

Annual Review 2010 - 2011

Derbyshire
Probation Trust



A challenging but successful year



Denise White
Chief Executive
Derbyshire Probation Trust

2010/11 has been an interesting year for Derbyshire Probation. In April we officially became a Trust with a new Chair and some new Board members; in June we began looking at the implications of the Coalition Government's views on the future of Probation in the Criminal Justice system; we also had an excellent report from the Offender Management Inspection. In November the Government announced the competition for Community Payback and in December the Green Paper was published. Throughout all this we sustained excellent performance.

To boost our Reducing Re-offending performance, we began the development of Integrated Offender Management, and continued to provide a very successful Intensive Alternative to Custody scheme.

Derbyshire Probation has won awards - particularly for Community Payback - and we were all immensely proud when Claire Johnson was proclaimed Probation Champion of the Year for England and Wales.

We face a difficult future and will need to be alert to the implications of the Government's 'Payment by Results' policy and their determination to contest services we currently provide. However, our performance, the commitment of all our staff and the belief in what we do are great strengths which will serve us well as we face the future.

Once again, I must recognise all the hard work by, and dedication from, staff throughout the year. I remain immensely proud to be the Chief Executive of such an excellent organisation.

Denise White

National Probation Champion of the Year



Inside this issue:

Integrated Offender Management project	2
National Probation Champion	3
Star performance results	4
Euro funding for offender employment support	5
Supporting female offenders	6
Excellent Inspection Report	7
Community Payback - project examples	8

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

Integrated Offender Management (IOM)

- targeting hard core re-offenders

A new initiative began in Derby city in September 2010 focusing on prolific, repeat offenders and others at high risk of re-offending. Whilst prolific offenders are only around 10 percent of our cases, they can be responsible for up to 40 percent of crimes committed, hence the importance of this intensive project.

A small team of staff is co-located at Cotton Lane Police Station in Derby, and together with Police and other agency staff, hold daily meetings to review 'at risk' offender cases, a key element of the scheme. This frequent case focus results in more immediate responses to issues affecting the offender, so reducing the risk of that person re-offending.

It is still very early to assess the long term benefits of this management approach, but early results are encouraging. Comparing re-offending by the target group prior to the project to that after eight months of operation, offences committed have dropped over 25 percent and the percentage of the target group who have re-offended has dropped by over 15 percent. This trend is all the more encouraging as the project has not required any additional agency resources to run.

The Derby-based project continues to evolve, but the early success has led to the scheme being adopted across the county from Summer 2011.

New Magistrates Training well received

New magistrates from across the county attended a one day introduction to Derbyshire Probation work in July as part of their official training programme.

Presentations highlighted the key aspects of probation work and as is now usual, included some audience participation. One lucky magistrate is now the proud owner of a Derbyshire Probation Trust mug !!



Rowditch allotment wins trophy

The Rowditch allotment society won Derby City Council's most improved site award thanks to work by offenders.

Community Payback teams carried out work to clear nine very large and overgrown plots and bring them back into use. The work was physically hard and included clearing waist-high brambles and hand digging and weeding the plots.

BBC wildlife and gardening expert John Stirland judged the competition.

In the year, over 210,500 hours were worked on projects across the county, for over 200 beneficiaries.



Derbyshire Probation Officer Best in Country

In October, Probation Officer Claire Johnson was named Probation Champion of the Year, 2010 at the second annual Probation Awards run by the National Offender Management Service (NOMS).

Claire, based in Derby, not only won the Public Protection Award, but was then chosen from the seven individual category winners and named the overall Probation Champion of the Year by Michael Spurr, Chief Executive Officer of NOMS, who said,

“Protecting the public is not easy, but Claire takes on its challenges with commendable spirit, determination and commitment. Claire represents the work of probation at its very best, and shows what her peers should aspire to.”



Claire with her Award certificate

The specialist role that Claire holds requires significant contact with the local Police Community Engagement team, and her efforts have been crucial in establishing a very strong and cohesive response to violent extremism in Derbyshire. Her work has included cases deemed as being susceptible to radicalisation as well as with individuals convicted of terrorist offences. It also includes addressing domestic extremism. Claire has also undertaken a significant amount of training of staff in relation to Violent Extremism.

The Probation Awards were created in 2009 to recognise the outstanding work done by individuals and teams in Probation across England and Wales.

Matrix Quality Standard successfully retained

Information, Advice and Guidance (IAG) services should promote the value of learning, be accessible to people and provide them with the help they need to enter and progress into learning and work.

At the beginning of the year, we successfully achieved the Matrix Quality Standard for the 3rd consecutive time. This is a recognised accreditation awarded for the delivery of IAG via it's Work and Learning Officers and enables us to provide accredited in-house training.

The assessment involved one-to-one interviews of staff, partner agency colleagues and offenders, several group interviews, observations of IAG delivery, telephone interviews to offenders and a large amount of documentation.

The assessment highlighted the great relationship our Education Training and Employment (ETE) team has with our Offender Managers, the effective partnership arrangements between Adult Education and other partners, and the Trust's commitment to and recognition of the ETE provision.



Star Performance



Derbyshire Probation Trust achieved an overall Band 3 status in 2010/11, outperforming most of our key performance targets and gaining Band 4 status for our Offender Management results.

Some highlights are:

★ Reducing Re-offending	8.54% against 7.76% target
★ Overall Public Protection	97.7% against 90% target
★ Overall Offender Management	93.1% against 90% target
★ Community Payback (unpaid work) completions	1318 against 1100 target
★ Enforcement	99.4% against 90% target
★ Court report timeliness	99.6% against 90% target
★ Victims contact	98.9% against 90% target
★ Offenders maintaining employment for 4 weeks	203 against 200 target

Intensive Alternative To Custody Pilot completed

The three year pilot into alternative options for some offenders facing a short custodial sentence was completed in March. Derbyshire was one of the first four Trusts to pilot this scheme to address re-offending. Each Trust created and ran their own package of measures and defined their target offender group. Sentencers were actively involved in the project, having regular case review meetings with offenders and the Probation team.

Key to Derbyshire's pilot was the use of mentors to help support offenders in cutting their cycle of re-offending. The trained mentors were provided by a external partner organisation, but such was the success with some offenders that having completed their orders, they volunteered to become peer mentors. After appropriate training, they joined the project and have been a powerful example to others of what can be achieved with the right focus and support.

All the pilot projects are now under review by the Ministry of Justice and it is hoped that best practice may be incorporated into future reducing re-offending work across the country.

Did you know ?

Derbyshire Probation Trust has around 25 staff at any one time seconded to various local, regional and national organisations and partners both for career development opportunities and to establish closer and better working arrangements, and thereby outcomes, for joint projects.

Tapping into European funds boosts offender employment prospects



For many years, the Probation Service has provided offenders with practical advice and assistance to better their chances of getting employment, one of the biggest barriers to overcome and one of the best ways of keeping offenders out of the justice system.

Today, Derbyshire Probation Trust works with the regional organisation REACH, amongst others, to improve the employability of offenders whose multiple needs and risks disadvantage and de-motivate them in the labour market.



REACH has access to European Social Fund money and uses it to provide both training access and case workers to help offenders get that vital job.

As well these qualified workers, Derbyshire Probation also enlists the help of members of the public as volunteer mentors whose life skills and experience enable them to give extra help and motivation to offenders, in order for them to gain the most benefits from the project. The volunteers act as good role models, helping to minimize the risk of the offender slipping back into their old ways.

One of the seven 'Pathways Out Of Offending', employment is recognized as being key to keeping offenders on the right path. Having a job means stability, money and self esteem.

Visit by Jamaican Probation team

In November, Charmaine Holdness, Gagrine Gordon and Debbie Harris (pictured L – R below) came to the UK to learn about our criminal justice system and were particularly interested to see how our courts and probation services operate. After visiting Chesterfield Court they visited our Brimington Road offices and met probation staff providing Education, Training and Employment support to offenders and behavioural courses designed to reduce the risk of re-offending.

The contrast with Jamaican Probation was very marked and the group took away many ideas for ways of improving the effectiveness of their own service.



The visit was sponsored by the UK Ministry of Justice and the Department for International Development. UK officials, including one Chesterfield-based senior probation manager, have made four visits to Jamaica to assess operations there and to offer advice. More visits to Jamaica are planned in 2011 / 12

Support focus for women offenders

Whilst women represent only 14 percent of our offender caseload, they are one of the most vulnerable and isolated groups. To improve the support we offer, staff from our Chesterfield office came up with the idea of an informal, voluntary networking event.

On Friday 2nd July 2010 the first Women's Coffee Morning was held and every female then on licence or on a Community Order was invited. Also in attendance were representatives from Children's Services, Women's Aid, the Unemployed Workers centre, North East Derbyshire Council, Action Housing, and our own Employment Training and Education, Programmes and Community Payback teams.

These one-stop shops for women to access services and obtain advice and support also give them an opportunity to meet other offenders who might well share common ground. In particular, recommendations by peers have encouraged a number of offenders to sign up for courses they were initially hesitant about. The events are relaxed and informal and have proved a popular and valuable addition to the support we give to help cut the offending cycle.

The networking sessions are held every three months at our Brimington Road offices.

Similar support events are also held in Derby, organised by a partner agency.



The Derbyshire Probation Board

Supporting the Service.

Responsible to the Secretary of State, members of the Board bring to their role a wealth of experience from other spheres of work.

In 2010/ 2011 the members were:

Gillian Wilmot, Chair

Denise White, Chief Executive

Patricia Coleman

Eric Galvin

John Burns

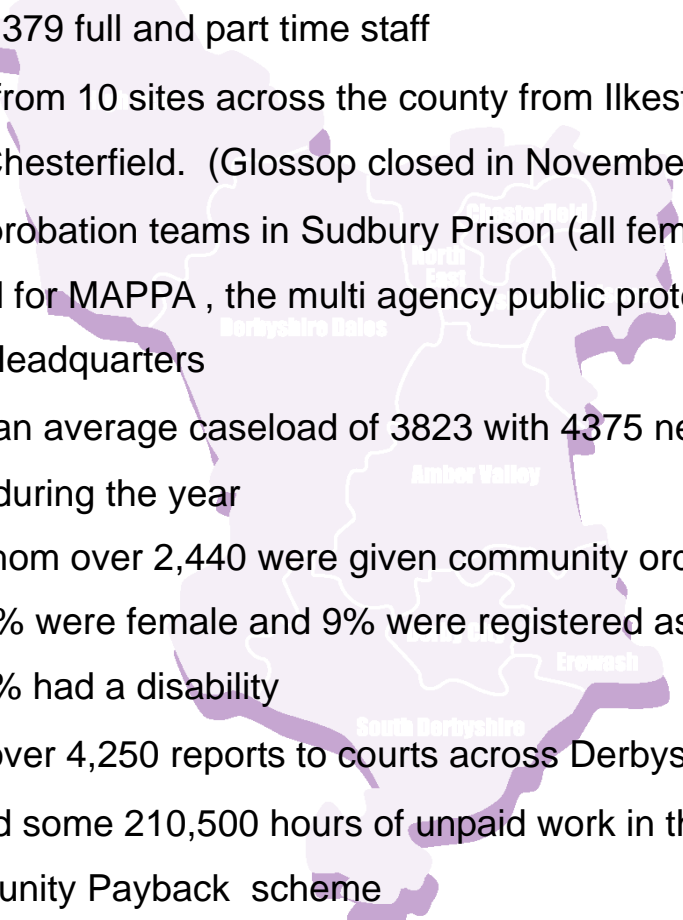
Isabella Stone

Adrian Evans

Dennis Gammage

The full Board meets six times a year and members also sit on various internal committees.

In 2010/2011 we ...

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- Employed 379 full and part time staff
 - Operated from 10 sites across the county from Ilkeston to Glossop and Derby to Chesterfield. (Glossop closed in November 2010)
 - Provided probation teams in Sudbury Prison (all female) and Foston Hall Prison and for MAPPA , the multi agency public protection arrangement, at Police Headquarters
 - Managed an average caseload of 3823 with 4375 new offenders cases managed during the year
 - of whom over 2,440 were given community orders
 - 14.3% were female and 9% were registered as BME
 - 11.2% had a disability
 - Provided over 4,250 reports to courts across Derbyshire
 - Supervised some 210,500 hours of unpaid work in the community under the Community Payback scheme
 - worth over £1.1 million to local communities

Excellent Report from Inspector of Probation

Her Majesty's Inspector of Probation published the report into the Inspection of Offender Management in Derbyshire in September. This was based on an intensive week of file reading, visits, and meetings in Summer, as well as on ongoing work on the cases inspected.

At the time of the report, in numerical terms, the inspection in Derbyshire produced the best results so far, of any area in the country. We gained scores well above the average in key areas such as Control (Risk of Harm management), Help and Change and Punishment (compliance and enforcement).

Overall the inspectors found that "This was an encouraging set of findings and we consider that the Derbyshire Probation Trust is well placed to face the demands of the future".

The inspection results provided independent evidence of the good work in Derbyshire.



- helping to improve the community



Chesterfield Royal Hospital
- snow clearance



Allenton library - public space
from unused plot



Tintwhistle
Safety Partnership
work



Long Eaton - graffiti removal



Community rooms
re-decoration



Raised beds
Brackensdale School



Mickleover Meadows
- improving public areas



Award winning allotment at
Rowditch



Rubbish clearance -
cleaner, safer feeling public
areas

See our website for more
Community Payback
information and examples

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