

The magazine of the Probation Institute

<https://doi.org/10.54006/LADF5638> ISSN 2752-6933

PROBATION

Quarterly

Issue 36: June 2025

Global Rehabilitation

Insights from Around
the World

EXPLORING KEY MESSAGES FROM THE
REHABILITATING PROBATION PROJECT

PROFESSIONAL CURIOSITY

A DAY IN THE LIFE OF...WENDY MARTIN

JUSTICE 2.0

UPGRADING JUSTICE

UNITE | GROW | TRANSFORM



**PACKED WITH KNOWLEDGE
CHARGED BY COMPASSION
DRIVEN BY COURAGE
OILED WITH TRUST
WASHED IN RECOGNITION
SERVICED BY COMMUNITIES
HARM PARKED**

Justice 2.0: Transforming Justice Through Growth, Flourishing, and Connection

The justice system stands at a pivotal moment. Justice 2.0 represents a transformative vision, reimagining justice as a system that fosters healing, growth, and flourishing rather than punishment and compliance. Through initiatives like the Growth Alliance, the Growth Academy, and the Growth App, Grow Transform Belong CIC (GTB) is leading the way in building a fairer, safer society in collaboration with others. This article outlines the key elements of Justice 2.0 and how practitioners might wish to get involved in this new campaign, which explores which aspects of practice need upgrading, to create a justice system that serves staff and those who offend, as well as the community more broadly.



Saraha Lewis
Director
Grow, Transform and Belong

Justice 2.0 Campaign: Collective Change

The Justice 2.0 campaign is a global movement advocating for a justice system that prioritises human flourishing. Drawing on community mobilisation strategies (Jetten et al., 2012), it invites individuals and organisations to contribute to creating a fairer, more compassionate future.

Justice 2.0 aligns with positive criminology, which emphasises strengths, hope, and relationships (Ronel & Segev, 2014). At its core is the principle that justice systems should focus on fostering environments where both staff and service users can grow, heal, and reconnect with their communities. This marks a departure from

traditional punitive models, recognising that rehabilitation is best achieved through compassion, inclusion, and empowerment (Lewis & Hands, 2022).

The Growth Alliance: A Collaborative Network

The Growth Alliance is a global network that unites individuals, organisations, and communities to drive systemic change in criminal justice. It provides a platform for co-production, where diverse voices—practitioners, people with lived experience, academics, and community leaders—collaborate to create transformative solutions. Both people inside and outside of the Criminal Justice System are welcome!

Key Features

- 1. Inclusive Membership:** Members range from supporters raising awareness to champions leading change and influencers driving innovation. This tiered model ensures that every voice is valued.
- 2. Catalyst for Change:** The Alliance facilitates knowledge-sharing through workshops, reflective practice sessions, and hackathons (talks to problem solve together historical, deep-rooted issues). These events foster creativity, collaboration, and innovation.
- 3. Focus on Relationships:** Relationships are central to the Alliance's mission, reflecting the findings of Lewis (2016), who demonstrated that strong relationships in correctional settings are pivotal to cultural transformation.
- 4. Vision and Mission:** The Alliance envisions a society rooted in inclusion and growth, striving to reduce social harm and foster belonging for all. It focuses on challenging systemic barriers with innovative, collaborative solutions that unite diverse communities.

The Alliance's unique strength lies in its diversity. By bringing together service users, practitioners, academics, and policymakers, it creates a dynamic ecosystem of contributors working collectively to reshape systems and promote sustainable change.

The Growth Academy: Growing Criminal Justice Practitioners Course

Growing Criminal Justice Practitioners is GTB's flagship programme, launching in 2025, designed to develop justice practitioners who can inspire and lead cultural change. Grounded in desistance theory (Maruna, 2001) and humanistic principles (Rogers, 1951), the Academy prepares professionals with the tools to foster flourishing in themselves and others.

Unique Features

- 1. Evidence-Based Curriculum:** The Academy offers seven comprehensive modules covering topics such as trauma-informed care, reflective practice, restorative justice, and leadership. Each module integrates the latest research with a strong focus on bitesize learning for busy professionals. It is heavily focused on the practical application of theory and how to overcome the challenges of this based on the resource and time pressures.
- 2. Global Expertise:** Contributors include international leaders in criminal justice, ensuring a diverse and enriching learning experience.
- 3. Co-Produced Design:** The curriculum is developed with input from practitioners and individuals with lived experience, ensuring its relevance and accessibility.
- 4. Focus on Flourishing:** By embedding reflective practice and resilience-building, the Academy helps practitioners sustain well-being in challenging environments, reflecting Covington's (2002) emphasis on trauma-informed care for both staff and service users.

Core Topics and Modules

The Academy offers seven new learning modules, each addressing key knowledge and skills to support professional growth and cultural change in the criminal justice system. This includes:

- 1. Positive Criminology:** Understanding the strengths-based approaches that drive human flourishing to make practice more meaningful for all.
- 2. Relationships in Criminal Justice:** Developing dynamic, trust-based professional relationships, establishing positive boundaries that magnify impact.
- 3. Reflective Practice:** Embedding a culture of learning, self-compassion, and feedback.
- 4. Growth:** Learning and applying a holistic approach to growth for professional by exploring the Principles of Growth, which nurture wellbeing and purpose in practitioners.
- 5. Growing as a Professional:** Enhancing self-awareness, emotional intelligence, and resilience.
- 6. Growing Others:** Being a Change Agent: Empowering others to achieve their potential and fostering desistance.
- 7. Cultural Transformation:** Addressing systemic challenges and creating sustainable, growth-focused environments through leadership and cultural competence.



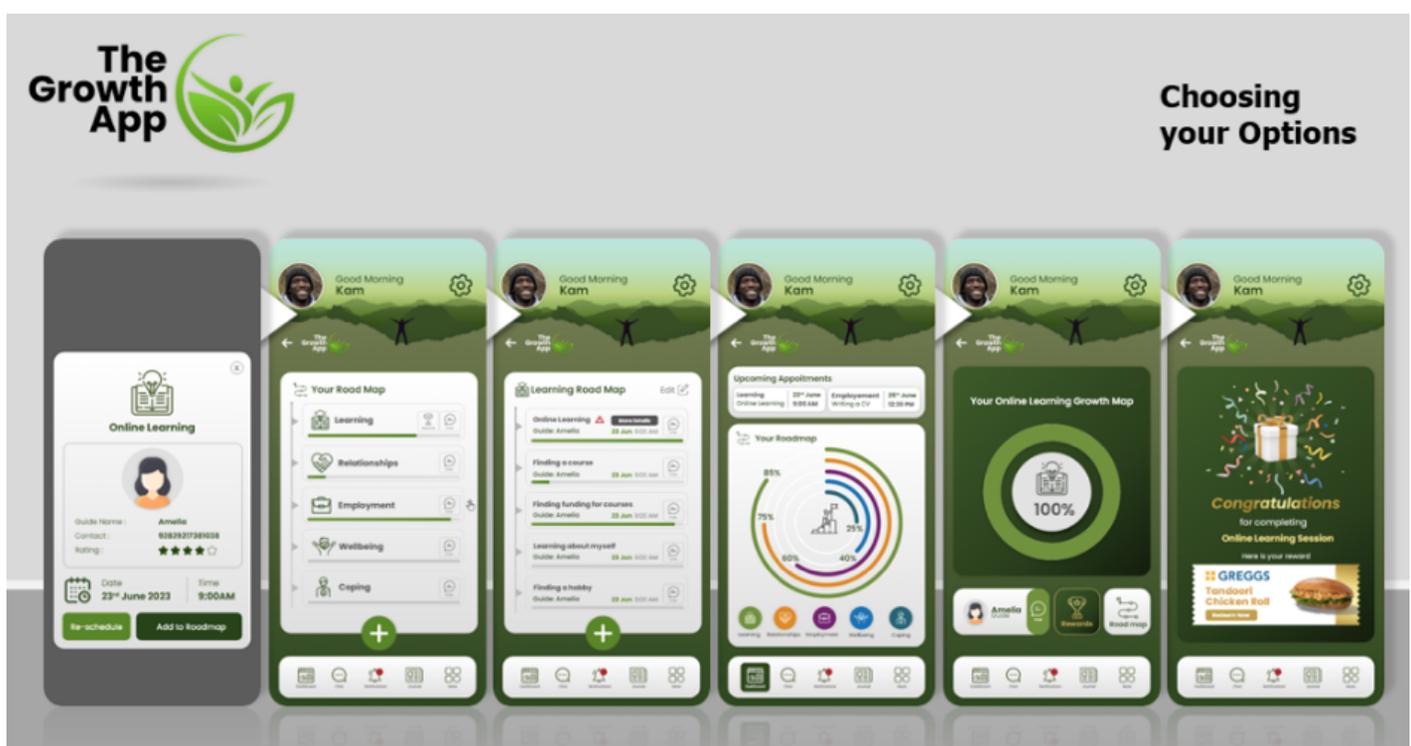
The Growth App: Empowering Individuals Through Technology

The Growth App exemplifies the role of technology in humanising and personalising justice. Co-produced with individuals transitioning from the justice system, the App supports users in achieving their goals, fostering connection, and tracking progress. It is designed to house the Growth Alliance, to provide a space for collaboration, inspiration and growth. It is a place where people help people.

Key Features

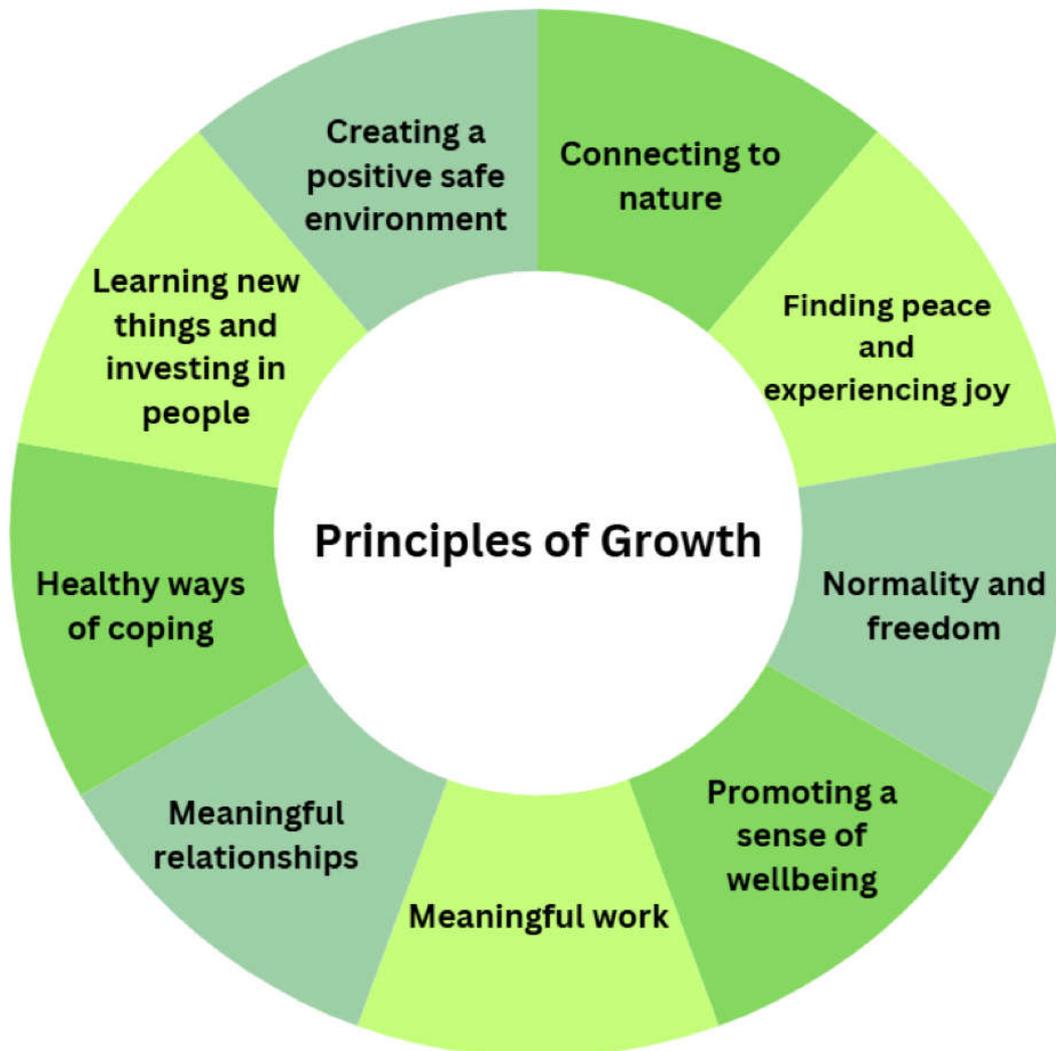
- 1. Empowerment Through Ownership:** Users set personal goals, access tailored resources, and celebrate small victories, promoting a sense of agency and achievement.
- 2. Community Connection:** The App connects users with peers, practitioners, and community organisations, creating a supportive ecosystem for reintegration.
- 3. Data-Driven Insights:** By capturing anonymised data for social good, the App helps organisations identify trends and improve support services, aligning with evidence-based practices highlighted by Sherman (2001).
- 4. Shifting the focus through our language:** The Growth App does not use criminogenic language and so can be used for those on Probation, leaving prison or those at risk of offending as well as practitioners in the field. Ultimately it is not about offending but about flourishing!

The App draws on Maruna's (2001) findings that identity transformation is key to desistance, encouraging users to construct new, positive narratives about themselves and their futures.



The Growth Projects: Transforming Correctional Cultures

The Growth Projects aim to embed the Principles of Growth within justice settings, transforming correctional environments into spaces of safety, trust, and rehabilitation.



The key elements of a Growth philosophy are;

- 1. Growth Over Compliance:** Moving beyond short-term compliance to foster long-term, meaningful change.
- 2. Unconditional Relationships:** Inspired by Rogers' (1951) concept of unconditional positive regard, Growth Projects emphasise empathy and consistency.
- 3. Whole-Systems Thinking:** Collaboration across departments breaks down silos, creating cohesive, rehabilitative environments

Contributions

The Growth Project has contributed to significant cultural change, mainly in prison environments. It hopes to expand this into probation, focusing on positive human factors and reinstating the ethos of probation in places where it has got lost. The key emerging contributions of the project (see Lewis and Hands for more details) are:

- 1. Reduced Harm:** Participating prisons have reported declines in self-harm, violence, and complaints.
- 2. Improved Staff Well-Being:** Training and reflective practices have enhanced morale, retention, and resilience among staff.
- 3. Increased Engagement:** Both staff and service users report feeling more connected and motivated, reflecting the importance of relational connection highlighted by Nugent and Schinkel (2016).

How to Get Involved

The future of justice is one that values growth over punishment, empowerment over exclusion, and hope over despair. At GTB, we believe that this future is within reach—but only if we work together.

We invite probation practitioners, policymakers, and community leaders to join us in reimagining justice. Whether by becoming part of the Growth Alliance, enrolling in the Growth Academy, or supporting our initiatives, your involvement is vital. So,

- **Join the Growth Alliance:** Collaborate with like-minded individuals to drive systemic change.
- **Enrol in the Growth Academy:** Gain the skills to inspire and sustain growth within the justice system. Modules can be accessed individually or together, at affordable prices and these can be hosted by organisations or self-funded. All profits made will go to scholarships for those leaving prison to participate in the Course and the Growth Alliance running costs.

- **Utilise the Growth App:** Empower individuals to take charge of their rehabilitation journeys.

GTB invites you to join this movement. Together, we can build a justice system that reduces harm, fosters belonging and creates safer, stronger communities.

Visit www.growtransformbelong.com to learn more.

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