



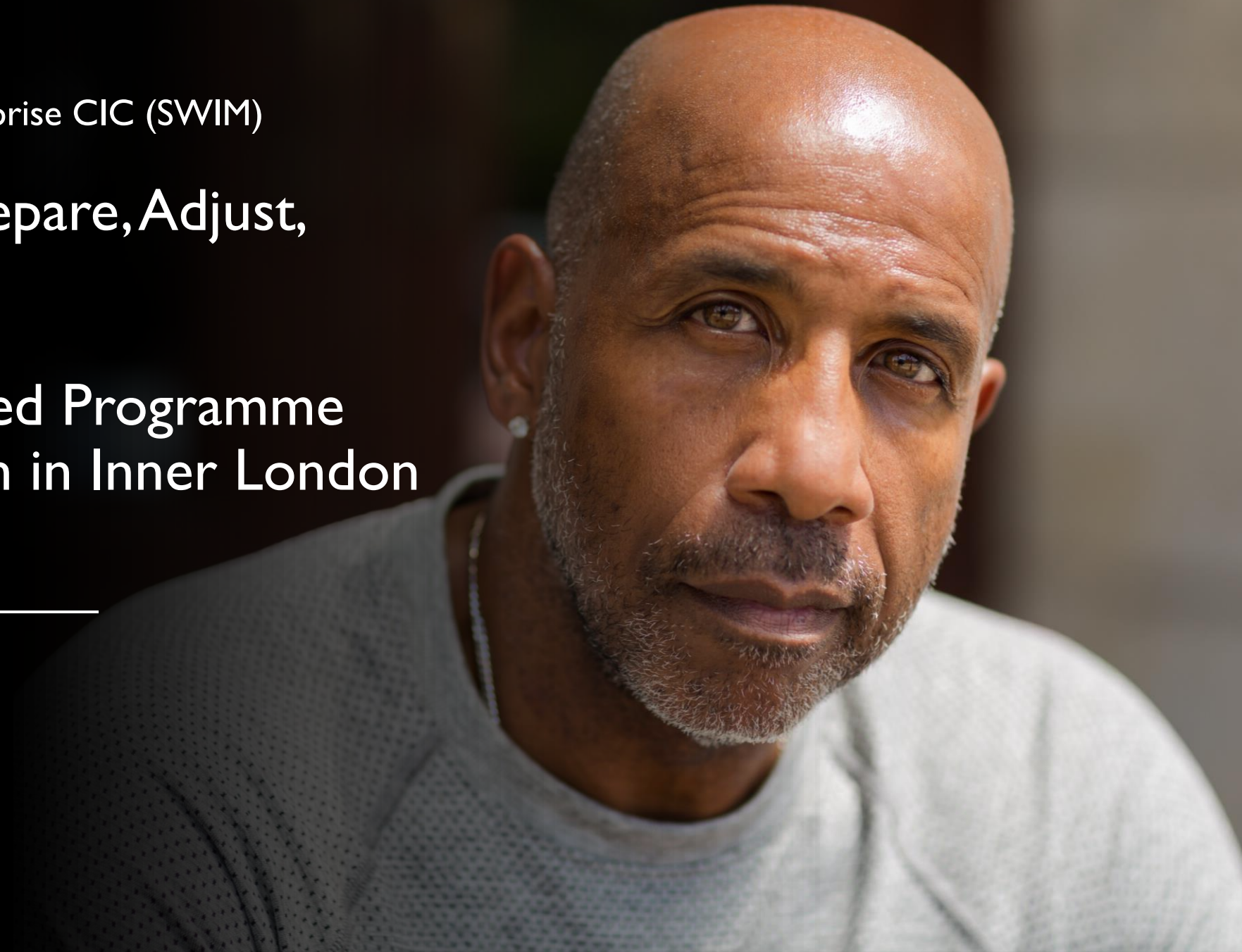
Support When It Matters Enterprise CIC (SWIM)

Project ADDER- Prepare, Adjust, Contribute, Thrive

A Culturally Informed Programme
for Older Black Men in Inner London



SWIM
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About SWIM

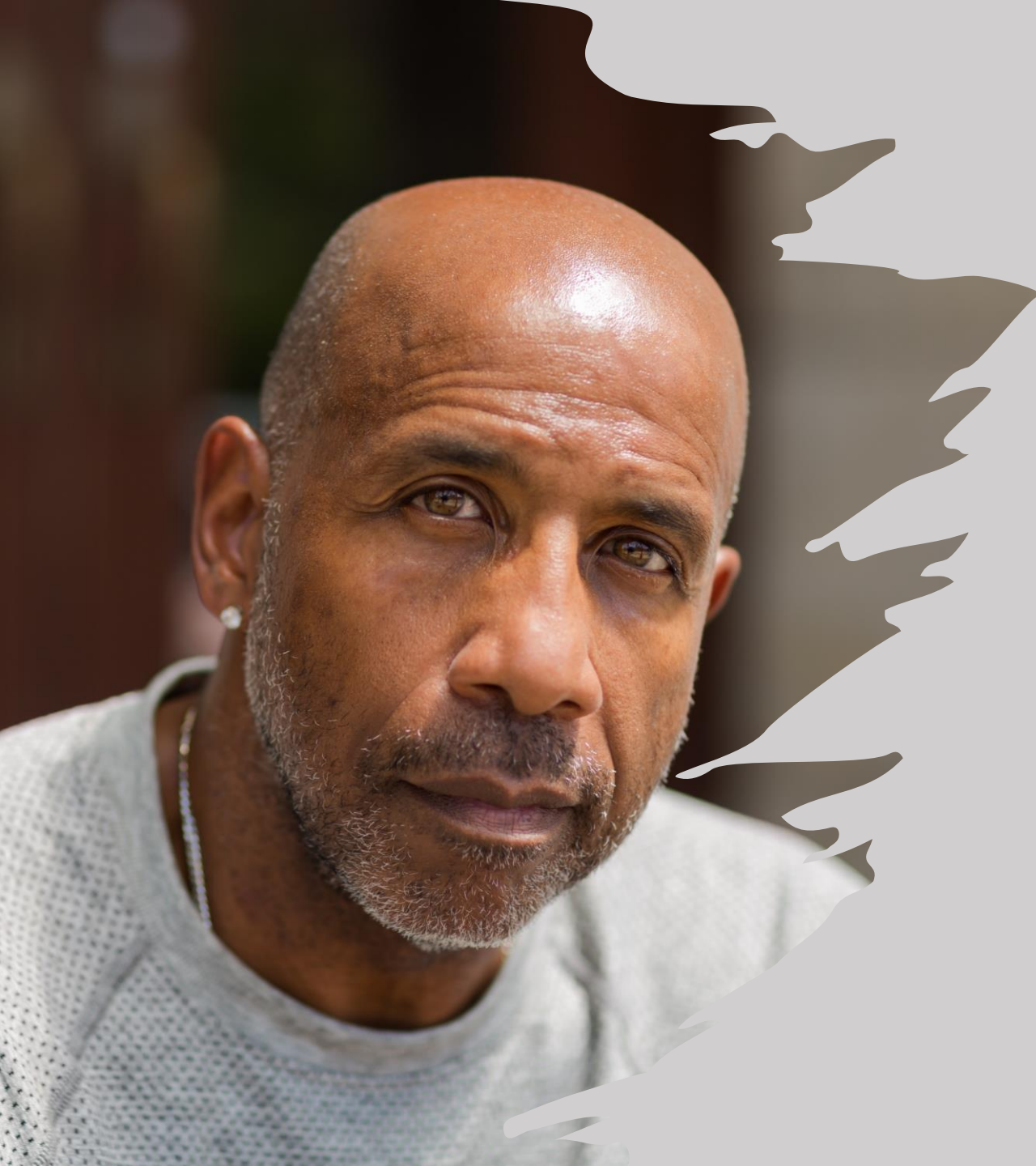
We provide “support when it matters”

We look, sound and experience life the same as the people we support

ADDER: enhanced treatment and recovery provision, housing and employment support

City & Hackney IAPT: reducing reliance on antipsychotics

DWP: moving people closer to employment



Target recipients

Primary beneficiaries

Up to 360 men from African, Caribbean and Dual Heritage ACDH backgrounds due for prison release, on probation and/or at risk of re-offending

Secondary beneficiaries

Probation and resettlement teams

Health, mental health services

2 Cultural Competence / Unconscious Bias workshops per PDU per year



Target recipients

ADDER_ACDH men

Reluctant to engage with resettlement services

Perceive support as ineffective and culturally uninformed

Higher reoffending rates than other groups

Less likely to engage with mental health services

Resettlement services

Lack relatability to connect and motivate

Activities

ADDER - PACT

10-week programme of culturally informed 1:1 and group interventions for client to:

- **Prepare** by stabilising their housing, relationships, finances and health
- **Adjust** by developing a new prosocial identity
- **Contribute** by moving closer to voluntary or paid activity
- **Thrive** by sustaining stable, independent lives





Activities

PREPARE

- Identify prospective PACT clients
- Assessment of life skills, aspirations, health, mental health
- Support to secure an address, benefits and other assistance
- Register for GP, mental health and services
- Co-design a personalised life plan using Virtual Campus and Assess Plan Track (APT), developed by SWIM with MegaNexus

Activities

ADJUST

- Co-produce a group charter with PACT peers
- Weekly group discussions with facilitator on faith; family; inter-generational role models; masculinity; physical coercion and Black identity
- Talks from speakers with lived experience of recovery and Criminal Justice System
- Facilitated group work on acceptance and commitment to change exercise
- Individualised risk and trigger management plans
- Three-way meetings with client and recovery worker
- Take-away programme materials (Self Support Tool and Journal)
- Additional 1:1 support as required





Activities

CONTRIBUTE

- Dedicated session exploring barriers to employment
- Review APT digital assessment and refine ETE-related goals
- CV development and volunteering job application practice
- Identify ETE and volunteering pathways and opportunities
- Enrol clients in coaching and training to prepare for work/volunteering



Activities

THRIVE

- Review progress
- Source opportunities (DWP, local businesses, New Futures Network)
- Keynote and activity: lived experience of recovery, people we admire
- Goal setting: my contribution to community and family
- Summary reflection



Outcomes

- Confidence and willingness to engage with probation and other services
- New self-identity that eschews offending and anti-social behaviour
- Strategies to move away from drug and alcohol misuse
- Strategies to revisit and rebuild family and social relationships positively
- Resilience to manage setbacks without triggering self-destructive behaviour
- Platform for sustaining a law-abiding lifestyle and economic independence

Evidence

“Within the London Borough of Hackney we have been working with SWIM as part of our **ADDER** project. SWIM delivered the proactive PACT service to better engage individuals from within these groups, utilising culturally sensitive/understanding models of support to drive uptake of support and equitable access to services.

Through their work with the borough SWIM have gone above and beyond, palpably wanting to make sure that services across the borough offer the best possible support to individuals. They have, in this regard, provided vital additionality of service to help better increase access to treatment for substance use, and to ensure that individuals move away from criminality and into desistance. They have been extremely successful in this, and of particular note is their willingness to offer support to individuals currently within the secure estate system to create a clear pathway into community upon release.

It is safe to say that SWIM have been a linchpin throughout our **ADDER** work, and have not only helped individuals through their direct work but have ensured that other services develop their approach to working with global majority ethnic groups, helping us to further think about the role of services in engaging individuals with different cultural backgrounds and connections to heritage from beyond the borders of the UK.”

Simon Young
Health Systems Coordinator- Substance Misuse

Evidence



“I have worked with SWIM as a partner organisation in Hackney, specifically under the **ADDER** offending pathway for complex substance misuse cases.

SWIM is a highly valued partner in multi-agency working, both attending panels and working face to face with clients. They are always willing to work collaboratively and have often gone above and beyond what is required in their work with clients.

Their work is characterised by a positive, action-focused approach that responds to client needs whilst remaining balanced and realistic about achievable outcomes.

They are an invaluable asset supporting the Probation Service and other agencies in Hackney to rehabilitate residents in need.”

*Chris Fawcett
Senior Probation Officer – Hackney (HAC4)*



Evidence

“I am Matthew Lever and I am a Detective Sergeant in the Met Police. I have been a Police Officer for 17 years. Currently I manage the **Integrated Offender Management (IOM) police teams for Hackney and Tower Hamlets**, and have done so since April 2020. Each team comprises four police constables under my command.

Hackney IOM has been working with SWIM Enterprises since June 2021. Since then SWIM has become a close, valued and trusted IOM partner organisation. I have personally seen the value that SWIM has added to IOM in Hackney. This is due in no small part to the excellent practitioners which SWIM use to engage with clients effectively. SWIM’s practitioners are professionals who have lived experience and I have found that clients relate to them and they are able to build constructive relationships which allows delivery of effective support. This help focuses on reducing reoffending and with drug, alcohol and mental ill-health and is wholly in-step with the goals and focus of IOM and is, in my view, second to none and I have witnessed how effective this is first-hand.

SWIM offers practical assistance and has the ability to advocate on a one-to-one basis for their clients, assisting with benefits applications, practical help for housing and being a source of mentorship. SWIM provide a dedicated IOM practitioner who attends the weekly multi-agency IOM drop-in day at Hackney Customer Service Centre and now also sit as a valued partner on the monthly Hackney IOM Panel Meeting.

Hackney IOM has benefited most positively by having SWIM on board as a partner. However, the real beneficiaries are offenders whose lives they are actively changing and the wider community in Hackney by helping to reduce reoffending.“

*Detective Sergeant Matthew Lever
Integrated Offender Management | Hackney & Tower Hamlets (CE – BCU)*



Evidence

“The practical and emotional support SWIM has provided to individuals from ACDH communities has been invaluable in Hackney. Within the criminal justice setting their support has provided individuals with a platform with which not only to access further support in a multitude of different settings, but has also provided individuals with the tools and confidence to lead a healthy life away from crime.

They achieve this by contributing to a holistic multi-agency approach and by building effective client / practitioner relationships. SWIM have consistently shown their tenacity in putting the needs of their client first - which has been pivotal in turning lives around.”

Jason Foster

*Criminal Justice Coordinator
City and Hackney Public Health*

Maintaining appropriate knowledge and skills

All Practitioners and Support Workers train in:

- Safeguarding
- Health and safety
- Trauma-informed psychosocial interventions
- Peer-to-peer and group facilitation
- EDI and unconscious bias
- Mental health first aid

Service managers and leads are completing NVQ and Social Care diplomas



Tailored to individual and group needs

- Initial OASYS assessment identifies welfare, health, mental health and cultural needs
- Assessment also identified needs related to neurodiversity and other hidden disabilities
- Mix of interventions, 1:1 and groupwork tailored to respond to individual assessment
- APT assessment determines ETE activities and longer-term work, volunteering and peer mentoring goals
- Mix of Contribute and Thrive activities tailored to suit individual ambitions and aptitude



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Q&A

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