

Reducing Re-Offending Alliances Audit

West Midlands

Introduction

1. The National, Regional and Local Audit of Alliances work undertaken over the summer of 2006 has been thoroughly reviewed and a report produced for each region. This includes:
 - a generic section based on briefing provided in October 2006 for the Inter-ministerial Group on Reducing Re-offending, consisting of:
 - an Alliances Overview;
 - Alliances' Good Practices Examples; and,
 - the Alliances Key Messages and Plan; and
 - a report produced for each Region summarising the main work being undertaken for each Alliance by the ROM Office, prisons and probation areas.
2. The approach to the regional summaries has been undertaken slightly differently in respect of each Alliance. For example, whilst a composite optimal answer based on the best of the replies received across the regions has been produced for the Civic Society Alliance, the Corporate Alliance has provided both an overall assessment and what it expected to see in an ideal reply for each section. Altogether 10 ROM Offices, 39 probation areas (out of a total of 42) and 115 prisons (out of a total of 139) replied.

Reducing Re-Offending Alliances - Overview

BACKGROUND

3. Baroness Scotland launched the Reducing Re-offending Alliances at a conference in London on 22 November 2005. The Alliances, together with the Reducing Re-offending Delivery Plan, the NOMS and YJB Approach to Communities and Civil Renewal and Community Payback launched on the same day, were designed to increase the public's engagement with the criminal justice system and help reduce re-offending.

AIMS

4. The Alliances aim to make reducing re-offending everyone's business by building on existing partnerships and welcoming new partners and individuals to work with the NOMS in delivering reducing re-offending. There are 3 Alliances:
 - Corporate: Aims to get more offenders into sustained work. We want employers - public, private and voluntary - to pledge to employ offenders, provide training, including in the 'softer skills' such as cv writing and interview techniques, and support their staff to act as mentors, and encourage others to do the same. Additionally they could donate resources, equipment or materials for training purposes or Unpaid work.
 - Civic Society: Aims to provide equality of access for offenders to mainstream local services e.g. accommodation and health through improved partnership working with local authorities, local organisations and communities. It also aims to improve access to purposeful activities in the arts, leisure and sports. It links with the civil renewal agenda: informing, consulting and involving local people e.g. by seeking the views of local communities on unpaid work projects.
 - Faith and Voluntary Sector Alliance: Aims to build on the innovative practical and spiritual help that can be provided by VCS/Faith groups working with offenders in prison and 'through the prison gate' and with offenders subject to community orders.

5. The Alliances are being developed and delivered through integration into the regional reducing re-offending strategies and local plans and aiming to embed them into Local Area Agreements.
6. NOMS are also working closely with the Youth Justice Board to ensure that young offenders are included in the Alliance work and youth issues will be represented at meetings with potential Alliance partners

GOVERNANCE

7. The Corporate Alliance reports progress to the National Reducing Re-offending Strategy Board (NRRSB) through the Employment, Training and Education Sub Board. The other Alliances report to the NRRSB through the recently established Local Delivery Alliance Sub Board. For the Faith Alliance there are also Faith Alliance Strategy and Stakeholder Reference Groups, whilst the VCS have VCS Advisory, Prison, Probation and Stakeholder Reference Groups.

SIGNIFICANT EVENTS

8. Since the conference in London the Alliances have been launched throughout the regions in a series of events ending in May 2006. These have been supported by further national events specific to particular Alliances such as:
 - Corporate Alliance: Green Paper consultation events organised by DfES with practitioners, policy makers and employers. Breakfast event for employers held at KPMG by Baroness Scotland. Meetings with significant employers, including Toyota, Carillion, and National Grid, and Business in the Community 'Seeing is Believing' events. The YJB have recently held a meeting looking at ways of encouraging non statutory sector involvement in the delivery of education, employment and training to young offenders. Lessons learnt from this meeting will inform future development.
 - Civic Alliance: Ministerial meetings with the Local Government Association (LGA) and Society of Local Authority Chief Executives (SOLACE) in March and June 2006 and the creation and holding of three meetings of the Local Delivery Alliance Board.

Reducing Re-Offending Alliances - Overview continued

- Faith and Voluntary Sector Alliance: a Volunteering Summit, consultation meetings with VCS on the draft Volunteering Strategy, a Consultation Seminar on the Arts Strategy and various meetings, including with DCLG, Faith Advisers to Prison Service/NOMS and the Salvation Army. The YJB have also hosted a joint conference with the Arts Council.
9. In every region there have also been meetings and activities to progress the alliances. For example, Baroness Scotland has met faith leaders in a number of areas such as Liverpool where she visited a Sikh temple which had benefited from unpaid work and then met with local faith leaders.

PROGRESS/ACHIEVEMENTS

10. This is a summary of the major progress and achievements to-date:

- Information about the Corporate Alliance, including inclusive recruitment policies, information about the ROA, and the business case for employing offenders can be found on the BiTC website
- Yorkshire and Humber working with BiTC to develop toolkit to help practitioners engage business in the reducing re-offending agenda (£5k funding to support this provided from NOMS budget)
- Wolseley (FTSE Top 100 company) are providing equipment for training purposes and are also now employing offenders. They are happy for us to use their name to promote the Alliance
- BiTC, Crimestoppers, Prince's Trust and the Safer London Foundation acting as intermediaries promoting the Alliance to their corporate contacts.
- Agreed with National Grid that one of their senior managers will act as an adviser to the Corporate Alliance
- Corporate Alliance part of cross Government agenda, linked into ETE sub-board, and the main avenue for employer engagement
- Met with CIPD and agreed format for employer attitude survey. CIPD keen to work with us on this agenda
- Amended recruitment policy submitted to HR
- Negotiated successfully with DCLG the inclusion of reducing re-offending as a mandatory indicator into Local Area Agreements (LAAs) from 2007

- Produced a guidance script to support ROMs and Probation Chief Officers in their negotiations with GOs to seek to embed reducing re-offending in LAAs
- Established a Local Delivery Alliance sub board reporting to the national Reducing Re-offending Strategy Board with cross government representation and representatives from the LGA and SOLACE
- Launched an Alliance 'demonstration project' with partners in the East Midlands which will produce a toolkit of good practice in local partnership working to be launched at a conference in February 2006 (supported by £50k from NOMS budget)
- Succeeded in getting reducing re-offending included as one of the Beacon Council themes in round 9, which is due to commence in March 2007.
- Included relevant references to reducing re-offending in the Local Government White Paper e.g. in the Community Safety and Children, Young people and Families sections
- Developed a Volunteering strategy, which will shortly be published for consultation
- Developed a joint HO/DCMS Arts strategy to emphasise the potential role of the arts in reducing re-offending, which was launched. At consultation event with voluntary organisations on 18 September
- Announced 2007/08 annual grants round with the priority area being children and families, and within that Women and Black, Asian and Minority Ethnic offenders will be further prioritised.
- Sent CD to ROM detailing the full range of voluntary sector providers working with offenders across the reducing re-offending pathways.
- Regional Step Change initiative in Yorks and Humberside which is testing and develop approaches to enhancing the involvement of the voluntary and community sector in delivery of services to offenders.
- There are 20 Community Chaplaincy projects either in operation, or planned
- A major conference - Believing We Can - took place on 23 November to encourage the further involvement of faith based groups
- Developing a faith alliance strategy to be published for consultation later in 2007

11. Further key events and initiatives planned are detailed on the Alliances Plan below.

Reducing Re-Offending Alliances - Overview continued

RESOURCES

12. The Alliances are primarily being delivered at a regional and local level using existing resources. However, a separate budget of £250K has been made available to support the demonstration projects, national and regional conferences and innovative regional and local initiatives, which require pump priming funds. The Step Change Initiative is being funded by the Office of the Third Sector. A Community Chaplaincy Development Officer post, based within Clinks, is being funded for two years with other support for the Alliances at a national level provided by staff in the Community Integration Unit, the Voluntary Sector Unit and the Chaplaincy.

COMMUNICATIONS

13. We have actively promoted the Alliances. The launch of the Alliances was followed by a series of articles in publications such as LGA, CDRP and LCJB, NOMS Voluntary Sector News and Chaplaincy newsletters, trade press e.g. construction and cleaning, and the Talisman, the Reader and Bible Alive. The Corporate Alliance is featured on the BITC website and, like the Civic Society Alliance, is developing a structured communications strategy. The Civic Society Alliance activities have included developing a leaflet on NOMS and the Alliances specifically for improving communications with local authority chief executives and a script to brief ROMs and Probation Chief Officers on how to embed reducing re-offending into LAAs.

Reducing Re-Offending Alliances - Good Practice Examples

14. For the Inter-Ministerial Group meeting on 26 October 2006 a review of the NOMS national, regional and local audit returns was quickly undertaken to identify practitioners' anecdotal examples of good practice in each of the three Alliances. A similar exercise was undertaken by the Youth Justice and Children Unit and the Youth Justice Board at a national level to identify the key alliance partnerships within the youth justice system.
15. A few brief examples of good practice at a regional and local level in the way the development of the Alliances is being taken forward were identified as:
- Employer representation on ETE regional sub boards – e.g. North East where the regional sub board on ETE is chaired by National Employment Panel representative.
 - New or part posts created - to support the delivery of the alliance agenda e.g. North East and Nottingham Probation (where a post holder has established links with 30 employers).
 - Protocols developed – e.g. Yorkshire and Humberside's housing protocol.
 - SLAs with Health -St.Thomas and Guy's Health Trust in the process of agreeing an SLA to provide jobs for offenders in the largest health trust in the UK.
 - Local partnerships - Probation working with CDRPs e.g. in West Mercia the CDRP regularly meets under Chairmanship of Probation Chief Officer.
 - Local people having a say - Good examples across the regions of Local Authorities engaging with the unpaid work/ Community Payback agenda and in some cases leading to employment e.g. Hartlepool and Peterborough
 - Youth focus - Clear evidence that Youth Offending Teams view Alliance working as a key part of their responsibilities.
 - Alliance agreements - YJB have a memorandum of Understanding with the Prince's Trust and a partnership agreement with the Arts Council.

16. More detailed specific examples of good practice in relation to particular Alliances identified were:

CORPORATE ALLIANCE

NOTTINGHAM PROBATION SERVICE has employed 4 ex-offenders to mentor current offenders with the aim of improving their compliance with community orders. Two of the mentors are working with prolific and priority offenders and those whose offences relate to substance abuse. One of the mentors is working in the ETE Unit and is helping offenders to obtain and retain employment. The mentors also provide evidence of offenders sustaining employment thereby helping to achieve the area's KPI on employment.

WINDOWS OUTLET, a medium sized company located in the North West, provides work for prisoners at Forest Bank prison. The company train the prisoners involved and employ prisoners at it factories in Burnley and Manchester. The Managing Director and Chief Executive are both committed to helping prisoners on their return to the community. The MD has found accommodation for one prisoner and is working to resettle a former lifer who has an alcohol problem.

LAING O'ROURKE, one of the largest construction companies in the UK, is a major employer in the North East. As a result of NOMS relationship with the Employer Coalition in the NE, Laing O'Rourke has pledged to reserve a number of apprenticeship opportunities for offenders.

FEATHERSTONE PRISON has a pilot project, funded by the LSC, to train and employ offenders in sectors that were identified as having employment opportunities for offenders. The prison delivered training in streetwork to over 8 prisoners and made contact with a local company that is a contractor to Severn Trent Water. The company offered employment to all those that completed the training. The employer is so impressed by the quality of the people that he is planning to provide a tutor to enable extra training to be delivered.

FELTHAM YO! Have a number of innovative partnerships with large corporate organisations who provide equipment training and skills for young offenders. These are based in trades including construction, mechanics and catering.

Good Practice Examples continued

CIVIC SOCIETY ALLIANCE

STOKE ON TRENT LOCAL AREA AGREEMENT: Under this Staffordshire Probation Area and Staffordshire Police are collaborating to purchase a mentoring service to deliver support to offenders supervised under the PPO scheme who are coming to the end of their Community Order and require an enhanced level of support to successfully exit the scheme. An allocation of £30 000 has been given under the Safer and Stronger Communities Block of the Stoke on Trent LAA to support the development of this service which may be replicated across Staffordshire if successful.

STAFFORDSHIRE HOUSING PROTOCOL: Staffordshire Probation Area, in conjunction with Staffordshire and Stoke on Trent Youth Offending Service, Local Housing Authorities and Registered Social Landlords in Staffordshire, has been working to develop an agreed common procedure for dealing with offender housing applications in Staffordshire. The aim is to improve joint working and to develop a consistent approach to the handling of offender housing applications with a view to increasing the number of offenders being successfully rehoused by housing organisations in Staffordshire. To date 33 housing providers including all 9 LHAs in the county have signed up to the protocol. The protocol is to be used as a good-practice example in a 'toolkit' for working with PPOs to be included on EPIC.

RODWELL TRAIL, WEYMOUTH: Under a partnership between probation, Weymouth & Portland Borough Council and the local CDRP offenders on unpaid work are clearing brambles and areas used by drug takers to make the trail accessible to families again. This has been made visible by using local press and radio and the Unit's own 'A' Boards "Supervising Offenders to Achieve a Safer Cleaner Dorset."

NOTTINGHAMSHIRE PROBATION: Following media interests in Approved Premises, close links were formed with the Heads of Local Education Authority and Children's services in the Nottinghamshire Probation Area. This resulted in Joint Police/ MAPP/ Probation and Local Authority visits to the head teachers of schools, and managers of swimming pools/ leisure centres, nurseries and children's day care providers which were within half a mile of an Approved Premises.

Good Practice Examples continued

FAITH

There are now about 20 Community Chaplaincy projects either up and running or making progress towards a start date, and the examples below are a selection from them covering different aspects of the work, and different stages of development within the projects.

SWANSEA – Advocacy and empowerment in the local community

Across all the 7 pathways Swansea Community Chaplaincy can deliver by assisting ex-offenders by using volunteers as mentors and advocates to help empower and breed self-confidence in ex-offenders, for example,

- Going to the Benefits office and offering support at meetings or utilising at Citizens Advice Bureau service to help assist ex-offenders on to a money management course.
- Helping ex-offenders access college courses and other vocational training and then providing ongoing support to help them stay the duration.
- Maintaining professional relationships with DIP teams and helping service users access the relevant and appropriate drug treatment programmes.
- Importantly they can change the attitudes, thinking and behaviour of ex-offenders by showing them the support, care and attention they may not have otherwise received. And by placing them at the heart of the faith communities in their local area.

NORTH STAFFORDSHIRE – Providing appropriate and permanent housing

As a new development to help alleviate homelessness amongst ex-offenders North Staffordshire Community Chaplaincy in partnership with Green Pastures Housing, a Christian Social Enterprise based in Southport, and private landlords in Stoke-on-Trent have managed to purchase 9 units of housing (23 beds) to permanently provide accommodation for ex-offenders who would otherwise be of no fixed abode. The partnership manages the properties whilst the Community Chaplains provide ongoing mentoring and advocacy support for their service users. Showing a healthy appetite for expansion the community chaplaincy has stated that if they provided the funding for a housing co-ordinator they could buy 50 more properties in a 12 month period and effectively offer housing to the majority of ex-offenders returning NFA to the Stoke-on-Trent Area. Funding is currently being sourced.

WEST YORKSHIRE – multi-faith working in a culturally and ethnically diverse area.

West Yorkshire Community Chaplaincy (WYCCP) now employs a Muslim and a Christian Community Chaplain and draws 50% of its volunteers from faith communities across west Yorkshire. The networking and partnership building role of the community chaplains has enabled them to embrace the diversity represented in the West Yorkshire area. They are working with Islamic, Sikh, Christian, Buddhist and Hindu faith communities across Bradford, Leeds and Dewsbury. And also have good working relationships with the Yorkshire & Humberside Faiths Forum as well as the more local Bradford and Leeds multi-faith forums. These communities provide the bedrock for WYCCP's work. WYCCP has raised the awareness of the difficulties faced by an ex-offender through the education of diverse faith communities, thereby maximising the input of these communities into transforming the lives of ex-offenders. This educational role of the project has gained them widespread support in a short space of time and shown that the faith communities working together in partnership are a massive resource for reducing re-offending.

Good Practice Examples continued

GREATER MANCHESTER –

Circles of Support & Accountability

Greater Manchester Community Chaplaincy (GMCC) is a faith-based project that supports people of faith or of no faith. They recruit train and support volunteers from the eight boroughs and two cities of Greater Manchester to offer one to one support for ex-offenders who have made a decision to live crime free lives in the Greater Manchester area. Additionally they work in partnership with Greater Manchester Probation and have a probation officer seconded to the project who coordinates 'Circles of Support and Accountability'. This is specialized work with a person who has sexually abused children and is at a high level of risk of re-offending. 'Circles' volunteers offer their core member social and emotional support that compliments the statutory provision. Reducing isolation and loneliness has been proven to significantly reduce the risk of re-offending. Almost 80% of these volunteers have come from the local faith communities.

VOLUNTARY AND COMMUNITY SECTOR

Emerging themes are the preponderance of VCS organisations within certain pathways e.g. Accommodation, Children and Families. However, there is growing evidence that groups now work across the broad spectrum of provision – including high risk offenders.

BOVINGTON TANK MUSEUM, Weymouth College and Dorset Probation Area have a novel community payback scheme in which 6-8 offenders per week complete their service at the Museum, in return for which they receive basic skills and engineering education to GNVQ level 2 from Weymouth College at the site. The Museum gets additional working exhibits, which helps with their income. The Probation Area and the Learning and Skills Council provide funding, while with the Museum supplies the work placements and facilities. Successes include permanent engineering work found on completion for an offender who had previously been unemployed for 14 years.

NORFOLK PROBATION AREA is signalling a real commitment to addressing diversity issues by co-opting 5 representatives from local BME communities and organisations to serve on an equality working group which has a remit for race equality impact assessments across all their operations. They also have an unpaid work community panel, some members of whom have been deliberately recruited from the BME VCS.

THE REDUCING RE-OFFENDING PARTNERSHIP SOUTH WEST and the SW ROM are funding the reimbursement of travelling expenses to small and medium sized VCS organisations to enable them to attend pathway meetings and both VCS and BME commissioning advisory groups. They have linked up with a VCS infrastructure organisation (Clinks) to manage the scheme on their behalf.

PECAN: Important links have been built between NOMS and the London-based charity, Pecan. Pecan runs the innovative Work Out project which helps ex-offenders find stable employment. Pecan is closely supported by the London Regional Offender Manager and the ROM office. Work Out recruits mentors from London churches to help the charity with the assistance they give to ex-offenders. The

mentors and other Work Out staff engage with up to 30 offenders per month and help to recruit offenders while in prison; offer mentoring support; one to one job coaching and assistance to find permanent work; and help with housing and other needs. This support continues once they are in permanent work.

DANCE UNITED/ARTS COUNCIL: Dance United have a partnership with the Bradford YOT/ISSP scheme. Through the Arts Council they have managed to obtain funding for a dance studio which encourages young offenders on the Intensive Supervision and Surveillance scheme to express themselves through dance related activities. This has helped participants gain self confidence and self expression and has led to dance scholarships for two young offenders. The YJB have a partnership with the Arts Council who published a strategy for engaging with young offenders last year.

PRINCE'S TRUST: Have a variety of projects which are linked to young offenders. YJB have a memorandum of understanding with the Trust and this has led to a pilot in the East Midlands and the Eastern Region designed to direct young offenders into the TEAM programme. TEAM is a structured community based programme for young people offering them the opportunity to develop practical and team building skills and received ETE interventions.

Alliances' Key Messages And Plan

MISSION

To increase the effectiveness of the Reducing Re-offending Alliances and the number of organisations involved across the UK in their contribution to reducing re-offending

COMMITMENTS

1. We will facilitate and encourage the building of Alliances by:
 - identifying new champions
 - agreeing protocols with 12 organisations across the 3 alliances
 - reviewing progress with the ROMs
 - developing and sharing models of good practice
2. We will increase awareness of and promote Alliance best practice through:
 - a variety of communication channels to ensure widest possible spread, tailored to the needs of the target audiences
3. We will work across Government to promote the Alliances and set positive examples by:
 - co-ordinating cross Government plans and approaches including a review of Home Office ex-offender recruitment procedures

AIMS

FAITH AND VCS	CORPORATE	CIVIC SOCIETY
Better engage the faith and voluntary sector in contributing to reducing re-offending.	Encourage employers to adopt more inclusive recruitment policies and to employ offenders.	Embed reducing re-offending in Local Area Agreements.
Develop further community chaplaincy (on an inclusive basis).	Encourage employers to provide training opportunities for offenders and to allow their staff to deliver 'soft skills' training.	Ensure equality of access to local mainstream service provision for offenders including housing, health and drug treatment.
Encourage voluntary sector organisations to work with offenders for the first time.	Encourage employers to promote this agenda and include offenders as part of their Corporate Social Responsibility agenda	Develop offender engagement in purposeful activity including sports, arts and music.

Alliances Action Plan: Integrating Adults and Juveniles

FAITH AND VCS ALLIANCE

OUTCOMES

- Increase number of community chaplaincy schemes
- Encourage voluntary sector organisations to work with offenders for the first time

SEPTEMBER - DECEMBER 2006

- “Believing we Can” conference
- Launch consultation on Faith Alliance strategy – to include juvenile offender participation
- Develop draft NOMS Volunteering strategy
- Develop a draft NOMS Arts strategy
- Appointment of VCS Alliance Post – East of England
- Collaborative work with CLINKS on VCS Alliance Audit
- Secondee working on the development of the Community Chaplaincy project
- NOMS VCS Grants programme shortlisting
- Use Audit analysis to identify and disseminate good practice examples across the regions
- YJB hosting an event with religious groups focusing on how faith groups can work with young offenders

FAITH AND VCS ALLIANCE continued

JANUARY - MARCH 07

- Announcement of Grant awards
- Commence implementation of NOMS Arts strategy
- Produce a toolkit for Community Chaplaincy projects
- Increase number of faith groups benefiting from Unpaid Work
- Consultation on NOMS Arts strategy
- VCS national conference
- Consultation on NOMS Volunteering strategy

APRIL - JUNE 2007

- All regions have effective Community Chaplaincy schemes
- Commence implementation of NOMS volunteering strategy
- Hereford and Worcestershire toolkit project for juvenile offenders completed with the toolkit design in progress – to be completed by end of August 2007
- Publication of NOMS Arts strategy
- Publication of NOMS Volunteering Strategy

CORPORATE ALLIANCE

OUTCOMES

- Encourage employers to provide employment, resources, mentoring, and training opportunities for offenders
- Encourage employers to include offenders as part of their Corporate Social Responsibility
- An increased number of appropriate companies in the FTSE 100/FTSE 250 are signed up to promoting the Corporate Alliance

SEPTEMBER - DECEMBER 2006

- Sign up ten NEW national champions
- Agree action plan to integrate the offender employment agenda into the proposals arising from the Green Paper with DfES and DWP
- Establish a national Alliances employer stakeholder group that informs the work of the cross Government ETE/Alliance Board
- Have national tailored ‘sales pitch’/business case developed by employers
- Develop communication strategy
- YJB event with non statutory sector for them to develop relationships with young offenders

CORPORATE ALLIANCE continued

- Change Home Office recruitment policy on employing ex-offenders and promote across Government
- Launch the Yorkshire and Humberside toolkit
- Green Paper ‘Next Steps’ national event 13 December
- Three further KPMG sponsored events for employers
- Joint NOMS, YJB and Prince’s Trust event on engaging employers 5th December
- update BiTC website with new quotes/case studies
- Further BiTC ‘Seeing is Believing’ events to promote employing offenders
- Safer London Foundation Corporate Event 26 October
- Gerry Sutcliffe mtg Carillion 9 November
- Prince’s Trust Women’s Leadership Group event at DTI

JANUARY - MARCH 07

- Promote the results of a CIPD survey of employers’ attitudes to recruiting offenders
- Ten identified ‘champions’ in each

Alliances Action Plan: Integrating Adults and Juveniles continued

CORPORATE ALLIANCE

continued

- The YJB will review its recruitment policies in line with any changes made to HO policies
- Encourage OGD review of recruitment policies
- NEP to appoint Job Developers in 4-6 cities to offenders and potential employers
- update BiTC website with new quotes/case studies

APRIL - JUNE 2007

- update BiTC website with new quotes/case studies

CIVIC SOCIETY ALLIANCE

OUTCOMES

- Reducing re-offending agenda embedded into Local Area Agreements
- Improved equality of access for offenders to mainstream local services e.g. housing, health, drug treatment
- Improved awareness of, and access to, purposeful activities for offenders in leisure, sport, music and the arts

SEPTEMBER - DECEMBER 2006

- Promote joined up ownership on a cross Government Local Delivery Alliance Sub board including LGA and SOLACE
- Provide up to date guidance for Government offices and ROMs to enable them to embed reducing re-offending in LAAs
- Produce a database of good practice examples from across the country to promote and encourage improved partnership working
- Produce a costing template that enables local authorities to understand the business case for supporting work that reduces re-offending
- Promote the Alliance to local authority chief executives and councillors through IDeA and other communication channels

CIVIC SOCIETY ALLIANCE

continued

- Launch Approved Premises toolkit providing good practice on community engagement
- Launch the new Unpaid Work Practice Manual at a conference to promote Community Payback (November)

JANUARY - MARCH 07

- Develop a leaflet on sport and leisure activities in a local authority as a pilot project to promote purposeful activities for offenders
- Develop a proxy adult re-offending measure to support the reducing re-offending mandatory indicator in the LAAs
- MAPPA Lay Advisers Conference to promote good practice in the use of Lay Advisers (January)
- Launch the Civic Society Alliance toolkit at a national conference in the East Midlands (March)

APRIL - JUNE 2007

- Promote reducing re-offending as a Beacon Council theme to improve good practice among local authorities
- Promote reducing re-offending as part of refreshed Local Area Agreements for 2007-08

ACTIVITIES WHICH CROSS ALL THE ALLIANCE GROUPS

SEPTEMBER - DECEMBER 2006

- Launch the Award Ceremony for Alliances in the Youth Justice System – the Youth Justice Conference
- Launch Alliance communications in the YJB and with frontline practitioners
- Start the process of raising profile with articles: In YJB news, Justice Week
- Analyse Audit returns and compile reports for all Regional Offender Managers

JANUARY - MARCH 07

- Aim to have signed nationally some of the Memoranda of Understanding with the 5 organisations for juvenile offenders
- Alliances review Conference with Ministers, ROMs and key partners

APRIL - JUNE 2007

- Aim to agree 5 Memorandum of Understandings across all the Alliances for juvenile offenders

Alliances Action Plan: Integrating Adults and Juveniles continued

KEY RISKS, BOULDERS, TENSIONS AND ISSUES ACROSS REDUCING RE-OFFENDING ALLIANCES

- Limited resources for delivery, inc JC+ headcount, ROMs resources and VCS funding
- Commitment of partners at national, regional and local levels
- Breadth of reducing re-offending and NOMS change agenda
- Embedding reducing re-offending in the context of complexities of local infrastructure and impact of planned changes eg to CDRPs, Local Government White Paper
- Cynicism over NOMS' commitment to engage more fully with the VCS
- Negative perceptions of offenders from business and other organisations
- Differing priorities of partners/departments in the development of (eg) Arts or Volunteering Strategies

Civic Society Alliance - ROM

GOVERNANCE ARRANGEMENTS

OPTIMAL ANSWER Regional Reducing Re-offending Delivery Board – with representation from the Local Authorities / Regional Assembly. ROM membership on LSP/Established links with Government Offices/Membership of the LAA Safer and Stronger Group/Integrated in pathways.

ROM RETURN Integrated in pathways

CONSULTATION EVENTS/GROUP INDIVIDUAL MEETINGS HELD

OPTIMAL ANSWER Regional Reducing Re-offending Delivery Plan Launch events
Unpaid work – Community consultation events
Events aimed at Local Authorities
Representation at other relevant events e.g. Regional homelessness events.
Events/meetings with Government Office representatives

ROM RETURN Launched at 4th May
Conference – not a great deal of interest from LA

STAFF TIME ALLOCATED

OPTIMAL ANSWER Varies across the regions./From 5% to 50% of specific members of staff time./Secondees

ROM RETURN 1 day per week

CHAMPIONS

OPTIMAL ANSWER Champions can include: Chief Executives from Local Authorities./Representatives from Government Office/Local Authority representatives from specific areas such as housing/Probation/HMPS

ROM RETURN Holding a housing event on 4th December with LAs

Civic Society Alliance - ROM continued

FUNDING

OPTIMAL ANSWER CIU funding ranging from £10k - £50k/Other funding streams e.g HO Director allocation

ROM RETURN CSIP funding a pilot to promote healthy living for PPOs / Meeting with Sport England to promote 'healthy living activities' to prisoners in conjunction with LAs.

SPECIFIC PROJECTS

OPTIMAL ANSWER Apart from specific regional projects/ pilots such as the:East Midlands Demonstration Project/London Resettlement Project/South West Accommodation Gateway Other projects discussed should include:Exceptional unpaid work examples e.g. Teeside UPW scheme/Community Payback/Working with Local Authorities

ROM RETURN NA

COMMUNICATION – ACTION TAKEN

OPTIMAL ANSWER Newsletters/Bulletins to partners/Updates to CDRPs/ CSPs/Partnership websites/Consultation with Local Authorities' Chief Executives/BME Community Advisory Groups/Networking events/LGA newsletter/Publish findings from research/Development days for LA staff to visit prisons.

ROM RETURN NA

CIVIL RENEWAL

OPTIMAL ANSWER Strategy focussed on the needs of BME offenders/Regional Race Equality Events /Working with Government Offices/Community Engagement Strategy

ROM RETURN Discussing with health lead re service engagement within health / resettlement needs of BME offenders.

Civic Society Alliance - ROM continued

ANY FURTHER COMMENTS RE PROGRESS AND RISKS/CHALLENGES

OPTIMAL ANSWER Impressed by achievements at a local level./Local Authorities – conflicting priorities/limited budgets/ local political scene/ risk of disengagement/Under resourcing of ROMs' team/Poor links with probation/Inadequate links between the SLAs/LAAs and reducing re-offending/Manage expectations from NOMS centrally and the LGA/The need to engage the whole region.

ROM RETURN Been a challenge but now steady progress being made due to co-location in GOWM

Civic Society Alliance Prison

UNPAID WORK PRISON RESETTLEMENT ESTATE

OPTIMAL ANSWER Community work projects generated by local organisations, local community groups and local voluntary organisations/Communication with partnership agencies e.g. probation/Representation on LCJBs/Communication and work with Local Authorities.

BIRMINGHAM Birmingham CC contracting with NACRO to deliver How to be a Good tenant courses in prison

BLAKENHURST C2W funding for NACRO

BRINSFORD Na

DOVEGATE Na

DRAKE HALL Na

FEATHERSTONE Na

HEWELL GRANGE Three of prison's ten current projects have links to LA/ Joint working with probation.

LONG LARTIN Welcomes views from community/ receptive to ad hoc projects/ art displays in libraries and schools

STAFFORD Na

STOKE HEATH Na

EXAMPLES OF PRISON AND PROBATION JOINING UP ON UNPAID WORK AGENDA

OPTIMAL ANSWER Examples of projects which involve joint working between probation and prison./Involvement of voluntary organisations e.g. Inside Out Trust and/ or local authorities in assisting the joined up working between probation and the prison/Working with probation on visible unpaid work projects/Accredited programmes being delivered in the community for prisoners on license.

BIRMINGHAM Na

BLAKENHURST Na

BRINSFORD Na

DOVEGATE Na

DRAKE HALL Na

FEATHERSTONE Na

HEWELL GRANGE West Mercia Prob contribute to one of prison's current projects developing the Wharf Meadow site.

LONG LARTIN Na

STAFFORD Na

STOKE HEATH Na

EXAMPLES OF COLLABORATIVE WORK WITH LA AND LOCAL PARTNERSHIPS SUCH AS CDRPS/CSPS

OPTIMAL ANSWER Representation on LCJBs/Working with Local Authorities in the delivery of community work project/Attendance on CDRPs/ CSPs/ Established working relationships with Local Authorities on issues such as accommodation.

BIRMINGHAM Na

BLAKENHURST Na

BRINSFORD Links between W Mids Mediation, Aston and Handsworth Operational Groups and prison to contribute to reducing gun and gang violence.

DOVEGATE Na

DRAKE HALL Na

FEATHERSTONE Prison produce alley gates for local communities

HEWELL GRANGE Working with Redditch to regenerate and conserve parks and woods

LONG LARTIN Na

STAFFORD Na

STOKE HEATH Na

VICTIMS& RESTORATIVE JUSTICE

OPTIMAL ANSWER Sycamore Tree project/Examples of working with Victim Awareness groups/Examples of mediation projects/ RJ community projects

BIRMINGHAM Na

BLAKENHURST Na

BRINSFORD Na

DOVEGATE Na

DRAKE HALL Na

FEATHERSTONE Na

HEWELL GRANGE Listeners/ Acc + ETE advisors (NACRO)

LONG LARTIN Insiders work at Crown/Magistrates Court

STAFFORD Internal Scheme HOPIN

STOKE HEATH Work with Princes Trust

Civic Society Alliance Prison continued

OFFENDER AS RESPONSIBLE CITIZEN

OPTIMAL ANSWER Mention of Peer support mentoring/ listening/ Insiders scheme/Establishment of prisoners' support groups/Examples of prisoner consultative committees

BIRMINGHAM Na

BLAKENHURST Peer support resettlement and data gathering service developed

BRINSFORD Na

DOVEGATE Proposal to introduce OCR certificate in citizenship studies

DRAKE HALL NACRO trained advisors

FEATHERSTONE Na

HEWELL GRANGE Listeners/ Acc + ETE advisors (NACRO)

LONG LARTIN Mentoring – RAM process, classroom support, sports assistants, peer support network – focused on foreign nationals and race relations

STAFFORD Internal scheme -HOPIN

STOKE HEATH Work with Princes Trust

CIVIL RENEWAL

OPTIMAL ANSWER Links with local Equality Councils/Membership and participation on CDRPs/CSPs

BIRMINGHAM Na

BLAKENHURST Na

BRINSFORD Na

DOVEGATE Na

DRAKE HALL Na

FEATHERSTONE Na

HEWELL GRANGE Na

LONG LARTIN Involved in REAG weeks - thoughts of local communities and race equality groups

STAFFORD Na

STOKE HEATH Na

ANY FURTHER COMMENTS

OPTIMAL ANSWER Na

BIRMINGHAM Na

BLAKENHURST Na

BRINSFORD Na

DOVEGATE Na

DRAKE HALL Na

FEATHERSTONE Na

HEWELL GRANGE Na

LONG LARTIN Na

STAFFORD Na

STOKE HEATH Na

NO RETURNS

Brockhill
Shrewsbury
Swinfen Hall
Werrington

Civic Society Alliance Probation

OFFENDER AS RESPONSIBLE CITIZEN

OPTIMAL ANSWER Visible/ badged projects/ publicity distributed widely across the area/ local media coverage/ joint projects with the Prison Service including alleygate project in Whitmore Reans

WEST MIDLANDS UPW exit questionnaires/exit questionnaires completed at end of Accredited programmes/ proposals made to pilot a focus group

WEST MERCIA Growing out of crime graduates to take on mentoring role/ one case employment through YSS in that role/ took produce to Ludlow Food festival/attended neighbour meetings/sponsored a report on the perception on service delivery of BME offenders/ ESI high turnout to talk to inspectors

STAFFORDSHIRE NA

WARWICKSHIRE Feedback is sought from all offenders accessing information from our IAG next step delivery/ feedback from beneficiaries/ peer mentoring

COMMUNITY PAYBACK

OPTIMAL ANSWER Websites/ Leaflets/ Posters/ Billboards/ Local events promoting Community Payback/ Working with CDRPs/CSPs to identify unpaid work projects./Working with Local Authorities to identify unpaid work projects./Working with the community, local organisations and voluntary sector on identifying unpaid work projects./Promotion by local press and media /Involvement with community engagement group/LCJB website/Newsletters/Visible unpaid work – badging and plaques

WEST MIDLANDS Visible/ badged projects/ publicity distributed widely across the area/ local media coverage/ joint projects with the Prison Service including alleygate project in Whitmore Reans

WEST MERCIA Positive media coverage/public meeting/ wharf project - prisoners on day release working alongside community offenders/ discussions with prison estate on extending scheme

STAFFORDSHIRE NA

WARWICKSHIRE Website/ presentations to community groups/ community payback staff train new pcso recruits for Warwickshire Police

LOCAL PARTNERSHIPS

OPTIMAL ANSWER Working with CDRPs/CSPs on identifying and supporting unpaid work projects./Attending CDRPs/CSPs meetings/Local Authorities providing work placements for unpaid work projects/Local Authorities providing supervision for unpaid work projects./Local Authorities providing supplies and provisions for unpaid work projects./Attendance at Safer Neighbourhood groups/Working with Local Authorities on progress unpaid work placements to guaranteed interviews to full-time employment./Working closely with LCJB/Receiving CDRP/CSP funding for specific projects/Working with voluntary groups and local organisations e.g Princes Trust / Duke of Edinburgh Award scheme on unpaid work projects

WEST MIDLANDS Linked to CDRPs and similar groups/ work in partnership with groups eg Lyndhurst Estate/ LDG have created a community shop to support the neighbourhood tasking group/ Probation service -UPW team - refurbishment projects/ no examples of LA providing supervision - but example of local groups set up via these partnerships e.g. Dudley

WEST MERCIA CDRPs contribute to growing out of crime project by funding/ Elgar project funded by CDRP/ all CDRPs regularly meet under chairmanship of Probation Chief officer. Meeting PSA target 1. RR rates low.

LOCAL PARTNERSHIPS continued

STAFFORDSHIRE PPO mentoring scheme - Under Stoke LAA collaboration between Probation and police are purchasing a mentoring service to deliver support to offenders under PPOs. £30k

WARWICKSHIRE ETE has represented offenders on MAPPA boards/graffiti removal for CDRPs/ actual sla with Nuneaton and Bedworth Borough Council

Civic Society Alliance Probation continued

PPOS/DRUGS WORK HEALTH PARTNERSHIPS

OPTIMAL ANSWER Mention of pilot PPO schemes in the area/Working with and receiving funding from Local Authority/Linking agendas with CDRPs and CSPs/DRR offenders involved in community-based projects/Local partnership delivery of DIP contract/PSOs funded by DIP/CDRPs

WEST MIDLANDS 9 PSOs are funded by Birmingham DIP/ local CDRPs -new dvd funded by HO and local CDRP aimed at presenting PPO scheme to offenders and also to staff of partner agencies.

WEST MERCIA Elgar project/ growing out of crime ACCLAIM

STAFFORDSHIRE Joint working with housing authorities - Probation in conjunction with youth offending service, local housing authorities and registered social landlords has been working to develop an agreed common procedure for dealing with offender housing applications/ engagement with supporting people

WARWICKSHIRE Progress 2 work and Building on progress are located in probation offices/ links with supporting people/ partnership with Belgrade Theatre and other arts.

VICTIMS AND RESTORATIVE JUSTICE

OPTIMAL ANSWER Employ Women Safety Workers/Involvement with community Victim Support scheme/The appointment of Victim Liaison Officers/Working with LCJBs – Victim and Witness Groups

WEST MIDLANDS Specific work on RJ with offenders and victims

WEST MERCIA NA

STAFFORDSHIRE NA

WARWICKSHIRE Joint victim unit/ victim support are co-located

PUBLIC PROTECTION

OPTIMAL ANSWER Established Circle of Support schemes/Approved Premises involved in community engagement/The appointment of lay advisors/The establishment of a Community Stakeholder Group

WEST MIDLANDS Circle of supports/ MAPPA Lay Advisers/ SMB and GO regional office sponsoring an event in October to explore linkages with LAAs/ engagement with elected members

WEST MERCIA CLocal residents group meet/ meeting witj local MP/ Lay Advisers

STAFFORDSHIRE Staffordshire Intensive Floating Support Scheme - positive initiative to highlight the valuable contribution that community programmes have on affecting behaviour and outcomes for individuals taking part and the wider community

WARWICKSHIRE Local liaison group

CIVIL RENEWAL

OPTIMAL ANSWER Examples of communication, consultation and engagement with the Asian and BME community/Examples of community engagement/Examples of Race Equality and Diversity Focus Groups/Working with LCJBs on diversity and community engagement.

WEST MIDLANDS LCJB community consultation and engagement is specifically focused on BME communities

WEST MERCIA Employed CSV to find 30 agency placements for offenders on UPW to work in voluntary or charitable organisations. CSV succeeded - one of the unemployed workers retained for an additional 2 months to extend this work across Hertfordshire/ outreach work to access minority communities and to get feedback on the experience of BME.

STAFFORDSHIRE NA

WARWICKSHIRE Chief ~Officer is non-ex director of Warwickshire Race Equality Partnership.

Civic Society Alliance Probation continued

ANY FURTHER COMMENTS RE
PROGRESS AND
RISKS/CHALLENGES

WEST MIDLANDS Report available on request

WEST MERCIA NA

STAFFORDSHIRE NA

WARWICKSHIRE NA

Faith & VCS Alliance - VCS

ROM

GENERAL VCS engagement is cross cutting through all of the pathways. The Prisoner Resettlement Strategy Group has had a strong presence in the region for a number of years. However, following the creation of NOMS and the ROM office, the terms of reference require amendment. The ROM is aiming to create a VCS focus group which will act as a conduit to the VCS in conjunction with Prisons and Probation. The Group will also take forward the recommendations of the report into the needs of BME prisoners "Everyone's business". Regional Action West Midlands (RAWM) are no longer members of the Regional Offender Management Board due to funding constraints. This means that the OMB currently has no VCS representation. However, the ROM meets with RAWM on a quarterly basis to consider strategic issues and explore options for joint working. They are currently exploring the possibility of a link to key NOMS documents on their website and also to the inclusion of key regional information about NOMS in their newsletters. They have agreed to cascade information to their network.

REGIONAL COMMENTS There is a strong sense that the regional infrastructure body for the VCS is the key contact for the ROM office. There is no description of the Pathway composition and it is unclear if there is any VCS representation on them.

PROBATION

REGIONAL The region's Probation Areas have a range of activity with VCS organisations, which include contractual arrangements as well as fewer less formal partnerships. The Breakfast briefing events described would seem to be novel and worthy of further investigation.

INDIVIDUAL PROBATION AREAS

STAFFORDSHIRE Partnership Briefing Events – Staffordshire Probation Area is committed to Breakfast Briefing Events for private and VCS organisations to strengthen relationships and to create an environment for working effectively together to explore strategic partnering opportunities. Accommodation/High Risk Offenders - The Staffordshire Intensive Floating Support Scheme for High Risk Offenders is a partnership between Heantun Housing Association and Staffordshire Probation Area which delivers an enhanced level of support and surveillance to high risk offenders registered with Staffordshire Public Protection Panels who require additional support with resettlement and housing in the community. The scheme is jointly commissioned by Staffordshire Probation Area, Staffordshire Supporting People and Stoke on Trent Supporting People and received a special commendation from the Howard League Community Programmes Award in 2005. Accommodation/Drugs & Alcohol - - The Community Re-Integration Support Project (CRISP) for People with substance misuse issues is a floating support scheme delivered by Action Housing Funded by Supporting People and Staffordshire DAT, to which the Probation Area has an input.

PROBATION continued

WARWICKSHIRE Accommodation – the Area works with Supporting People. Finance Benefit and Debt – there is funding through a partnership arrangement for a fulltime CAB officer. Education Training and Employment – The Prince's Trust covers Business Start Up and Personal Development. Drugs and Alcohol – there is a formal partnership with Progress2Work (drugs) and Building on Progress (alcohol) resulting in increased access to ETE opportunities and support from treatment into work. Swanswell Trust is commissioned through DAAT. Currently running two projects Equal Arts pep.

WEST MERCIA Employment - Connect, ESF funded, working on employability of short term prisoners. Post custody contact delivered by Youth Support Services and SOVA. West Mercia Probation Care Trust : Delivering Growing Out of Crime programme for rural PPOs, now focusing on employment. Accommodation - Stonham - various projects including Iris House in Worcester. Women - the Area funds ASHA Project in Worcester, and the Care Trust is currently developing the model of women's centres in Telford and in Hereford to link this provision to accommodation in the voluntary sector. Women and BME Offenders: Connect has differential targets for these groups and very good participation rates for BME Offenders. Finance, Benefit and Debt - fund CAB to provide advice. Children and Families of offenders - fund Homestart in South Worcestershire. Drugs and Alcohol - in addition to joint commissioning through DATs, the Area funds Hereford and Worcester Advisory Service for Alcohol (HAWASA) in the south of the area. PPOs: delivery of West Midlands main persistent offender programme partnership with Youth Support Services

PROBATION continued

WEST MIDLANDS Foleshill Advice Service (Asian offenders): works with Asian offenders on an individual basis and assists in identifying their cultural needs with regards to the main issues of information, advice and sign-posting on housing, finance, training and employment. Women and Theatre (women): - work with women in Crowley House Probation and Bail Hostel. ADDACTION Addaction (drugs), Aquarius, Swanswell Charitable Trust, Supporting Independence from Alcohol (alcohol) – an innovative scheme working in a number of districts. Birmingham and Solihull Mental Health Trust (mental health).

Faith & VCS Alliance - VCS continued

PRISON

REGIONAL COMMENTS & THEMES FOR

PRISONS RETURNS The report below illustrates the organisations which work in the region's prisons. There would appear to be 21 different VCS organisations engaged. The style of the report precludes further comment as to depth and style of Alliances engagement.

WEST MIDLANDS Individual establishments	PATHWAY 1	PATHWAY 2	PATHWAY 3	PATHWAY 4	PATHWAY 5	PATHWAY 6	PATHWAY 7
Birmingham	X		X	X		X	X
Blakenhurst	X	X	X	X		X	X
Brinsford	X	X	X	X		X	X
Drake Hall	X	X	X	X	X	X	X
Featherstone	X	X		X	X	X	X
Hewll Grange	X	X	X	X	X	X	X
Stafford	X	X		X		X	X
Shrewsbury	X	X	X	X	X	X	X
Stoke Heath	X	X	X	X		X	X
Swinfen Hall	X			X	X	X	X
Werrington				X		X	X
Employers	NACRO, Focus Future, De Paul Trust, St Basils, Stonham	NACRO, SOVA, YSS, Rainer, IOT, Princes Trust & Jericho	SOVA, YSS, Focus Future	SOVA, YSS, NA/AA, Aquarius	CAB, Stanhom in assoc with LA	HALOW, SHARP, Mother's Union, Relate, Comm. Transport	Geese Theatre, SOVA/ YSS (mentoring)

Faith & VCS Alliance - Faith

ROM

GENERAL There is no separate Faith Pathway. The ROM attended West Midlands Faith Forum to talk about strategic engagement, they have identified offenders as a priority group. They intend involving the Area Chaplain on a strategic basis so that they can ensure that the Form is able to consider the whole of the WM population. Region has good links with the North Staffs Community Chaplaincy. The United Evangelical Project provide Prison Link to HMP Birmingham. A member of the project (who is also a member of the Council of Black Led Churches) has spoken at a number of events on our behalf and has now agreed to chair the Children and Families pathway on our behalf.

REGIONAL COMMENTS First example of a pathway being led by a faith group, this may be worth disseminating further. The Probation returns are varied, the examples given by West Mids and West Mercia are very good. The range of alliance activity in these two areas would appear to be first class. The prison service describes some activity in some establishments.

PROBATION

STAFFORDSHIRE Nothing in their return for this Alliance

WARWICKSHIRE WMPA are Developing contact in Leamington Spa through attendance at multi-faith forum. For unpaid work they are currently working with a Sikh Gurdwara, a Hindu Day Centre and a Community Centre, which serves an elderly Asian group as well as a growing Portuguese population. We are also developing an Unpaid work project with Christian Alliance Housing which we hope will lead to qualifications in furniture restoration as well as retail and administration.

PROBATION

WEST MERCIA WMPA contract with Youth Support Services, established by the Diocesan Council for Social Responsibility, for mentoring services for the re-settlement of short term prisoners, also work in partnership with YSS on ACCLAIM, the main PPO programme. WMPA have expressed concerns about one faith based residential project (in Hereford), where attendance at church services is compulsory. Involved in inter-faith alliance organised by Worcester REC and are leading participants in the LCJB Diversity Forum, which includes issues of faith. Our own Diversity Strategy Advisory Group includes representatives of faith communities drawn from around West Mercia. All UPW Units throughout West Mercia are involved in work for a range of faith groups. Primarily this consists of restoration or landscaping work in churchyards or decorating and repair work for religious groups and community centres. At Lickey Hills, Worcestershire, a project is taking place involving the local community working with offenders the local Church Council acted as a catalyst and the work has benefited the entire community.

PROBATION

WEST MIDLANDS West Mids PA have a range of links with this alliance at a variety of levels including; Community Consultation, sending NPS, WM Faith, Belief and Religion policy to a variety of Faith groups for consultation and feedback. Providing staff with information on faith and making links with groups, Purchased 'Faith Lives' information pack on major religions in the area. The packs are for staff and offenders use and there is one in each office site. Collaborative work, Engaging in a dialogue with a wide variety of Faith based groups to work on reducing gun/gang crime in Birmingham. Resettlement, work with Asian male prisoners to support resettlement as well as engaging other groups to support prison visits, accommodation etc. Unpaid Work (UPW) Work groups completing UPW for faith based beneficiaries throughout the area and for different faith communities. Mentoring Offenders, resettlement and community supervision. Child Protection, Director of Operations sits on the Archdiocese Catholic Commission for Child Protection. All units are required to ensure the range of work available reflects the communities we serve. They monitor ethnic or faith work.

Faith & VCS Alliance - Faith continued

PRISON

ALL WEST MIDLANDS PRISONS RETURN A

small number of projects are carried out by Hewell Grange which have an explicit link to a faith based group. These are at present exclusively Christian (usually Church of England) and normally involve maintenance. Work at Terdebiggs Church is one recent example. Other establishments like Stoke Heath have also contributed in this way, for example, at Stoke on Tern Church. Both examples are very local projects but could be replicated in other places or with other groups. The integration of the wider Chaplaincy Team at HMP Blakenhurst is worthy of note. The Mother's Union (Diocese of Worcester) runs the visitors centre, for example, and makes a significant contribution to the Children and Families Pathway at the prison. Joyce Bush can provide further information. Flowing from the North Staffordshire Community Chaplaincy Project volunteers at HMP Shrewsbury are administering the Myers-Briggs assessment to help motivate and promote self-reflection and give direction to employment opportunities particularly for short sentence prisoners.

COMMENTS FOR PRISON A limited range of activities in a relatively few establishments is described in this return.

PRISON continued

WEST MIDLANDS AREA CHAPLAIN'S RETURN

Three Community Chaplaincy projects with plans to have a forum for sharing good practice between them and cooperation on funding applications. Range of Chaplaincy Courses and Groups intended to contribute to the Reducing Re-offending programme: ALPHA, Sycamore Tree, Study Groups, Singing Groups, Drama Groups, Guitar Groups, Discussion Groups, Foreign National Groups, Bereavement Groups, Family Man, Counselling (provided by link groups). All Chaplaincies linked to the Reducing Re-offending pathways (some as leads in individual pathways) Chaplains share leadership in groups related to alcohol and drug issues; parenting and relationships. Promoting of events in the area of diversity and black history month (cultural events; singers and exhibitions). One Chaplain now appointed as an establishment Race Equality Officer.

COMMENTS FOR PRISON Community Chaplaincy; This project works with the police and Probation on Prolific and Priority Offenders (PPO). Long established, has recently cut back on it's use of volunteers due to a lack of resources to monitor their activity.

Corporate Alliance

ROMS GOVERNANCE ARRANGEMENTS

e.g. has the ETE board set up a specific sub board, how is it taking forward employer engagement?

Who is involved? Eg. RDA, Job Centre Plus, Chambers of Commerce, business representatives,

PARTNERSHIP UNIT INDICATORS IDEALLY EMP ENG BRD, WITH RANGE OF PARTNERS INCLUDING EMPLOYERS/EMPLOYER ORGANISATIONS.

ROMS PRISONS/PROBATION ETE Pathway to have three separate strands – Pathway chaired by JC+ and the LSC. Breakaway groups for specific areas of work. No mention of any employers or employer groups being part of the Pathway, although evidence of positive work with the Birmingham Employer Coalition and BiTC

CONSULTATION EVENTS / GROUP / INDIVIDUAL MEETINGS HELD AND PLANNED

e.g. as part of consultation on the DfES Green paper/specific employer events and/or Corporate Alliance events

PARTNERSHIP UNIT INDICATORS EVENTS LISTED, PURPOSE OF EVENTS, NOS ATTENDING, PARTNERS.

ROMS PRISONS/PROBATION Employer engagement event held in June 06.

BiTC SiB event planned for three prisons, to be led by the MD of Enterprise Rentacar – this is excellent.

Cadbury Trebor Bassett have asked whether they can do a team challenge in a prison and the ROM is exploring the possibility of something similar in a Probation area.

Birmingham Employer Coalition held a Green Paper event which was not well attended, but have also held a well-attended event at Birmingham prison.

PLANS

Do you have a specific Corporate Alliance plan? If so please can we have a copy

PARTNERSHIP UNIT INDICATORS YES OR ALTERNATIVE. COPY ATTACHED?

ROMS PRISONS/PROBATION Part of revised ETE Pathway.

CHAMPIONS

Have any existing or new employers 'signed' up to the Alliance?. Can we have examples and tell us what have they pledged to do?

PARTNERSHIP UNIT INDICATORS NEW EMPLOYERS 'SIGNED UP' EMPLOYERS WILLING TO PROMOTE EMPLOYING OFFENDERS TO OTHERS.

ROMS PRISONS/PROBATION Whilst employers are willing to support the agenda, they are reluctant to admit that they are working with offenders. However, this is recognised, and positive steps are being taken to address it by working with BiTC and through the Prison Radio Association.

Corporate Alliance continued

STAFF TIME ALLOCATED

e.g % of ROM team members' time, post established or other staffing resource available to the ROM. IF possible... to identify time spent by Prison/Probation/partners on this employer agenda?

ROMS PRISONS/PROBATION ROM Office min 1 day per week on Alliances, also input from JC+ LSC.

FUNDING

e.g. any money that has been specifically allocated by the ROM AND Prison/Probation work AND/OR funding provided to partners that you can identify and that could be badged around the delivery of Alliances with partners

ROMS PRISONS/PROBATION LSC resources (unspecified) for employer engagement. ROM £6,000 for employer engagement event.

SPECIFIC PROJECTS

e.g. Yorkshire/Humberside 'demonstration' project and NW work to develop an employer helpline

ROMS PRISONS/PROBATION None specified

COMMUNICATION

Action taken/articles published, media, websites etc
Corporate Alliance Communications strategy Is there any plan in place?
Have the local media been invited to events?
Have articles been submitted to the local press?
Examples PLEASE and copies of newspaper cuttings

PARTNERSHIP UNIT INDICATORS NEWSPAPER ARTICLES/LOCALOR NATIONAL TV/RADIO

WHO WROTE ARTICLES? HOW WERE THE MEDIA NOTIFIED? ANY LOCAL REACTION? ANY INTEREST RESULTING IN MORE LINKS WITH EMPLOYERS?

ROMS PRISONS/PROBATION Birmingham Post article on Employer Engagement Event. Prison Radio partnership with BBC, LSC, HMPS and South Birmingham College, and links to local community radio station.

Corporate Alliance continued

ANY OTHER INFORMATION / EXAMPLES/COMMENTS RE PROGRESS AND RISKS / CHALLENGES

Chai Ltd (Severn Trent Water sub-contractors) running Streetworks course in prison paid for by PS+. Following interviews with the Chief Executive of Chai, 5 offenders who had achieved the necessary qualifications have been offered employment, and those who were unsuccessful on interview have been offered further training paid for by the company.

PRISONS IN THE REGION

Which prisons are working with employers?

PARTNERSHIP UNIT INDICATORS SHOULD INCLUDE ALL CAT Cs, OPEN AND RESETTLEMENT AND IDEALLY LOCALS AND HIGH SECURITY.

ROMS PRISONS/PROBATION Returns received for all prisons in the region.

PRISONS IN THE REGION continued

Can we have a list of these CURRENT employers for each prison as a 'snapshot'?

PARTNERSHIP UNIT INDICATORS IF ENTRY AT QUESTION 1 SHOULD BE ENTRY HERE

ROMS PRISONS/PROBATION Named employers have been listed for all except Dovegate, Shrewsbury, Stafford and Swinfen Hall.

Blakenhurst, Brockhill and Hewell Grange are working together. Werrington is linking with employers through YOTs, and Stoke Heath and Brinsford are also making links through initiatives such as Keeping Young People Engaged. Dovegate are working through the New Bridge and the Apex Trust.

PRISONS IN THE REGION continued

Are these employers working with offenders
■ in prisons/workshops
■ in the community

PARTNERSHIP UNIT INDICATORS IF ENTRY AT QUESTION 1 SHOULD BE SPECIFIC ANSWER HERE

ROMS PRISONS/PROBATION A mixture – mostly with prisoners on ROTL.

Long Lartin have four employers providing work in workshops and are working towards training for manufacturing qualifications.

Corporate Alliance continued

PRISONS IN THE REGION continued

What are the employers providing?

- a) jobs
- b) training
- c) mentoring
- d) resources/materials?

Good practice examples please

PARTNERSHIP UNIT INDICATORS MUST BE SPECIFIC ANSWERS

GOOD PRACTICE – HOW DO WE KNOW? HAS THIS BEEN EVALUATED? ANY RESEARCH DATA? HOW MANY OFFENDERS HAVE BENEFITED?

ROMS PRISONS/PROBATION The majority are offering jobs (some post-release) and training. Some are providing resources.

Streetworks initiative at Featherstone (as detailed in ROM report), and Birmingham City Council are delivering training to resettlement workers in the region about their recruitment processes.

Dovegate are enabling prisoners to access support for self-employment through Business in Prisons.

PRISONS IN THE REGION continued

Have any prisons promoted work with offenders to the media?

Can we have examples/information.

PARTNERSHIP UNIT INDICATORS NEWSPAPER ARTICLES/LOCAL TV/RADIO

WHO WROTE ARTICLES? HOW WERE THE MEDIA NOTIFIED? ANY LOCAL REACTION? ANY INTEREST RESULTING IN MORE LINKS WITH EMPLOYERS?

ROMS PRISONS/PROBATION See ROM report.

PROBATION AREAS

Can the probation areas/partners list employers with whom there is CURRENTLY contact.

(private, VCS, public and self-employment)

ROMS PRISONS/PROBATION Returns were received from all four Probation Services in the region.

None of the Probation Services have named employers. Most are working through partner agencies such as JC+.

PROBATION AREAS continued

What are the employers providing?

- a) jobs
- b) training
- c) mentoring
- d) resources/materials?

Good practice examples please

PARTNERSHIP UNIT INDICATORS IF ENTRY AT QUESTION 1 SHOULD BE ENTRY HERE

ROMS PRISONS/PROBATION West Mercia have a jointly funded post with Worcester College to link offenders and employers.

Warwickshire have links with Nuneaton Construction Training Company and with the Princes Trust and other agencies which offer training, support, and resources.

Staffordshire have established good links with local Chambers of Commerce to take their employer engagement agenda forwards, and have 2 specialist jobsearch workers attached to the ETE team. Staffordshire also have a co-ordinator for the regional reconstruction project who has made links with 15-20 employers, a couple of whom have offered jobs or work placements and found it to be a positive experience.

Corporate Alliance continued

PROBATION AREAS continued

Have probation areas/partners promoted this agenda with employers?

Examples – and if possible please send any newspaper cuttings

PARTNERSHIP UNIT INDICATORS LETTERS TO EMPLOYERS/EVENTS/NEWSPAPER ARTICLES/LOCAL TV/RADIO LINKS TO LOCAL CHAMBERS OF COMMERCE, ETC. LINKS TO UNPAID WORK. WHO WROTE ARTICLES? HOW WERE THE MEDIA NOTIFIED? ANY LOCAL REACTION? ANY INTEREST RESULTING IN MORE LINKS WITH EMPLOYERS?

ROMS PRISONS/PROBATION West Midlands have written to 5,000 employers and have followed up some of these with interviews. They have been involved in a couple of joint events.

Warwickshire have conducted a survey to raise awareness with local employers, and have produced a DVD. They have been actively involved in events in the area.

Staffordshire have made presentations to Chambers of Commerce.

ANY OTHER INFORMATION / EXAMPLES

West Mercia have identified a need to work more locally with employers to address the specific issues of rural areas.

West Midlands – Summary Report

Returns were received from all prisons, and from all four Probation Services.

The quality of returns seemed reasonably comprehensive. The following comments are based on the returns, and not on any other knowledge of work in the region.

At the end of September prisons in the region (including contracted out) are currently exceeding the ETE KPI target by 12%. This does not include catch-up data. The Probation Services in the region are currently 5% down on the Job Entries KPI, and 12% down on the Sustained Employment KPI.

In prisons it is good to note that Long Lartin are addressing employment issues – perhaps consideration could be given to video interviewing as a way of overcoming the geographic difficulties. The links which Birmingham City Council (BCC) have with the Prison Service are particularly encouraging, and it may be worth exploring whether this work could be extended to the Probation Service. Additionally, perhaps BCC could ‘champion’ the Corporate Alliance for the public sector and encourage other councils in the region to follow suit. Stafford and Shrewsbury are not listed as working with specific employers – this may be an omission, but there may also be an opportunity for sharing experience with Birmingham. The joined up approach of Blakenhurst, Brockhill and Hewell Grange seems sensible, and will avoid duplication of approaches to employers.

In the Probation Services there is good evidence of partnership working particularly with the LSC, and Staffordshire in particular have established links with Chambers of Commerce, linking them into the OLASS Steering Group – this is worth consideration in the other three Services.

It is noted that Business in the Community are now involved in the development of the Corporate Alliance. It might be helpful to further involve either more employers or employer organisations.

There is some evidence that local media are interested in covering this agenda, and the use of prison radio is innovative.

There is clear evidence of some existing and developing good practice in the region, and there appears to be a cohesive and determined effort across the region to bridge any gaps and promote employer engagement in a variety of ways