

Feb 08, YH ROM External Communication

TO: YH NOMS Regional stakeholders

Date: February 08

Subject: NOMS reorganisation, IPPs, Offending Behaviour Programme Review, IOM, the Equal project, South Yorkshire Probation Chair and ROM staffing update.

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NOMS website: www.noms.homeoffice.gov.uk/noms-regions

NOMS RE-ORGANISATION: JOINT STATEMENT FROM TONY HASSALL, PRISON AREA MANAGER AND HILARY CAMPBELL, ROM

Last month we described the intention to bring NOMS and the Prison Service together, streamlining headquarters and rationalising regional structures in order to improve the focus on frontline delivery.

At the centre the organisational map is being developed with decisions being made about which functions will sit within the delivery arm of the organisation to be led by Phil Wheatley, and which within the Policy and Strategy Directorate to be led by Helen Edwards. Phil Wheatley will become the Chief Executive of NOMS and Helen Edwards will become the Ministry of Justice's Director General for Criminal Justice and Offender Management Strategy from the 1 April 2008. Helen's directorate will lead the development of a competition strategy with the implementation of the strategy being managed by the newly created Offender Management Programme Board chaired by Suma Chakrabati, the Permanent Secretary .

Michael Spurr, who will become NOMS Chief Operating Officer from 1 April (reporting to Phil Wheatley), now has responsibility for putting together a team to design the merger. This team will have significant input from both Regional Offender Managers (ROMs) and Prison Area Managers.

Meantime, we are working closely together to manage steps towards developing a regional integrated team in this region. We are committed to ensuring there is a strong stakeholder communication strategy and you will receive monthly bulletins to update you about progress. We have the opportunity to work up a proposed response for our region, whilst taking account of national activity.

The new integrated structure is being piloted from 1 April in Wales and London regions. It is intended that lessons learned from the pilot will inform design work in the other eight regions.

We expect the transitional phase to take 12-24 months. From 1 April the Area Managers will manage the prisons and ROMs will continue to manage SLAs with Probation Boards and contracts with the newly developed Probation Trusts and lead on the partnership agenda . The joint commissioning arrangements for health and learning and skills will be clarified shortly.

The importance placed on cross government activity to reduce re-offending and the need and importance of effective partnership work in order to improve outcomes for offenders and their families is as high as ever, and this will continue to underpin our activity.

The restructure will improve services regionally and locally while making necessary savings by bringing together the management of prison and probation services.

Commissioning will focus more robustly on ensuring the efficient use of available resources with delivery through effective contract and SLA management in line with Lord Carter's recommendations. Tony and I are both committed to progressing with this agenda together and ensuring appropriate consultation and communication throughout.

HILARY CAMPBELL
Regional Offender Manager
Yorkshire & Humberside

TONY HASSALL
HMPS Area Manager
Yorkshire & Humberside

Joint statement ends.

INDETERMINATE SENTENCES FOR PUBLIC PROTECTION (IPPs)

The introduction of Offender Management Phase III has been progressing well across the Yorkshire & Humberside region. Prisons are prioritising the needs of IPP sentenced offenders, especially those whose tariff has either already expired or are due to expire before the end of March 2008. (Currently 57)

There are approx 333 IPP offenders in the prisons within our region with the majority being held at Doncaster, Hull and Leeds. The four probation areas have a current caseload of 406.

Availability of accredited programme provision across the prisons in the area is varied, and what is clear is that substantial numbers of IPP's currently do not have access to provision which meets their needs. This issue is being addressed with our providers.

OFFENDING BEHAVIOUR PROGRAMMES REVIEW

The ROM commissioned review of Accredited Offending Behaviour Programmes has been completed and will be published on our website.

Findings and recommendations centre around, 'Needs and Data Analysis', 'Setting Targets', 'Targeting and Assessment', 'Attrition', 'Programmes for Women', 'IPP prisoners', 'Inter-provider work' and 'Through the Gate'.

Probation providers have already engaged in discussions about how they can address the recommendations via agreed action plans and Prison Governor's have given their commitment to consider the findings and recommendations.

Examples of positive work to date include New Hall Prison which is exploring ways of engaging with West Yorkshire Probation around the delivery of programmes and Doncaster and Hull prisons that will pilot an alcohol intervention in the near future.

REVIEW OF CUSTODIAL REGIME PROVISION FOR ADULT MALES

Tony Hassall has commissioned a review of regime provision for adult males which is being led by Gareth Sands , Governor of HMP New Hall and Carol Smith , Area Prison psychologist . The review will map the population to ensure we have the right prisoner on the right place doing the right activity .

REGIONAL ALCOHOL STRATEGIC GROUP

Towards the end of 2007, the regional Alcohol Strategic Group led by Dianne Draper from Public Health, focussed on alcohol and offenders in the criminal justice system. A commitment was made to reach a definition of levels of alcohol use and treatment responses in prison and community by the end of March, and develop a framework of treatment to be launched at the regional alcohol conference on 11 April 2008.

A small working group has met in an advisory capacity, and funding has since been identified through Government Office in the region and the Prison Service to progress a piece of research determining the levels of offender alcohol use within the community and in custody in order to analyse levels of need for treatment responses.

I have been aware of the gaps in services for offenders across the region in relation to alcohol misuse, and welcome this joint commitment towards addressing unmet needs.

INTERGRATED OFFENDER MANAGEMENT (IOM)

I actively support this significant initiative and will share feedback following the first meeting of the IOM Strategic Group being held on 29 February 2008. This multi-agency group will be influential in setting the direction of the work, and overseeing progress, acting as a link to the Reducing Re-offending Executive Board.

There is considerable interest in this development and it is likely that it will become one of three national pilots with the aim of demonstrating wide ranging impact on improving community safety and reduced re-offending.

EQUAL EMPLOYER ENGAGEMENT PROJECTS

In December 2005, the Home Office, DfES and DWP published the Green Paper, Reducing Re-offending through Skills and Employment which details the Government's aim 'to focus strongly on jobs with employers driving the design and delivery of programmes'. The Next Steps document, launched in December 2006, describes how the vision in the Green Paper will be realised. The document sets out three priorities:

- Engaging employers through the reducing re-offending Corporate Alliance;
- Building on the new offender learning and skills service, including the campus model;
- Reinforcing the emphasis on skills and jobs in prison.

Our region has benefitted from ESF EQUAL funding to support employer engagement activity at regional and local level. A range of employer engagement tools and networks have been established and contributed to the success of the Projects including:

- A toolkit - working with Employers to Reduce Re-offending, A Practitioner's Toolkit, available on the NOMS website
- A Corporate Alliance Pledge - this has been distributed to employer engagement staff in probation, prisons and the voluntary and community sector across the region. When the Equal projects ended in January 2008, over 1,000 employers have been approached, of these, approximately 200 employers are engaging in discussions and 29 employers have signed the Corporate Alliance Pledge. Employers who sign the pledge receive a letter of thanks from David Hanson, MP.
- Two Employer Engagement Information and Network Meetings have been convened involving Prison, Probation and VCS staff
- A Business champions Network has been established. These employers will promote employability opportunities for offenders within their business networks
- A four month work placement at NOMS has been successfully completed by a serving prisoner

The Equal Employer Engagement projects were extremely short, operating between 6 and 9 months. It is encouraging that employers have generally responded positively to the business case for providing employability opportunities to offenders.

In the future it is imperative that the momentum of this activity is maintained, that issues concerning providers sharing information on their activity is addressed and current relationships with employers are prioritised.

SOUTH YORKSHIRE PROBATION – NEW CHAIRMAN

I would like to extend a welcome to Peter Smith as the new chairman of South Yorkshire Probation Board. I am delighted Peter is joining NOMS and I know both the regional team and Probation will value his experience and skills.

STAFFING UPDATE - REGIONAL NOMS TEAM

Finally, I have committed to keeping you informed of changes to the regional team. I am happy to announce that we have two new members, Gini Whitehead seconded from West Yorkshire Probation and Rick Stuart seconded from the Prison Service. Both are six month secondments. Gini is focusing on commissioning Probation services and Rick on offender management and offending behaviour programmes.

In March we will lose two of our senior managers. Martin Pratt will retire following a long and successful career within the Prison service and on secondment to NOMS. Martin will be greatly missed but we are grateful for the commitment and good humour he has shown in his work as a member of our team.

Louise Gartland is taking up a secondment to work with the West Yorkshire Police IOM team. This is an exciting development and will enable Louise to support IOM with her knowledge of NOMS and its partner agencies. We expect Louise and NOMS to continue to work closely together.

I hope you have found this note useful. These communications are monthly and I am happy to feature issues which stakeholders are interested in reading about so please do get in touch if you have any suggestions or feedback.

HILARY CAMPBELL

Regional Offender Manager Yorkshire & Humberside