



## Welcome

**ignition** was founded in 1997 to offer consultancy, training and support services in a number of specialised fields. Since its inception **ignition** has been one of the leading providers of specialised consultancy and training programmes in the UK, particularly in domestic abuse work, and motivation and behaviour change more widely.

Our team of Associates are all highly skilled and respected practitioners and trainers in their own fields which includes counselling, psychology, training, theatre and psychotherapy coming together to develop and provide unique, energetic, practical training and consultancy.

Combining the best of applied psychology, education and theatre-based techniques, **ignition** experiential training is always fun and always practical, emphasizing the acquisition and development of professional skills that are absolutely applicable in the work place.

Our specialist areas include the criminal justice related and health fields where we offer training and consultancy such as:

- Group work especially active or drama based methods
- Domestic violence and abuse work
- Health behaviour change
- Intervention or service design
- Supervision

This newsletter gives an overview of the work we undertake in these fields, demonstrating our expertise in providing the highest quality training and consultancy support. We would be delighted to discuss with you the **ignition** approach and would welcome you to contact us at your convenience to gain more details of how we can assist.

**Mark Farrall**  
Managing Director



## Estonian Ministry of Justice

In 2003 the former Soviet satellite state of Estonia, in the Baltic, was preparing for accession to the European Union. Estonia's criminal justice system was based on the Soviet model of punishment labour camps with no specific rehabilitative programme, particularly lacking any provision for drug users.

As part of the requirements for accession to the EU, the Estonian Ministry of Justice was required to address this issue and was provided funding under a European initiative for

crime prevention. Motivational Interviewing (MI) is a proven approach to facilitating behavioural change. **ignition** is a recognised leader in applying MI to criminal justice settings and has trained UK prison staff in both private and public sectors.

Against strong international competition the company won the tender to develop a tailored training programme, taking into account the cultural and historical context of Estonian criminal justice practice.

This included all manuals and training materials, which were translated into Estonian in collaboration with **ignition**.

**ignition** staff then delivered the intensive training in Estonia, working with a translator; to a group of 12 Estonian prison psychologists and social workers. Over a six-month period, the support included a specially devised theory test and video assessment for the trainees to gain a licence to practice.



## Corridor conversations in Australia

The Department of Corrections in the Australian state of Victoria had \$22 million dollars to spend on either building new prisons or making the system itself more rehabilitative. They chose the latter as part of a state-wide initiative in 'therapeutic jurisprudence' – using the law and legal processes for therapeutic purposes.

Victoria understood the need to make prisons 'fit for purpose' as rehabilitative machines, rather than just focussing on security. This involved engaging the inmates wherever possible to enter treatment programmes for their offending behaviour; so motivation was a key issue.

Building on previous success in international criminal justice consultancy in Estonia, **ignition** offered a specially developed variant of mainstream Motivational Interactions.

This recognised the need to take motivation 'out of the box' and make motivational engagement into something every staff member in contact with inmates could do in 'corridor conversations'. As Jenny Hosking, Manager of the project noted: " **[ignition]** won the tender because you got the point – you

totally understood what we were after; making this practical for the staff and being able to use it in their everyday jobs'.

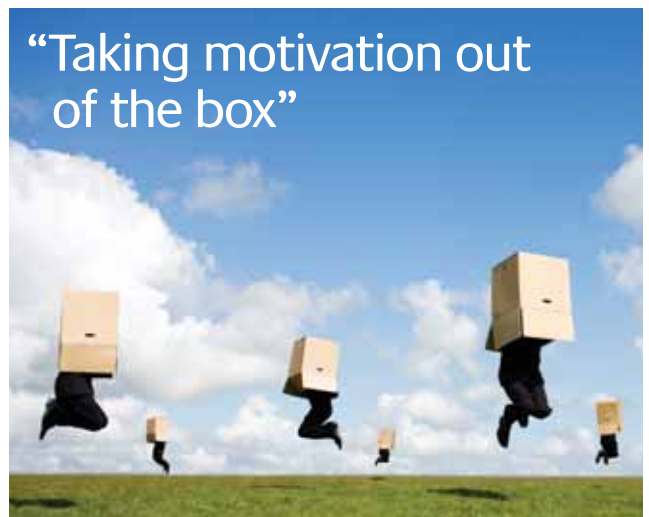
**ignition** then developed a two-phase plan, working in Australia to first train groups of prison and probation staff as practitioners in Motivational Interactions, and in phase two training these 'pathfinder' staff as trainers themselves, to deliver a modular course manual, also specially written by **ignition**.

The use of Motivational Interactions at all levels of the Victoria prison

and probation system has been described as "The centre piece of offender management". In 2007 **ignition** was contracted to write specially devised manuals; "Training for Trainers" in Motivational Interactions, plus a "Refresher Training manual", as further support for the initiative.

Since 2003, Motivational Interactions training has become a core **ignition** product, being delivered to prisons, in forensic mental health settings, and to agencies such as RELATE and the NSPCC – anywhere where behaviour change is on the agenda.

## "Taking motivation out of the box"



## Have a heart and help the children

Every **ignition** MI trainer comes in a special flavour: MINTy. This means that they have attended one of the international training events led by Professors Miller and Rollnick, the originators of Motivational Interviewing. As members of the Motivational Interviewing Network of Trainers (MINT), our trainers use the approach and train others in the discipline as a core part of their everyday work.

**ignition** has gained a first class reputation nationally and internationally as a provider of Motivational Interviewing-based training for criminal justice settings (with the specially developed variant, Motivational Interactions). The company is also a respected provider of mainstream MI training and consultancy to the health sector, where the MI approach first began in work with substance misuse.

Alongside training in MI for nutritionists, occupational therapists, health promotion and smoking cessation, **ignition** has also been involved in a range of specialist initiatives. This includes training Condition Management staff in motivational ways to engage chronically ill patients in changing damaging behaviour, and in a Cardiac Care initiative, helping specialist staff to work with heart patients in ensuring patients change damaging behaviours and adopt more healthy ones.

Responses to the training from health sector clients includes the following support;

**"This has been an outstanding piece of training for me – so relevant, applicable, interesting and useful. It makes me want to go back to clients I've worked with in the past and do it all again using MI to see what difference it makes. The facilitator was excellent and has struck the perfect balance between information giving and allowing us to reflect and practise. This is the best piece of training I can remember receiving. Thanks!"**

Following this well-received training **ignition** was asked to consult in the development of a booklet intended to help parents encourage healthy eating in their children. This incorporated MI techniques for use by the parents themselves, and also provided follow up training for Health Visitors in the motivational use of the booklet.



## "Action for Change" innovative and effective practice in domestic abuse work

The "Action for Change" system is a suite of interventions, consultancy and training designed to offer the first integrated, holistic system of preventative response to domestic abuse. Entirely based in research and 'what works' evidence, it combines all of the many skills areas **ignition** has to offer, including an in-depth understanding of motivational and therapeutic processes with experiential group work.

The "Action for Change" system includes several free-standing, research-based interventions, such as Risk and Resilience, a strengths-focussed and time-limited family intervention developed from an award-winning model originating in substance misuse services. For perpetrator work specifically there is the 'Action for Change' programme, with an associated modular training package.

In 2006 - 2007 **ignition** trained two tranches of workers for the South Tyneside Domestic Abuse Perpetrator Project. Hosted by Bernardos, this interagency project was formed specifically to

deliver the "Action for Change" programme, working with non-convicted men on several sites across the South Tyneside area. Over each year the two staff groups were trained in:

- **The core skills of Motivational interactions, the spirit and philosophy of which underpins the whole "Action for Change" system**
- **Risk Assessment using the RADAR (Risk Assessment of Domestic Assault Record) form devised by ignition.**

"Action for Change" is the only domestic violence and abuse intervention programme available which takes full account of current research on perpetrator issues. This research includes typologies, personality disorder problems and attachment style difficulties, placing these within a fully worked-out philosophy of intervention based in a humanistic, motivational style. The "Action for Change" system provides a fully specified Theory Manual and Management Manual, along with all training materials and programme materials.

## Consultancy support for Probation

Since the late 1990s the UK criminal justice system has seen the largest attempt at systematising work with offenders ever made, and in 2001 the Home Office began a 'Pathfinder' initiative to test out a programme intended for domestic violence offenders.

**ignition** was already a provider of consultancy support to several areas running their own 'home grown' programmes and so the contract for consultancy support to the West Yorkshire Probation Area – a Pathfinder site – was won by **ignition**. Throughout the following few years the company delivered co-gendered consultancy which ensured attention both to evidence based practice and effectiveness in the room with the offenders, and to the personal effects on staff of this highly demanding work. The latter is particularly important, since domestic abuse work is uniquely challenging for both male and female staff.

Mary Steed, Development & Programme Manager during the Pathfinder described **ignition's** input as

"essential" to the success of the Pathfinder Project, and the unique ability of **ignition** to provide highly skilled staff with knowledge and experience in forensic psychology, counselling, group work and psychotherapy must play a role in this success. **ignition** continues to provide consultancy support to the IDAP in West Yorkshire – over seven years of involvement.

In 2005 following the Pathfinder Project, the Integrated Domestic Abuse Programme (IDAP) was launched, and as IDAP has rolled out nationally, so **ignition** has been the consultant of choice, supporting the programme in more than ten probation Areas running it, and also supporting 'sister' programmes in other Areas, such as the Community Domestic Violence programme (CDVP). **ignition's** position as a leading provider of consultancy support means that Areas engaging the company gain from **ignition's** experience and can be forewarned about organisational and systemic pitfalls.

# Consultancy support for voluntary sector domestic abuse work

Consultancy for local and national agencies tackling domestic abuse is one of **ignition's** most wide-ranging areas of work, providing psychological input and advising on a variety of diverse programmes. This has included a fully specified three-year plan of perpetrator service development and delivery for the Coventry Domestic Violence Partnership and an area-wide training survey for the Luton and Bedfordshire Domestic Violence Forum.

**ignition** also has a positive history with national agencies such as the NSPCC and RELATE where they have worked with abusive men. Mark Farrall, Managing Director of the company, was consultant to the NSPCC "National Measures" initiative in determining an evaluation framework for domestic abuse work nationally. **ignition** has also provided consultancy to the NSPCC "No Xcuses" perpetrator project, focussing on organisational design and effective practice, especially where innovative solutions such as working with female abusive partners are required. **ignition** also provides the RADAR risk assessment instrument in use with several programmes across South East Ireland.



## Expert witness

Drawing on the diverse experience which is such a strength of **ignition**, Mark Farrall is also a respected Expert Witness in the field of Domestic Violence Risk Assessment for Family Court, in public and private law, involving cases where there is a contested contact application or care proceedings, and a finding or allegation of domestic violence.

Using knowledge and skills from Motivational Interviewing, psychotherapy and forensic psychology and building on best practice in the risk assessment field, Mark interviews both mother and father, and on occasion children,

considering risk factors for the (alleged) perpetrator and vulnerability factors for the (alleged) victim. As a result he constructs a truly independent but exactly targeted assessment combining clinical judgement, statistically based data and psychometric instruments. The focus remains on the best possible solutions and the best options for the child.

All **ignition** associates involved in this area are rigorously trained and hold the Bond Salom Cardiff University Expert Witness Certificate (CUEW) qualification.

"The best report I have ever seen. Very impressive because it is empirically based – very difficult to argue against"  
(barrister)





## Commercial Services

Given the strength of **ignition** in criminal justice and related fields, it may come as a surprise to find that the company is also involved with clients in the business sector. Many of the **ignition** team, including the Director, were professional actors in various specialist contexts such as Theatre in Education and Drama in Education and these skills are applied in the company's experiential training.

In addition **ignition** has delivered workshops on the use of drama and theatre-based experiential techniques in management development for the Chartered Management Institute and the Association for Management Education and Development, again utilising the company's unique brand of skills and experience.

Many Commercial organisations are also in the business of facilitating and encouraging change within their business, in a human and effective way. Where this is the case, **ignition** can play an important role.

Recently **ignition** has delivered training in another variant of Motivational Interviewing with a business application, for Vocational Rehabilitation Consultants at Unum, a multinational insurance firm offering life and income protection insurance for individuals and employers. **ignition** was approached after a new Unum employee found that MI training she had received from **ignition** in her previous role as an occupational therapist was so useful for her vocational rehabilitation role, she recommended we train her colleagues! (And we did).

"The training provided me with essential learning tools to assist me to work with clients who face many barriers when returning to work, as well as skills to assist working with difficult clients"

## Our Client list includes:



*ignition - an ISO9001 Quality Assured Company*

- Derbyshire Probation Area
- Dyfed-Powys Probation Area
- Greater Manchester Probation Area
- Gwent Probation Area
- Kent Probation Area
- Leicestershire & Rutland Probation Area
- London Probation Area
- Merseyside Probation Area
- Northamptonshire Probation Area
- Northumbria Probation Area
- North Wales Probation Area
- South Wales Probation Area
- West Midlands Probation Area
- West Yorkshire Probation Area
- NSPCC
- RELATE
- Coventry Domestic Violence Partnership
- South Tyneside Domestic Abuse Perpetrator Project
- South East Ireland Domestic Violence Intervention Project
- Sunderland Domestic Abuse CASE Project
- Stirling Council
- Wrexham County Borough Council
- Greenwich Council, Targeted Policing Initiative
- North West Prisons Region
- Prison Service of Northern Ireland
- HMP Parc (Securicor)
- Ashworth Special Hospital
- NOTA (National Organisation for the Treatment of Abusers)
- Westgate Residential Project for Young Offenders
- Age Alliance Wales
- In2Change Residential Alcohol Rehabilitation
- Cardiff Community NHS Trust
- Rhondda Cynon Taf Local Health Board
- Velindre NHS Trust
- Team Video Educationalists
- Ministry of Justice, Estonia
- Corrections Victoria, Australia
- Avery-Naylor Solicitors
- Hatten-Wyatt Solicitors
- Pearsons Solicitors
- Otsuka Pharmaceuticals
- Unum Insurance
- Association for Management Education and Development
- Chartered Management Institute
- University of Coventry