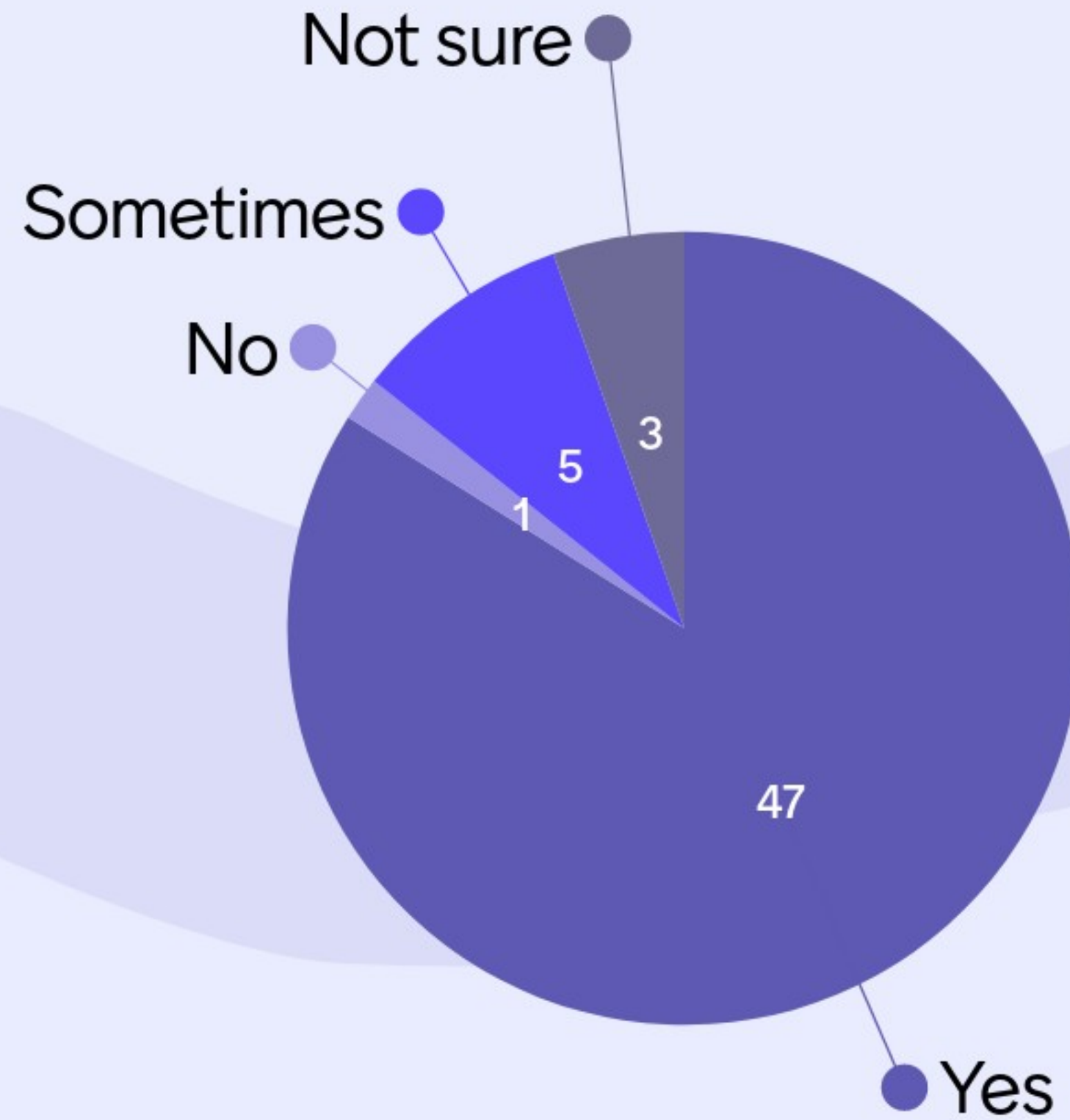


Temperature check

Do you hire people with lived experience in your organisation?



Lived experience is represented (choose all that apply)



At every level of my organisation, including management



In paid, but mostly junior roles

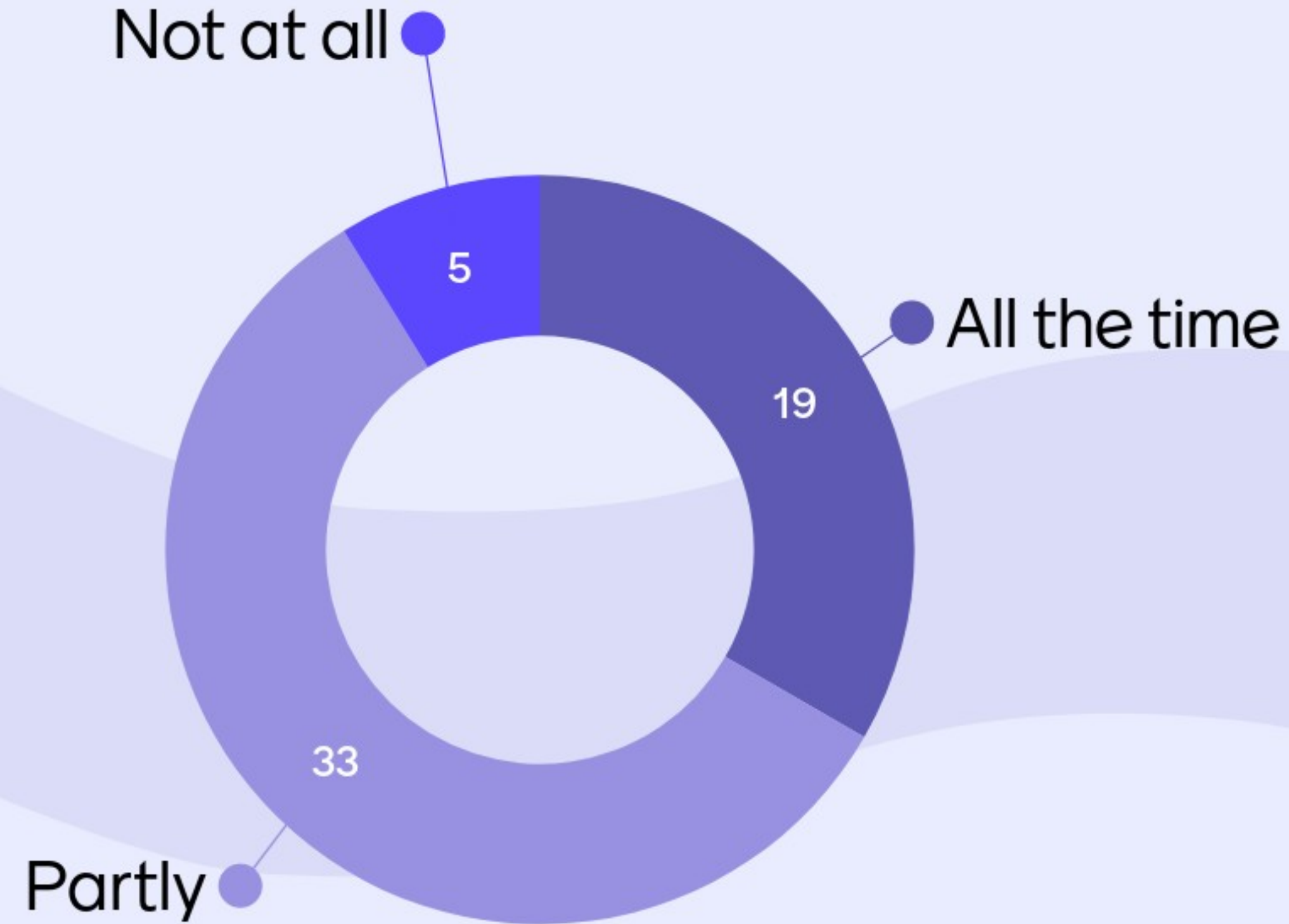


In voluntary roles

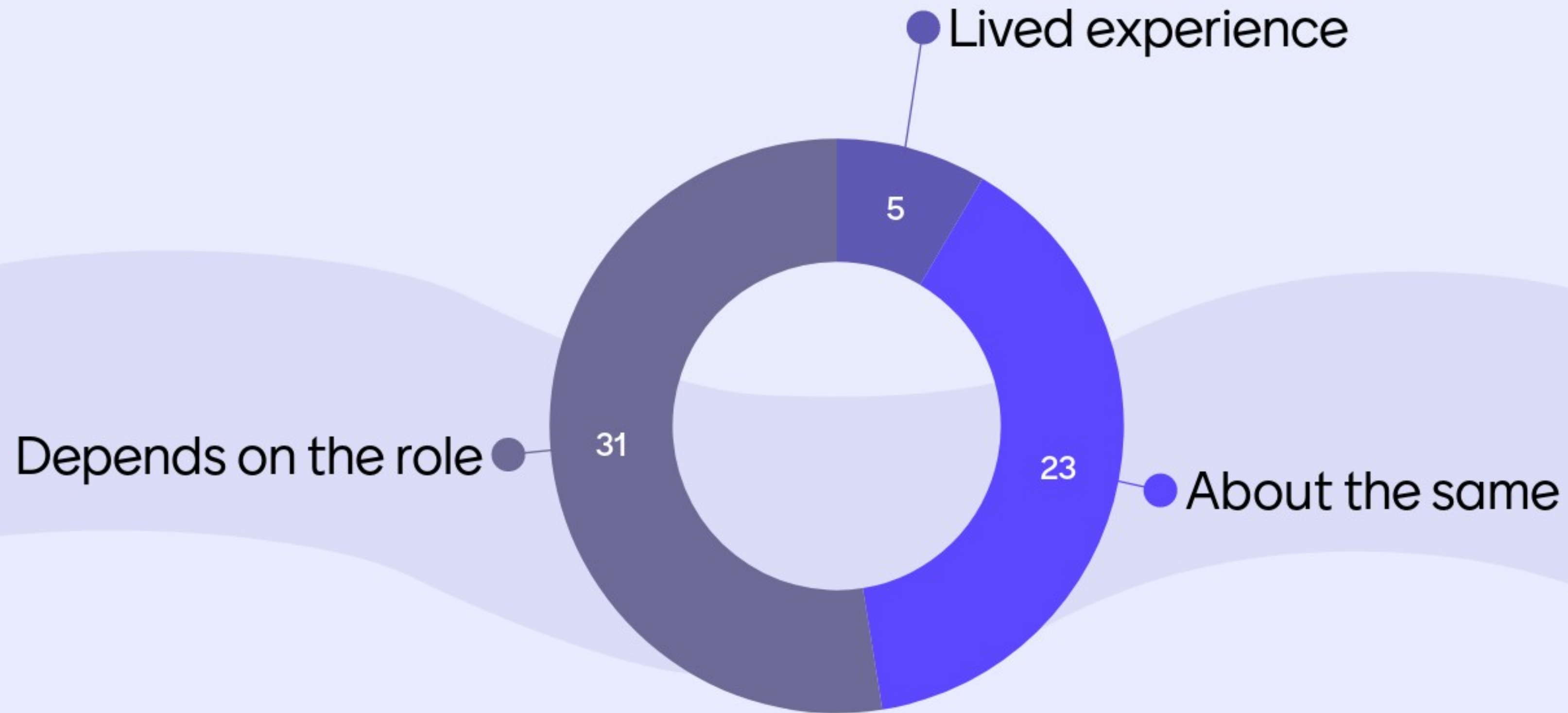


On the trustee board

People with lived experience are responsible for big decisions within my organisation



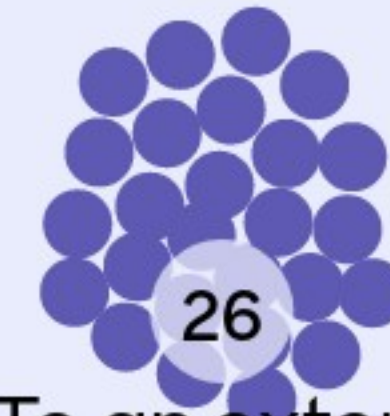
In your opinion, which is more important: lived experience or professional experience?



My organisation accurately reflects the diversity of our beneficiaries



Yes



To an extent

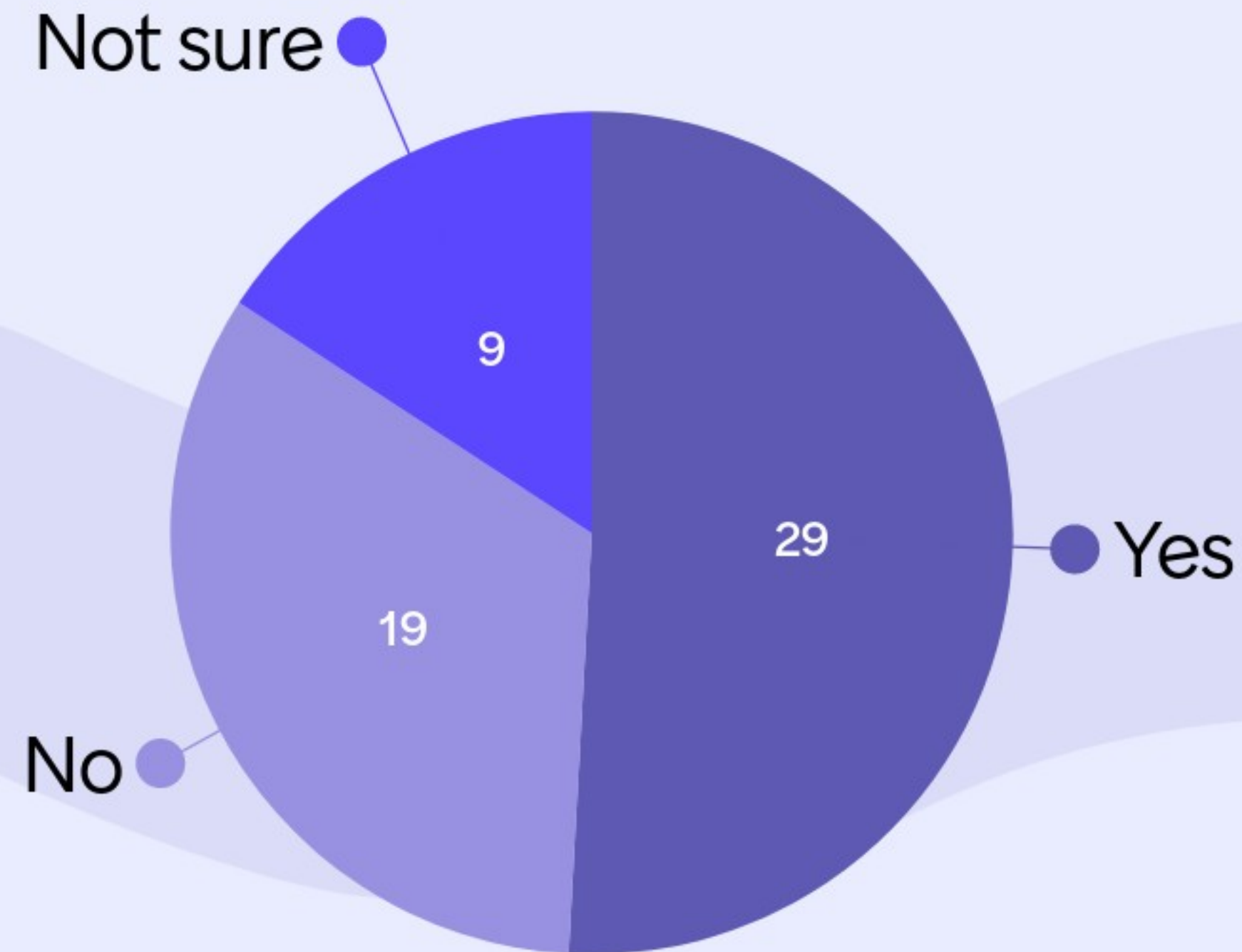


Not really

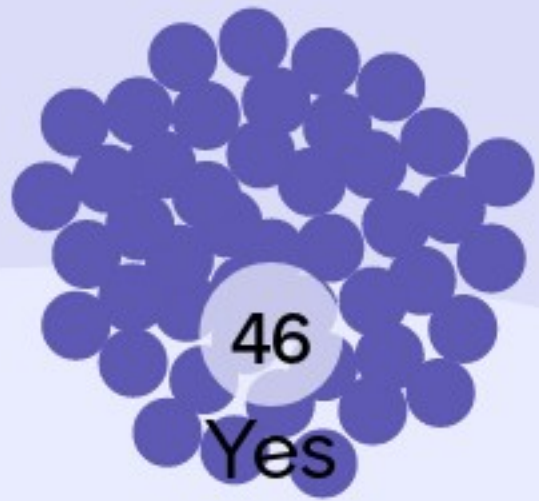


Not at all

We formally measure how many of the team have lived experience of the justice system



Lived experience is valued across my organisation



My organisation *SAYS* we value lived experience, but I feel we could be doing more/better

True

38

False

19

What are the potential benefits of having lived experience in your staff team?

Diversity of perspective

Improved service delivery

Relevance to service delivery

More effective mentoring

Grounded perspective

Honesty

Meets the needs of individuals

Empathy, insight

Critical friend.

What are the potential benefits of having lived experience in your staff team?

Empathy

The work is better!!

You get a better perspective of what things are really like

Authenticity critical thinking curiosity

Better relationship with service users

They have a better understanding of the issues faced

Connectio

Empathy

Helps with funding

What are the potential benefits of having lived experience in your staff team?

They know from that experience what does work for them

Genuine insight, honesty

Better understand

Understanding how support and services need to be shaped and delivered to meet needs

Provides real insight into the challenges faced by people on probation

Unburdened insight

Insights on what really needs to change in the system

Adds value to service

Reality check.

What are the potential benefits of having lived experience in your staff team?

Balance

Effective engagement with clients

To hone our services where the need is

Different modes of knowledge
Personal understanding
First hand experience cannot be taught
A new lens

Insight, Passion, Knowledge, Diversity, Perspective,

They provide guidance
Mentoring
Strategic change

They have a better understanding

Insider knowledge
Trust from service users

Direct experience is so valuable

What are the potential benefits of having lived experience in your staff team?

Perspective, experience, reality, empathic,	Understanding real need	Live what you breathe
To help shape the service. To give a balanced approach	Professional expertise	Sense check our work
Really good to have a mixture of those who are open about it and others who utilize it but keep it to themselves	Mentoring, honest perspective of how we are doing.	Diverse perspective

What are the potential benefits of having lived experience in your staff team?

More able to value, acknowledge experience in order to provide better support

As with diversity generally, it gives leads to better decisions and better work.

Increased empathy and understanding

Quickly reach the heart of what matters, not sit around discussing it for months!

Appreciation for impacts that might not be noticed by others

Better understanding of client experience, challenges, etc and how that has impacted their life. Able to challenge engagement better

Practice what we preach

Less bullsh*t

Less recidivism

What are the potential benefits of having lived experience in your staff team?

Understand the system

Perspectives on what works and what doesn't work

Best practice

Real life experiences
Hope Aspirations Honesty Trust Deeper insight

To tackle the problem that ex-prisoners face when they're giving a disclosure letter and not to let their past prevent them from their future possibilities

They have more empathy

Keeping the work grounded and with the focus on the real world implications

Loyal staff

Giving a chance to people we are saying we help...

What are the potential benefits of having lived experience in your staff team?

They know when policy hasn't reached practice on the ground

Postive mentors
Honest Life Chainging Advice
Understanding of those coming throught the gate

Commitment, really get it, grown ups, resilient - could not and would not do without them

Better compassion

Honesty

Informs our policy work, makes us accurately represent & signpost key issues to stakeholders.

To go through the system and be motivated enough to challenge the system you have to be a truly incredible human

Current

Gives credibility with beneficiaries

What are the potential benefits of having lived experience in your staff team?

New perspectives

Real opportunities for mentors.

Resilience

Integrity

Truth

Really good to have a mixture of those who are open about it and those who utilize it but others don't know

Bridge to/model why society does care

Improved engagement

Strategic honesty at trustee level

What are the potential benefits of having lived experience in your staff team?

Focus on right outcomes

Challenge assumptions

They understand those they are working with

Genuine experience of CJS Critical free
Commitment to the role. Modelling hope

End of quiz

Thank you!

