



HM Prison &  
Probation Service

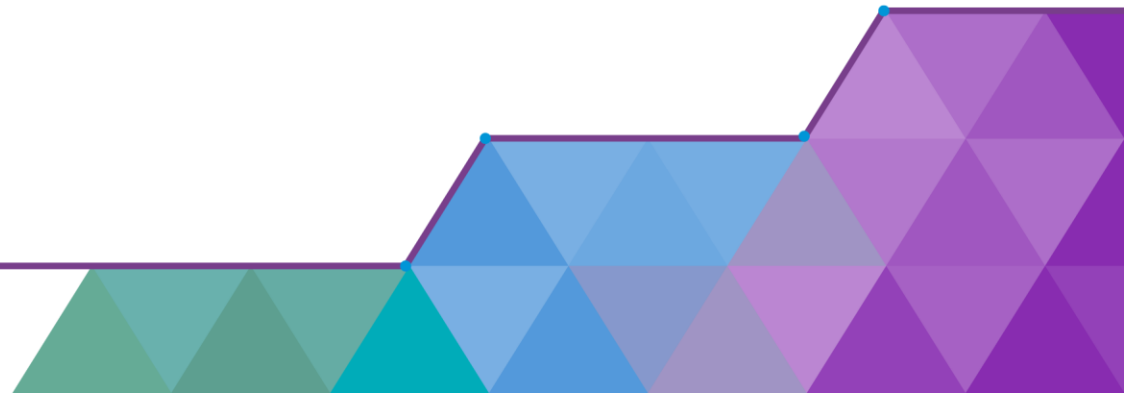
Probation  
Service



# Durham County Council Safer and Stronger Communities Scrutiny & Overview Committee Probation Service Update

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Head of County Durham & Darlington  
16<sup>th</sup> April 2024

Preventing victims by changing lives



# Introduction

- 1. Staffing Update (Part B)**
- 2. Business Plan on A Page – outline of key priorities**
- 3. Summary of Performance March 2024 snapshot / 2023/24 (Part B)**
- 4. Homelessness – Spotlight on a Snapshot (Part B)**
- 5. Integrated Offender Management Scheme Update and Reoffending Rates**
- 6. Any Questions?**

# PROBATION SERVICE (NE): County Durham & Darlington - Plan On A Page 2024-2025



Protect the public from serious offenders & improve the safety & security of our prisons



HMPSS Outcomes & Strategic Principles



Reduce Reoffending



## Probation Key Aims (TOM)

Assess

Protect

Change

## Chief Probation Officer Priorities

Risk Improvement

SPO Development

Recruitment & Retention

## Area Executive Director Priorities

Performance & Assurance

Partnerships Internal & External

Being Part of Senior Leadership

## Doing The Right Thing To Keep People Safe

### 1. ASSESS

1. Embed effective **Domestic Abuse and Safeguarding** practice including the management of **Pre and Post Sentence DA/SG** enquiries
2. Develop/embed **ViSOR**
3. Achieve **ISP** timeliness
4. Improve **MAPPA L1** review activity
5. Complete **Home Visits** as required
6. Demonstrate effective **professional judgement** with **proactive management of significant events** and updating in **OASys**

### 2. PROTECT

1. Increase focus on **release planning for effective releases**
2. Achieve & sustain **95% EPF2** use to improve risk management in licences
3. Refer all eligible cases leaving prison to **Enhanced Reconnect**
4. Embed good **Enforcement** practice across the PDU
5. Improve **quality & timeliness of Breach and Applications**
6. Increase effective **RAR** activity
7. Embed **Victim Notification Scheme** within the PDU
8. Use **CAS3** provision and feed back successful outcomes and challenges

### 3. CHANGE

1. **Deliver and effectively manage the sentence of the Court**
2. Implement and embed **Pre-Release and Short Sentence Function** support
3. Reduce **UPW** backlog and improve completions
4. **Maximise presence and influence at Court**
5. Increase use of **EM Curfew & GPS Monitoring**
6. Embed **IOM Regional Model**
7. Promote ongoing development of **EPOP** including communication between staff and offenders
8. **Work in partnership with key agencies to focus on offender risk and needs to reduce reoffending and protect the public**

### 4. PEOPLE

1. Promote a **decent, inclusive, respectful and procedurally just culture and safe environment** at work.
2. Ensure effective staff **Induction** addressing all **EDI** needs
3. **Recruit, support, progress & retain staff.**
4. Enable staff to **deliver high quality, responsive services**
5. Proactively manage **Workloads**
6. Embed **SEEDS 2** to enhance reflective practice
7. Implement **B2B** developments
8. **Promote & attend SHINE** Calls
9. Support **SPO** developments
10. **Maximise Protected Development Time and Reflective Supervision**
11. Complete **Effective Practice Strategy Risk Assessment / Counter Corruption Training**
12. Increase **Awards** nominations



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# Integrated Offender Management Update

**Insp 2570 Adam Norris – Offender  
Management**

**IOM**

Integrated Offender Management



# IOMU Developments

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North East

## Management of Wanted Persons

- Tracker spreadsheet – works out performance data of how long wanted for recall, FTA, PACE offence, additional offences whilst wanted & resultant demand on Police time.
- Tactical Toolkit – back to basics approach about how we apprehend wanted persons.

## Sport as Diversionary Activity

- Evidence base showing sport effective at diverting away from offending.
- Durham University providing sporting opportunities for our cohort.

## Neurodivergence

- Growing body of evidence CJS full of undiagnosed and unmedicated ND people – particularly ADHD.
- Screening tool provided by ADHD Liberty
- Commission a service/enhanced offer?



# Case Study

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North East

- “B” was a prolific offender, sentences for robbery and other crimes.
- He was sofa surfing using drugs
- Overdose in attempt to take his own life
- Works with IOMU (Probation, Police and Partners)
- IOMU sets up a running club and “B” participates
- Works with partners to tackle drug use
- Now drug free and hasn’t offended
- No intelligence or police reports coming in
- IOMU still receiving updates from “B” about his running and cycling.



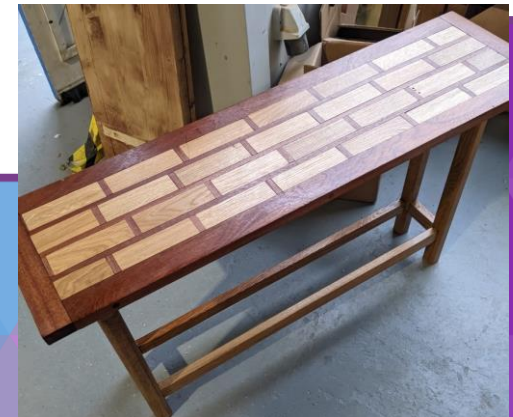
# Good News

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- IOMU utilise “Handcrafted” at Willington.
- They are a charity whereby service users can learn woodwork with Christian ethos.
- Empowers those excluded from society to gain skills and work.
- “T” is an IOMU cohort members who has been attending since November 2022.
- He heard about Handcrafted from his IOMU worker prior to his prison sentence.
- “T” has an extensive criminal history but hasn’t offended since his release in November 2022.
- “T” is very talented.



Thank You For Listening

Any Questions?





# Glossary



B2B – Back to Basics  
CAS - Community Accommodation Services  
CD&D – County Durham & Darlington  
CO – Community Order  
EM – Electronic Monitoring  
EPF – Effective Proposal Framework  
EPOP – Engaging People on Probation  
IOM – Integrated Offender Management  
IOMU – Integrated Offender Management Unit  
ISP – Initial Sentence Plan  
MAPPA – Multi-Agency Public Protection Arrangements  
OASys – Offender Assessment System  
OGRS - Offender Group Reconviction Scale  
PO – Probation Officer  
PQIP – Professional Qualification in Probation  
PSO – Probation Services Officer  
PSS – Post Sentence Supervision  
RAR - Rehabilitation Activity Requirement  
SPO – Senior Probation Officer  
SSO – Suspended Sentence Order  
UPW – Unpaid Work  
VISOR – Violent & Sex Offender Register  
WMT – Workload Management Tool