revolving doors

Partner with Revolving Doors: Bespoke Training

Revolving Doors offers a series of CPD-accredited training workshops, developed and delivered by those with direct lived experience of the systems you work within every day.

As professionals working in criminal justice and public services, you know the value of continuous development and the need for training that genuinely reflects the realities of the people you support. In addition to this it is essential that people with lived experience, using their lived experience for advocacy and systems change should be given the tools to do so safely.

Our sessions are designed to challenge thinking, deepen empathy, and provide practical insight that enhances frontline practice.

Whether you're part of **Integrated Offender Management**, the **National Probation Service**, or the **Magistrates Association**, our tailored workshops bring fresh perspectives that align with your CPD goals and organisational priorities.

We have three core training formats:

- Training for professionals
- Training for people with lived experience of the justice system (Including clients, and peer workers)
- Training for skills development



Probation 101

Useful for:

- Useful for organisations whose work is adjacent or connected with the justice system who are looking to expand their understanding of probation and the experiences of those who have been through community and custody sentences.
- Suitable for all levels of understanding, from practicing professional to early-stage career-starters.

What you'll learn:

- Participants will learn about community sentencing, what licenses entail, the pros and cons of license agreements and Probation's mitigation and considerations of them.
- Members will reflect on their experiences and address their experiences of the policy and practice gaps.

Details:

- This 2-hour session can be online or in person is suitable for up to 20 people. The session is presented by four people with lived experience and a staff member who has 19 years' experience as a probation officer.

What training participants told us:

- 100% of participants said the session improved their knowledge of Probation.
- The average rating was 8.4 out of 10.

> "[The training] makes it much more real and less abstract."

> "I can use lived experience stories of what I've heard today to underpin the decisions I make when creating products that impact them [people on Probation] directly."

> "Such a valuable session. Thank you so much. It is really important to ground yourself in the realities of those most affected by the issues we are trying to address. Every one of your lived experience attendees spoke eloquently and with great credibility and I am very grateful to them for giving their time. I hope they know how valuable we find sessions like this. Thank you."

> "The training taught me the importance of empathy and how peoples lived experience is powerful. There is in practice and in theory and sometimes these two things do not match up."

> "[The training] provided context to the work we do and understanding both sides of the fence. Very insightful session. Thank you!"

> "It's given me a greater understanding of probation's services and the issues those who have gone or are going through it face. Their feedback and suggestions will be invaluable to help us make changes and improvements to help others. I was also surprised about the complexity of the whole system. If we can't understand it, how are those going through it meant to?! Thank you!"

Working With Young Adults

Useful for:

- Public services and third sector organisations who come into contact with those under 25 who are in touch with the criminal legal system.

What you'll learn:

- Understand how maturity develops in young adults and how this relates to desistence.
- Develop greater understanding of the ways of developing empathy, rapport and trusting relationships with young adults.

Details:

- This 2-hour session can be online or in person is suitable for up to 20 people.

What training participants told us:

- 100% of participants agreed the course had improved their knowledge in working with young adults.
- 96% agreed it had improved their confidence.

> "It was really good to have some training that was delivered outside of probation by people that are passionate about their area of expertise."

> "Hearing from individuals who have a lived experience as a young adult on probation as it gives a perspective from the other side."

Preventing the Revolving Door

Useful for:

- Public, private and this sector services. This is for especially for teams and individuals at the start of their journey.

What you'll learn:

- You will be introduced to our pioneering 'Preventing the Revolving Door' research.
- We will learn about and discuss common life experiences of those who are prolific, problematic and persistent offenders.
- We will look beyond the data at the human lives, experiences and consequences of this lifestyle – told from the people themselves.
- We will discuss how to use this insight to design more impactful services and policy solutions at a local and national level.

Details:

- This 2-hour session can be online or in person is suitable for groups of all sizes, it can be adjusted to fit a smaller more intimate setting or delivered to large groups of staff in lecture theatres.
- This session can also be delivered in several formats, presented alongside our lived-experience members – such as a presentation, a panel format or workshop.

Policing and the Revolving Door Cohort – CPD accredited

Useful for:

- Any Police Officer or team who frequently come into contact with the same individuals- people in the revolving door.
- Neighbourhood safety, Business Improvement Districts, Retail Consortiums and third sector individuals in context with those in the revolving door may find this interesting – we highly suggest you inquire with us so we can work together to bring this training to your team.

What you'll learn:

- Strategies on how to work with the individuals caught up in the cycle of crises and crime.
- An understanding of the root causes leading an individual to be trapped in the revolving door.

Details:

- This is generally delivered in person, over half a day. We bring in our lived experience members to enable Officers to get an understanding of what lies behind the offending behaviour of individuals. We cover the detrimental impact of short prison sentences, the need for diversion and the cycle of change.
- Members show Police their reality of policing proceedings, so that the Police can hear from the people who have been on the other end of policing in England. We offer suggestions on how to build rapport and trust with those who have been negatively affected by the criminal justice system. There is an opportunity for questions and discussion too.

What training participants told us:

- 100% reported it increased their understanding of root causes that lead people into contact with the justice system.
- 100% said they would recommend lived experience involvement in IOM training to other forces.
- 100% rated the training as "good" or "very good".
- 88% of respondents said it would change the way they work.

> "Powerful, important input. It changes perceptions that are ingrained in some officers. Helps us to better understand people we are trying to engage."

> "A really good session, good to see people who have been through the system and understand change and want to help us as IOMs help them change. A good group of people."

> "An eye opener, very interesting to see the other side of the story. Helpful tips around listening, what to say and what not to say."

> "One of the best inputs I've been part of on any course. Very beneficial and I think a really good pointer in understanding a different perspective."

Lived Experience Perspective on Community Sentences – CPD accredited

Useful for:

- Any Magistrate who would like to better under what it's like for an individual at court and the impact of community sentences.

What you'll learn:

- The importance of pre-sentence reports.
- The poor statistics and experiences around short prison sentences.
- The positive statistics and experiences around community sentences.
- The positive impact of Community Sentence Treatment Requirements, including combined orders.

Details:

- This session can be delivered online or in person over 1-2 hours, appropriate for larger audiences or smaller teams. We touch on some data around sentencing, include implications of recent policy changes.
- Much of the session is our Members talking about their positive experiences of Community Sentence Treatment Requirements, and how these have helped them break away from the cycle of crises and crime. The session offers a space for questions and discussion too.

What training participants told us:

- Participants rated sessions 8.4 out of 10 when asked how useful they found the sessions.
- Participants gave us 8 stars out of 10 when asked how likely they are to recommend this course to a colleague.
- 96% of participants agreed our training had improved their knowledge.
- 87% of participants agreed our training had improved their confidence.

"This has been amazing, thank you for the transparency and the positive, hopeful energy!"

"Thank you so much! Great session, really appreciate you sharing your experiences."

"All offices need this training."

"Thank you for the training it has built my confidence in this area."

"Really enjoyed it, thank you."

"Enjoyed the course and great trainers."

"Best session I've attended since joining the magistrate's bench."

"You really brings a dose of reality, thank you."

"Very powerful."

"Thanks for sharing your lived experience... very brave of you... you should be proud."

"Thank you very much for sharing your experience with us."

The Change Makers Academy

Useful for:

- Those with lived experience of the Revolving Door.
- Those who are taking the next step in their recovery journey and are able to participate in 6 week course.
- Unsure if you're ready and suited? Speak to our Membership Coordinators.

What you'll learn:

- How to engage in lived experience consultation and influencing, with autonomy, empowerment and boundaries at the core.
- To understand how lived experience insight informs effective governance, influencing and evidence.
- Tools, processes and healthy engagement with organisations.
- How to communicate your skills and learning for greater employment, education and training prospects.

What training participants told us:

- 90% have improved soft skills that support them to participate in professional settings, move towards employment and/or be work ready.
- 60% gain technical skills and accredited qualifications that are required for them to apply for jobs, education and training placements.
- 60% report more positive and constructive relationships, including family relationships, and stronger social connections.
- 72% said that their work with Revolving Doors 'always' gave them meaning and purpose in life, and 22% said that their work with RD 'often' gave them purpose in life.
- 75% accessed further education, training or employment opportunities since working with Revolving Doors.

Details:

- The Changemakers Academy supports individuals with lived experience of offending to develop the confidence, attributes, skills and knowledge to fulfil their potential.
- If you've ever wanted to use your experiences to change the system, provide specialist insight to create a better experience for others or have been inspired to engage more people in supporting those trapped in the Revolving Door – then this course is for you.
- Through a structured curriculum and bespoke learning support that's based on the well-evidenced Recovery College model, we offer members a range of support, training and access to accredited training to help them develop the confidence and skills to reach their potential and move towards work.

Critical Thinking

Useful for:

- Useful for organisations who have members/ volunteers/staff/clients who they would like to help improve their critical thinking.
- We are particularly keen to work with Probation areas on delivering this for people on Probation.
- Suitable for all levels of understanding, from practicing professional to early-stage career-starters.

What you'll learn:

- How to critically evaluate news/ information.
- To understand how new technology can be used to manipulate images and news to create alternative facts.
- Tools, processes and healthy practice to check if sources of information are true or not.

Details:

- This 2-hour session can be online or in person is suitable for up to 20 people.
- 100% of April 2025 Changemakers respondents said the programme supported their critical thinking skills.

Next steps

Our training offers can all be made bespoke and adapted to meet the urgent training needs of your team.

Our training staff are keen to support and respond to the individual strategic aims of your organisation.

Revolving Doors can adapt each training offer to suit the learning environment of the room and consider the best way to collaborate with you as individual and as a service provider. Please get in touch with us to discuss this.

For further information on how we can support your team and work together on meeting your training needs please email:

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revolving doors

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