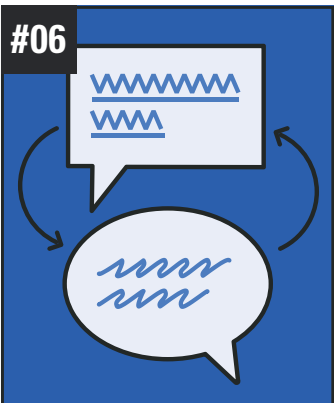
#04 CLEAR DIRECTIONS

Provide specific instructions, stating what you would like to see happen, so that prisoners know exactly what to do, and you are able to check.



#05 PURPOSE NOT POWER

Explain the reason behind your decisions, actions and requests so that the prisoner understands why something needs to be done.



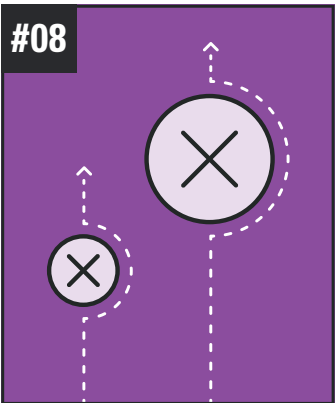
#06 CODE SWITCHING

Shift your tone and word choice between casual and formal to match the situation and your intent.



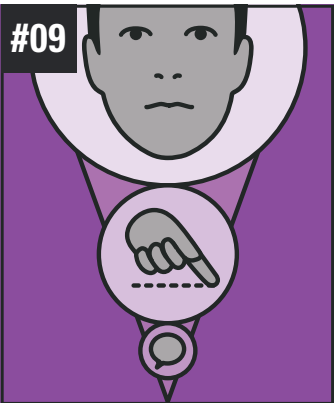
#07 WARM / FIRM

Be warm and firm to maintain high expectations and build strong relationships whilst holding prisoners accountable.



#08 PRE-EMPTING PROBLEMS

Spot potential issues before they emerge, then remind or redirect prisoners in order to prevent them.



#09 LEAST INVASIVE INTERVENTION

Address poor behaviour using the least public, confrontational or controlling approach to minimise disruption or drawing attention to issues.



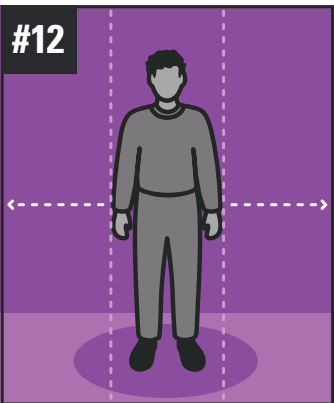
#10 EMOTIONAL CONSTANCY

Keep your emotional display measured in order to project calm, maturity and authority.



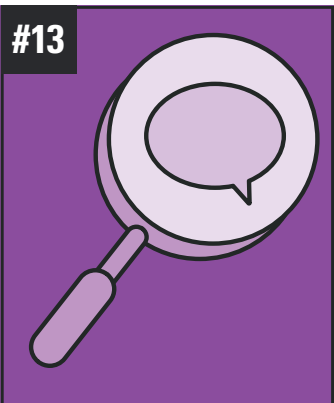
#11 GIVING EFFECTIVE CONSEQUENCES

Narrate the situation and outcome to a prisoner, assume positive intent, and choose words that de-escalate.



#12 CREATE SPACE TO DE-ESCALATE

Separate a prisoner from the incident, so they can calm down before you discuss what happened.



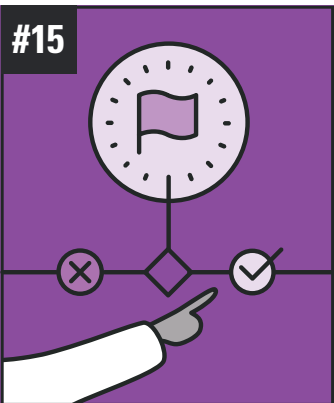
#13 IDENTIFY WANTS

Find out what is driving behaviour by asking the prisoner and reading non-verbal cues.



#14 TACTICAL AGREEMENT

Where you can, agree with a point or concern a prisoner raises to help de-escalate before deciding next steps.



#15 CLARIFY EXPECTATIONS

State exactly what you expect from a prisoner, using clear language and explaining the purpose.

PREVENTING AND ADDRESSING CONFLICT



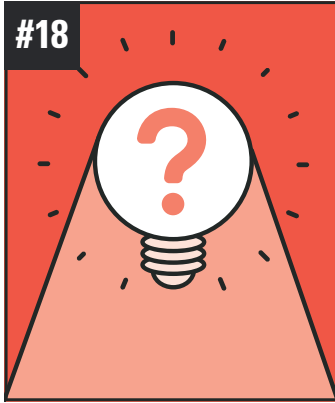
#16 GIVE CHOICES

Offer a range of options and invite a prisoner to act appropriately by committing to one.



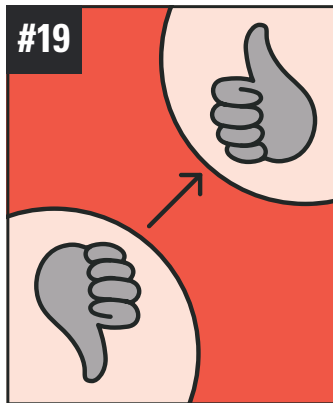
#17 ACTIVE LISTENING

Focus on understanding what a prisoner is saying and thinking, not just on your own response.



#18 SOCRATIC QUESTIONS

Ask questions to help a prisoner think through their actions and choices to reach their own conclusions.



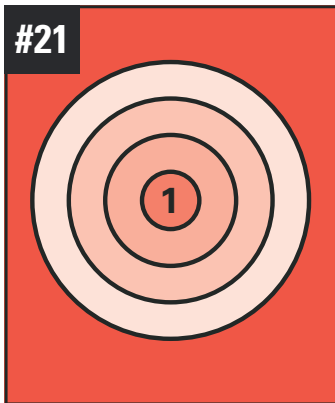
#19 NEGATIVE TO POSITIVE

Redirect a prisoner's negative thoughts towards realistic optimism and positive action.



#20 COMMITMENT TO CHANGE

Work with a prisoner to build motivation and concrete plans for change, supporting them with any setbacks.



#21 SETTING GOALS AND RECOGNISING PROGRESS

Help a prisoner set manageable, meaningful goals and celebrate their successes.



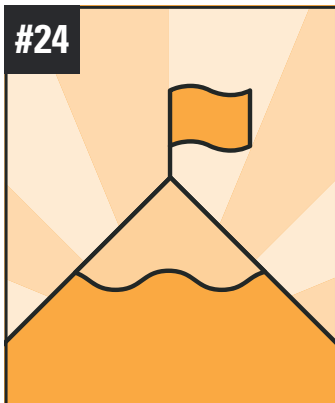
#22 PRECISE PRAISE

Look out for praiseworthy behaviour and progress; pinpoint exactly what the prisoner is doing well when giving praise.



#23 ROLLING WITH RESISTANCE

Meet resistance calmly and curiously, setting your own emotions aside to understand and encourage a prisoner.



#24 SUSTAIN YOURSELF AND BUILD TO IMPACT

Manage your emotions, stick to your standards, look after yourself and work to increase impact.

PROMOTING CHANGE

SUSTAINING YOURSELF