



HM Prison &
Probation Service

Probation
Service



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Sonia Flynn CBE
Chief Probation Officer

1 July 2021

Dear Simi

HMI PROBATION ACTION PLANS – WEST MIDLANDS PROBATION SERVICE

In preparation for the new unified Probation Service, all NPS regions and Community Rehabilitation Companies (CRCs) provided a final RAAG rated progress update on their existing HMI Probation actions plans.

HMPPS Operational and System Assurance Group held workshops from March to May 2021 with each NPS Region alongside the HMPPS Contract Management team and CRC representatives. The aim of these workshops was to review all the CRC and NPS HMI Probation recommendations and actions with a view to closing them or moving them over to respective Regional Probation Directors to take forward into their Business as Usual (BAU) activity.

Colleagues were also encouraged to share experiences of any positive practice.

This letter provides a summary of the findings from the West Midlands region's workshop and subsequent discussions. Some of the key HMIP actions that the CRC and NPS have achieved across the area include:

- Internal training for Senior Probation Officer's to facilitate monthly clinical supervision with practitioners to support and facilitate continuous improvement, resulting in improved practitioner confidence, evidence of improved risk management planning and implementation.
- Improvements in multi-agency working and safeguarding checks - with supervision incorporating case discussion linked to quality of assessment, planning and verification of information.
- Development and delivery of a 'Sentence Plan Good Practice' briefing and 'Sentence Planning Top Tips' document to all Offender Management teams alongside ongoing monitoring of sentence plan quality through Quality Development Officers.

Two of the original eighteen CRC and NPS recommendations will continue to be progressed in their BAU activity by the West Midlands Regional Probation Director, Sarah Chand following Probation Reform. Please see the attached action plan for further details.

I am therefore content to formally close the published HMIP Action Plans for Warwickshire and West Mercia CRC (July 2019), Staffordshire and West Midlands CRC (December 2018) and Midlands NPS (December 2018).

With best wishes

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sonia Flynn', written in a cursive style.

Sonia Flynn CBE
Chief Probation Officer
HM Prison and Probation Service