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National Offender
Management Service



PROBATION
SERVICE



Derbyshire Probation Trust

Community Payback Annual Report 2011



**Community
Payback**

Foreword



This Annual Report gives a flavour of the range and scope of Community Payback projects undertaken by offenders in Derbyshire in 2011.

The value of Unpaid Work can be calculated in a number of ways: it provides a fitting and appropriately tough punishment for offenders; it is seen by the Courts and by the general public as a way that offenders can make some recompense to communities for the crimes they have committed and it is cheaper to run than

the alternative of a short prison sentence and more effective in reducing re-offending. Last, but by no means least, for many offenders it offers their first experience of a structured working day and for some has led to further training and to employment opportunities. For courts, communities and offenders, it is very much a 'win /win' approach to the proper punishment of offenders.

In Derbyshire the public can nominate schemes that they would wish to see offenders work on - these are carefully assessed for their suitability, both to meet national criteria requirements and for Health & Safety reasons, including being compatible with the abilities of the offenders to undertake the work involved.

Payback teams have increased their work on crime prevention projects, working closely with local police and local authority staff. They have worked with the City and County as well as with a number of District councils to improve the local environment generally making Derby City and Derbyshire a more pleasant place in which to live and work.

If you are interested in finding out more about Community Payback, or would like to propose a scheme for assessment please visit our website at www.dpsonline.org.uk or contact one of our Community Payback teams – details at the end of this report.

A handwritten signature in black ink, appearing to read 'Jo Mead'.

Jo Mead
Chief Executive
Derbyshire Probation Trust

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Overview

Probation Trust and Geographic Area

The County of Derbyshire is in the centre of England covering 255,000 hectares of the East Midlands. The conurbations of Sheffield, Manchester and Nottingham surround the county with 8.4 million people - a sixth of England's population, living within 30 kilometres of our borders.

The County is a two tier authority with 8 District Councils working with the County Council to provide services to over 754,000 people. Chesterfield is the largest county urban centre and is home to approximately 100,450 people. There are seven other Derbyshire towns with populations over 20,000: Belper, Buxton, Dronfield, Glossop, Ilkeston, Long Eaton and Swadlincote. All have their roots in traditional industries of quarrying and coal mining, engineering and textile industries, remnants of which are scattered across the county.

A large part of the north and west of the county is within the Peak District National Park, with a very mixed rural economy increasingly dominated by tourism.

Only 1.5% of the population of Derbyshire County classify themselves as being from an ethnic minority background, compared to 9.1% nationally.

The county encircles the city of **Derby**, a unitary authority with an additional population of 243,000. There are estimated to be 182 nationalities represented in the City with 12.6% of Derby's population from minority ethnic communities. As in many urban areas, nearly a third of Derby's population lives in deprived areas with multiple problems such as unemployment, poverty and poor health.

Derbyshire Probation Trust area is structured into two Local Delivery Unit Structures that are broadly based on the City and County LAA areas covering 3 police Basic Command Units.

The Board and Trust

Derbyshire Probation Area achieved Trust status in 2010.

The Probation Trust is a Green Star Area, which is an indicator of the highest performing Probation Trusts, as measured against the National Offender Management Service (NOMS) criteria. The Trust has also been assessed by European Excellence as a 3 * organisation and had previously been a holder of Chartermark since 2000. Derbyshire also became the first probation area to gain the Cabinet Office's Customer Service Excellence Award. In 2007 we were awarded the Keith Bromley Butler Trust Award for skills training, for offenders.

Our Vision is to be an excellent organisation providing local probation services to the highest possible standard.

Our Mission to Reduce Re-Offending and protect the public.

Our Strategy is to protect the public through the delivery of excellent offender management practice, reformatory interventions and victim services.

Our Priorities are to focus on the following:

- To be a recognised national leader – we will strive for excellence
- To reduce re-offending – by effective service delivery
- To be a leaner more efficient organisation – by delivering value for money
- To be an employer of choice with a trained and motivated workforce – by building organisational capacity and developing the potential of all our staff
- To be innovative in commissioning new services and continually developing our work
- To maximise partnership and commissioning opportunities.

The Community Payback Scheme

A sentence requiring offenders to perform unpaid work in the community was first introduced to courts in the 1970s as Community Service. It has remained largely unchanged in its delivery until the Criminal Justice and Courts Services Act 2000, which renamed it Community Punishment. Enhanced Community Punishment was launched in 2003, this aimed to maximise the rehabilitative elements of the sentence, while retaining its rigour as a punitive sentence.

Unpaid Work was introduced in the Criminal Justice Act 2003 as one of twelve requirements in the new community Order and Suspended Sentence Order. Offenders can be sentenced to perform unpaid work in the community from 40 hours to 300 hours. The delivery of Unpaid Work is regulated by National Standards.

Unpaid Work is a popular cost-effective requirement that can be used to build public confidence in community penalties. Its high visibility and tangible achievements make it an ideal vehicle for promoting reparation in the community. The statutory purposes of Unpaid Work, as defined by CJA2003 are Punishment, Reparation and Rehabilitation.



Community Payback in Derbyshire is delivered through three centres based in Derby City, Chesterfield and Buxton.

Unpaid offender hours 2011

The total number of offender hours worked in Derbyshire was 172,132.

To maximise rehabilitation opportunities, as well as punish offenders, 5517 offender hours included some form of formal education or training input. This varied from basic numeracy and literacy to certification of some of the practical skills offenders learned in horticulture, painting and decorating, health and safety and woodworking.

Over the year, offenders gained 59 nationally recognised awards in work related subjects such as horticulture (above).

Some 141,696 offender hours were worked under the supervision of Derbyshire Probation Trust staff, while 30,436 offender hours were worked in agency placements, under the direct supervision of partner agencies. This figure also includes those undertaking formal qualifications alongside volunteers, who work with agency placement hosts.

Of the 172,132 unpaid work hours undertaken, 51,833 offender hours were worked on projects which directly addressed the fear of crime such as cutting back shrubbery to improve visibility or erecting fencing.

The following table provides a brief overview of the number of offender hours in comparison with earlier years and applies a value in financial terms, based on the minimum wage. In reality the work benefits the community far more, as there are intangible benefits also. For example, not all of the work carried out would have otherwise taken place.

	2008	2009	2010	2011
Total unpaid work hours	176,818	199,524	210,710	172,132
Unpaid work hours on projects #	162,696	182,507	197,849	162,967
Value to community at minimum wage *	£898,082	£1,045,765	£1,147,524	£990,839

Figures do not include interview time, inductions, health and safety training or any work to improve literacy or numeracy. This is the figure used to calculate the value to the community at minimum wage.

- Minimum wage based on rates payable to over 21's and the rate introduced the previous October. I.e. £5.52 in 2008, £5.73 in 2009, £5.80 in 2010 and £6.08 in 2011.

The Offenders



"Prior to being allocated a work placement, each offender goes through a rigorous risk assessment process."

The offenders sentenced to Community Payback are from a broad range of backgrounds. Around 45% are in employment, all ages are represented from 16 years upwards, and 10 – 15% are females.

Prior to being allocated a work placement, each offender goes through a rigorous risk assessment process.

- The first assessment is carried out at court, before sentencing, and focuses on whether or not the offender is suitable.
- Once sentenced, each offender is then interviewed at the beginning of their order and a written risk of harm assessment is completed.
- The offenders are further assessed during their first working day.
- The individual risk of harm is further reviewed throughout the period of supervision.

Projects Completed

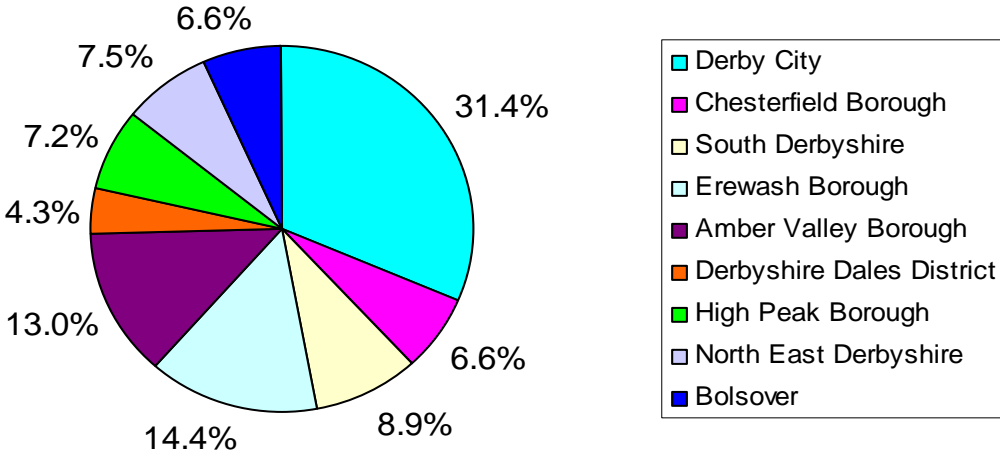
During 2011 a total of 347 projects were undertaken by Community Payback work parties across the county and city. These projects varied in duration from one day's work, to work lasting several months and other projects which are 'ongoing'. Around 100 projects are 'ongoing' and some have been active for several years.

Ongoing projects mainly fell into the following categories;

- large painting projects at schools
- grass cutting and general tidying in churchyards
- litter picking in country parks
- work on allotments
- work on graffiti removal with Safer Neighbourhood teams

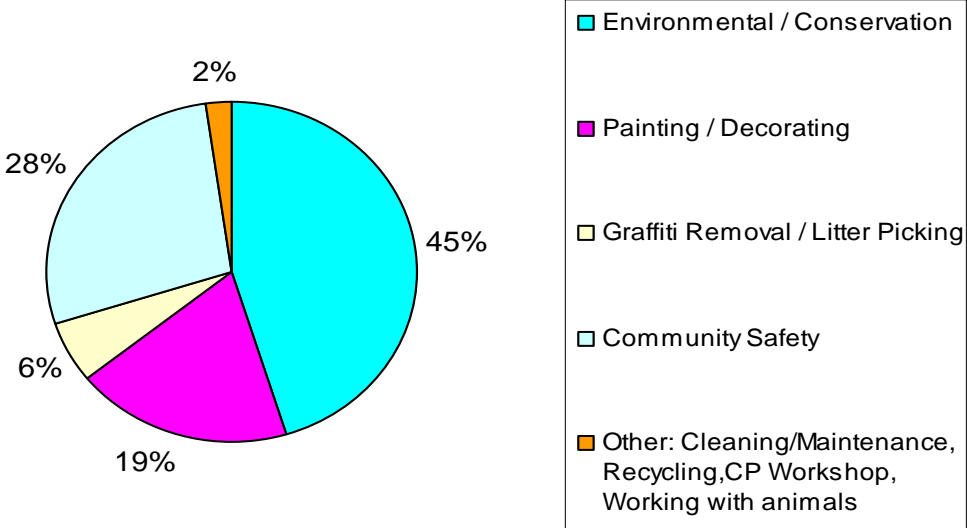
The locations of projects were as follows:

Number of projects worked by Community Payback in Derbyshire - By Local Authority	
Derby City	109
Chesterfield Borough	23
South Derbyshire	31
Erewash Borough	50
Amber Valley Borough	45
Derbyshire Dales District	15
High Peak Borough	25
North East Derbyshire	26
Bolsover	23
Total	347



Of the projects undertaken in 2011, the work fell into the following categories:

Number of projects worked by Community Payback in Derbyshire - By Type of Work	
Environmental / Conservation	158
Painting / Decorating	65
Graffiti Removal / Litter Picking	21
Community Safety (Projects which help remove the fear of crime)	96
Cleaning/Maintenance	3
Recycling	1
Work with animals	2
Restoration	0
Community Payback Workshop	2
Total	347



2011 saw an increase in the number of projects which have a community safety focus. That is projects which have specifically been taken on to reduce the fear of

crime or directly prevent crime. Examples of which include; erecting fencing, cutting back hedgerows to improve visibility and one project which involved removing a large amount of stones from an area where teenagers congregate (as the stones were being used as missiles.)

The number of Community Safety projects rose from 17% to 28% as a result of local communities nominating such projects and closer working with Local Authority and Police colleagues.

Successful completion of Community Payback sentences

A total of 2297 unpaid work requirements were made by the courts in 2011, including additional hours given to those who breached their original order.

1612 requirements were terminated during the year and of these 1183 successfully completed their requirements.

Those that did not successfully complete the requirement were returned to court for re-sentencing. The most common reasons for returning a case to court were;

- A prosecution following a breach of the order
- Changes in the offender's personal circumstances, such as long term sickness

Beneficiaries

Many project referrals are by word of mouth. However some referrals are via our website, whilst others follow awareness raising events and public talks.

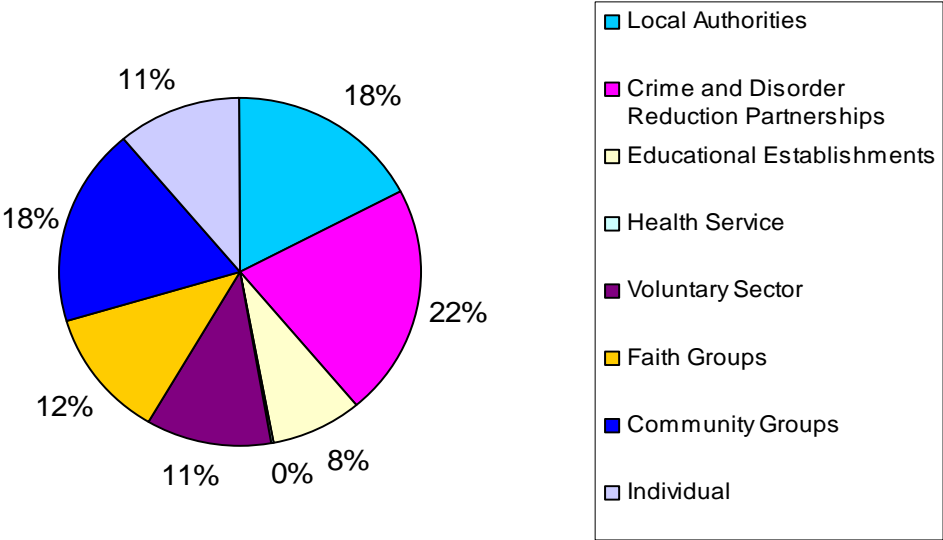
The scheme welcomes referrals from all sections of the community and contact details for our teams can be found at the end of this report.



Once a referral has been made a Community Payback Officer will assess the project to ensure it is suitable. (Projects should not take away paid employment and must have sufficient work for up to ten offenders.)

209 beneficiaries generated 347 project nominations.

Number of projects worked by Community Payback in Derbyshire - By Beneficiary type	
Local Authorities	61
Crime and Disorder Reduction Partnerships	74
Educational Establishments	28
Health Service	1
Voluntary Sector	38
Faith Groups	42
Community Groups	64
Individual	39
Total	347



Further details of the types of projects undertaken can be found on page 9.

The type of work carried out for **local authorities** included:

- Work in country parks
- Tidying recycling facilities
- Painting and landscaping around village halls
- Carrying out litter picks and grass verge tidying
- Snow clearance
- Clearing watercourses and ditches to prevent flooding
- Removal of undergrowth and epicormic growth in parks and along footpaths

The work carried out to reduce **crime and disorder**, or the fear of crime, included work in partnership with Derbyshire County Council who maintain a list of potential projects that have been nominated by parish councils, following contact from the DCC Community Safety team. The list is routinely sent to Community Payback teams and who assess the projects and wherever possible carry out projects.

The work for **voluntary sector organisations** included projects for:

- RSPCA
- Mencap
- Help with the refurbishment of a large British Heart Foundation shop
- A local community interest company developing a horticultural site

The work for **faith groups** mainly involved outdoor work in churchyards.

The work for **community groups** included some interesting examples of the community working together and engaging Community Payback for that little extra help:

- Work for allotment societies
- football and sports clubs, including pavilion repair and redecoration
- bulb planting where groups of neighbours worked alongside the offenders
- work on a community orchard
- work with the leaders of scout troops on refurbishment work
- work with local residents on litter picks
- The Bird and Bat Box project in Derby encourages young and old alike to make provision for birds and bats in their gardens or local areas

Agency Placements

A total of 30,436 hours were carried out on agency placements under the direction of partner agencies. The number of beneficiaries increased over the year and at the close there were around 40 agency placements available. There is a broad range of work available, including:

- Maintenance work in a local authority cemetery
- Assisting in charity shops and distribution centres
- Work improving local authority housing stock
- Work alongside countryside rangers
- Work at a centre for the homeless
- Work helping the organisers of a charitable summer festival
- Work with local social enterprises

Beneficiary feedback

We seek to obtain feedback from as many beneficiaries as possible. 40 beneficiaries completed the standard questionnaire which is left by Community Payback work parties on completion of the project. In addition, letters, emails or cards thanking individual members of the Community Payback team were received from further 36 beneficiaries, making a total of 76 pieces of feedback from the 209 beneficiaries we worked with.

On the whole feedback was very positive and in particular there was praise for the supervisors and offenders, doing the work, and for the quality of the work. Little was received in the form of critical feedback, though two complaints were received regarding paint spilt on carpets and these issues were addressed via the complaints procedure.

An issue raised by a number of beneficiaries was a desire to have more frequent visits by Community Payback teams. In such instances it was necessary to explain the importance of ensuring fairness and that work parties meet the needs of as many people, within a wide geographical area, as possible. With the increase in public nominations (of projects) in recent years and some fall in general offending it was also difficult to “service” several long term projects and beneficiaries have been asked to work with Community Payback teams to find solutions and ensure at least some visits are possible.

We ensure that feedback, whether positive or negative, is always shared with the supervisors and offenders carrying out the work. We also place authorised comments on our website in order to further encourage take up of Community Payback opportunities.

"At the last Parish council meeting, I was asked to write to you to thank yourself and the three supervisors and offenders for the work in organising and carrying out the cleaning of the brook. The brook looks significantly better now that the rubble and weeds have been removed and now that the bed of the brook has been evened out to improve the flow of water.

Many residents have commented favourably on the improvements and expressed their gratitude and satisfaction with the work. I am aware that some residents personally thanked supervisors and offenders while the work was in progress... it has made a great difference to the brook... for both residents and villagers alike"

From a Clerk to the Parish Council, Nov 2011

"What do you think of Community Payback - the scheme by which people convicted of certain categories of criminal offences are sentenced to unpaid work, on community projects for a number of hours specified by the court? Opinions vary; some might think it's a soft option and that "criminals" should go to prison whatever, others might be concerned about issues of security and personal safety, yet others might wonder what sort of standard of work actually gets done. I guess if we're honest, we all have preconceived ideas about the type of people on these schemes. Well last summer All Saints were offered the services of a Community Payback team, something we were happy to accept and so in early September a team of eight duly arrived with their leader, John.

It's fair to say that the work these guys did was exemplary. They painted doors, pruned bushes, dug the garden and dug a drainage trench the length of the church. Beyond that and without being asked they swept and cleared the inside of the church.

Of Course like any group of people, some of them were more talkative than others but all of them were polite and respectful of the church, as a building and of all of us who met with them.

What will the future hold for these guys? Who knows - but we hope and trust that their experience at All Saints was a win - win. We certainly gained a lot both from the work which they carried out and from the experience of meeting with and talking to them."

- Beneficiary comment, taken from a church newsletter

Developments

A competitive procurement exercise is underway to determine future responsibility for delivery of Community Payback. The service is currently provided by the 35 Probation Trusts in England and Wales. In future, delivery will be organised into 6 larger contract areas or Lots.

We, together with other Trusts and partner organisations, are bidding for Lot 4. This includes Derbyshire, Leicestershire & Rutland, Lincolnshire, Nottinghamshire, South Yorkshire, Staffordshire & West Midlands, and Warwickshire. In bidding, we will be competing against 3 private sector organisations: Serco, Sodexo and Com:pact (a consortia formed by A4e and Mitie). We expect the competition to have completed by April 2013.

Our bid will build on our strong record of successful delivery, but we recognise that further innovation is required. The public expect offenders to start work more quickly, for the work they do to be more visible and more strenuous, and for more offenders to successfully complete their Order. These enhancements need to be achieved while further maximising value for the public purse.

We are piloting changes now to achieve each of these aims. In responding to the challenge of competition, we will make Community Payback better still."

New Initiatives

During 2011 the following new initiatives or developments have taken place:

- We further developed the joint work carried out with Derbyshire County Council and in particular with the Community Safety Team. During the year we have agreed to further streamline the referral process by which parish councils and other smaller authorities nominate projects which improve the local environment and reduce the fear of crime.
- A series of visits by magistrates was arranged for them to view the work of Community Payback by visiting both offices and work parties on site.
- We increased the available range of agency partners and in particular those who are able to provide outdoor work for offenders.
- We have further increased the percentage of all hours worked by offenders wearing high visibility jackets incorporating the "Community Payback" logo. This has been achieved through ongoing discussion with all potential beneficiaries and through overcoming any initial reluctance to having offenders clearly identified while they carry out the work.
- We developed a joint working approach with Derby City Council Streetpride where we are dedicating a team each day of the week to carry out work identified across the City which is co-ordinated by Streetpride. Suggested projects and nominations for work come from Neighbourhood Forums across the city as well as from Community Safety staff, Councillors and Council Officers.

Working with Criminal Justice Partners

During 2011 the Community Payback teams have worked with all the main local authorities within Derbyshire to address the fear of crime, or on projects which directly lead to a reduction in crime. Particular examples of the work undertaken are included below.

- **Derbyshire Constabulary, Safer Neighbourhood Team** – During the year we have further developed the Long Eaton Graffiti project. Offenders have been engaged in the removal of graffiti from the town centre and anti-social “hot spots” in surrounding villages. A harmless spray is used which is effective on non porous surfaces and brickwork. Graffiti on porous surfaces such as concrete is painted over. Funding for materials comes from the Police, local council and shops. The initiative has been so successful it is being replicated elsewhere in the county.



- **Derbyshire County Council** – Work with the Community Safety team has ensured that some of the problems identified by beat officers, parish councils and members of the public via the Call Derbyshire call centre have been addressed.



Clearing rubbish from public areas deters future littering and increases the public's feeling of personal safety.

- **South Derbyshire District Council** – regular work with the South Derbyshire Clean Team has involved litter picking, removing fly tipping and cutting back grass verges.

- **Bolsover District Council** – regular work with the Neighbourhood Management Team has included community clean ups and work on various projects identified by the Community Rangers.

Amber Valley Borough Council

Bolsover District Council

Chesterfield Borough Council

Derby City Council

Derbyshire Dales District Council

Erewash Borough Council

High Peak Borough Council

North East Derbyshire District Council

South Derbyshire District Council

Community Payback teams worked with local authorities on clean up campaigns and projects to reduce anti social behaviour through improving overgrown or derelict sites.

Achievements

- Derbyshire Probation Trust is a high performing Trust. During the year the Community Payback teams continued to reach targets relating to:
 1. the number of Unpaid Work requirements that are successfully completed #
 2. the speed at which an order is commenced *
 3. the number of working days offered to offenders *
 4. the average length of working days offered to offenders *
 5. the timeliness of enforcement action taken against those who fail to attend *

measured against the target set by the National Offender Management Service.

* measured against the criteria contained in National Standards for the Management of Offenders in England and Wales.

- A Certificate of Appreciation was awarded by Dronfield and District Joint Burial Committee in appreciation of the on-going contribution made by the Community Payback team. Over the last five years some 300 offenders have worked at Dronfield's main cemetery, carrying out tasks which allow the smooth operation of they cemetery and improve teh environmnet.

Case Studies

Case Study 1 – Punishment focus

A52 Derby



Derbyshire Probation Trust's Community Payback team work closely with Derby City Council's Streetpride team to clear up heavily littered areas, cut back overgrown vegetation, and clear areas to reduce the potential for anti social behaviour.

One such project for Streetpride involved work alongside the busy A52 dual carriageway, (Brian Clough Way) that links Derby and Nottingham. The footpath along the northern side of this road as it leaves Derby was covered in litter, and was difficult to walk along because of overgrown

vegetation, which also created a sense of unease for users.

Offenders carrying out their unpaid work in Derby were set the task of clearing the litter, then cutting back vegetation comprising of brambles, briars, hawthorn and branches from young silver birch and other trees. This then gave clear site lines along the footpath. They were ably supervised by Derbyshire Probation staff, who had undergone additional safety training by the Streetpride team due to the more hazardous location alongside a busy dual carriageway.

Apart from the hard work of cutting and bagging the waste, the filled sacks then had to be dragged up to ¼ mile to the nearest loading point for removal to the recycling site.

This was a high visibility task completed to the constant roar of passing traffic. All offenders wore their high viz vests and the work was A-boarded along the pathway.

Case study 2 – Rehabilitation focus

Rhubarb Farm, in Nether Langwith, Bolsover is aiming to help groups including ex-offenders find jobs, build skills and increase confidence by working the land.

The scheme is a non-profit making social enterprise which has managed to secure 8 acres of land. As well as offenders it also helps the unemployed, those with mental and physical health problems and people with learning difficulties.

The Probation Trust has helped with the development of the farm by providing supervised teams of offenders and recently helped with individual placements. This is an arrangement where low risk offenders, who are managed by The Probation Trust, are placed into another organisation, for their day-to-day supervision. This ensures the required degree of punishment is undertaken, in the form of loss of liberty and carrying out unpaid work in the community. However, it is also a very good opportunity for rehabilitation as the offender (often unemployed) carries out unpaid work in a setting that more resembles that of paid employment. The relationships with staff and other service users can be invaluable.

One such offender was 26 year old Ashley. When he was sentenced, in December 2010, to 160 hours Unpaid Work, he was tasked with working under a Probation Trust supervisor on a variety of projects. When staff were confident that he was reliable and trustworthy he was allowed to start work at Rhubarb Farm, on an individual placement.

Between February and June Ashley worked the remainder of his hours and did not miss a single appointment. Commenting in the summer of 2011 and after completing his hours he said,

“It’s ideal for me. It’s not just the physical side of it. Communication can make you feel a lot better. I like the hard labour, my background is in horticulture and I’m interested in learning how to plant vegetables. Ideally I want it to lead to a job.”

Although the work didn’t lead to paid employment within the horticulture field, Ashley did continue to attend Rhubarb Farm as a volunteer and is very well thought of by staff there. In November 2011, Ashley did secure paid employment elsewhere.

Case study 3 – Community Benefit focus

In the Autumn of 2010 the Headmaster of Cutthorpe School, Chesterfield, contacted the Community Payback team. Initially this was to discuss the possibility of clearing paths through an over grown woodland area at the back of the school. The following extract is taken from a letter received from the headmaster, Mr Brookes.

“I couldn’t possibly have realised how this would lead to a project which has not only transformed our school grounds, but also engaged an entire community. From the outset you could not have been more personable, friendly or professional. You visited the site several times, made useful and insightful observations about potential improvements and also ensured the project was run with a smoothness that one would expect from a highly paid private contractor. Nothing was too much trouble and you put yourself to great lengths to ensure the children of Cutthorpe got the best possible deal. On both an operational and strategic level you made it happen. Thank you.”

The project developed beyond clearing pathways to include a re-fenced wildlife area containing benches, a bark chipping pathway and willow sculptures, a picnic area for 30 children, a friendship stop, a sensory garden, additional raised beds for the children to grow vegetables in and a repaired and re-invigorated Foundation Stage play area.

Two supervisors were tasked with supervising groups of offenders, working at weekends, through the winter of 2010/11.

Many parents have commented on the changes and as Mr Brookes wrote,

“I cannot begin to say what an overwhelmingly superb impact you have had on our school. ... Take a strong sense of pride in knowing that you’ve made a significant positive difference to the lives of many people for several years to come.”



If you are interested in discussing any work with the Community Payback teams, or wish to nominate a project, details of the nearest office are as follows ;

Derby City, South Derbyshire, Erewash Borough plus the Ripley, Belper, Heanor and Ashbourne areas

Please contact our Derby team on 01332 348936

Chesterfield Borough, North East Derbyshire District, Bolsover District plus the Alfreton, Bakewell, Wirksworth and Matlock areas

Please contact our Chesterfield team on 01246 276171

High Peak Borough plus the Hope Valley and Tideswell area

Please contact our Buxton team on 01298 25558



Community Payback

For more information about Derbyshire Probation Trust, including our Community Payback work, or to suggest a Community Payback project, see our website :-

www.dpsonline.org.uk

