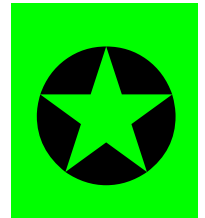


## Derbyshire Probation Area

# Annual Review 2008/9

## Area ranked in top quartile in the country for performance

Derbyshire has always been a performance driven organisation, recognising that high quality performance results in the best possible service to our customers and partners. In 2008 – 09 we raised our sights even more and developed a particular focus through a regime of analysis, assessment and staff support we called 'Pride in Performance', This was so successful that in the latter part of the year, and at the year end, Derbyshire gained the highest performance rating (4 Star) under the national Integrated Probation Performance Framework assessment. This ranked Derbyshire's performance as being in the top 25 percent of probation areas in England and Wales.



The national performance targets focus on Public Protection, Offender Management, Operational Capability and Interventions (processes and programmes aimed at reducing re-offending by those we supervise).

## £1million of reparation to local communities

**Community Payback**, also known as Unpaid Work, is a well-established, high visibility activity that not only provides the courts with a method of punishment as an alternative to handing down a prison sentence, but also provides an opportunity for offenders to make reparation for their crimes. Many community projects in Derbyshire would not undertaken were it not for the labour provided by offenders under strict probation supervision.



**Our Vision:** To be an excellent organisation providing local probation services to the highest possible standard



INVESTOR IN PEOPLE



The Government Standard



## The Derbyshire Probation Board

*Supporting the Service.*

Responsible to the Home Secretary for the governance of the county's Probation Service, members of the Board bring to the role a wealth of experience from other spheres of work. In 2008/9 the members were:

**Stephen Taylor, Chair**

**Denise White, Chief Officer**

**Michael Bishop**

**Balwant Bubber**

**His Honour Judge John Burgess**

**John Burns**

**Adrian Evans**

**Dennis Gammage**

**Elizabeth (Beth) Richardson**

**Kit (Heather) Salt**

**Mike Wood**

## From the Chief Officer

This was a very successful year for Derbyshire Probation. We were rated in the top quartile of probation areas for performance; we successfully introduced the new Intensive Alternative to Custody order, and passed the £1 million mark in the unpaid work delivered by offenders through Community Payback. In June we were honoured to host a visit from HRH Princess Anne in her capacity as Patron of the Butler Trust.

We decided to take the opportunity offered to apply for Trust status and began work on our submission for the deadline of June 2009. This included re-aligning our offender management operations into two Local Delivery Units based on Derby and South Derbyshire and the remaining county area. This has enabled us to provide services more in line with local needs.

A number of long serving staff took early retirement at the year end - we will miss their experience and commitment to the organisation.

2009/10 will provide a number of challenges, particularly in relation to the budget and preparing to become a Trust. We will build on the firm foundations of 2008/9 to ensure our success.

I hope this brief annual review is of interest. You can find more information about us on our web site - [www.dpsonline.org.uk](http://www.dpsonline.org.uk)

**Denise White, Chief Officer**  
Derbyshire Probation

*Denise White*



## Office locations



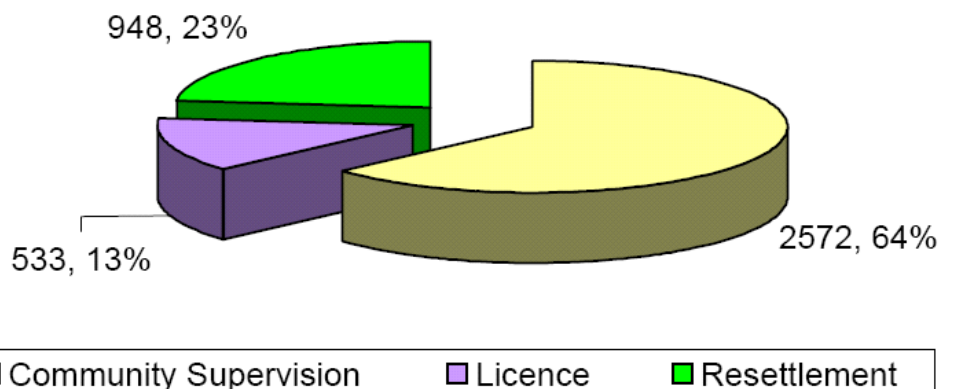
## In 2008/09 we ...

- Employed over 440 full and part time staff
- Operated from 12 sites across the county from Ilkeston to Glossop; Derby to Chesterfield
- Provided probation teams in Sudbury Prison (all female) and Foston Hall Prison
- Supervised 4,050 offenders
  - - of whom over 2,700 were given community orders
  - - of whom 12% were female and 10% were registered as BME
- Provided over £41,400 of Interpreter services for offenders, in over 20 languages
- Provided over 4,900 reports to courts across Derbyshire
- Supervised over 182,000 hours of unpaid work under the Community Payback scheme
- Worth £1,010,000 to local communities

Of the 4050 offenders managed over the year, 12% were female and 10% were Black or Minority Ethnic.

There was a continued growth in White, non British offenders on our caseload, reflected in our costs of £41,400 for interpreter services.

**Derbyshire Offender Caseload 2008/09**



# Our Performance

Derbyshire Probation Area achieved an overall Band 4 status in 2008/9, outperforming in a number of our performance targets.

Some examples are:

⊙ Overall Public Protection	<b>96%</b> against 90% target
⊙ Overall Offender Management	<b>92%</b> against 90% target
⊙ Community Punishment completions	<b>1247</b> against 904 target
⊙ Drug Rehabilitation Requirement completions	<b>96</b> against 90 target
⊙ Alcohol Treatment Requirement completions	<b>170</b> against 70 target
⊙ Basic Skills courses starts	<b>964</b> against 889 target
⊙ Programme completions	<b>314</b> against 302 target
⊙ Offenders maintaining employment for 4 weeks	<b>331</b> against 290 target



## Not just for Offenders

Work with victims is a very important aspect of our role. Our small team of specially-trained **Victim Liaison Officers (VLOs)** organise contact with, and support for, individuals and their families who are victims of serious crime. We enable the victim to be kept apprised of an offender's progress throughout their sentence.

On behalf of the victim, we are able to ask through the court for extra conditions to a release licence, such as prohibiting contact with the victim, or excluding the offender from certain areas. Our VLOs maintain close contact with the Police and victim support organisations.

Our **Women's Safety Workers** support victims of domestic abuse, where the perpetrator is attending our IDAP programme. We liaise and double-check that the offender's progress on their anger management course is a reality.



## Probation Area gains 3 Star Recognised for Excellence Award

In June, 2008 Derbyshire Probation Area was awarded 3 Stars by the independent British Quality Foundation (BQF), which runs the internationally recognised UK Excellence Award scheme. This recognises organisations' successes in using the principles of Excellence in the running of all their operations.

To achieve the award, we had to produce a 75 page submission documenting the processes and actions taken in order to deliver continuous and measurable improvements on organisational performance. This was followed by a 5-day assessment by BQF assessors who not only looked at all areas of Derbyshire Probation's performance, but who also interviewed dozens of staff.



The Government Standard

# Raising Public Awareness

The Service continued to promote the use of community punishment time for crime reduction and community improvement projects as part of its initiative to improve the environment. Unpaid Work teams worked in partnership with Community Safety Partnerships, local groups and voluntary organisations across the county. During 2008/09 over 182,000 hours of unpaid work were undertaken by offenders prescribed community punishment by the courts; an increase of over 10.5% on 2007/8.

We continue to focus on visible reparations, encouraging the public to suggest unpaid work projects and promoting works done through our website and our Community Payback bulletin sheets. High Visibility vests were an introduced requirement from December 2008 for offenders undertaking unpaid work.

The Service provides financial support to a range of voluntary organisations, notably Victim Support and the Derbyshire Crimebeat charity. Derbyshire Probation is also active in schools, through involvement with the national Citizenship curriculum, raising awareness of the probation service and the criminal justice system

and encouraging young people to consider the implications of crime on their communities. Our Citizenship learning resource can be downloaded from our website [www.dpsonline.org.uk](http://www.dpsonline.org.uk)



Central TV filming at Alfreton Hall



Display - County Council Citizenship Conference

We presented a number of talks on the probation service, in general and specific to Derbyshire Probation, to various community groups throughout the year. Also, we staffed display stands and provided information at a variety of events, including Derbyshire PCT Alcohol Conference, Erewash Partners Day, Inside Justice Week, and Derbyshire CC Citizenship Conference.

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## Royal Visit

On 25 June, 2008 HRH Princess Anne visited our Chesterfield offices and met with staff from all our sites as well as with some of our working partners.

The occasion marked the end of twelve months of support from the Butler Trust, of which she is patron. This followed our winning of the Butler Trust Education and Skills Training Award in 2007 for a project created jointly with Derby College to enable offenders to achieve City & Guilds qualifications in Horticulture.



Her Royal Highness meeting staff representatives from across the county in Chesterfield, with Denise White, Chief Officer (extreme right)

# Intensive Alternative to Custody (IAC) Pilot Study

Derbyshire Probation was chosen by the Ministry of Justice as one of just six probation areas to pilot this new sentencing option. The main driver of this two year project is to test out innovative and established ways of supervising offenders within communities who would otherwise have been sentenced to a short period of custody. It enables the tailoring of those forms of interventions which are most likely to be most successful in reducing re-offending. The commissioning of a mentoring facility also enabled a considerably enhanced order to be offered to the courts, particularly focusing on ensuring compliance, more engagement with local community provision, and establishing a more constructive use of leisure time by offenders.

“It will offer sentencers a demanding community intervention, designed to specifically address the reasons why each offender commits crime and will include the involvement of the police and local community organisations. “

Linda Jones,  
Regional Offender Manager

The project offers a stringent and extremely demanding alternative to custodial sentences for those offenders assessed as appropriate by the Courts and Probation. The demanding and intensive Offender Management requirement is for at least 100 hours per week for the first 3 months. For some offenders this has arguably proven to be more demanding than the short prison terms otherwise imposed.

Initially piloted in Derby courts, the project was rolled out across the county in September 2008, and was just two short of its initial target of 90 offenders on the scheme at the end of March 2009.

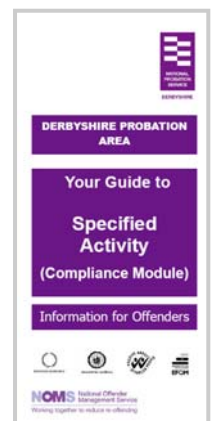
National Statistics show that offenders given a custodial sentence of under 12 months have a reduction in re-offending rate of -4.8% after two years. For offenders given community sentences that rate is -23.4%.

Source: National statistics - offenders completing their sentence (2000 – 2006)

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## New Compliance module for offenders

Getting offenders to comply with the requirements of their Community Order or Licence is not just about a strict management approach. Failure to comply can reduce the effectiveness of behavioural programmes, such as for Domestic Abuse or Anger Management, or support work, such as Basic Skills learning or the Alcohol Treatment Programme. These measures, or interventions, are designed to help reduce the likelihood of re-offending. That is why we devised a new Compliance module for use by the courts as a further punitive element following an offenders return to court for breaching their order.



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## Most Successful Year yet for ‘Skills for Life’

2008/09 saw a record 244 awards achieved by offenders under Derbyshire supervision. These basic skills awards in adult literacy and numeracy are significant achievements for most, and are the first certificates many have ever attained. Employment is a major step in re-integrating offenders into society and in reducing re-offending. These awards can be crucial in gaining a job interview.

## Regional Approved Premises project

Derbyshire acted as lead for a regional Approved Premises project in the East Midlands. The project will offer the region a unique opportunity to maximise the use of their Approved Premises as a regional resource through a structured management approach which will seek to provide greater collaboration, and greater consistency and by streamlining processes which are currently being duplicated in each of the Approved Premises. It will ensure best practice across the region's hostels, improving liaison between hostels and offender managers. Also, It is intended to set up a Central Processing Unit to handle the allocation of Hostel places across the region, reducing Offender Manager time.

## Offender caseload profile becomes more diverse

In recent years, the number of offenders from countries within the EU, notably from eastern European countries, has continued to increase.

In 2008/09 the service spent over £41,400 on the purchase of Interpreter services. Assistance in twenty different languages was provided to offenders. Polish was the most required language at £14,200 cost, with Czechoslovakian (£6,600), Kurdish (£4,000) and Urdu (£4,000) being the next most requested.

The wide variety of languages included Greek, Tamil, Bosnian, Thai, Arabic, Iranian and Mandarin.

We are now looking at ways of continuing our interpreter support in a more cost effective way.

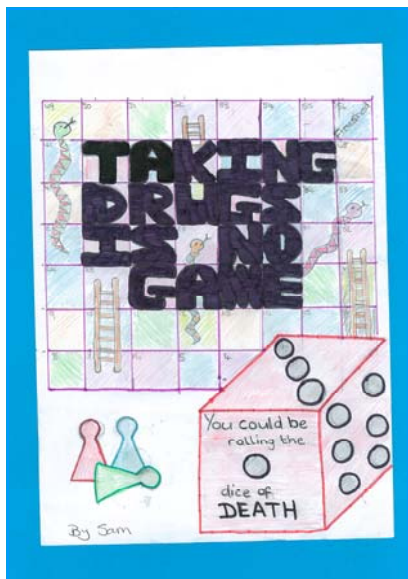
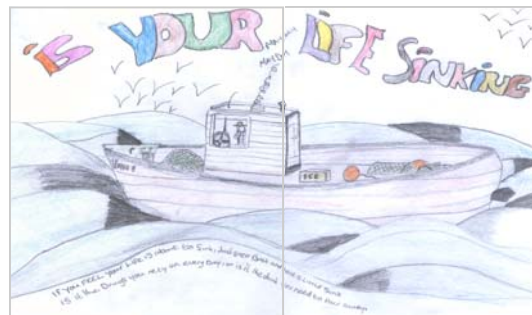
# Offender Arts Competition

Now approaching its fifth year, Derbyshire Probation's annual Offender Arts Competition continues to grow. We use the best entries for posters and flyers to encourage offenders to rethink their lifestyles and the impact crime has

on themselves, their friends and family and their community. The competition is for all abilities. We judge as much on the thought process that results in the painting, poem or story, as on the quality of the finished entry.

Once again we have worked with Derbyshire Crimebeat to compile a booklet to be delivered to all secondary schools in Derbyshire and to Youth organisations, to promote Crimebeat's own Youth Art Competition - also about the effects of crime.

Offenders gain self esteem and confidence from entering the competition, factors which help them to re-evaluate their lives and strive to reform.





## - helping to improve the community

Unpaid Work carried out under the national Community Payback scheme helps dozens of communities in Derbyshire each year. This year over £1 million of Unpaid Work benefited local projects.

We work with local councils, community safety partnerships and voluntary and community bodies, often on projects which otherwise might not be undertaken.

To develop our partnership working, we produced a booklet for potential and existing partners outlining new options for joint working.

Not only does Community Payback involve hard physical work in all weathers, but offenders also learn from the experience. As well as practical skills they improve their social skills and their team-working abilities and practice problem solving skills - all of value in helping them avoid re-offending and to re-integrate into society.

Unpaid Work teams operate from Chesterfield, Riddings near Ripley, Derby and Buxton.



## Co-location proves a winner for staff and offenders

In early 2008, our Chesterfield Substance Misuse Team moved from its base at Brimington Road, Chesterfield to the premises of the Derbyshire Mental Health Trust (MHT) Drug Treatment service at Bay Heath House, Rose Hill, Chesterfield. This has enabled the team to work more closely with the Unity Derbyshire Treatment Service (Addaction and the MHT) including the PPO drug workers and the staff delivering the Drug Interventions Programme (DIP).

The multi-agency co-location exercise has enhanced working relationships allowing the teams to jointly tackle offending behaviour and substance misuse. The decision to do this was taken because of our aspirations for closer working relationships to ensure that the offender received the best possible service available.

By the end of March, 2009 in the north of the County, successful completions of Drug Rehabilitation Requirement programmes exceeded that of any other area in the County. The relationship between drug workers and alcohol workers and Probation staff is excellent and feedback from offenders is very positive for this one stop shop.

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