

Grow Transform Belong CIC

Standard Training Prospectus

2026/27 Edition

Growing people for social good

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About Us

Grow Transform Belong CIC (GTB) is a not-for-profit organisation specialising in relationships, leadership, rehabilitative practice and cultural change in correctional settings. Our approach is informed by Dr Sarah Lewis's research into correctional relationships and prison culture, alongside the lived and professional experience of people who have worked in prisons, probation and related services.



Our training aims to translate ideas into everyday interactions, team routines and practical improvements. Sessions use discussion, reflection, skills practice, lived experience and workplace examples, not simply classroom presentations.

What commissioning teams can expect

- Relevant content: adapted to operational grades, regimes and local priorities, without rebuilding the course from scratch.
- Practical delivery: realistic prison scenarios, relationship-based exercises and actions participants can use immediately.
- Flexible scale: standalone half-day or full-day workshops, multi-day projects and supported supervision pathways.
- Evaluation: participant feedback and agreed learning measures; longer-term organisational impact requires separate evaluation arrangements.

Vision & Mission

Grow Transform Belong offers a range of services to transform organisational culture in prisons, probation and correctional services. We facilitate organisational growth through research informed, bespoke projects that are inclusive and progressive.

We feel passionately about supporting organisations and creating a safe environment where everyone can grow, to ultimately reduce social harm within prisons and wider communities.

Vision

We aim to reduce social harm and promote social good, for all because people matter.

Mission

To revolutionise the Criminal Justice System, providing an effective and sustainable response to crime by changing the conversation around punishment.

Our Training at a Glance

SERVICE MENU

Code	Training	Typical Length	Primary Audience
L01	Middle Managers Away Day Training	1 day	Band 4–6 Managers
L02	Senior Leaders Training Away Days	2 days	Bands 7 and up Leaders
L03	Growth Supervision for Leaders	6 sessions	Managers / leaders
L04	New Leaders Development Pathway	12 months (blended)	Newly appointed managers
P01	Professional Relationships in Corrections	1 day	All staff
P02	Staff Wellbeing & Trauma Awareness	1 day	All staff
P03	Passport to Growth	3 days	All Staff
P04	Rehabilitative Culture & Procedural Justice	1 day (proposed)	All staff / cross-grade groups
P05	Growing Criminal Justice Professionals Series	7 Online Courses (12 Months)	All Staff
G01	Growth Team Fundamentals	2 days (proposed)	Local change champions
G02	Culture & Improvement Workshop	1 day (proposed)	SLT / representative teams
F01	Peer-led Mental Wellbeing: Tutor Training	3 days	Staff leads and peer tutors
Y01	Grow 2 Go	12 Sessions	Young People in Prison

Please Note

Course lengths are indicative and can be tailored to suit your organisation's objectives, industry context and learner needs.

Leadership Development and Training

L01 Middle Managers: Leading Growth

For: Custodial and non-custodial middle managers
Format: 2 days
Build confident, relational leadership in demanding operational environments.
Core content: growth culture and professional relationships; wellbeing and vulnerability; leadership behaviours; applied skills practice.
Participants leave able to: reflect on their leadership impact, manage challenging relationships and identify team-level changes.

L02 – Senior Leaders Training Away Days

For: Band 7 and above – senior leaders
Format: 2 days
Strengthen collective leadership, build effective senior management teams and develop a shared vision for positive organisational culture.
Core content: Growth culture and leadership behaviours; professional relationships and team dynamics; trust and psychological safety; collective vision and values; cultural change; strategic priorities and collaborative action planning.
Participants leave able to: Reflect on their individual and collective leadership impact, strengthen senior team relationships, establish shared cultural priorities and develop practical plans to drive sustainable organisational improvement.

Leadership Development and Training

L03 Growth Supervision for Leaders

For: Governors, leaders and managers
Format: 6 facilitated sessions
Structured, reflective one-to-one development focused on the person, their relationships and their work.
Core content: wellbeing and workload; progress against previous actions; opportunities and obstacles; relationships and conflict; learning, successes and aspirations.
Participants leave able to: identify realistic actions, strengthen reflective decision-making and sustain professional growth.

L04 New Leaders Development Pathway

For: Newly appointed operational and functional leaders
Format: 12-month blended pathway
A longer development offer combining structured early support, formal residential learning and continuing professional development.
Core content: early-role support during initial weeks; three-day residential around month six; growth supervision and group reflection; leadership labs and practice-based CPD.
Participants leave able to: build capability over time through supported application rather than isolated training.

Professional Practice Training

P01 Professional Relationships in Corrections

For: All Staff
Format: 1 day
Explore how relationships shape safety, engagement, rehabilitation and day-to-day working climates.
Core content: climates of growth; rehabilitative relationship challenges; therapeutic correctional relationships; relational ruptures and repair.
Participants leave able to: recognise relational dynamics and practice approaches to maintaining or repairing effective working relationships.

P02 Staff Wellbeing & Trauma Awareness

For: All staff
Format: 1 day
Understand occupational stress and trauma-related pressures and develop supportive everyday practice.
Core content: trauma-informed approaches; vicarious trauma; stress management; practical coping strategies.
Participants leave able to: recognise wellbeing pressures and identify appropriate individual and team responses. This is education, not clinical treatment.

Professional Practice Training

P03 Growth Passport

For: All Staff
Format: 3 days
A broader practical learning project bringing together Growth, relationships and professional practice.
Core content: trust, diversity and relationship repair; trauma and post-traumatic growth; team dynamics and collective values; reflection, accountability and safeguarding; procedural justice, communication and conflict.
Participants leave able to: apply Growth principles, give and receive feedback and support fair and constructive team practice.

P04 Rehabilitative Culture & Procedural Justice

For: Mixed staff groups, leadership teams and local change networks
Format: 1 day; proposed
Link fairness, respect and everyday professional behaviours to organisational culture.
Core content: rehabilitative climates and security; voice, neutrality, respect and trustworthy motives; role-modelling and consistency; local opportunities for change.
Participants leave able to: identify practical behaviours and routines that reinforce dignity and fairness.

Professional Practice Training

P05 – Growing Criminal Justice Professionals Series

For: All custodial and non-custodial staff working in criminal justice
Format: 7 online CPD courses delivered over 12 months
Develop confident, compassionate and effective criminal justice professionals through accessible, research-informed learning that strengthens professional practice, relationships and organisational culture.
Core content: Seven interactive courses covering Growth; Growing Professionals; Growing Others; Professional Relationships; Reflective Practice; Positive Criminology; and Cultural Change in Criminal Justice. Topics include professional wellbeing, trauma-informed practice, communication, dynamic security, motivational interviewing, conflict management, reflective practice, leadership and rehabilitative cultures.
Participants leave able to: Apply evidence-based approaches to everyday practice, build meaningful professional relationships, manage challenging situations, strengthen personal resilience and contribute positively to organisational culture and rehabilitative outcomes.



See find out more:
www.growtransformbelong.com
https://gtbacademy.talentlms.com/plus

Growth & Organisational Development

G01 Growth Team Fundamentals

For: Nominated Champions and representative Growth Team members
Format: 2 days; proposed
Equip local people to facilitate, rather than own, collaborative improvement.
Core content: Principles of Growth and collective ownership; inclusive participation, including people living in prison; listening and identifying priorities; small tests of change; communicating and tracking action.
Participants leave able to: convene a Growth Team and translate ideas into a realistic 90-day plan.

G02 Culture & Improvement Workshop

For: Senior leadership teams and representative prison communities
Format: 1 day; proposed
Create shared understanding of cultural priorities and a short practical improvement plan.
Core content: evidence and lived experience; areas of strength and friction; co-produced priorities; ownership, next steps and simple measures.
Participants leave able to: agree a small number of visible, achievable initiatives.

Facilitator Training

F01 Peer-led Mental Wellbeing: Tutor Training

For: Designated staff leads and nominated peer tutors
Format: 3 days core training; optional support over 3, 6 or 12 months
Train local facilitators for a peer-led mental wellbeing project for people living in prison.
Core content: tutor preparation; project materials; implementation planning; optional coaching, refresher and review activity.
Participants leave able to: prepare for supported local project delivery, subject to safeguarding and governance requirements.

Additional Support options

3 Month	6 Month	12 month
Off Site support for the implementation stage	Off site support throughout the first cohort delivery	Off site support throughout the first years delivery
Post-Training Review	Post-Training Review	Post-training Review
	First Cohort Review	1 Year Review
	Train the Trainer Day	Train the Trainer Day
		Refresher Training

Young People in Prison

Y01 Grow 2 Go

For: Young people in prison between the ages of 15 and 21.
Format: 12 Sessions
A maximum of 8 young people per group. As a preventative measure, young people at risk of isolation or segregation shall be identified by staff, or relevant professionals, and will be prioritised.
Core content: Building meaningful relationships, Identity, Adopting a growth mindset, Life choices, Meaning and belonging, Acceptance, Pro-social ways of coping, Decision making, Confidence building, Resources and Core needs.
Participants leave able to: The Grow to Go project offers them the skills they need to make healthy choices, to live safe and happy lives, providing a safe emotional space for young people to reflect on their current circumstances.



Why Choose Us

Our Approach

Our projects are built on the Principles of Growth© and Growth philosophy. This powerful, evidence-based framework has been shown to support transformative cultural change.



Inspired by findings from Norwegian prisons, these principles identify the key ingredients for personal and cultural transformation.

At its core, a our projects are about creating environments that are safe, relational and purpose-driven where people can thrive, take ownership and feel part of something meaningful.

Why Choose Us

Proven Track Record

At Grow Transform Belong, we believe effective training should do more than share knowledge. It should challenge perspectives, strengthen professional relationships and inspire meaningful changes in everyday practice.

Our evaluation data demonstrates consistently high participant satisfaction across leadership development, Growth training, professional practice and cultural change activities, with participants reporting greater confidence, improved awareness of their leadership impact and practical ideas for supporting colleagues and people in their care.

6.68/7
Trainer & facilitator rating
321 ratings

6.47/7
Overall training rating
320 ratings

91%
Rated training 6 or 7 out of 7
290 of 320 ratings

95%
Rated facilitators 6 or 7 out of 7.
304 of 320 ratings

Based on 322 evaluation submissions between May 2023 and September 2026, including training and events delivered across different criminal justice settings. Figures represent respondent feedback.

Why Choose Us

The Difference Our Training Makes

Stronger Leadership
Greater awareness of leadership behaviours, empowering staff, team dynamics and shared responsibility.

Improved Relationships
More reflective communication, empathy, listening and understanding of different perspectives.

Confidence to Create Change
Practical ideas for improving working environments, engaging colleagues and building a positive culture.

Reflection and Wellbeing
Increased recognition of personal wellbeing, resilience, professional values and reflective practice.

In Their Own Words

"I can see how the learning will positively effect the way I lead going forward" Participant – Swaleside Away Day

"Think about how my actions reflect in wider team. And actively look to engage others in change." Participant – Leadership Development

"That a peaceful prison is possible if we are realistic, believe in it and work together." Participant – Peaceful Prison Project

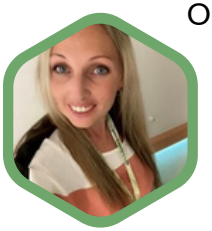
Our Commitment to Impact
GTB combines research-informed content, professional expertise and lived experience to provide training that is engaging, reflective and grounded in the realities of criminal justice. We continually evaluate participant experiences and use feedback to improve our projects, with a focus on learning that can be applied beyond the training room.

Our Team

Our team brings over 70 years of combined experience working and conducting research in correctional settings, with specialist expertise in correctional relationships. Our core team comprises of former HMPPS professionals, as well as people with lived experience of prison, probation and academia. In addition to this, GTB have over 20 freelance consultants with extensive experience and knowledge, located in Europe and the US. Together we are a strong, diverse force, with a rich, collective perspective on correctional practice.



Dan Reynolds
Operational Lead



Justine MSC
Senior Consultant



Kelly Till
Senior Consultant



Georgie Burr
Trainee Consultant



Dr. Sarah Lewis
Chief Executive Officer



Carianne Burr
Director

Previous Clients and Testimonials

"We have learned a lot and we will try to apply it to our work. Your method of lectures was very special and your style has a beautiful meaning. I hope we will meet again in the future. All respect and appreciation."
Prison Leader in Abu Dhabi, during the National roll out of leadership training in the Emirates.

"It certainly made me think in a different way, as it all too easy to put prisoners in the same box. I am really thinking a lot more and listening to the men's needs."
A member of HMP Staff- England

"Very thought provoking training. I have re-evaluated my interactions and relationships with colleagues and think about my core values."
Offender Manager- England

"What wonderful work! I want to say a special thank you beyond the monetary value of your assignment!"
Council of Europe Project Lead, regarding Training in Albanian prisons

"I believe that Dr Lewis' work was intrinsic to our successful improvement and was an impressive balance of rigorous academic research and dedicated and enthusiastic engag
Prison Governor, England

Contact Information

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www.growtransformbelong.com



