

National Offender Management Service Annual Report 2014/15: Management Information Addendum

Ministry of Justice
Information Release

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Introduction

The National Offender Management Service (NOMS) was created as an executive agency of the Ministry of Justice in April 2008 with the goal of helping prison and probation services work together to manage offenders through their sentences.

The National Offender Management Service Annual Report and Accounts for 2014/15 was published on 11 June 2015. Section 3.2 of the report provided a summary of the Agency's performance against its headline indicators for 2014/15. This document provides additional information on the national outturns against these and other indicators, showing, where available, comparisons with previous years and performance by prison function.

The majority of national key performance indicators (KPIs) were removed in 2011/12. Local targets have been aggregated at the national level where appropriate for comparison purposes. This has been highlighted for each data collection to which it applies.

Crowding figures previously published in the NOMS Annual Report have understated the level of crowding in prisons (i.e. the average annual percentage of prisoners held in crowded conditions). This is due to an historical issue with the reporting from some prisons. This has been corrected for the 2014/15 figure, which is a notable increase on the published figure for the previous year.

An issue with the reporting of crowding data from some establishments was identified and data for 2008/09 onwards has been revised for Publication.

Establishments identified as having understated crowding levels have been unable to provide updated crowding figures further back in the time series beyond the most recent financial year. As a result, we have used known data to calculate revised crowding figures for each of the monthly time points for each establishment which were identified as having understated crowding figures through the time series.

On 1 June 2014, as part of the Transforming Rehabilitation reforms to probation, responsibility for delivery of probation services moved from 35 probation trusts to 21 Community Rehabilitation Companies (CRCs) and the National Probation Service (NPS).

CRCs are responsible for managing offenders who pose a low or medium risk of serious harm. The NPS is responsible for managing offenders who pose a high risk of serious harm and those who have committed the most serious offences. The NPS also provides advice to the courts on issues such as sentencing, determines whether offenders should be allocated to a CRC or to the NPS, and deals with enforcement action for offenders who are alleged to have breached a court order.

For the purposes of the Addendum, unless otherwise stated, the Community Data presented is for the time period April 2014 to December 2014. We have used this time period for clarity, by aligning with financial quarters and not confusing this period of delivery with the period after share sale (1 February 2015). Publishing data in October against the new performance frameworks for the first time will also allow sufficient time for data quality processes. Comparison of rates for a nine month period to previous full financial years assumes no seasonal effects. Rates based on shorter periods may show more volatility. Some caution should be used in comparisons between the nine-month period and full financial years.

Since the introduction of the Offender Rehabilitation Act as part of Transforming Rehabilitation, the National Probation Service (NPS) and Community Rehabilitation Companies (CRCs) have been monitored against new performance frameworks to make

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sure their delivery of services is timely, consistent and of high quality. Management Information (MI) against these performance frameworks will be published on a regular basis by NOMS in the "Community Performance Quarterly MI release". These publications will be released on the final Thursday of October, January, April and July every year*, beginning on 29 October 2015. The publication will cover all performance metrics from both frameworks, at a national level and broken down to lower levels of geography where appropriate. These publications may also include other current or historic management information, such as volumes, to provide context. There will also be an annual release of performance MI to accompany the Management Information Addendum. The precise publication date is to be confirmed.

* Full release Schedule:

29 October 2015 - performance MI from April - June 2015

28 January 2016 - performance MI from July - September 2015

28 April 2016 - performance MI from October - December 2015

28 July 2016 - performance MI from January - March 2016

July 2016 - performance MI from April 2015 - March 2016

27 October 2016 – performance MI from April – June 2016

Public protection

Public protection is core to successful and effective delivery of offender management. In managing offenders in the community, NOMS has the protection of the public, including victims, children and vulnerable adults, as an overriding aim in all its activity. For prisons, the primary aim in protecting the public is to prevent escapes from custody.

Escapes

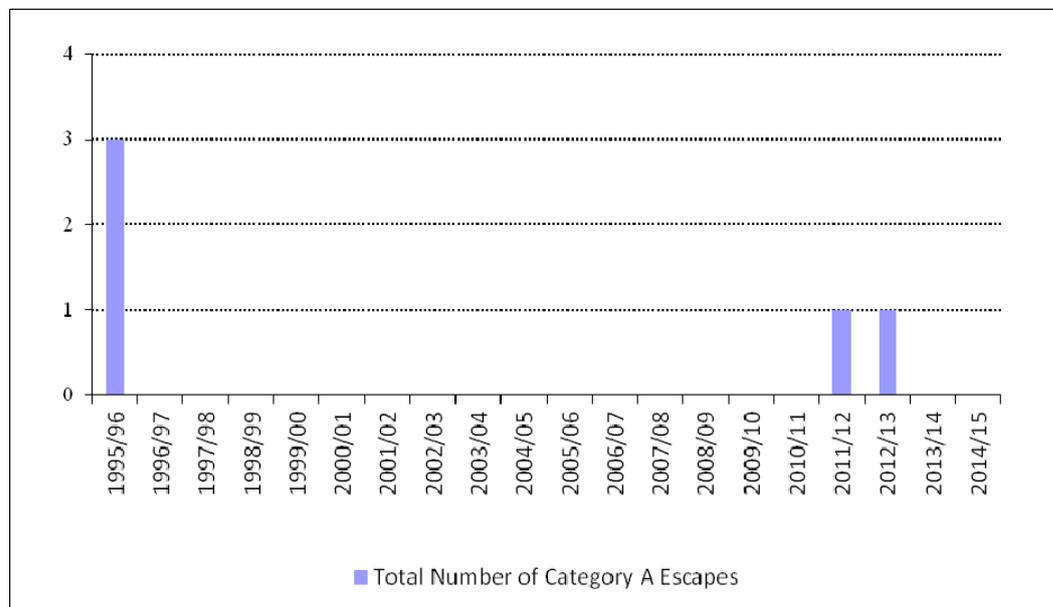
A prisoner escapes from prison if they unlawfully gain their liberty by breaching the secure perimeter of a closed prison. A prisoner escapes from escort when they are able to pass beyond the control of escorting staff and leave the escort. In the case of escapes from prison, this may involve overcoming physical security barriers such as a wall or fence, locks, bolts or bars; in the case of escape from escort this may involve overcoming a secure vehicle or building, handcuffs or the direct supervision of a security escort. A Category A escape occurs where the prisoner escaping has been categorised as category A. Category A prisoners are those whose escape would be highly dangerous to the public, the police or the security of the State and for whom the aim must be to make escape impossible.

Category A Escapes

Target: To make sure there are no escapes of Category A prisoners in 2014/15

Result: No Category A escape

Figure 1: Number of Category A Escapes, 1995/96 to 2014/15



Escapes from prisons and prisoner escorts

The target for the rate of escape (escapes as a percentage of prison population) was removed in 2011/12. Data are still collected for management information purposes. The rate of escapes from prisons and prisoner escorts for 2014/15 was 0.001 per cent.

Figure 2: Percentage rate of escapes from prisons and prisoner escorts, 2009/10 to 2014/15



Table 1 shows that there were no escapes from prison but one escape from prisoner escort during 2014/15. The escape from prisoner escort involved a prisoner held in the male local estate. It should be noted that these are prison service escorts, not contractor escorts, which are covered in a subsequent section.

Table 1: Number of escapes from prisons and prisoner escorts, 2014/15

Prison Function	No. of Escapes from Prison	No. of Escapes from Prisoner Escorts
Male category B	0	0
Male category C	0	0
Male dispersal	0	0
Female closed	0	0
Female local	0	0
Female open	0	0
Male closed YOI	0	0
Male YOI - Young People	0	0
Male local	0	1
Male open	0	0
Male open YOI	0	0
IRC	0	0
Cluster	0	0
Aggregated Totals	0	1

Escapes from contractor escorts

The target for the rate of escapes from contractor escorts was also removed in 2011/12. Data are still collected for management information purposes.

2014/15 saw an increase in the rate of escapes from contractor escorts with a rate of 1 in 67,043 prisoner journeys in 2014/15 compared to a rate of 1 escape in 93,308 prisoner journeys in 2013/14.

The rate for 2014/15 is based on 12 escapes during the course of 804,511 prisoner journeys. This compares to 9 such escapes during 839,776 journeys in 2013/14.

Table 2 below, shows Contractor Escapes from 2012/13 to 2014/15

Table 2: Contractor Escapes

Time Period	Number of contractor escapes	Number of prisoner journeys	Ratio of contractor escapes to journeys s
2012/13	9	871,802	1:96,867
2013/14	9	839,776	1:93,308
2014/15	12	804,511	1:67,043

* Presented for years for which underlying prisoner journey data is available.

Absconds

An abscond is an escape that does not involve overcoming a physical security restraint such as that provided by a wall or fence, locks, bolts or bars, a secure vehicle, handcuffs, or the direct supervision of staff.

The overall number of absconds decreased in 2014/15 compared to 2013/14, to 181 from 225, as illustrated by Figure 3 and Table 3.

Figure 3: Number of absconds by prison function, 2013/14 to 2014/15

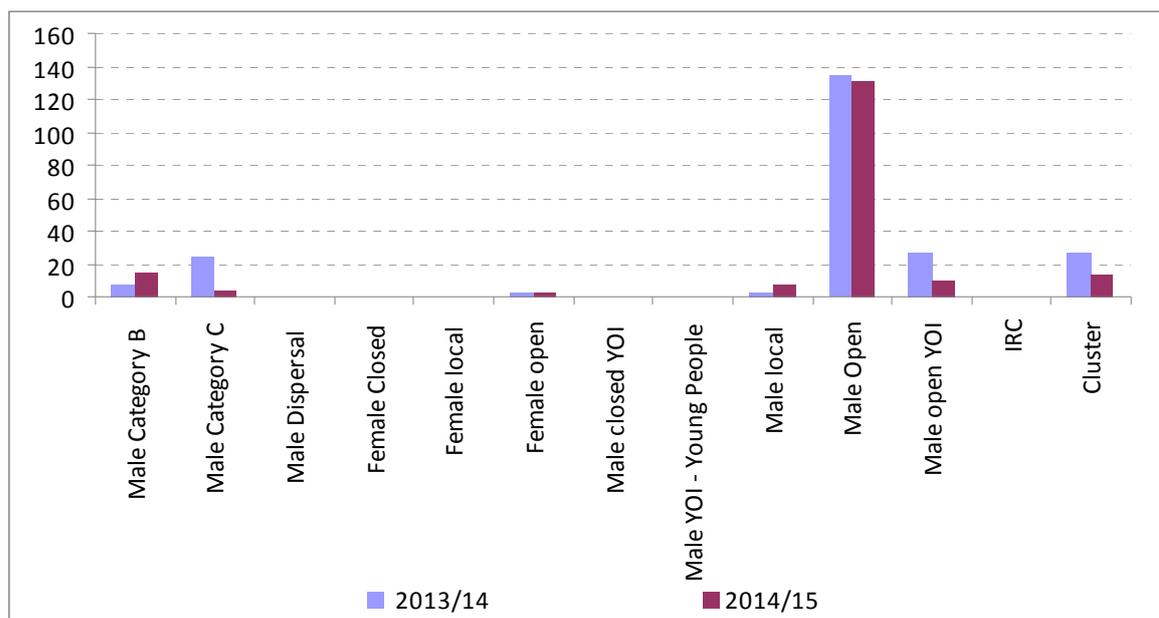


Table 3: Number of absconds by prison function, 2013/14 to 2014/15

Prison Function	No. of Absconds 2013/14	No. of Absconds 2014/15
Male Category B	7	14
Male Category C	24	4
Male Dispersal	0	0
Female Closed	0	0
Female local	0	0
Female open	2	2
Male closed YOI	0	0
Male YOI - Young People	0	0
Male local	3	7
Male Open	135	131
Male open YOI	27	10
IRC	0	0
Cluster	27	13
Totals	225	181

Function groups Male Local, Male Category B, C and Cluster include open sites in which absconds were recorded. Absconds recorded in these functions were predominantly from the open element of the establishments concerned. Escort absconds are no longer recorded in the above figures.

Offending behaviour programmes (OBPs)

NOMS currently commissions a number of accredited offending behaviour programmes for sex offenders, violent offenders, substance misusers and general offenders. These programmes are designed to reduce re-offending by helping mainly high risk offenders to learn new skills that improve the way in which they think and solve problems, help them cope with pressures, consider the consequences of their actions, see things from the perspective of others, and to act less impulsively. These are some of the most common characteristics of offenders and accredited programmes are a good way of tackling them. The programmes, which are fully or provisionally accredited by the Correctional Services Accreditation and Advisory Panel (CSAAP), are facilitated by specially trained staff that follow a well-documented structure but are encouraged to be responsive to the individual needs of the participants.

It should be noted that the definitions used in this document for measuring programme completions for performance purposes differ from those reported in the Accredited Programmes Annual Bulletin, and figures will therefore not align between the two publications. Further, the community completions figures in the present document relate only to the nine-month period April to December 2014.

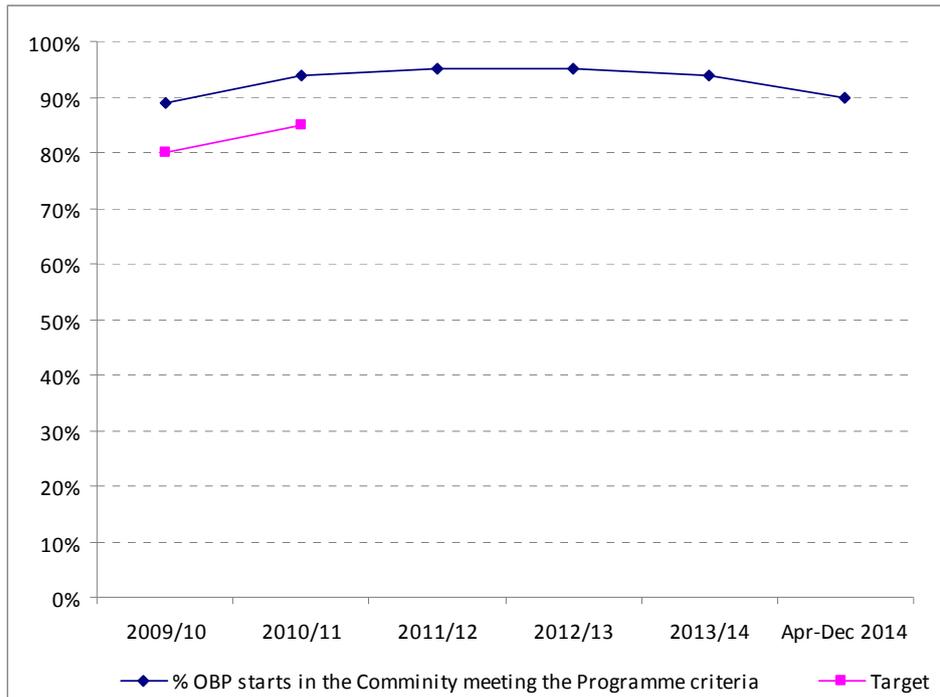
Appropriate OBP starts in the community

This indicator was introduced in 2008/09 in order to make sure that offenders in the community who required an accredited OBP were placed on the specific programme that best addressed their offending behaviour. The target element was removed in 2011/12, but data collection has continued for management information purposes.

Performance with respect to this indicator decreased marginally in the nine months from April 2014 to December 2014 to 90 per cent, compared with a level of 94 per cent in 2013/14.

Simply measuring starts and completions is a crude measurement as some programmes are considerably longer than others. NOMS' commissioning strategy has been to target interventions increasingly on those offenders who represent a higher risk; invariably these programmes are longer and more intensive.

Figure 4: Percentage of appropriate OBP starts in the community, 2009/10 to Apr-Dec 2014

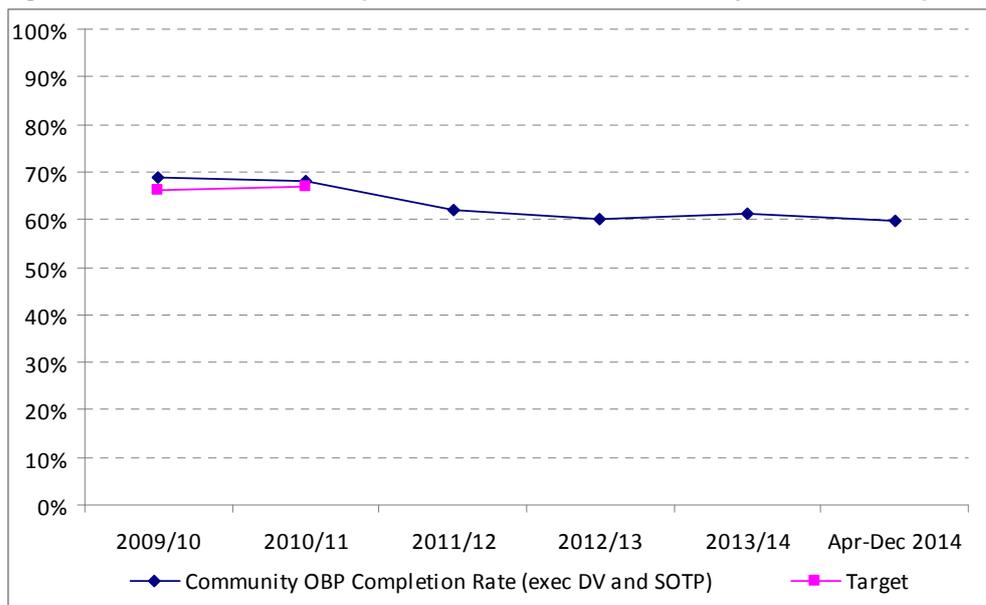


Note: This indicator excludes sex offender treatment programmes and domestic violence programmes, which are measured separately.

OBP completion rates in the community

The OBP completion rate target was removed in 2011/12. Data are still collected for management information purposes. The completion rate has remained largely stable since 2011/12 at around 60%, as illustrated by Figure 5.

Figure 5: National OBP completion rates in the community, 2009/10 to Apr-Dec 2014



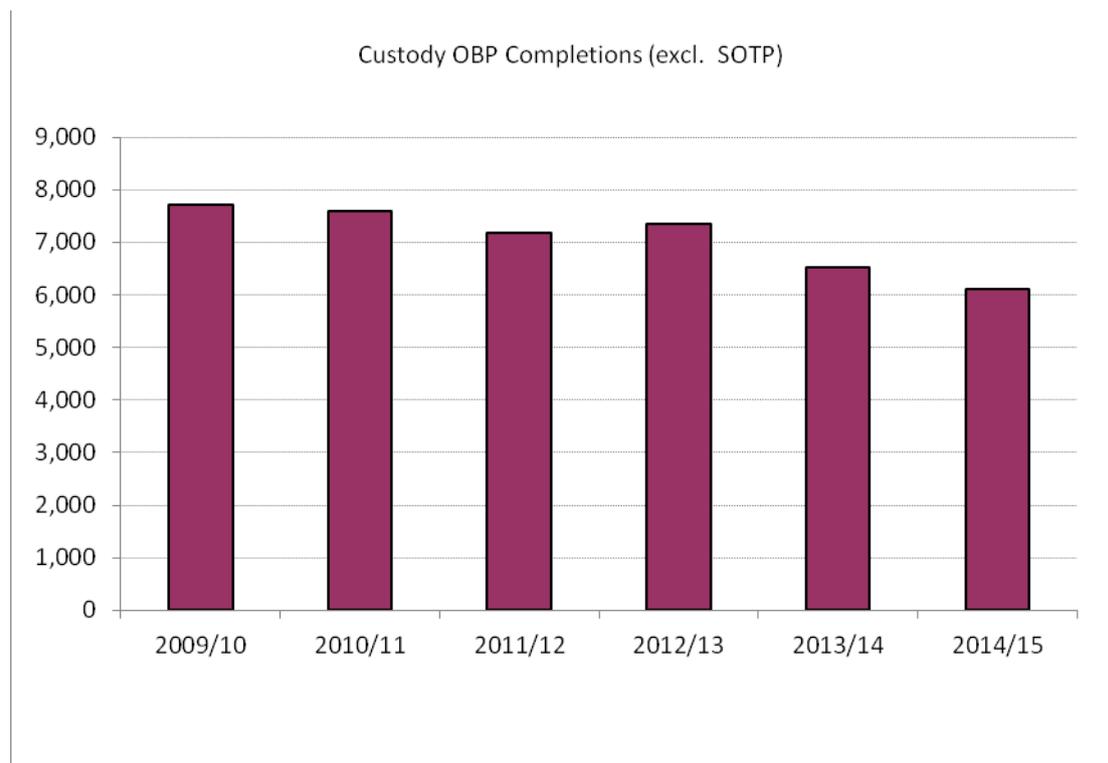
*Comparison of rates for a nine month period to previous full financial years assumes no seasonal effects in completions. Seasonality of completions is not expected, however rates based on shorter periods may show more volatility, being based on lower numbers. For these reasons, some caution should be used in comparisons between the nine-month period from April to December 2014 with previous full financial years

OBP completions in custody and community

These outturns exclude Sex Offender Treatment Programmes (SOTP) in custody and the community, Drug Treatment Programmes (DTP) in custody and Domestic Violence (DV) programmes in the community, which are subject to separate measurement.

2014/15 saw a decrease in the number of completions in custody from 6,515 to 6,114 when compared to 2013/14.

Figure 6: Number of offending behaviour programme completions in custody, 2009/10 to 2014/15



The number of community OBP completions (excluding DV and SOTP) for the nine months from April to December 2014 was 3,361 against milestone of 4,150.

Figure 7 shows that for the majority of prison function groups the number of OBP completions fell in 2014/15 compared with 2013/14. The largest decrease was in the number of completions in the Male Closed YOI estate followed by the Male Category B estate and Cluster establishments. There was a decrease from 6,515 to 6,114 in the number of completions overall.

Table 4 shows the actual number of OBP completions compared to target by function group for 2014/15.

Figure 7: Number of OBP completions by prison function, 2013/14 to 2014/15

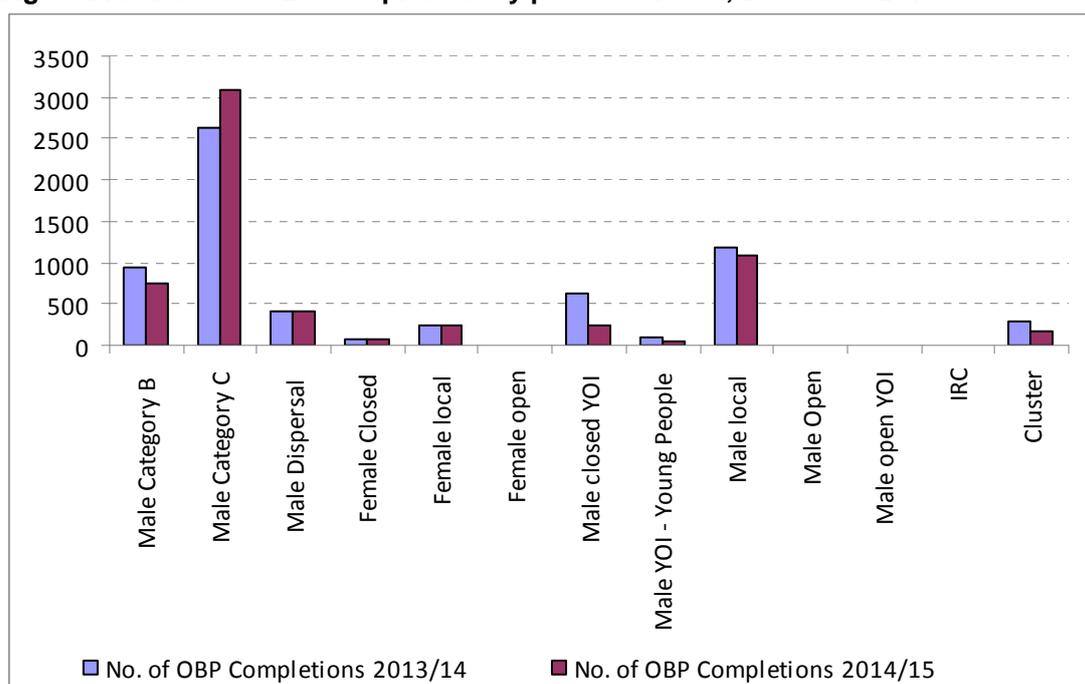


Table 4: Number of OBP completions by prison function, 2014/15

Prison Function	No. of OBP Completions 2014/15	Aggregated Annual Targets	% of Aggregated Targets
Male Category B	745	737	101.1%
Male Category C	3,099	3,305	93.8%
Male Dispersal	404	381	106.0%
Female Closed	70	63	111.1%
Female local	247	243	101.6%
Female open	0	0	-
Male closed YOI	249	285	87.4%
Male YOI - Young People	38	0	-
Male local	1,084	1,076	100.7%
Male Open	0	0	-
Male open YOI	0	0	-
IRC	0	0	-
Cluster	178	278	64.0%
Totals	6,114	6,368	96.0%

*Individual targets were set at establishment level. These targets have been aggregated to function group and national level in the table above to provide an overall comparison against outcomes.

Domestic violence programme completions in the community

Domestic violence is any incident of threatening behaviour, violence or abuse between adults who are or have been in a relationship together, or between family members, regardless of gender or sexuality.

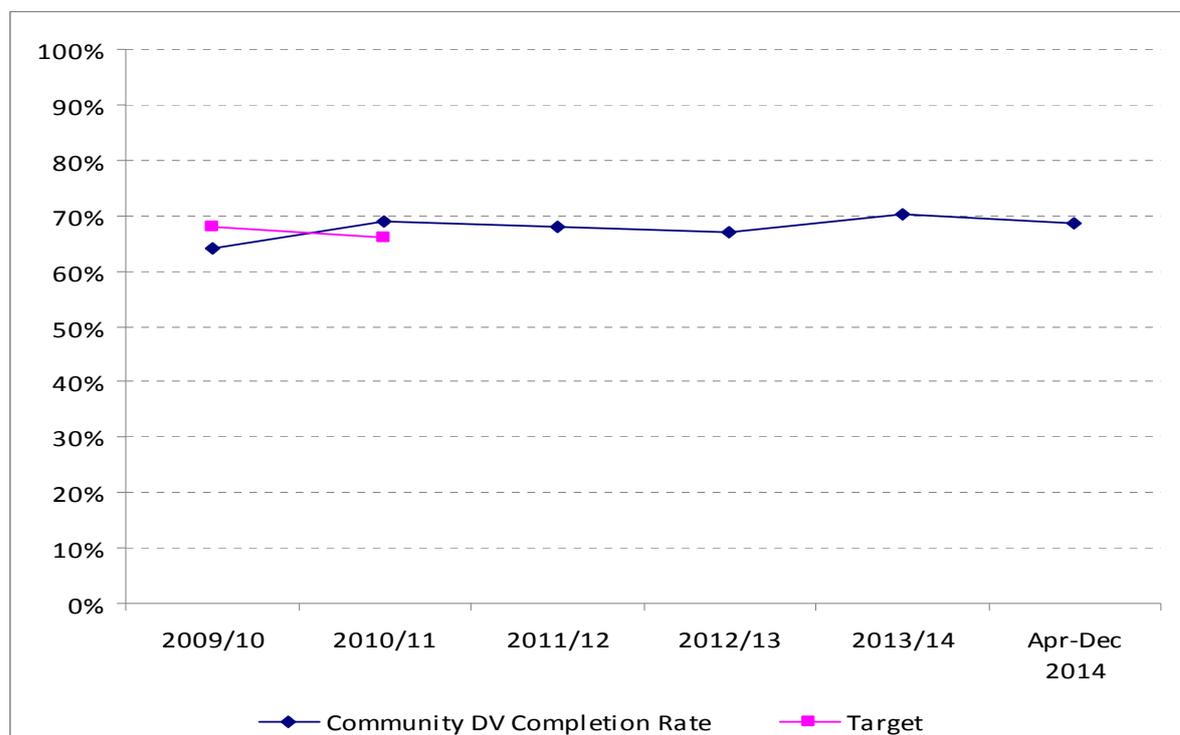
NOMS accredited programmes for domestic violence are programmes targeted at men who are or were in heterosexual relationships at the time the offence was committed. They aim to reduce aggressive behaviour through teaching social skills, emotional management techniques and challenging attitudes and beliefs to help change behaviour.

Domestic violence (DV) programmes are run both in custody and the community. Whereas community DV completions are counted as a distinct indicator, DV programmes in custody are counted within the total number of Offending Behaviour Programmes in custody.

Domestic violence programme completion rates (community)

The target for domestic violence completion rates in the community was removed in 2011/12. Data are still collected for management information. The completion rate was 69% in 2014/15 and has remained relatively constant over the past 5 years, as illustrated by Figure 8.

Figure 8: National Domestic Violence programme completion rates 2009/10 to Apr-Dec 2014



*Comparison of rates for a nine month period to previous full financial years assumes no seasonal effects in completions. Seasonality of completions is not expected, however rates based on shorter periods may show more volatility, being based on lower numbers. For these reasons, some caution should be used in comparisons between the nine-month period from April to December 2014 with previous full financial years

Domestic violence programme completion volumes

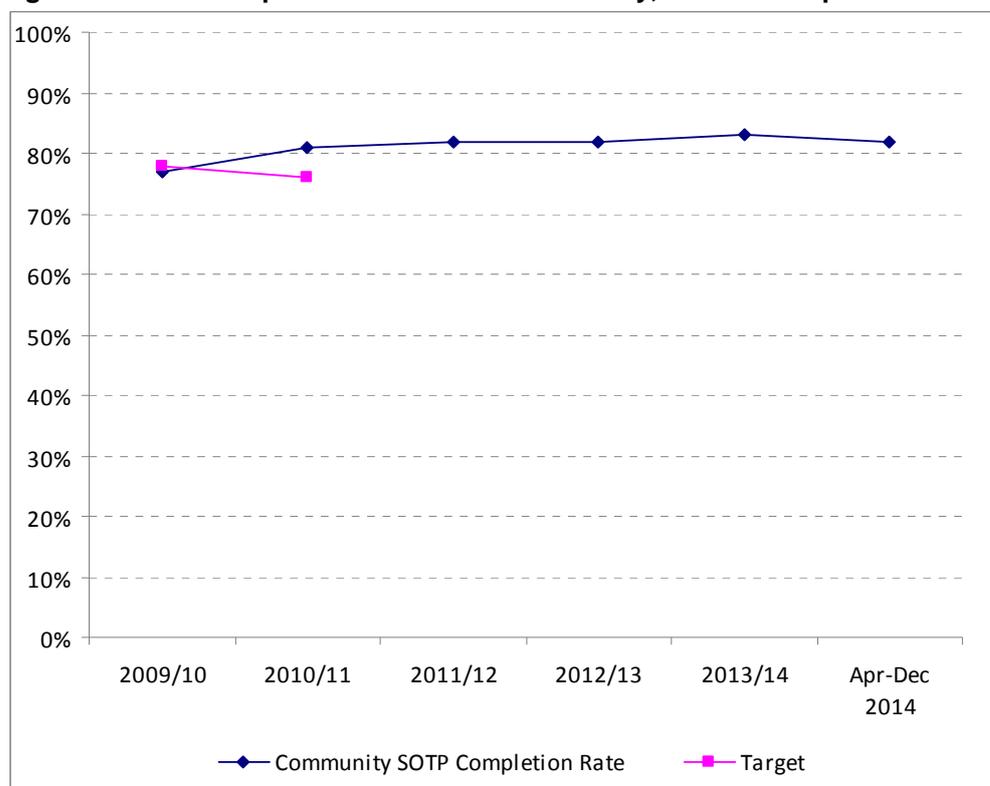
The number of DV Programme completions achieved in the period April to December 2014 was 1,998 against a milestone of 2,215.

Community SOTP completion rates

The SOTP completion rate target was removed in 2011/12. Data are still collected for management information purposes.

Completion rates at a national level have remained relatively stable at just over 80 per cent since 2010/11.

Figure 9: SOTP Completion rates in the community, 2009/10 to Apr-Dec 2014



*Comparison of rates for a nine month period to previous full financial years assumes no seasonal effects in completions. Seasonality of completions is not expected, however rates based on shorter periods may show more volatility, being based on lower numbers. For these reasons, some caution should be used in comparisons between the nine-month period from April to December 2014 with previous full financial years

Sex offender treatment programme (SOTP) completion volumes in custody and community

Sex offender treatment programmes aim to reduce offending by adult male sex offenders. The current commissioning strategy including SOTPs, are set out in the NOMS Commissioning Intentions 2014, and companion documents.

As illustrated by Figure 10, there was an increase in the number of SOTPs delivered in custody in 2014/15 when compared to 2013/14 (from 891 to 936).

Figure 10: Number of sex offender treatment programme completions in custody, 2009/10 to 2014/15



The increase in SOTP completions in Category B prisons and the concentration of delivery in Category C prisons is largely accounted for by concentrating the number of sentenced sex offenders and relevant services in specific networks of prisons, with, for example, the increase in the number of sentenced sex offenders held at HMP Rye Hill (Category B) or at HMP Stafford (Category C).

Figure 11: Number of sex offender treatment programme completions by prison function, 2013/14 to 2014/15

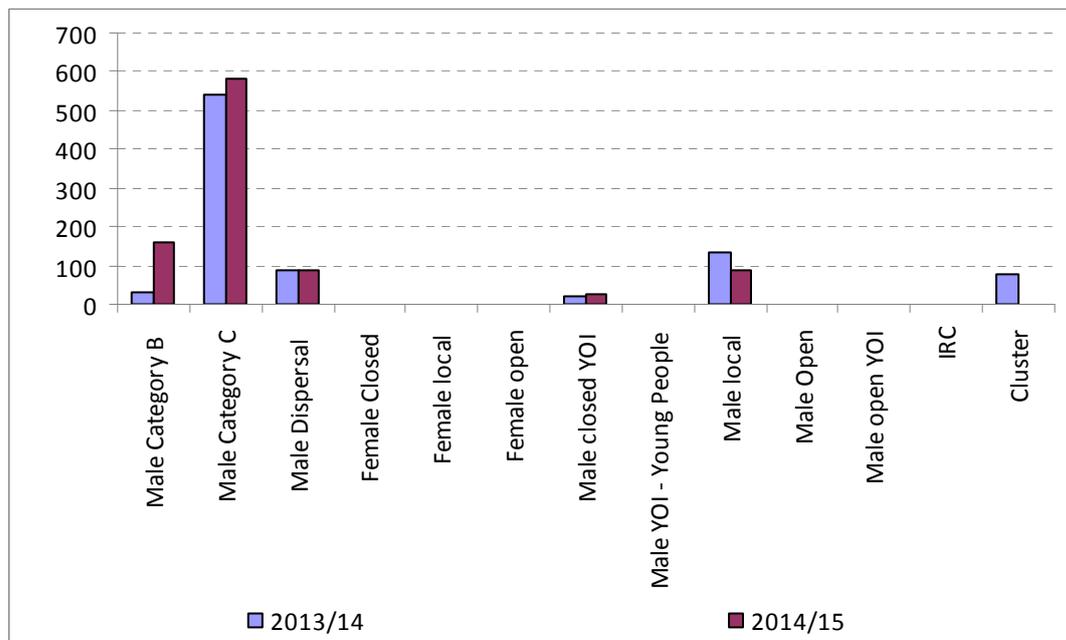


Table 5: Number of sex offender treatment programme completions by prison function, 2014/15

Prison Function	No. of SOTP Completions 2014/15	Aggregated Annual Targets	% of Aggregated Targets
Male Category B	157	158	99.4%
Male Category C	582	566	102.8%
Male Dispersal	86	86	100.0%
Female Closed	0	0	-
Female local	0	0	-
Female open	0	0	-
Male closed YOI	24	22	109.1%
Male YOI - Young People	0	0	-
Male local	87	82	106.1%
Male Open	0	0	-
Male open YOI	0	0	-
IRC	0	0	-
Cluster	0	0	-
Aggregated Totals	936	914	102.4%

*Individual targets were set at establishment level. These targets have been aggregated to function group and national level to provide an overall comparison against outcomes in the table above.

SOTP Completions in the Community

The Number of SOTP completions in the community was 1,130 against a milestone of 980 over the period April to December 2014.

Substance misuse strategy

From April 2011, the Department of Health assumed responsibility for funding substance misuse treatment in custody and the community in England. The Welsh Government is responsible for providing health and clinical substance misuse services for prisoners in Wales through Local Health Boards.

The Health and Social Care Act 2012 introduced major changes to local health and social care commissioning and created a new landscape for the commissioning of services for offenders. From April 2013, responsibility for commissioning substance misuse services in prisons in England transferred to NHS England. Directors of Public Health based within Local Authorities became responsible for commissioning substance misuse treatment and testing services, which support community sentences.

NOMS is working closely with the Department of Health, NHS England, Public Health England and other partners to move towards a fully integrated recovery focused system which supports continuity of treatment across custody and community. Drug recovery is more likely to succeed in prison if prisoners have fewer opportunities to take drugs while they are in prison.

This section provides information on addressing drug misuse in custody, by means of random mandatory drug testing, and in the community through drug rehabilitation requirements.

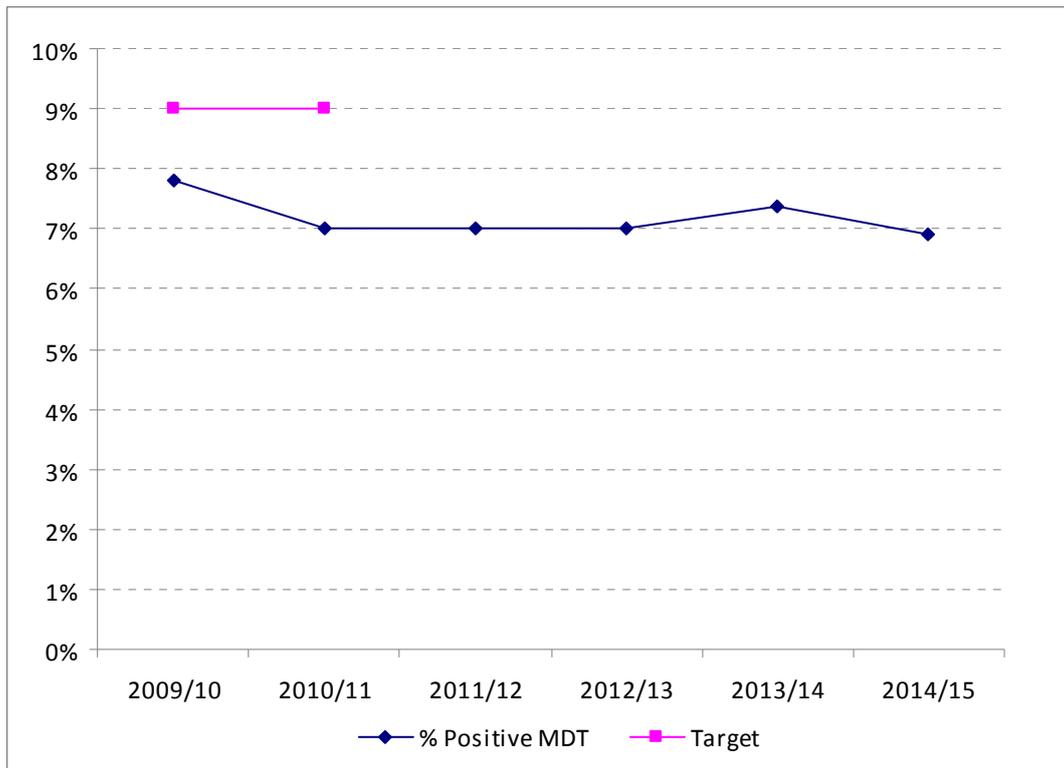
Random Mandatory Drug Testing

NOMS has a comprehensive range of measures to reduce the supply of drugs into prisons including the Random Mandatory Drug Testing (RMDT) programme which is the best available measure of the prevalence of drugs misuse in prisons. The target for Random Mandatory Drug Testing was removed in 2011/12. Data are still collected for management information purposes.

The level of drug misuse in prisons is measured by the Random Mandatory Drug Testing programme (RMDT). The aim of RMDT is to test a random sample of 5 per cent or 10 per cent of prisoners each month (depending on prison capacity) and to monitor and deter drug-misuse. Failing a random mandatory drug test is a disciplinary offence that may lead to additional time being added to the sentence. RMDT can also act as a useful trigger for referring into treatment individuals who fail tests.

In 2014/15, 6.9 per cent of RMDTs were positive, a fall of 0.5 percentage points from 7.4 per cent in the previous year.

Figure 12: Percentage of positive random mandatory drugs tests (RMDTs), 2009/10 to 2014/15



The rate of positive random mandatory drug tests rose between 2013/14 and 2014/15 for five out of twelve prison functions and fell for seven functions (see Figure 13). The rates of positive tests for each prison function in 2014/15 are set out in Table 6.

Figure 13: Rate of positive random mandatory drug testing by prison function, 2013/14 to 2014/15

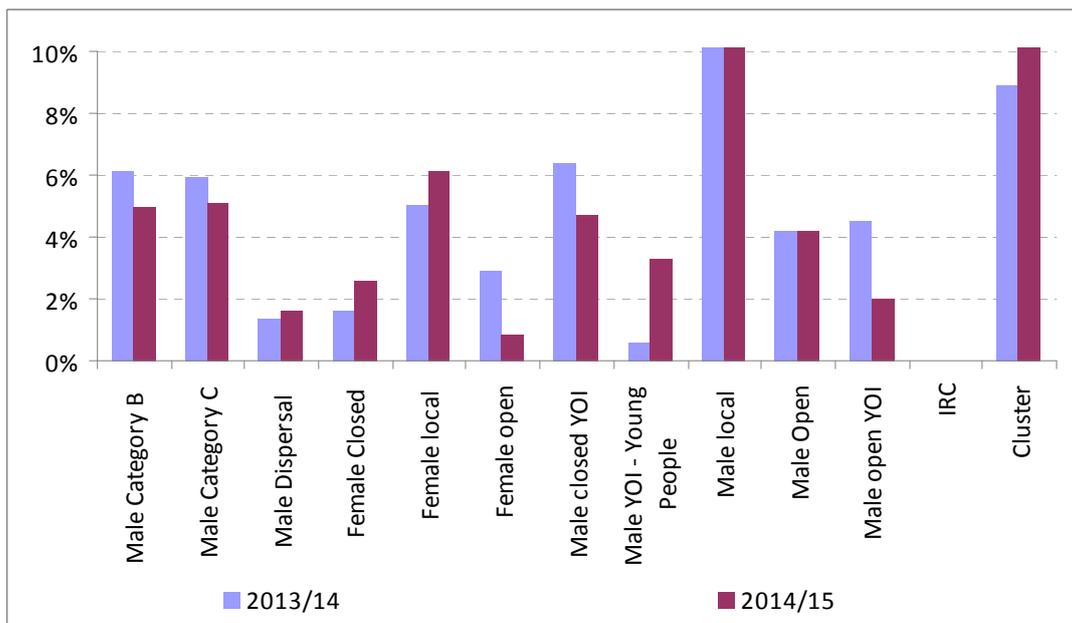


Table 6: Rate of positive RMDT by prison function, 2014/15

Prison Function	No. of Positive Tests 2014/15		Percentage of Positive Tests 2014/15
		No. of MDTs	
Male Category B	189	3,818	5.0%
Male Category C	937	18,327	5.1%
Male Dispersal	31	1,935	1.6%
Female Closed	18	706	2.5%
Female local	141	2,295	6.1%
Female open	2	235	0.9%
Male closed YOI	73	1,558	4.7%
Male YOI - Young People	9	271	3.3%
Male local	2,010	19,603	10.3%
Male Open	101	2,406	4.2%
Male open YOI	8	398	2.0%
IRC	0	0	-
Cluster	167	1,615	10.3%
Totals	3,686	53,167	6.9%

Drug rehabilitation requirement (DRR)

The drug rehabilitation requirement (DRR), available as part of a Community Order (CO) or Suspended Sentence Order (SSO), is the primary means for sentenced offenders to address identified drug misuse within community sentencing.

The DRR is an intensive vehicle for tackling drug misuse and offending of many of the most serious and persistent drug misusing offenders. DRRs involve treatment, regular testing and court reviews of progress and are subject to rigorous enforcement.

DRRs aim to help offenders produce personal action plans that identify what they must do to stop their use of drugs and offending behaviour. They help offenders to identify realistic ways of changing their lives for the better, develop their victim awareness, and provide a credible and well-enforced option for the courts.

The requirement can be a maximum of three years as part of a Community Order and two years when part of a Suspended Sentence Order. The Legal Aid Sentencing and Punishment of Offenders Act 2012 removed the statutory minimum of six months for DRRs thereby allowing practitioners greater flexibility in tailoring and delivering treatment and recovery options to individual need.

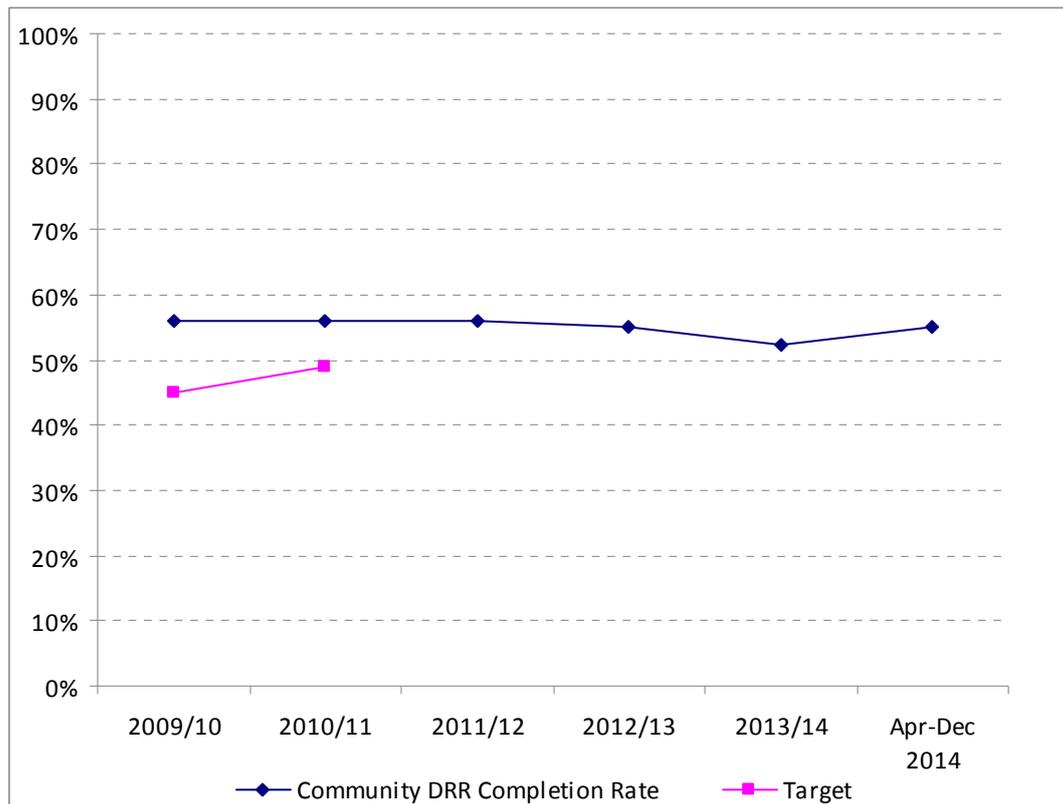
Providers of probation services are responsible for the supervision and enforcement of the DRR as part of a CO or SSO, but **not** for the treatment or therapeutic testing which is commissioned through local authority based commissioning arrangements in England and by the Director of NOMS in Wales and delivered by contracted treatment providers.

DRR completion rate

A target has not applied to the DRR completion rate performance indicator since 2010/11. Data are still collected for management information purposes.

Figure 14 shows the completion rates at the national level between 2009/10 to Apr-Dec 2014. The completion rate for the nine months from April 2014 to December 2014 was 55 per cent, an increase of three percentage points when compared to 2013/14.

Figure 14: Community DRR completion rate, 2009/10 to Apr-Dec 2014



* Comparison of rates for a nine month period to previous full financial years assumes no seasonal effects in completions. Seasonality of completions is not expected, however rates based on shorter periods may show more volatility, being based on lower numbers. For these reasons, some caution should be used in comparisons between the nine- month period from April to December 2014 with previous full financial years

Number of DRR completions

Between April 2014 and December 2014 there were 4,826 DRR completions.

Local targets for this metric were removed from 2012/13.

Alcohol treatment

The alcohol treatment requirement (ATR) is one of 12 requirements that may be applied to a Community Order or Suspended Sentence Order. It provides access to a tailored treatment programme with the aim of reducing or eliminating alcohol dependency and is targeted at offenders with the most serious alcohol misuse and offending who require intensive, specialist, care-planned treatment and integrated care involving a range of agencies.

The requirement can be a maximum of three years as part of a Community Order and two years when part of a Suspended Sentence Order. The Legal Aid Sentencing and Punishment of Offenders Act 2012 removed the statutory minimum of six months for an ATR thereby allowing practitioners greater flexibility in tailoring and delivering treatment and recovery options to individual need.

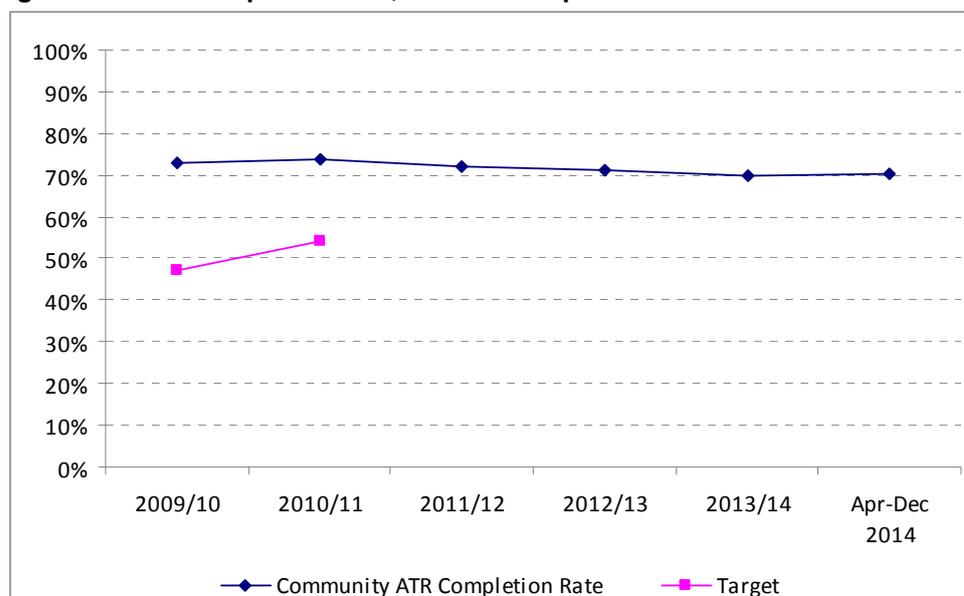
Providers of probation services are responsible for the supervision and enforcement of the ATR as part of a CO or SSO, but **not** for the treatment which is commissioned through local authority based commissioning arrangements in England and by the Director of NOMS in Wales and delivered by contracted treatment providers.

ATR completion rate

A target has not been attached to the completion rate performance indicator for ATRs since 2010/11. This data are still collected for management information purposes.

Figure 15 shows the ATR completion rate has remained largely steady at just over 70% since 2009/10.

Figure 15: ATR completion rate, 2009/10 to Apr-Dec 2014



Number of ATR completions

Between April 2014 and December 2014 there were 3,379 ATR Completions in Community.

Local targets were removed from 2012/13.

Community Payback (unpaid work)

Unpaid work is one of the 13 potential requirements of a Community or Suspended Sentence Order. It is primarily a punishment, but may also meet the sentencing purposes of reparation and rehabilitation. The unpaid work requirement is referred to and promoted to the public as Community Payback, because it enables offenders to pay back to the community for the harm done by their crimes. Community Payback can also provide a more structured lifestyle and opportunities to develop employment related skills, which may reduce the risk of re-offending. As well as providing an effective punishment, Community Payback is also able to provide significant benefits to local communities.

In 2014 over 70,000 unpaid work requirements were imposed by the courts.

Members of the public are encouraged to nominate Community Payback work projects. During 2014/15 between 40 and 60 work projects for offenders were nominated each month by members of the public.

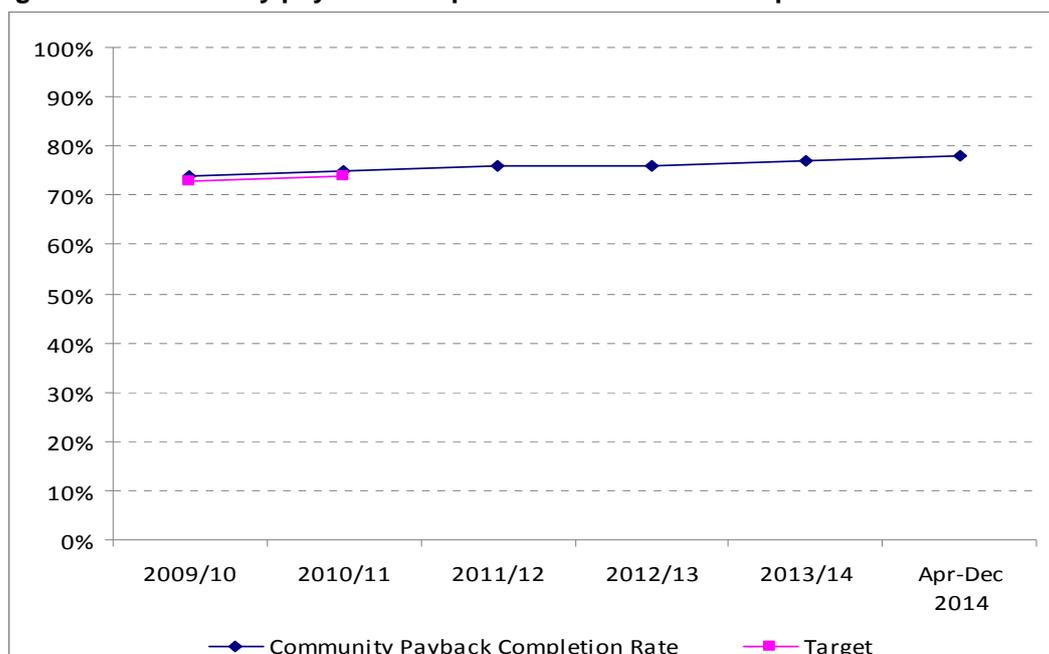
Changes have been made to Community Payback. The working hours of most unemployed offenders now replicate those of a normal working week and the work commences more rapidly following sentence.

Community payback completion rates

The target for community payback completion rates was removed in 2011/12. Data are still collected for management information purposes.

The community payback completion rate for April to December 2014 was 78 per cent, continuing the gradual upward trend since 2009/10.

Figure 16: Community payback completion rates 2009/10 to Apr-Dec 2014



*Comparison of rates for a nine month period to previous full financial years assumes no seasonal effects in completions. Seasonality of completions is not expected, however rates based on shorter periods may show more volatility, being based on lower numbers. For these reasons, some caution should be used in comparisons between the nine-month period from April to December 2014 with previous full financial years

Community payback completion volumes

The number of Community Payback completions in the period April to December 2014 was 29,409 against a milestone of 27,765.

London Region is not included in these performance figures because Community Payback for London was operated through a separate contract in financial year 2014/15.

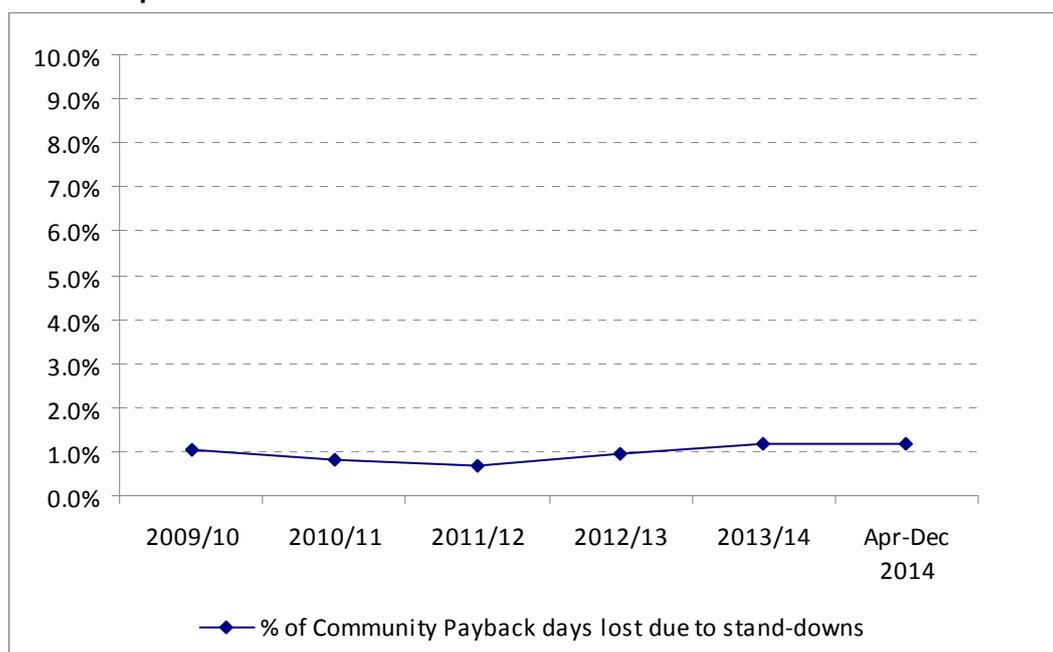
Community payback stand-downs

A stand-down is when an offender is instructed in advance not to report for work, or when ready and able offenders are sent home after reporting for work due to operational difficulties (e.g. insufficient supervisor coverage, lack of transport, or work availability).

The target for this indicator was removed in 2011/12. Data are still collected for management information purposes.

In the period April to December 2014, 1.2 per cent of days were lost due to stand-downs. Since 2009/10 this has remained around 1 per cent.

Figure 17: Proportion of community payback offender days lost because of stand-downs, 2009/10 to Apr-Dec 2014



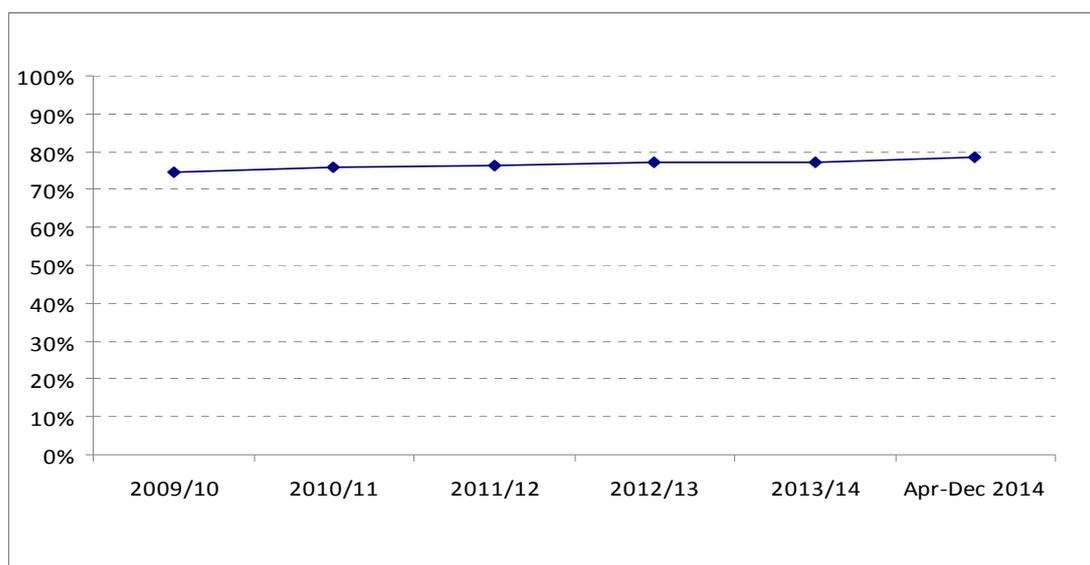
Compliance and enforcement

Orders and licences successfully completed

This is an indicator of offender compliance which measures orders and licences at their point of termination. It shows the proportion of these that have terminated successfully, i.e. which have run their full course without being revoked for breach or a further offence or which have been revoked early for good progress.

The target for orders and licences successfully completed was removed in 2011/12. Data are still collected for management information purposes. For the nine months from April to December 2014, 79 per cent of orders and licences were successfully completed, a two percentage point increase from 2013/14.

Figure 18: Percentage of orders and licences successfully completed, 2009/10 to Apr-Dec 2014



*Comparison for a nine month period to previous full financial years assumes no seasonal effects in completions. Seasonality of completions is not expected, however rates based on shorter periods may show more volatility, being based on lower numbers. For these reasons, some caution should be used in comparisons between the nine-month period from April to December 2014 with previous full financial years

Enforcement: initiation of breach action by the probation service

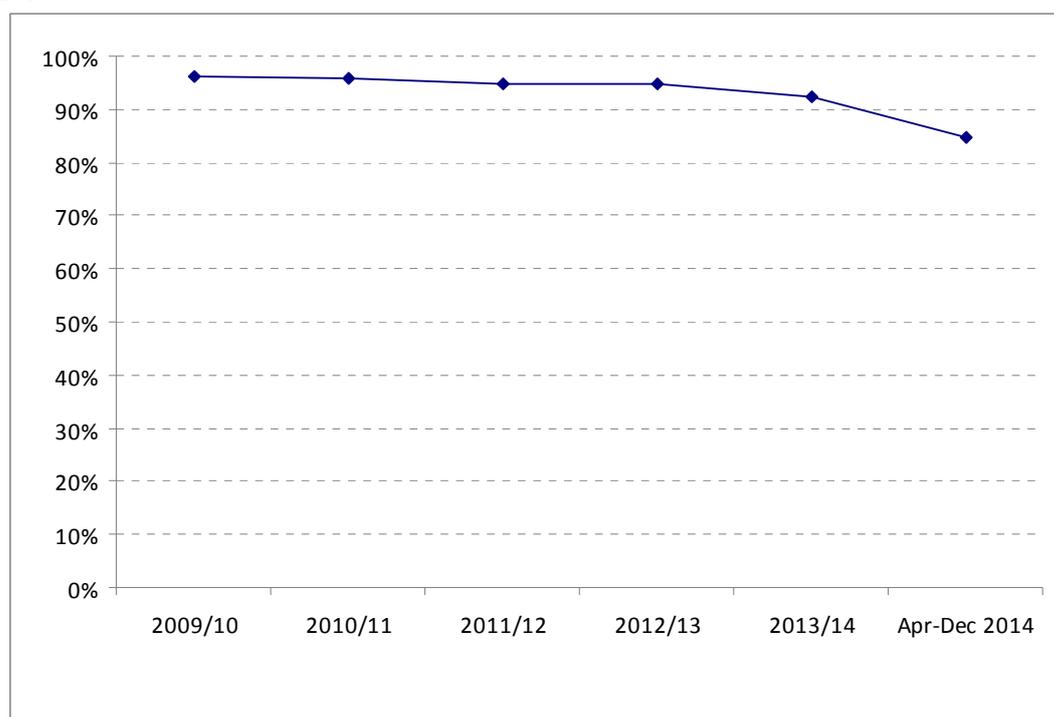
Where an offender fails to comply with the terms of their sentence in the community, National Standards for the Management of Offenders require the probation service to take appropriate and timely breach action. Enforcement can be an effective tool in ensuring compliance on the part of the offender and is essential to public confidence.

To meet the standard, the probation service must take breach action on or before a second unacceptable failure with an order (on or before a third unacceptable failure to comply with a licence) and this action should be initiated within 10 working days of the relevant failure to comply.

The target for enforcement was removed in 2011/12, but data were still collected for management information purposes. Figure 19 shows a decrease in the percentage of cases in which breach action was initiated within 10 working days in the period from April to December 2014 compared to previous years.

Implementation of the Transforming Rehabilitation programme in 2014 created a differing role for the National Probation Service and Community Rehabilitation Companies with regard to court processes, including enforcement, and the initial impact of these changes are reflected in the enforcement data. It remains the case though that whilst the number of breaches initiated within 10 days of the unacceptable failure to comply has declined slightly over the last year compared to recent years, it is still the case that more than 80% of breaches are initiated within the first 10 days.

Figure 19: Percentage of breach actions initiated within 10 working days, 2009/10 to Apr-Dec 2014



*Based on a 20% sample

Table 7: Number and percentage of cases in which breach action was initiated in 10 working days, in the period 2009/10 to Apr-Dec 2014

Time Period	Breach action initiated within 10 working days	Number of cases requiring breach action ¹	% of breach cases with action initiated within 10 working days
2009/10	9,387	9,761	96%
2010/11	9,418	9,831	96%
2011/12	8,269	8,714	95%
2012/13	8,722	9,188	95%
2013/14	7,681	8,318	92%
Apr-Dec 2014	5,267	6,224	85%

¹ Initiation of breach action is measured on a 20% sample of cases.

Employment

Lack of employment is one of the factors associated with re-offending. Many offenders have low levels of education and no experience of stable employment. The joint employment measure includes prisoners released from custody from sentences of less than 12 months and offenders at the end of their supervision on an order or licence by the probation service. The figures do not include those in custody mandated onto the DWP Work Programme.

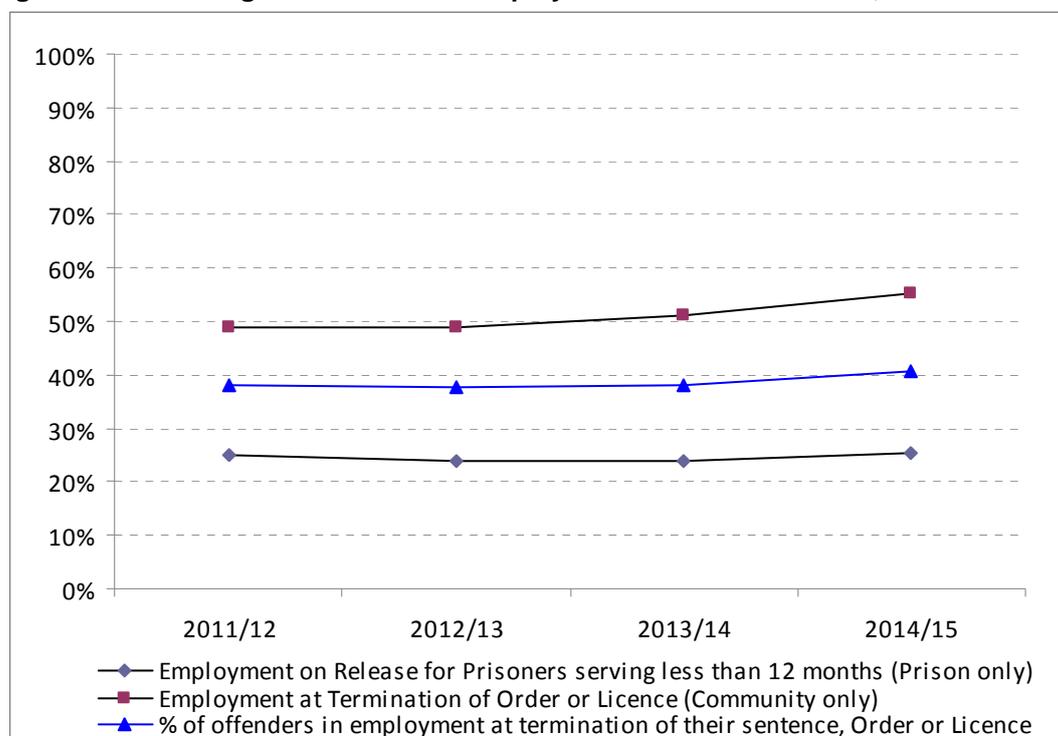
The joint probation and prison target for employment was removed in 2011/12. Data was still collected for management information purposes.

Figure 20 shows the outturn at national level against the joint measure and for probation and prisons separately.

On the joint measure, performance improved from 38.0 per cent in 2013/14 to 40.6 per cent in 2014/15.

The proportion of offenders in employment on discharge from custody from sentences of less than 12 months increased slightly from 23.7 per cent in 2013/14 to 25.3 per cent in 2014/15. The proportion of offenders in employment at termination of their supervision by probation on an order or licence saw an increase from 51.1 per cent in 2013/14 to 55.1 per cent in the period April to December 2014.

Figure 20: Percentage of offenders in employment at end of sentence, 2011/12 to 2014/15¹



¹ This chart includes figures for both prisoners and offenders in the community. For 2014/15 community data is based on April to December 2014 only

Employment on release

This indicator covers all discharges from custody (sentences of less than 12 months and sentences of 12 months and over). Figure 21 and Table 8 shows the comparison between the percentages of prisoners entering employment upon release in 2014/15 compared to 2013/14, by prison function. At a national level, the percentage of prisoners entering employment upon release saw an increase from 25.4 per cent in 2013/14 to 26.5 per cent in 2014/15.

Figure 21: Percentage of prisoners entering employment upon release by prison function, 2013/14 to 2014/15

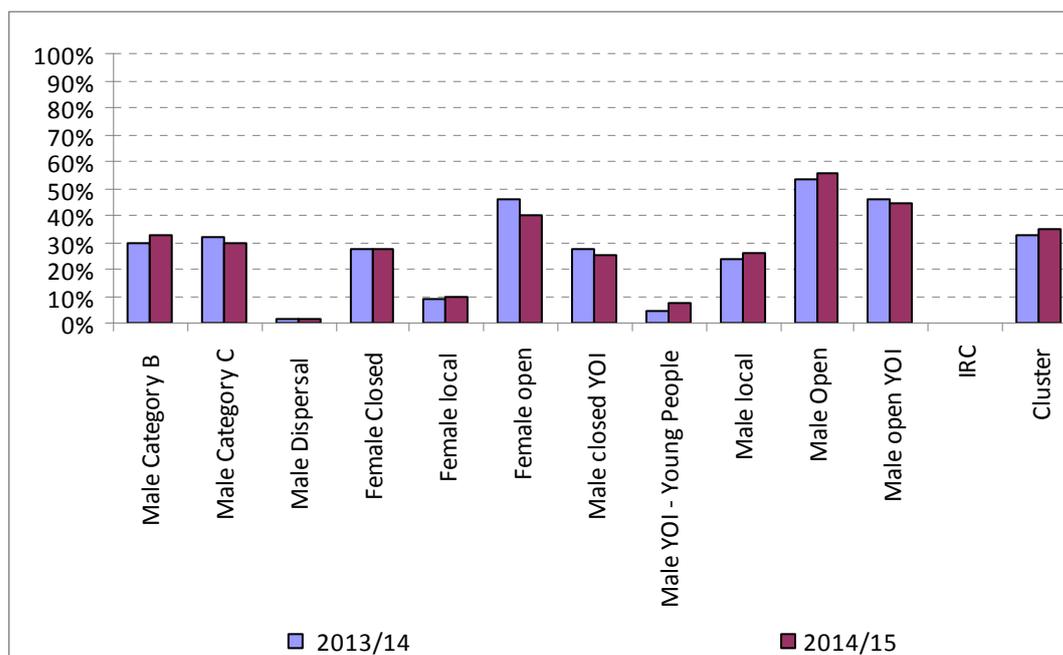


Table 8: Percentage of prisoners entering employment upon release, 2013/14 to 2014/15

Prison Function	2013/14	2014/15
Male Category B	29.8%	32.6%
Male Category C	31.6%	29.4%
Male Dispersal	1.4%	1.7%
Female Closed	27.5%	27.5%
Female local	9.1%	9.4%
Female open	45.7%	39.9%
Male closed YOI	27.3%	25.3%
Male YOI - Young People	4.2%	7.4%
Male local	23.8%	26.2%
Male Open	53.3%	55.6%
Male open YOI	46.2%	44.4%
IRC	-	0.1%
Cluster	32.3%	34.9%
National	25.4%	26.5%

Sustained employment in the community

This indicator measures progress in supporting offenders into sustainable employment. The national target was removed in 2011/12. Data are still collected as management information.

In the period April to December 2014 the number of sustained employment outcomes was 9,393 against a milestone of 10,590.

Incentives and Earned Privileges

The Incentives and Earned Privileges (IEP) scheme was introduced in 1995 with the expectation that prisoners would earn additional privileges through demonstrating responsible behaviour and participation in work or other constructive activity. On 30 April 2013, Ministers announced the outcome of a review of the IEP national policy framework and made it clear that, in order to earn privileges, prisoners will now have to work towards their own rehabilitation, behave well and help others.

Part of the revisions to the national policy framework, which came into effect on 1 November 2013, saw the introduction of the new Entry level which sits between Basic and Standard level.

In line with the national policy, local incentive schemes operate on four levels: Basic, Entry, Standard and Enhanced. IEP arrangements must be fair, consistent and not subject to unfair discrimination. They support the requirements of the establishment and meet the needs of the population where practicable. Basic level provides access to the safe, legal and decent requirement of a regime on normal location.

Figure 22 compares the percentage of prisoners on IEP levels from 2009/10 to 2014/15. The IEP levels Standard, Basic and Entry have been combined in 2013/14 onwards as it is not possible to report a full year on offenders at Entry Level.

Figure 22: Percentage of offenders in custody by IEP level , 2009/10 to 2014/15

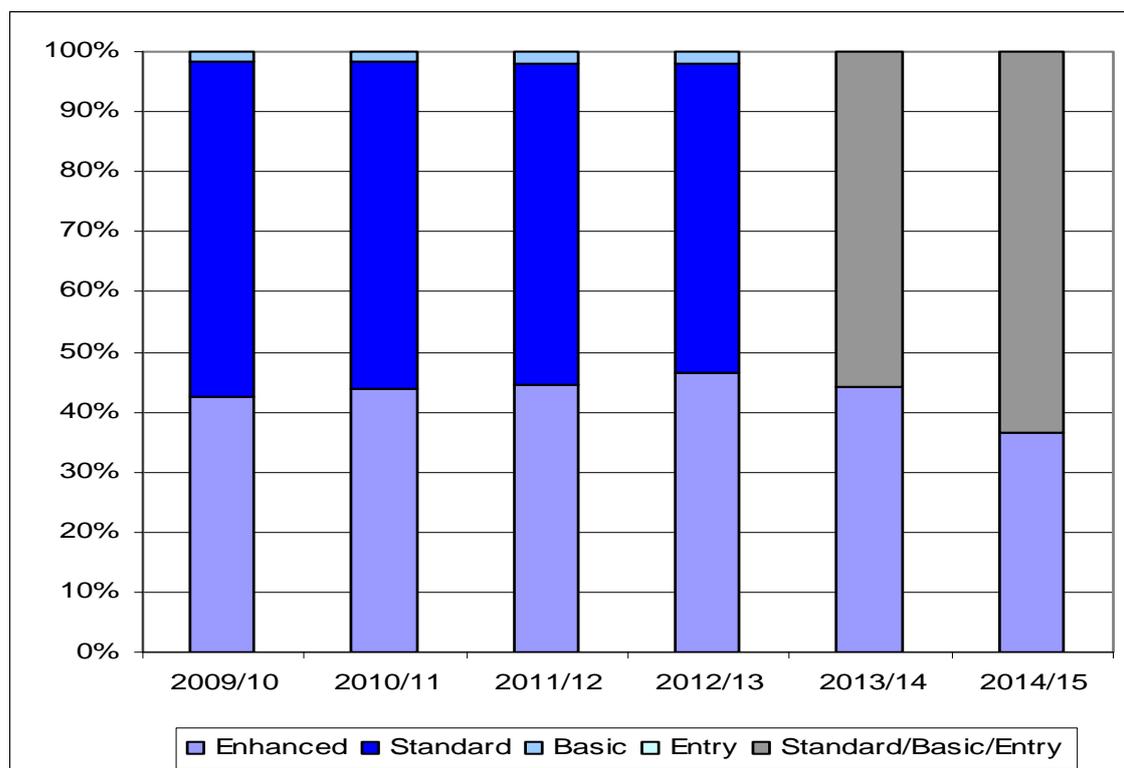


Figure 23 shows the number of prisoners on Basic, Entry, Standard and Enhanced IEP level in 2014/15 by prison function. A breakdown of the number of prisoners and IEP levels by prison function in 2014/15 is shown in Table 9.

Figure 23: Number of prisoners on Basic, Entry, Standard and Enhanced IEP level by prison function, 2014/15

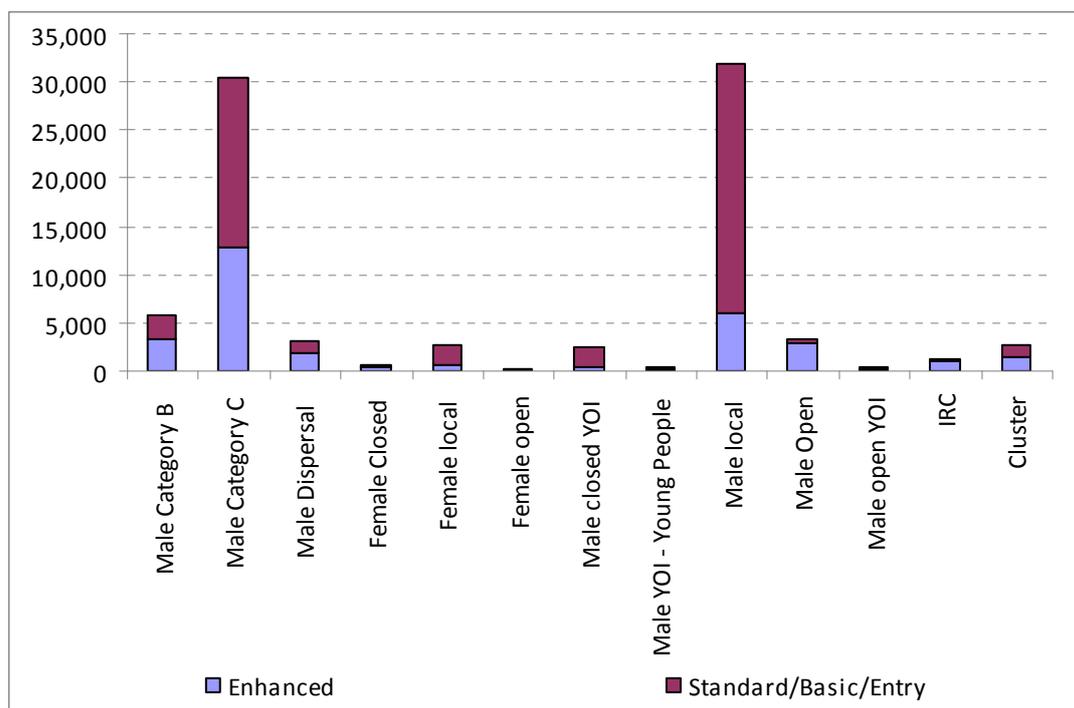


Table 9: Number of prisoners on Basic, Entry, Standard and Enhanced IEP levels in 2014/15 by prison function.

Prison Function	Enhanced	Standard	Basic	Entry	Total
Male Category B	3,304	2,082	245	116	5,747
Male Category C	12,865	16,427	1,026	58	30,376
Male Dispersal	1,777	1,322	83	1	3,183
Female Closed	358	207	18	1	584
Female local	607	1,623	96	440	2,766
Female open	164	20	0	1	185
Male closed YOI	432	1,694	241	113	2,480
Male YOI - Young People	119	296	69	0	484
Male local	5,992	18,668	1,201	6,058	31,919
Male Open	2,835	520	1	3	3,359
Male open YOI	286	42	1	0	329
IRC	1,019	119	5	37	1,180
Cluster	1,348	1,081	98	206	2,733
National	31,107	44,102	3,086	7,033	85,328

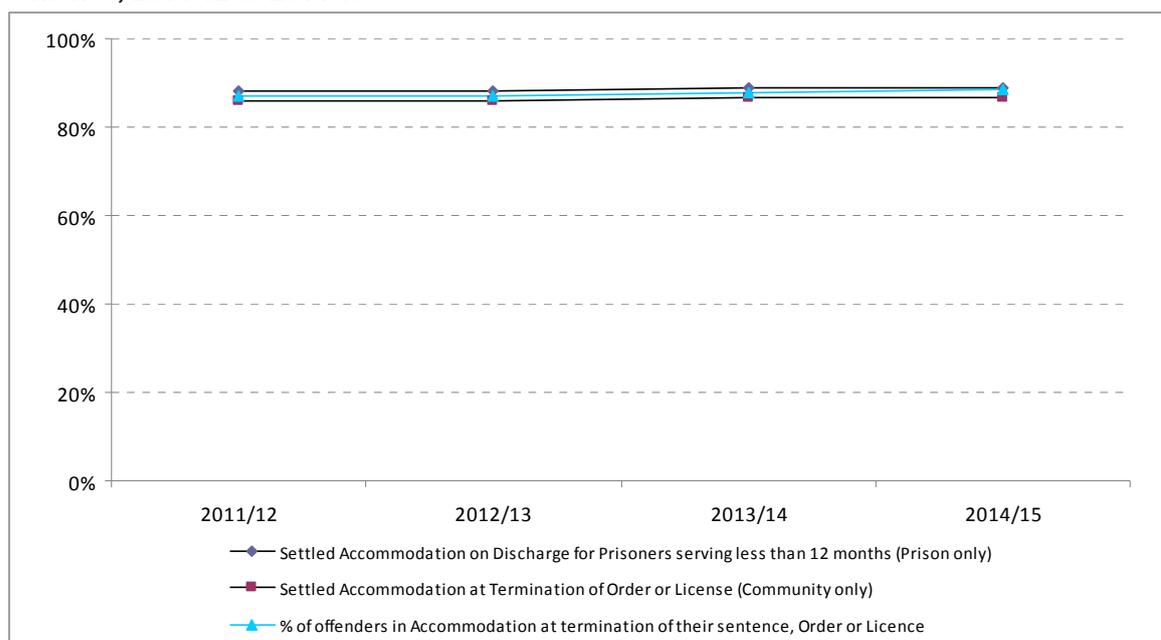
Accommodation

Getting offenders into accommodation is the foundation for successful rehabilitation, resettlement and risk management. It can provide the anchor for a previously chaotic life and act as a springboard for other crucial steps, such as getting and keeping a job, and accessing health care or drug treatment. NOMS aims to increase the number of offenders who have settled accommodation, either while being supervised in the community or at the end of a custodial sentence.

The joint (prisons and probation) target was removed in 2011/12. Data collection to measure the percentage of offenders in settled or suitable accommodation at end of their sentence was maintained for management information purposes. This measure includes prisoners released from sentences of less than 12 months and offenders at the end of their supervision in the community. In 2014/15 87.6 per cent of offenders (in prison and in the community combined) were in settled or suitable accommodation at the end of their sentence compared to 87.7 per cent in 2013/14.

Figure 24 provides the breakdown by community and prisons (including the High Security prison estate).

Figure 24 Percentage of offenders in settled or suitable accommodation at the end of their sentence, 2011/12 to 2014/15



In 2014/15, community data presented is for the time period April to December 2014

Accommodation on release from prison

This indicator covers all releases from custody (sentences of less than 12 months and sentences of 12 months and over). Data on prisoners serving sentences of less than six months is based on prisoners' self-reporting of where they intend to live after release.

These measures are being replaced by more reliable indicators of resettlement for prison establishments and Through the Gate providers.

Figure 25 Percentage of prisoners in settled accommodation upon release by prison function, 2013/14 to 2014/15

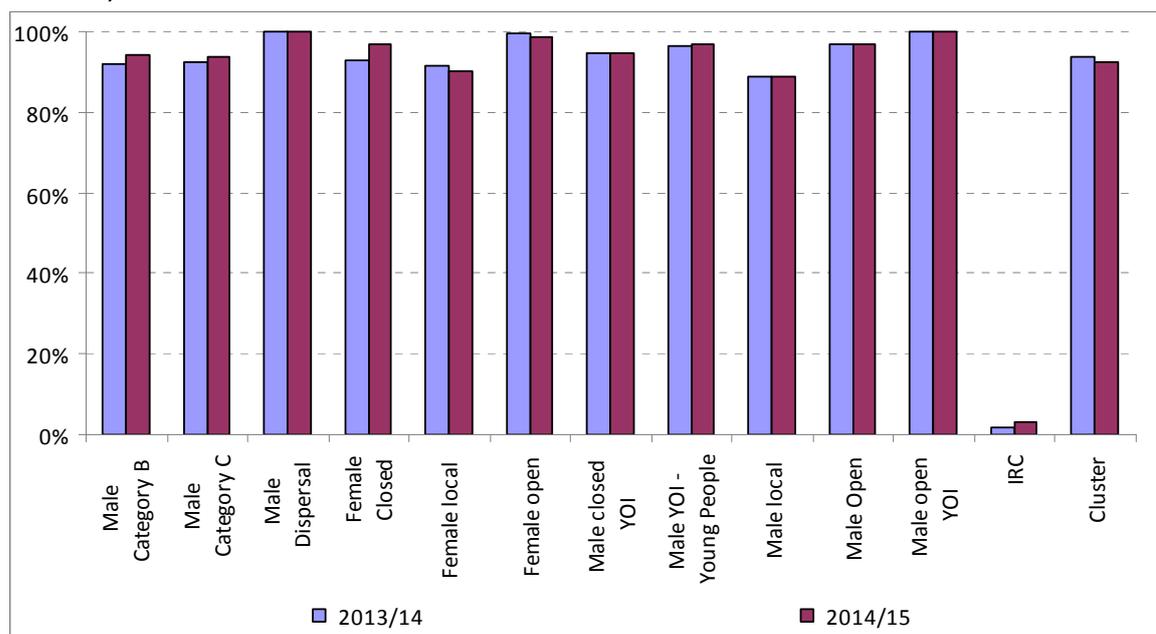


Table 10: Percentage of prisoners in settled accommodation upon release, 2013/14 to 2014/15

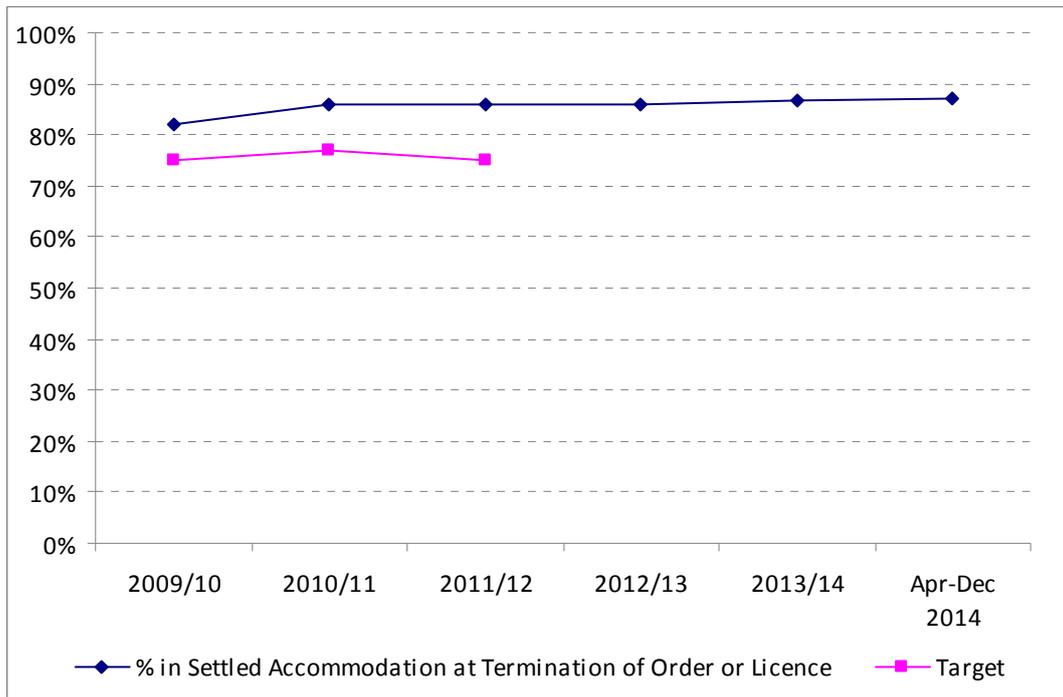
Prison Function	2013/14	2014/15
Male Category B	91.9%	94.0%
Male Category C	92.3%	93.6%
Male Dispersal	100.0%	100.0%
Female Closed	93.0%	96.8%
Female local	91.6%	90.2%
Female open	99.6%	98.7%
Male closed YOI	94.5%	94.8%
Male YOI - Young People	96.3%	97.0%
Male local	88.7%	88.8%
Male Open	96.8%	96.7%
Male open YOI	100.0%	100.0%
IRC	1.7%	3.2%
Cluster	93.8%	92.6%
National	89.1%	89.0%

Accommodation at termination of order/licence

The national target for accommodation at termination of order/licence was removed in 2011/12. Data are still collected for management information purposes.

From April to December 2014, 87 per cent of offenders were in accommodation at the end of their order or licence. This has been largely, unchanged since 2010/11

Figure 26: Percentage of offenders in accommodation at the end of their order or licence, 2009/10 to Apr-Dec 2014



*Comparison for a nine month period to previous full financial years assumes no seasonal effects. Some caution should be used in comparisons between the nine-month period from April to December 2014 with previous full financial years

Learning and Skills

Education and training on release

Securing a place in education or training, on release from prison, can support rehabilitation and reintegration. Developing the skills and knowledge needed to enter the job market will improve an offenders' employment prospects and may reduce the likelihood of re-offending.

The percentage of discharges to education and training increased in six prison functions, and decreased in five. At a national level, the percentage of discharges to education and training decreased slightly from 16.6 per cent to 16.1 per cent.

Figure 27: Percentage of prisoners with education or training places at the end of their sentence, 2013/14 to 2014/15

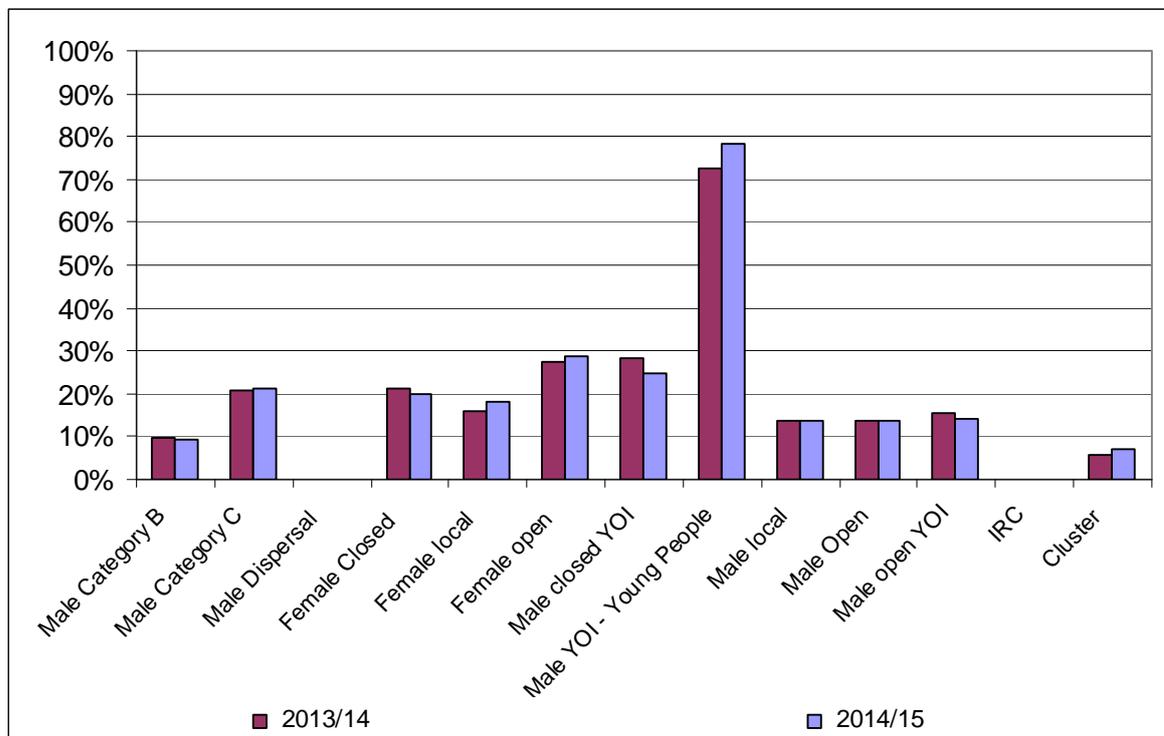


Table 11: Percentage of prisoners with Education and Training places at the end of sentence, 2013/14 to 2014/15

Prison Function	2013/14	2014/15
Male Category B	9.8%	9.2%
Male Category C	20.7%	21.4%
Male Dispersal	0.0%	0.0%
Female Closed	21.2%	19.8%
Female local	16.0%	18.0%
Female open	27.6%	28.9%
Male closed YOI	28.4%	24.9%
Male YOI - Young People	72.5%	78.2%
Male local	13.9%	13.6%
Male Open	13.8%	13.9%
Male open YOI	15.4%	14.1%
IRC	-	0.0%
Cluster	5.6%	7.2%
National	16.6%	16.1%

Safety and decency in custody

The self inflicted deaths and serious assaults data are published in the Safety in Custody Statistics, which is released quarterly. As a result the measures for serious assaults and self inflicted deaths are no longer included in the Management Information Addendum.

Crowding

Crowding figures previously published in the NOMS Annual Report have understated the level of crowding in prisons (i.e. the average annual percentage of prisoners held in crowded conditions). This is due to an historical issue with the reporting from some prisons. This has been corrected for the 2014/15 figure, which is a notable increase on the published figure for the previous year.

An issue with the reporting of crowding data from some establishments was identified and data for 2008/09 onwards has been revised for publication.

Establishments identified as having understated crowding levels have been unable to provide updated crowding figures further back in the time series beyond the most recent financial year. As a result, we have used known data to calculate revised crowding figures for each of the monthly time points which were identified as having understated crowding figures in each establishment through the time series.

Crowding is measured as the percentage of prisoners who, at unlock on the last day of the month, are held in a cell, cubicle or room where the number of occupants exceeds the uncrowded capacity of the cell, cubicle or room. This includes the number of prisoners held two to a single cell, three prisoners in a cell designed for one or two and any prisoners held crowded in larger cells or dormitories. For example, if 12 prisoners occupy a dormitory with an uncrowded capacity of ten, then the 12 prisoners are counted as crowded.

The level of crowding for each prison is set by senior operational managers in NOMS in agreeing the operational capacity of each establishment. Usable operational capacity is the best assessment of the total number of prisoners that the estate can readily hold taking into account control, security and the proper operation of regimes including single cell risk assessments. It allows for the fact that prisoners are managed separately by sex, risk category and conviction status and that the population will not exactly match the distribution of places available across the country. Useable operational capacity is currently set at 2,000 places (the “operating margin”) below the overall capacity of the prison estate.

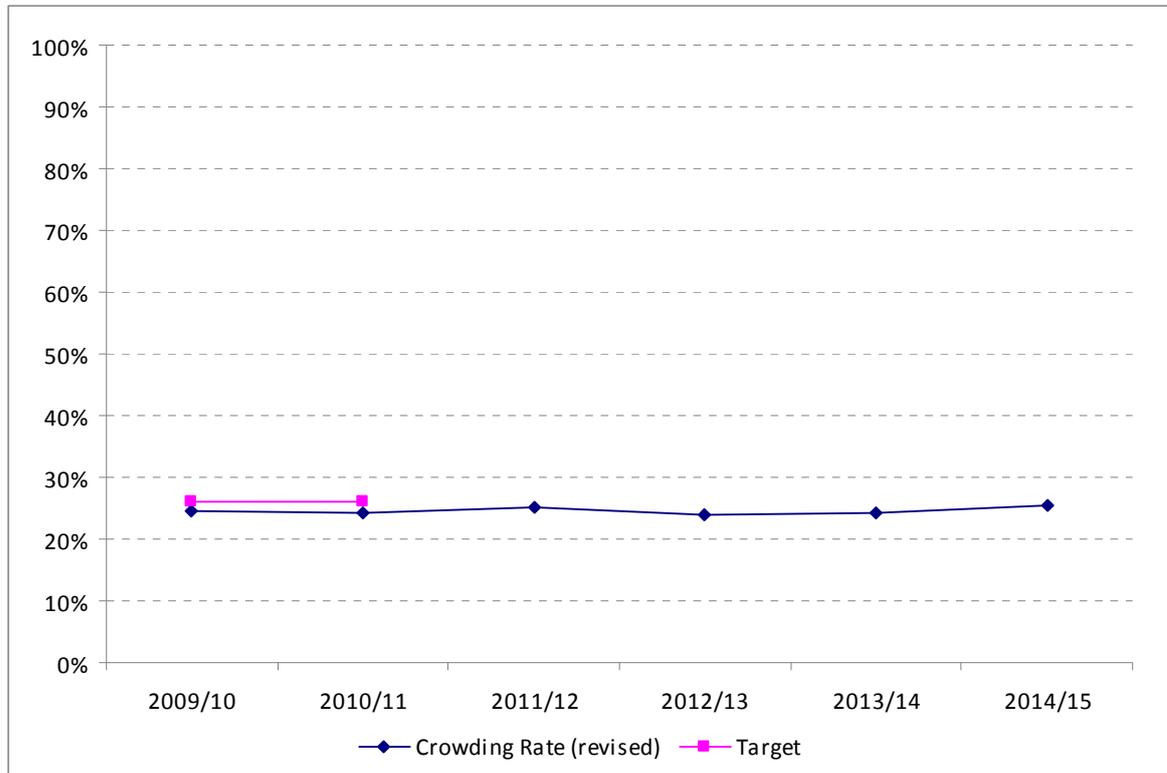
No prison will be expected to operate at a level of crowding beyond that agreed by a senior operational manager

Crowding is not evenly dispersed across the prison estate; it is particularly concentrated in male local prisons, which are those that serve the courts of a specific area and which predominantly hold remand and short sentenced prisoners, as illustrated by Figure 31. Crowding is significantly less in training prisons where activities are targeted at reducing re-offending by providing constructive regimes which address offending behaviour and improve opportunities on release.

The target for crowding was removed in 2011/12. Data are still collected for management information purposes.

Figure 28 illustrates that in 2014/15, 25.5% of prisoners were held in crowded conditions, an increase of 1.4 percentage points from the revised figure for the previous year. Although there are yearly fluctuations, crowding levels have remained around 25% across the time series.

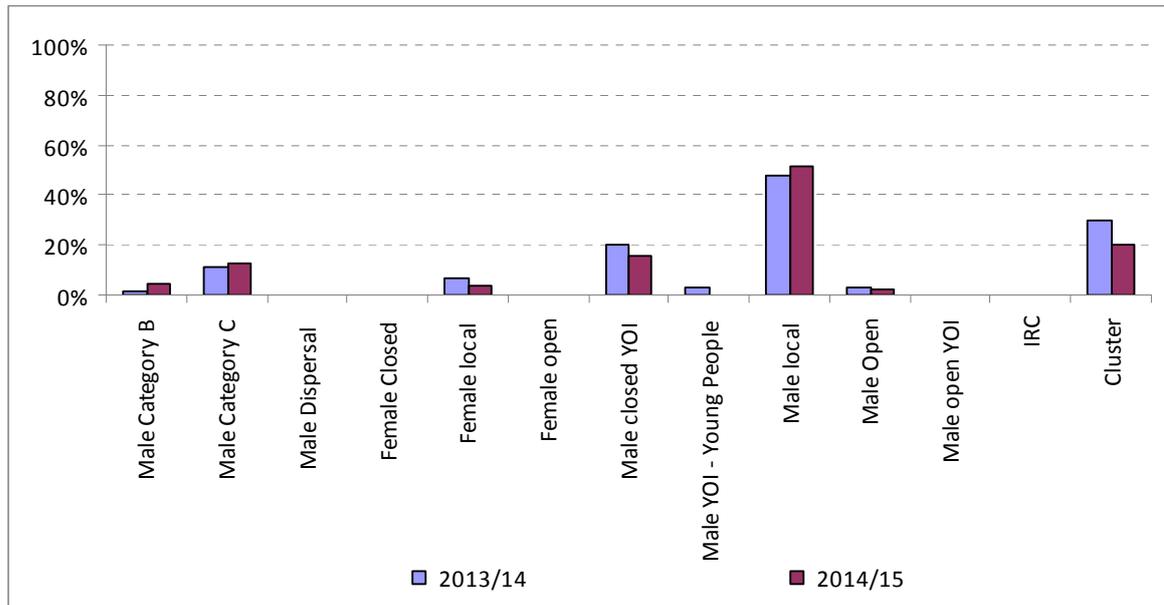
Figure 28: Percentage of prisoners crowded, 2009/10 to 2014/15



A validation exercise conducted for 2014/15 identified an issue in the reporting of crowding data from some establishments from 2008/09 to 2013/14, which has resulted in some previously published crowding figures having been understated. These figures have been revised.

Figure 29 and Table 12 show that rates of crowding vary by prison function, with crowding levels highest in Male Local prisons.

Figure 29: Percentage of crowding by prison function, 2013/14 to 2014/15



A validation exercise conducted for 2014/15 identified an issue in the reporting of crowding data from some establishments from 2008/09 to 2013/14, which has resulted in some previously published crowding figures having been understated. These figures have been revised.

Table 12: Crowding Rate 2013/14 to 2014/15

Prison Function	2013/14	2014/15
Male Category B	1.5% (r)	4.4%
Male Category C	11.0% (r)	12.8%
Male Dispersal	0.0%	0.2%
Female Closed	0.0%	0.0%
Female local	6.6% (r)	3.4%
Female open	0.0%	0.0%
Male closed YOI	20.3% (r)	16.0%
Male YOI - Young People	2.9% (r)	0.0%
Male local	47.8% (r)	51.7%
Male Open	2.6% (r)	2.3%
Male open YOI	0.0%	0.0%
IRC	0.0%	0.0%
Cluster	30.2%	20.5%
National	24.1% (r)	25.5%

(r) denotes a revised figure from that previously published

Table 13 shows the 2014/15 crowding data broken down by prison function.

Table 13: Crowding 2014/15

Prison Function	Average number of Prisoners held in crowded conditions	Average Population	Crowding Rate 2014/15
Male Category B	252	5748	4.4%
Male Category C	3873	30359	12.8%
Male dispersal	6	3183	0.2%
Female closed	0	585	0.0%
Female local	95	2768	3.4%
Female open	0	185	0.0%
Male closed YOI	396	2480	16.0%
Male YOI - Young People	0	485	0.0%
Male local	16507	31921	51.7%
Male open	76	3359	2.3%
Male open YOI	0	328	0.0%
IRC	0	1180	0.0%
Cluster	559	2734	20.5%
National	21765	85315	25.5%

Court reports

Timeliness of pre-sentence reports

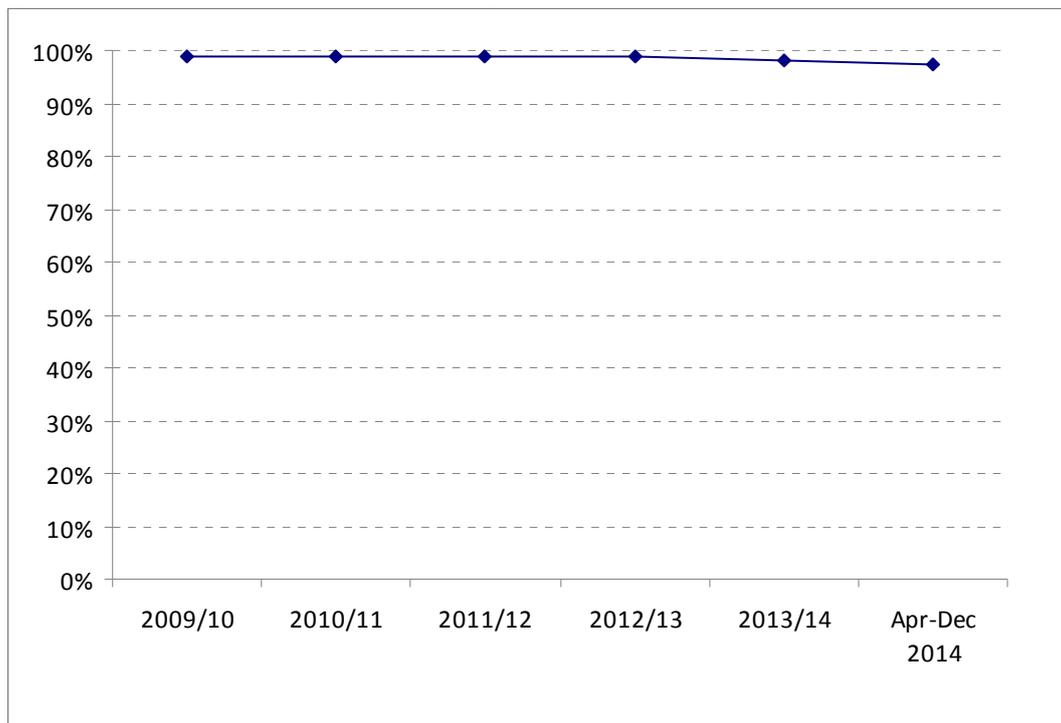
In addition to supervising offenders in the community the probation service plays an important role in support of the courts by providing sentencers with the information they need for sentencing decisions. The vehicle for this information is the Pre-Sentence Report (PSR). The PSR is an assessment made prior to sentencing that takes into account the nature and seriousness of the offence, factors in the offender's background that led to the offence and the risk of further offending and/or risk of serious harm. In most cases the report includes a proposal on the offender's suitability for different types of sentences.

In requesting a PSR the court will specify a particular timescale in which they wish to receive it. The probation service is measured against how successful they are in meeting these timescales.

The target for timeliness of pre-sentence reports was removed in 2011/12. Data are still collected for management information purposes.

Figure 30 shows that 97.5 per cent of pre-sentence reports were provided within the timescale set by the court in the period April to December 2014.

Figure 30: PSR Timeliness, 2009/10 to Apr-Dec 2014



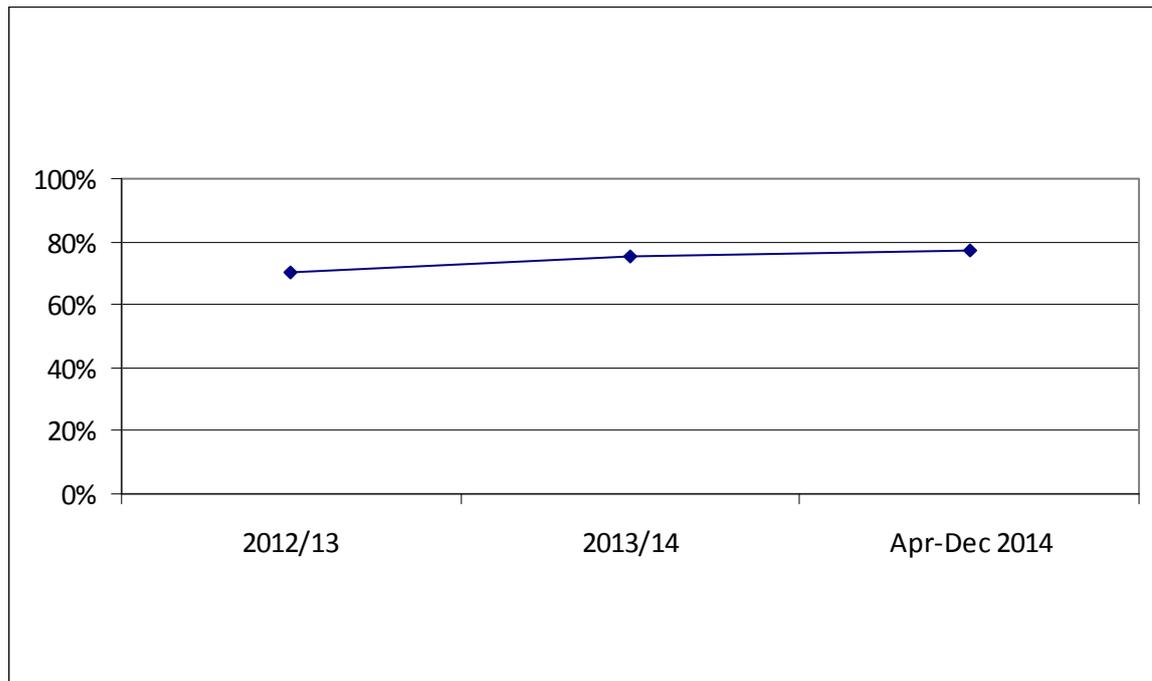
*Comparison for a nine month period to previous full financial years assumes no seasonal effects. Some caution should be used in comparisons between the nine-month period from April to December 2014 with previous full financial years

Oral and Fast Delivery Reports

The indicator is a measure of the service provided by probation to courts in providing PSRs. It measures Oral and Fast Delivery Reports as a proportion of all pre-sentence reports, with the aim of ensuring the delivery of the appropriate PSR type.

From 2012/13 to the period April to December 2014 there was an increase in the percentage of PSRs which were Oral and Fast Delivery Reports.

Figure 31: Percentage of Oral and Fast Delivery Reports, 2012/13 to Apr-Dec 2014



The increase in Oral and Fast Delivery Reports reflects the drive to make sure courts are given the information they need to reach a sentencing decision at the earliest point in the court proceedings. The majority of Pre-Sentence Reports produced by the NPS are now delivered as an Oral or Fast Delivery Report which in turn makes sure an effective service to victims, offenders and sentencers by way of speedy justice.

Staff: Sickness Absence and BME Representation

Staff sickness

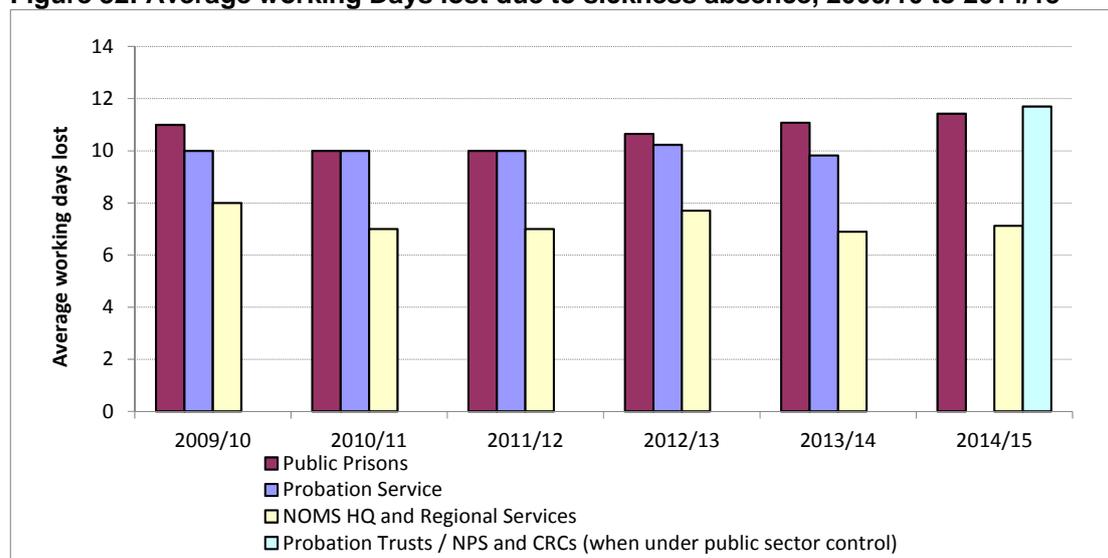
The indicator of staff sickness looks at the average number of working days lost through sickness absence. In 2009/10 and 2010/11 outturns for probation and public prisons were combined to report against the target for NOMS Agency as a whole. The target was removed in public prisons and the probation service in 2011/12, but data is still collated for management information purposes.

Changes to employment of staff providing probation services, brought about by the Transforming Rehabilitation Programme, mean that a break in the time series of data on sickness absence rates for probation staff was necessary.

The sickness absence information given here for probation staff in 2014/15 relates to:

- April – May 2014: the final two months of probation trusts
- June 2014 – January 2015: National Probation Service (NPS) and Community Rehabilitation Companies (CRCs) while they continued in the public sector.
- February – March 2015: NPS only (CRCs moved into the private sector on 1 February 2015, from which time NOMS no longer held responsibility for staffing issues).

Figure 32: Average working Days lost due to sickness absence, 2009/10 to 2014/15



Figures for probation sickness in 2014/15 are not comparable with probation sickness in previous time points due to changes brought about by the Transforming Rehabilitation Programme

Figure 33 and table 14 set out the distribution of average number of working days lost through sickness absence across prison operational regions in 2014/15 in comparison to the previous year. Where establishments have changed region over the two-year period, such as through the creation of Young People's Estate as a separate region, they have been allocated to their region at 31 March 2015 in the figures presented.

Figure 33: Average number of working days lost due to staff sickness by Public Sector Prison Service Operational Region and NOMS HQ, 2013/14 to 2014/15

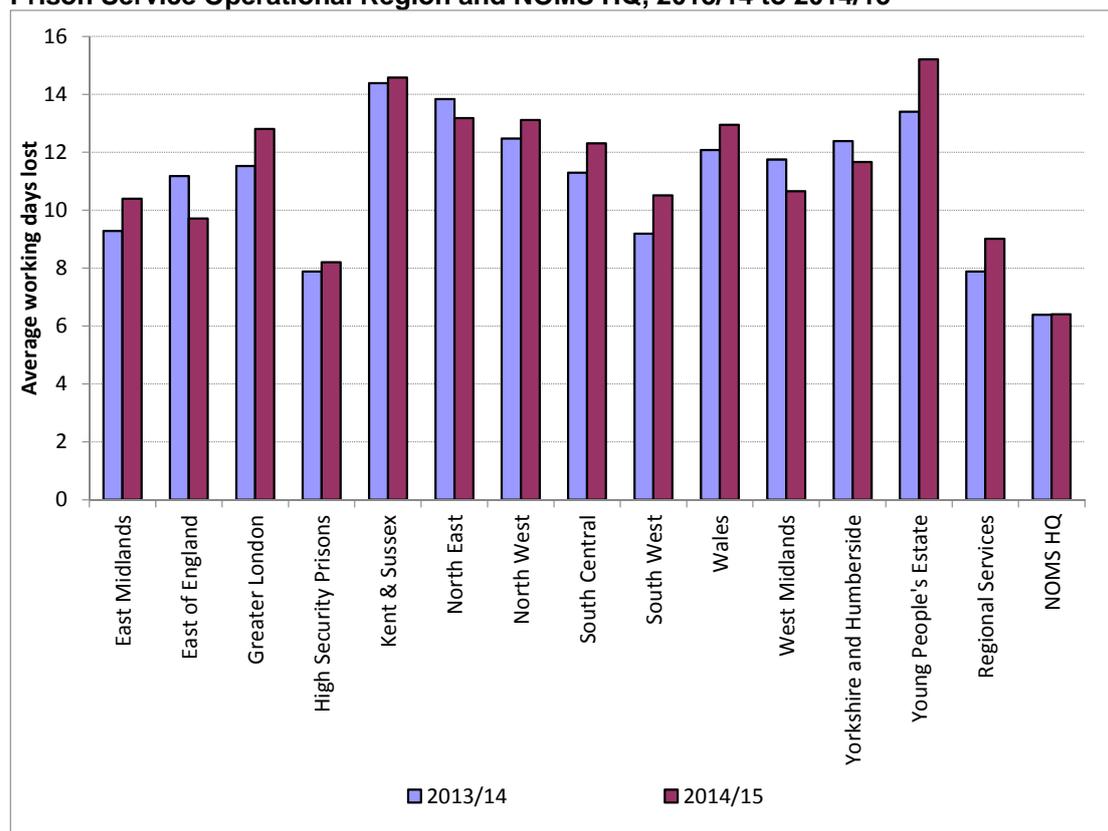


Table 14: Staff sickness in public prisons and NOMS HQ, 2013/14 to 2014/15

Operational Region	2013/14	2014/15
East Midlands	9.3	10.4
East of England	11.2	9.7
Greater London	11.5	12.8
High Security Prisons	7.9	8.2
Kent & Sussex	14.4	14.6
North East	13.8	13.2
North West	12.5	13.1
South Central	11.3	12.3
South West	9.2	10.5
Wales	12.1	12.9
West Midlands	11.7	10.7
Yorkshire and Humberside	12.4	11.7
Young People's Estate	13.4	15.2
Regional Services	7.9	9.0
NOMS HQ	6.4	6.4
Public Prisons and NOMS HQ	10.8	11.1

Race Equality: the proportion of BME staff in public prisons and probation

NOMS aims for a staffing mix that represents the diversity of the wider working population.

Technical Description

The representation rate is reported as the number of BME staff as a proportion of all staff with stated ethnicity. This applies only to directly employed staff.

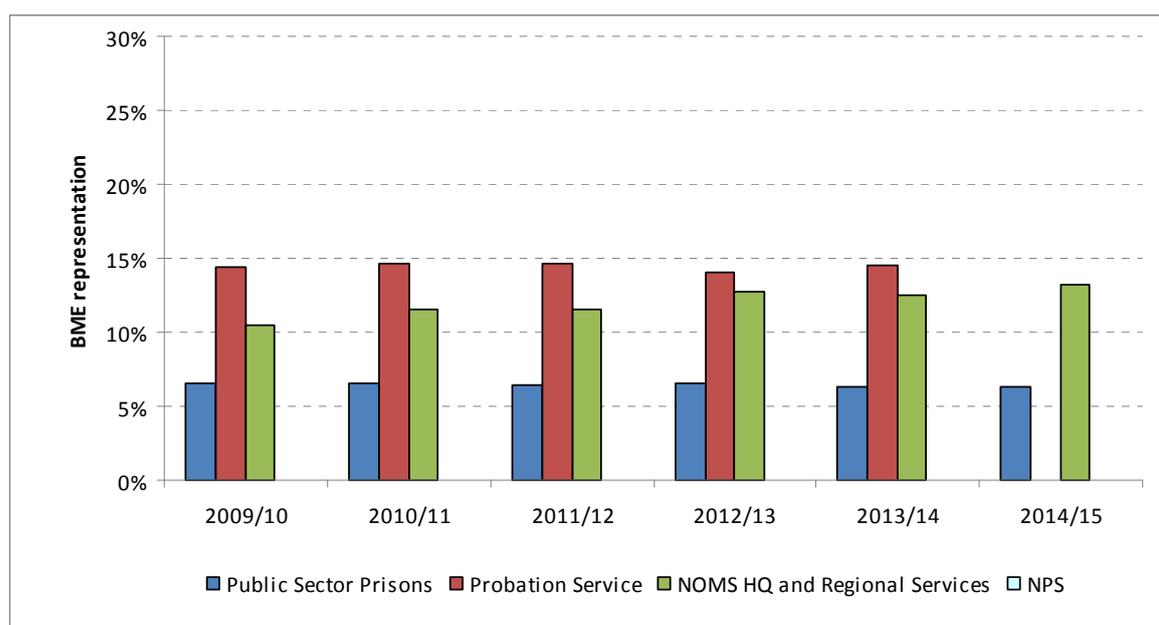
Delivering and promoting equality are at the heart of NOMS' vision and values. Whilst the NOMS target was removed in 2011/12, data is still collected for management information purposes.

Figure 34 shows the BME representation across the NOMS Agency. For the period 2010 to 2014 BME representation rates are provided for public prisons, Probation Service and NOMS HQ, at 31 March in each year. The changes in employment of staff providing probation services brought about by the Transforming Rehabilitation Programme mean that a break in the time series of data on BME representation was necessary.

In addition, the ethnicity data that was recorded against NPS staff by their previous probation trust employer was not migrated, with staff required to make new declarations on NOMS systems. Consequently, declaration rates fell to near zero. Staff ethnicity records since then have been populated by a small proportion of staff. This is an ongoing exercise.

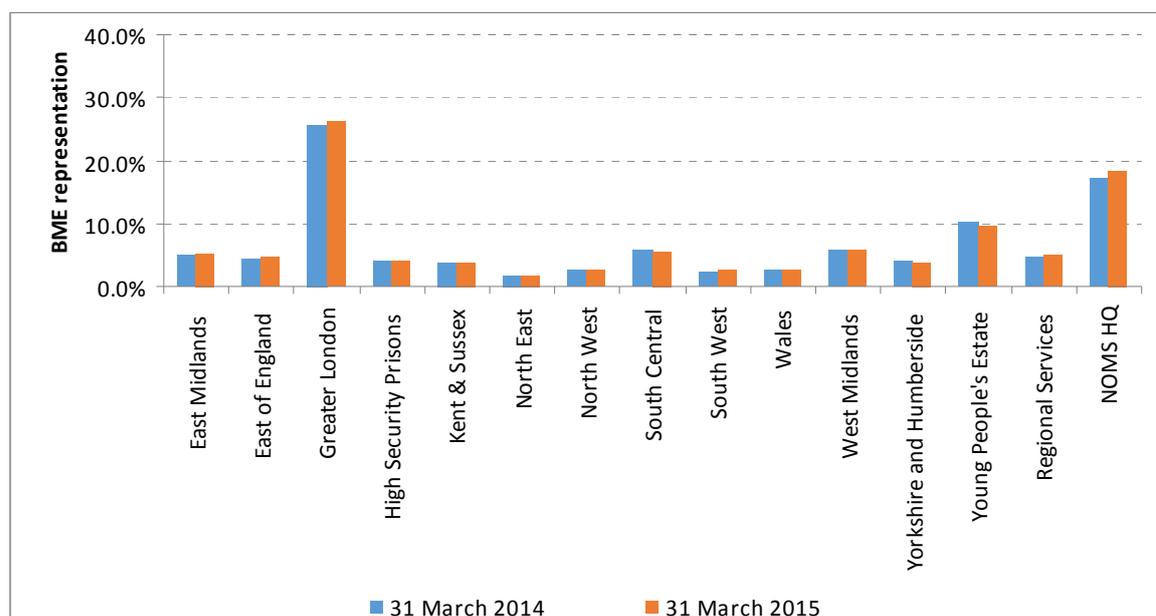
The BME representation rate for staff in the National Probation Service (NPS) at 31 March 2015 has not been provided because the declaration rate in the National Probation Service at 31 March 2015 was only 27%, and therefore too low for a meaningful representation rate to be calculated. No figures are provided for CRCs, which had moved into the private sector on 1 February 2015.

Figure 34: Staff Declared as BME as a Proportion of Staff with Recorded Ethnicity, 2009/10 to 2014/15



Note: NPS representation for 31 March 2015 is not calculated due to low declaration rate. Figure 35 sets out the BME representation amongst staff in public sector prisons and NOMS HQ at 31 March 2014 and 2015.

Figure 35: Percentage of BME staff in public prisons by operational area, as at 31 March 2014 and 2015



Tables 15 and 16 below show the BME breakdown by Operational Region for Prisons and HQ, as at 31 March 2014 and 2015 and for NPS Divisions, as at 31 March 2015.

Table 15: Percentage of BME staff in public prisons and HQ, as at 31 March 2014 and 31 March 2015

Operational Region	31 March 2014		31 March 2015	
	Declaration Rate	BME Representation	Declaration Rate	BME Representation
East Midlands	90.8%	5.0%	88.6%	5.4%
East of England	89.8%	4.4%	86.7%	4.7%
Greater London	89.9%	25.6%	88.3%	26.3%
High Security Prisons	91.7%	4.2%	90.3%	4.2%
Kent & Sussex	89.9%	3.8%	88.0%	3.9%
North East	91.1%	1.8%	89.7%	1.7%
North West	90.1%	2.8%	87.9%	2.6%
South Central	92.6%	5.8%	89.4%	5.6%
South West	88.9%	2.3%	86.3%	2.5%
Wales	91.2%	2.6%	88.5%	2.7%
West Midlands	87.9%	5.7%	85.6%	5.9%
Yorkshire and Humberside	85.8%	4.0%	83.3%	3.8%
Young People's Estate	90.6%	10.1%	87.8%	9.6%
Regional Services	84.0%	4.7%	86.0%	5.1%
NOMS HQ	76.6%	17.3%	71.0%	18.5%
Public Prisons and NOMS HQ	89.3%	6.7%	86.9%	6.8%

Table 16: BME staff in NPS Divisions, as at 31 March 2015

NPS Division	31 March 2015	
	Declaration Rate	BME Representation
London Probation	21.9%	-
Midlands Probation	24.0%	-
North East Probation	39.0%	-
North West Probation	31.8%	-
South East and Eastern Probation	28.9%	-
South West and South Central Probation	21.2%	-
Wales Probation	11.1%	-
NPS and NOMS (Probation) in Wales	27.3%	-

- denotes representation rate not calculated. Declaration rate too low for a representation rate to have any validity.

Prisoners working in custody

The Government remains committed to the ambition to increase work in prisons. The intention is to have more prisoners working and working longer hours in an 'employment like' atmosphere. The aim of this is:

- To make sure that prisoners are occupied in purposeful activity whilst in establishments
- To give offenders the opportunity to learn new skills and experience and support finding employment on release

NOMS are committed to working with businesses and other government departments to significantly increase work activity undertaken by prisoners in custody. ONE3ONE Solutions is the NOMS vehicle with responsibility for finding increased work for prisons. ONE3ONE collaborate with Public and Private Sector Prisons, who then have the responsibility to deliver the work.

In 2014/15, on average 11,500 prisoners and detainees were working in custody at any one time across public sector prisons, contracted-out prisons and Immigration Removal Centres (IRCs). They delivered 14.9 million hours of work during the course of the year. This is based on the breakdown by public sector, contracted sector and IRCs as set out below¹.

Table 17 provides management information on the average number of prisoners reported as undertaking specific work activities in public sector prisons in the years up to 2014/15, and the total number of hours worked by prisoners in these areas. These figures do not include the substantial numbers of prisoners who work within prison on tasks such as cooking, serving meals, maintenance and cleaning.

The figures in Table 17 differ from those reported in previous editions of this publication for 2010/11 to 2013/14. The historic figures have been re-baselined to take account of changes introduced from 2014/15 to the types of work activities that are counted. See also footnote 2.

These still demonstrate that the average number of prisoners working and the number of hours worked has increased each year since 2010/11.

Table 17: Prisoners working in custody - public sector prisons, 2010/11 to 2014/15 ^[1, 2, 3, 4, 5, 6, 7]

	Number of prisoners working ⁽⁸⁾	Prisoner hours in work (million) ⁽⁹⁾
2010/11	7,500 (r)	9.2 (r)
2011/12	7,800 (r)	9.8 (r)
2012/13	8,300 (r)	11.2 (r)
2013/14	8,400 (r)	12.2 (r)
2014/15	8,700	12.4

(r) Due to re-baselining, figures have been revised from previously published figures

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Notes

1. For the purposes of this report the following work activities have been included as work: Enterprise/Contract Services, Engineering, Aluminium, Laundry, Newgate Furniture, Concrete, Plastics, Textiles, Woodwork, Single Portions, Commercial Land Based Activities, Braille, Charity, Printing, Data Entry, Signs, Desk Top Publishing, Retail, External Recycling and other workshops.
2. Following a review in 2014 the number of prisoners working / hours worked in Prison ICT Academy (PICTA), industrial cleaning and non-commercial land-based activities have been removed from this table. These activities are now classified in other activity areas such as education or work in services. This adjustment has been made for 2014/15 and retrospectively for all previous years in the table. The adjustments made on this basis to the previous published figures are set out in the following tables:

	Previously published number of prisoners working	Numbers of prisoners working in PICTA, Industrial cleaning and non-commercial land based activities	Re-baselined number of prisoners working
2010/11	8,600	1,100	7,500
2011/12	9,000	1,200	7,800
2012/13	9,700	1,400	8,300
2013/14	9,900	1,500	8,400

	Previously published prisoner hours in work (million)	Hours worked in PICTA, Industrial cleaning and non-commercial land based activities (million)	Re-baselined prisoner hours in work (million)
2010/11	10.6	1.4	9.2
2011/12	11.4	1.6	9.8
2012/13	13.1	1.9	11.2
2013/14	14.2	2.0	12.2

3. The data excludes activity such as cooking, serving meals, maintenance and cleaning and work placements undertaken by offenders on release on temporary licence.
4. No adjustment has been made for prisons that have closed since 1 April 2010.
5. For the purposes of this report data from HMP Northumberland (which transferred to the private sector on 1 December 2013) has been included in figures up until the end of the 2013/14 financial year.
6. This data are sourced from monitoring systems used by public sector prisons to record the number of prisoners in each of their workshops and the hours worked each day.

7. Data has been drawn from administrative IT systems. Although care is taken when processing and analysing the data, the level of detail collected is subject to the inaccuracies inherent in any large-scale recording system.
8. The number of prisoners working refers to the average number of prisoners working in the defined activities across the prison estate at a particular time and is not a cumulative figure.
9. The total hours worked figure is cumulative and is derived from total recorded hours spent by prisoners in the defined work areas over the year. Hours worked may differ from hours paid due to permitted interruptions to work.

Table 18 provides management information on the average number of prisoners reported as undertaking specific work activities in contracted-out prisons in 2014/15, and the total number of hours worked by prisoners in the available years up to 2014/15. As with table 17, these figures do not include the substantial numbers of prisoners who work within prison on tasks such as cooking, serving meals, maintenance and cleaning.

Table 18: Prisoners working in custody – contracted-out prisons, 2012/13 to 2014/15 ^[1].

	Number of prisoners working ⁽²⁾	Prisoner hours in work (million) ⁽³⁾
2012/13	..	1.5
2013/14	..	1.7
2014/15	2,700	2.5

Notes

1. For the purposes of this report the data on work in prison activities supplied by contracted prison providers excludes activities such as cooking, serving meals, maintenance and cleaning and work placements undertaken by offenders on release on temporary licence.
2. The number of prisoners working refers to the average number of prisoners working in the defined activities across the contracted prison estate at a particular time and is not a cumulative figure.
3. The total hours worked figure is cumulative and is derived from total recorded hours spent by prisoners in the defined work areas over the year. Hours worked may differ from hours paid due to permitted interruptions to work.
4. For the purposes of this report data from HMP Northumberland (which transferred to the private sector on 1 December 2013) has been included in figures for public sector prisons up until the end of the 2013/14 financial year.

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Contracted-out prisons have no contractual obligation to provide NOMS with the number of prisoners working. They have provided this information for 2014/15, but no information on the number of prisoners working is available for previous years.

In addition approximately 85,000 hours were reported by Immigration Removal Centres (IRCs) at Dover, Morton Hall and The Verne, and an average of 65 detainees were recorded as working in 2014

Prisoners' Earnings subject to the Prisoners' Earnings Act Levy

The Prisoners' Earnings Act (PEA) commenced on 26 September 2011. It enables prison governors to impose a levy of up to and including 40 per cent on wages over £20 per week (after tax, national insurance, any court ordered payments and any child support payments) of prisoners who have been assessed as being of low risk of absconding or re-offending and allowed to work outside of prison on temporary licence, in order to prepare for their eventual release.

Table 19: Prisoners' Earnings subject to the Prisoners' Earnings Act 1996, Oct 2011-Mar 2012 to 2014/15

	Total number of active prisoners (1)	Total Net Earnings (Before levy) (£million) (2)	Total raised through Prisoners' Earnings Act levy (£million) (3)
Oct 2011 – Mar 2012	602	1.2	0.4
2012/13	1,021	2.7	0.8
2013/14	1,155	3.6	1.0
2014/15	1,273	3.7	1.1

The PEA provides that the amounts arising from the levy can be directed to four purposes:

- to prescribed voluntary organisations concerned with victim support or crime prevention;
- into the Consolidated Fund to contribute to the prisoner's upkeep;
- to the prisoner's dependants; or
- to an investment account held on the prisoner's behalf.

In 2011 Ministers decided that all the funds allocated to the Ministry of Justice from the imposition of the levy would be paid to voluntary organisations concerned with victim support, and prescribed Victim Support for this purpose. Over £2m has already been raised for support for victims of crime.

Tables 19 and 20 provide management information covering the period since the introduction of prisoners' earnings being subject to the PEA levy. They show the number of prisoners subject to the levy, the net earnings and amounts raised from the levy.

During 2014/15, £1.1 million was raised from the imposition of the levy on prisoners' earnings to be paid to Victim Support, bringing the total raised since October 2011 to £3.3 million.

Table 20: Average Prisoners' Earnings per month subject to the Prisoners' Earnings Act 1996, Oct 2011-Mar 2012 to 2014/15

	Average number of active prisoners per month (1)	Average Net Earnings per prisoner per month (Before levy) (2)	Average raised per prisoner per month through Prisoners' Earnings Act levy (3)	Average Net Earnings per prisoner per month (After levy) (2)
October 2011 – March 2012	305	£652	£210	£442
2012/13	324	£690	£201	£489
2013/14	392	£770	£220	£550
2014/15	368	£837	£246	£591

During 2014/15, there were a total of 1,273 active prisoners, on average 368 prisoners per month, working out of the prison on licence and subject to the Prisoners' Earnings Act levy.

These prisoners had average net earnings before the levy of around £837 a month, from which on average £246 was raised from the levy to reduce the average net earnings to £591 per month.

Notes

1. Active prisoners are those working out of the prison on licence and subject to the Prisoners' Earnings Act levy. Prisoners may not have worked or been subject to the levy in every month so the monthly average of active prisoners is less than the total number of active prisoners during the period.
2. Net Earnings are after tax, national insurance, any court ordered payments and any child support payments. Prisoner earnings vary considerably depending on hourly rates and hours worked; therefore there will be large variations in the amount each prisoner contributes, depending on their earnings.
3. The levy on prisoners' earnings can be adjusted at an establishment level, for example, to account for additional costs the prisoner may incur such as travel costs, clothing for work, meals and maintaining family visits.
4. Information on Prisoners' Earnings in 2014/15 is from the following establishments: Askham Grange, Blantyre House, Brixton, Drake Hall, East Sutton Park, Ford, Grendon & Springhill, Guys Marsh, Hewell, Hollesley Bay, Holloway, Humber, Kennet, Kirkham, Kirklevington Grange, Leyhill, North Sea Camp, Send, Standford Hill, Styal, Sudbury, Usk-Prescoed, Moorland/Hatfield (YOI), Norwich (YOI), Stoke Health (YOI), and Thorn Cross (YOI).
5. Total Net Earnings have been rounded to the nearest million pounds.
6. Data have been drawn from administrative IT systems. Although care is taken when processing and analysing the data, the level of detail collected is subject to the inaccuracies inherent in any large-scale recording system.

Victim contact and feedback under the Victim Contact Scheme

Victim contact

The rationale for monitoring victim contact under the Victim Contact Scheme (VCS) is to focus on delivering minimum standards of customer care by the probation service to the victims of crime following serious sexual or violent offences.

This measures the percentage of victims who are contacted within eight weeks of an offender receiving 12 months or for a serious violent or sexual offence as defined by Schedule 15 of the 2003 Criminal Justice Act, Part 2 of the Sexual Offences Act 2003 and part 2 of the Criminal Justice and Court Services Act 2000.

Figure 36: Percentage of victims of crime that have been contacted under the VCS within 8 weeks of sentence, 2009/10 to Apr-Dec 2014



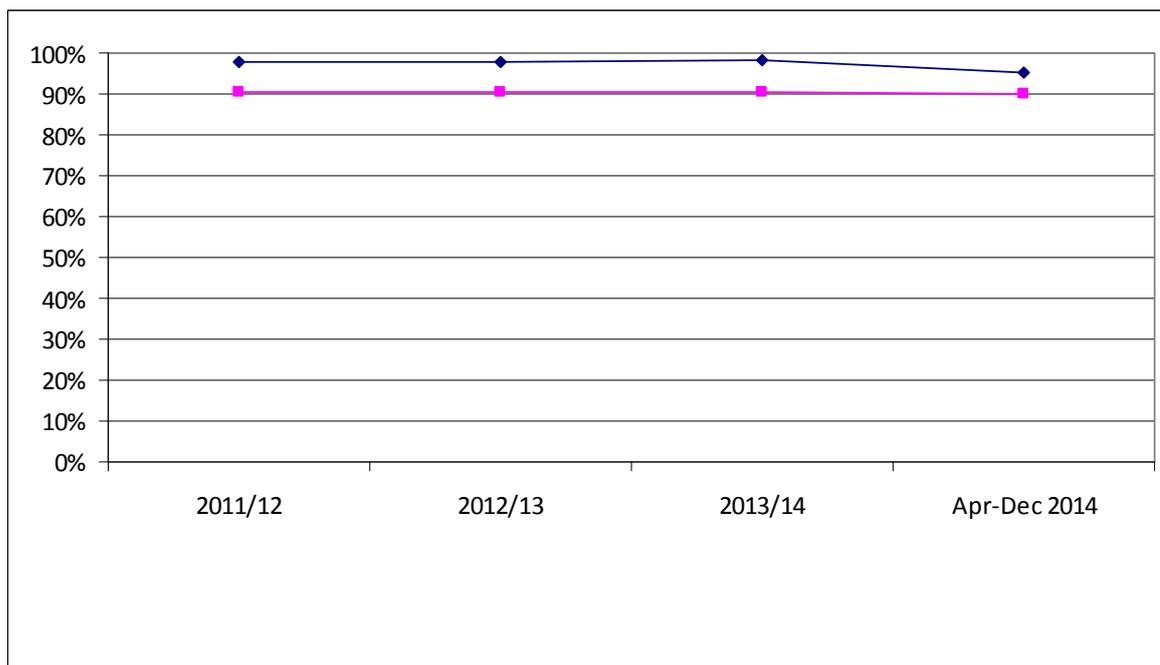
The percentage of victims contacted within eight weeks has decreased over the past six reporting years, from 98.7% in 2009/10 to 96.90% from Apr - Dec 2014.

Victim Feedback

The rationale for monitoring Victim Feedback under the VCS is to evaluate the quality of service delivered by the National Probation Service (NPS) to the victims of crime.

Victim feedback is recorded after the first meeting with a Victim Liaison Officer. This measures the percentage of victims of crime who evaluated their feedback as Satisfied or Very Satisfied.

Figure 37: Percentage of victims of Crime who have evaluated their feedback as Satisfied or Very Satisfied 2011/12 to Apr-Dec 2014



The proportion of victims' feedback that has been recorded as Satisfied or Very Satisfied was 95.4% for the period April to December 2014.

Performance has been above target for the past three reporting years.

Foreign National Offender referrals

Prisons are required to refer all foreign national offenders (FNOs), including those whose nationality is unknown, to Home Office Criminal Casework within 10 working days of receiving a custodial sentence (except where release is due within one calendar month, when the referral must be made immediately). This is to make sure FNOs receive due consideration for deportation/removal by the Home Office before their release.

An FNO is someone who does not hold British nationality. Nationality is self-declared by prisoners on initial reception into prison custody, or may have been confirmed by the Home Office prior to prison custody.

Information on FNO referral timeliness has been routinely collected and monitored since 1 May 2014 following a review and changes to the referral process. FNO referral performance information was not published in any other NOMS or Ministry of Justice publication prior to 2014/15.

For 2014/15, 80.1% of referrals were made within the required 10 working days. This compares to a target of 90%. Performance increased steadily across the year and the referral rate for Quarter 4 was 84.5% (see table 21 below).

Table 21: Rate of referrals within 10 working days, 2014/15

Quarter	Rate of referrals within 10 working days
Q1	76.8%
Q2	79.5%
Q3	82.5%
Q4	84.5%
Total	80.1%

Note: Data for Q1 include figures from 1 May to 30 June only

Data are based on a weekly list generated from the Prison National Offender Management Information System (P-NOMIS) of FNOs first sentence dates cross referenced with a list of subsequent referrals received by the Home Office. The P-NOMIS list of FNOs for 2014/15 excludes those offenders who were time served at court, received very short sentences, or received a subsequent sentence. Data are taken as a snapshot and will exclude any records where nationality or sentence date are updated after the end of the period in question, and which would subsequently make them eligible for inclusion.

The referral of those offenders whose nationality is unknown or unrecorded are not subject to the performance measure. There are approximately 20% of further records where nationality is unknown or unrecorded. In all events, unknown records are subsequently pursued for a referral, or a rationale for non-referral, along with missing referrals for foreign nationals. A separate performance process monitors the entry of nationality, as well as other operational and characteristics data, on P-NOMIS, to make sure nationality is entered if is known.

Improvements have been made to the Prison-NOMIS generated list of FNOs for 2015/16 to capture all records where an FNO has received a subsequent sentence. Additionally, the referral and reporting process has been refined for 2015/16, with the introduction of an electronic referral form. This is aimed at making referrals quicker and more efficient.

Annex: Technical Notes

This section provides further technical guidance on the performance indicators used in this report, covering the rationale for each indicator, the technical description, the data source and the calculation used.

Public Protection

Escapes

Category A escapes

Rationale

Escapes are monitored to analyse the frequency across the estate and identify any trends nationally, while taking into consideration the management of risk to the public.

Technical description

This is an escape by a prisoner who is classed as Category A on account of being highly dangerous to the public.

An escape is counted if (i) the prisoner is at liberty for 15 minutes or more before recapture or (ii) a prisoner escapes and is charged with another criminal offence.

Calculation

This indicator is a simple count of the number of Category A escapes.

Data source

Monthly data from prison establishments collated in central performance systems.

Escapes from prisons and prison escorts

Rationale

As above.

Technical description

A prisoner escapes from escort when they are able to pass beyond the control of escorting staff. This may involve overcoming physical security restraints such as a wall or fence; locks, bolts or bars; a secure vehicle; handcuffs; or the direct supervision of escorting staff. An escape is counted if (i) the prisoner is at liberty for 15 minutes or more before recapture or (ii) a prisoner escapes and is charged with another criminal offence.

Calculation

Rate of escapes from prison and prison escorts = No. of escapes divided by average prison population

Data source

Monthly data from prison establishments collated in central performance systems.

Escapes from contractor escorts

Rationale

As above.

Technical description

A prisoner escapes from escort when they are able to pass beyond the control of escorting staff. This may involve overcoming physical security restraints such as a wall or fence; locks, bolts or bars; a secure vehicle; handcuffs; or the direct supervision of escorting staff. An escape is counted if (i) the prisoner is at liberty for 15 minutes or more before recapture or (ii) a prisoner escapes and is charged with another criminal offence.

Calculation

Rate of escapes from contractor escorts = 1: {No of movements} divided by {No of escapes from contractor escorts}

Data source

Monthly data from prisoner escort contractors collated in central performance systems.

Absconds

Rationale

Absconds are monitored to analyse the frequency across the open estate and identify any trends nationally also taking into consideration, the management of risk to the public.

Technical description

An abscond is defined as an incident where a prisoner absents him or her self from prison custody without lawful authority and without overcoming a physical security barrier such as that provided by a wall or fence, locks, bolts or bars, a secure vehicle, handcuffs, or the direct supervision of staff, usually from open prison

Data source

Monthly data from prison establishments collated in central performance systems.

Calculation

This indicator is a simple count of absconds.

Offending Behaviour Programmes (OBPs)

Appropriate OBP starts in the community

Rationale

The purpose of this measure is to make sure the appropriate allocation of offenders to programmes, and remove the incentive to over-deliver.

Technical description

Each accredited offending behaviour programme has set 'eligibility criteria' which are linked to the likelihood of reconviction (known as the Offender Group Reconviction Score (OGRS)). The eligibility criteria are designed to make sure that only those offenders who will benefit from the particular programme are placed on it.

Accredited interventions for sex offenders and domestic violence need to apply specific risk assessments which are not consistently available on central databases and are therefore excluded from this metric.

Data source

Probation trust data on OBPs collated in central performance systems.

Calculation

(The total number of eligible programme starts/ total number of actual starts) x 100 = Percentage of Appropriate Starts in the community.

Offending behaviour programme (OBP) completion rates in the community

Rationale

The purpose of this measure is to make sure focus on the effective delivery of accredited programmes. It is used in tandem with the volume indicators to make sure that offenders are appropriately allocated to, and supported to complete, accredited programmes.

Technical description

OBPs are rehabilitation programmes designed to identify the reasons why offenders offend and reduce and monitor these factors. As well as reducing risk, programmes support risk assessment and the risk management of offenders. These are fully or provisionally accredited by the Correctional Services Accreditation and Advisory Panel (CSAAP).

For monitoring purposes community OBP completions exclude domestic violence and sex offender treatment programmes, which are measured separately. They include drug treatment programmes.

Data sources

In the community: probation area data collated in central performance systems.

Calculation

$a/b \times 100$

Where:

a = Total number of offenders who have successfully completed accredited offending behaviour programmes (excluding sex offender and domestic violence)

b = Total number of offenders who commenced those programmes

The performance in a given period is produced by taking the cohort of offenders who started those programmes 12 months previously and measuring the proportion that completed the programme. The date of commencement is determined by the date of attendance at the first session of the programme.

A completion is counted when an offender completes an accredited programme and all appropriate reports and documents are completed and returned and recorded as such on the appropriate systems.

Offending behaviour programme (OBP) completion volumes in custody and the community

Rationale

The purpose of this measure is to make sure focus on the effective delivery of accredited programmes.

Technical description

OBPs are rehabilitation programmes designed to identify the reasons why offenders offend and reduce and monitor these factors. As well as reducing risk, programmes support risk assessment and the risk management of offenders. These are fully or provisionally accredited by the Correctional Services Accreditation and Advisory Panel (CSAAP). In custody they are known as Living Skills programmes.

For monitoring purposes, OBPs in custody include Domestic Violence completions but exclude drug treatment programmes which are reported separately.

In the community, Domestic Violence programmes are reported separately and are excluded from the count of OBP completions.

Sex offender treatment programmes are excluded from the prison and probation OBP measures.

Data sources

In custody: Monthly data from prison establishments collated in central performance systems.

In the community: probation trust data collated in central performance systems

Calculation

This indicator is a simple count of the number of OBP completions.

A completion is counted when an offender completes an accredited programme and all appropriate reports and documents are completed and returned and recorded as such on the appropriate systems.

Completions in custody and completions in the community are recorded separately.

Sex offender treatment programme (SOTP) completion rates in the community

Rationale

The purpose of this measure is to make sure focus on the effective delivery of sex offender treatment programmes (SOTPs). It is used in tandem with the volume indicator to make sure that offenders are appropriately allocated to and supported to complete SOTPs.

Technical description

Sex offender treatment programmes aim to reduce offending by adult male sex offenders. A range of programmes is available for sexual offenders according to the level of risk and need of the offender.

Data sources

Monthly data from probation trusts collated in central performance systems

Calculation

$a/b \times 100$

Where:

a = Total number of offenders who successfully complete accredited sex offender treatment programmes

b = Total number of offenders who commenced those programmes

The performance in a given month is calculated by taking the cohort of offenders who started a programme 30 months previously and measuring the proportion who have completed it. For C-SOGP (the Community Sex Offender Group Programme) the measurement period is 36 months. The date of commencement is determined by the date of attendance at the first session of the programme.

A completion is counted when an offender completes an accredited programme and all appropriate reports and documents are completed and returned and recorded as such on the appropriate system.

Sex offender treatment programme (SOTP) volumes in custody and the community

Rationale

The purpose of this measure is to make sure focus on the effective delivery of sex offender treatment programmes.

Technical description

Sex offender treatment programmes aim to reduce offending by adult male sex offenders. A range of programmes is available for sexual offenders according to the level of risk and need of the offender.

Data sources

In custody: monthly data from prison establishments collated in central performance systems.

In the community: monthly probation trust data on accredited programmes collated in central performance systems

Calculation

This indicator is a simple count of the number of SOTP completions.

A completion is counted when an offender completes an accredited programme and all appropriate reports and documents are completed and returned and recorded as such on the appropriate system.

Completions in custody and completions in the community are recorded separately.

Domestic violence programme completion rates in the community

Rationale

The purpose of this measure is to make sure focus on the effective delivery of domestic violence programmes and that the provision of domestic violence programmes is appropriate to meet offender need. It is used in tandem with the volume indicator to make sure that offenders are appropriately allocated to, and supported to complete domestic violence programmes.

Technical description

Domestic violence is any incident of threatening behaviour, violence or abuse between adults who are or have been in a relationship together, or between family members, regardless of gender or sexuality.

NOMS accredited programmes for domestic violence are programmes targeted at men who are or were in heterosexual relationships at the time the offence was committed.

They aim to reduce aggressive behaviour through teaching social skills, anger management techniques and improved moral reasoning.

Data sources

Monthly data from probation trusts collated in central performance systems.

Calculation

A completion is counted when an offender completes an accredited programme and all appropriate reports and documents are completed and returned and recorded as such on the appropriate system.

$a/b \times 100$

Where:

a = Total number of offenders who successfully complete accredited domestic violence programmes

b = Total number of offenders who started those programmes

The performance in a given period is calculated by taking the cohort of offenders who commenced those programmes 18 months previously and measuring the proportion that completed. The date of commencement is determined by the date of attendance at the first session of the programme.

Domestic violence programme completion volumes in the community

Rationale

The purpose of this measure is to make sure focus on the effective delivery of domestic violence programmes and that the provision of domestic violence programmes is appropriate to meet offender need.

Technical description

Domestic violence is any incident of threatening behaviour, violence or abuse between adults who are or have been in a relationship together, or between family members, regardless of gender or sexuality.

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NOMS accredited programmes for domestic violence are programmes targeted at men who are or were in heterosexual relationships at the time the offence was committed. They aim to reduce aggressive behaviour through teaching social skills, anger management techniques and improved moral reasoning.

Data source

Data recorded by probation trusts and collated in central performance systems.

Calculation

This indicator is a simple count of the number of domestic violence programme completions.

A completion is counted when an offender completes an accredited programme and all appropriate reports and documents are completed and returned and recorded as such on the appropriate system.

Substance misuse

Drug rehabilitation requirement (DRR) completion rate

Rationale

The purpose of this measure is to make sure that DRRs given as part of a Community Order or Suspended Sentence Order are successfully completed. As a measure of efficiency, the aim is to maximise the percentage of those terminating which are successfully completed.

Technical description

The drug rehabilitation requirement is one of 12 requirements that may be given by the sentencing court as part of a Community Order or Suspended Sentence Order (SSO) to adult offenders committing an offence post April 2005 when the Criminal Justice Act 2003 came into force

Data source

Data extracted from probation case management systems and collated centrally.

Calculation

The completion rate is calculated for a given period as: the number of DRRs completed successfully (including those terminated early for good progress) as a proportion of all terminations in the period *less* orders which were transferred out, orders where the offender died, orders which expired with breach outstanding and orders revoked because of other change of circumstances or for other reasons (i.e. other than because of failure to comply or conviction for further offences).

Drug rehabilitation requirement (DRR) completion volumes

Rationale

The purpose of this measure is to make sure that DRRs given as part of a Community Order or Suspended Sentence Order are successfully completed.

Technical description

As above for 'DRR completion rate'.

Data source

As above for 'DRR completion rate'.

Calculation

This is a simple count of the number of successful completions. A successful completion is one which is recorded on the case management system as having expired normally (i.e. run its full course) or has been revoked early by the court for good progress.

Mandatory drug testing (MDT) in custody

Rationale

Random mandatory drug testing provides the best available measure of drug misuse in prisons.

Technical description

The measure for the rate of drug-misuse is based on the rate of positive drug tests under the random MDT programme. This provides the most accurate indication of the level of drug-misuse in establishments. Random samples are those where a prisoner has been selected for testing using a random prisoner selector on central systems. The programme produces a list of prisoner numbers in the required sample, plus a reserve list. All prisoners - including unconvicted and new receptions - can be selected by the system for random MDT.

A sample is positive when the screening test is positive and there has been no confirmation test (for whatever reason), or a confirmation test was positive. A sample that tests positive for more than one drug counts as one positive sample. Furthermore, some positive samples will be mitigated and declared negative due to prescribed medication. The number of tests does not include spoilt samples or refusals. In the case of transferred prisoners, results for a sample are recorded against the establishment where the sample was taken.

Data source

Monthly data from prison establishments collated in central performance systems.

Calculation

MDT Positive Rate = (Total number of random drug tests that prove positive / total number of random drug tests carried out) x 100

Alcohol treatment requirement (ATR) completion rate

Rationale

The purpose of this measure is to make sure that ATRs given as part of the sentence are completed. As a measure of efficiency, the aim is to maximise the percentage of those terminating which are successfully completed.

Technical description

The alcohol treatment requirement (ATR) is one of 12 requirements that may be applied to a Community Order or Suspended Sentence Order. It provides access to a tailored treatment programme with the aim of reducing or eliminating alcohol dependency.

Data source

Data extracted from probation case management systems and collated centrally.

Calculation

Performance against the completion rate target is calculated for a given period as: the number of requirements completed successfully (including those terminated early for good progress) as a proportion of all terminations in the period less orders which were transferred out, orders where the offender died, orders which expired with breach outstanding and orders revoked because of other change of circumstances or for other reasons (i.e. other than because of failure to comply or conviction for further offences).

Alcohol treatment requirement (ATR) completion volumes

Rationale

The purpose of this measure is to make sure that ATRs given as part of a Community Order or Suspended Sentence Order are successfully completed.

Technical description

As above for 'ATR completion rate'.

Data source

As above for 'ATR completion rate'

Calculation

This indicator is a simple count of the number of successful ATR completions. A successful completion is one which is recorded on the case management system as having expired normally (i.e. run its full course) or has been revoked early by the court for good progress.

Community Payback

Community payback completion rate

Rationale

The purpose of this indicator is to make sure focus on the successful completion of unpaid work requirements. As a measure of efficiency, the aim is to maximise the percentage of those terminating which are successfully completed.

Technical description

Unpaid work is one of 12 requirements that may be given as part of a Community Order or Suspended Sentence Order under the Criminal Justice Act 2003 for offences committed

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on or after 1 April 2005. Unpaid work is work undertaken for the benefit of the local community. It is a punitive intervention that can be used as a creative resource for improving the local environment, and supporting community provider strategies on visibility and community engagement.

The minimum hours that can be ordered are 40 hours and the maximum is 300 hours. Work undertaken for profit, or for personal gain, cannot be counted as unpaid work.

Data source

Data are extracted from probation case management systems and collated centrally.

Calculation

Performance against the completion rate target is calculated for a given period as: the number of requirements completed successfully (including those terminated early for good progress) as a proportion of all terminations in the period less those orders which were transferred out, orders where the offender died, orders which expired with breach outstanding and orders revoked because of other change of circumstances or for other reasons (i.e. other than because of failure to comply or conviction for further offences).

Community payback completion volumes

Rationale

As above for 'unpaid work completion rate'.

Technical description

As above for 'unpaid work completion rate'.

Data source

As above for 'unpaid work completion rate'.

Calculation

This is a simple count of the number of successful unpaid work completions. A successful completion is one where the specified number of hours have been recorded as completed or which has been revoked early for good progress.

Additional hours imposed for an existing order that includes unpaid work are not counted, but if the court makes an additional requirement of Unpaid Work where there was originally no unpaid work requirement then this is counted.

A successful completion is one which is recorded on the case management system as having expired normally (i.e. run its full course) or has been revoked early by the court for good progress.

Community payback stand-downs

Rationale

The purpose of this measure is to reduce the number of planned days of unpaid work not carried out by offenders because they are 'stood down' due to the probation trust being unable to provide the appropriate resources to manage the offenders at work.

Technical description

A stand down is when an offender is instructed in advance not to report for work, or when ready and willing offenders are sent home after reporting for work due to operational difficulties in the probation trust (e.g. insufficient supervisor coverage, lack of transport, or work availability).

Data source

Data recorded locally and collated on central information systems.

Calculation

(Number of unpaid work days lost because of stand-downs [total of days lost through offender being sent home or told not to attend] / Number of unpaid work offender days planned) x 100

Compliance and Enforcement

Percentage of orders and licences successfully completed

Rationale

To assess of the cases that have terminated, the proportion of cases that have terminated successfully. This metric gives an overview of offender compliance over the life of the order or licence. This is one of a number of compliance measures.

Technical description

Successfully completions are those which are recorded on the case management system as having expired normally (i.e. without being revoked for failure to comply or for a further offence) or which have been terminated early by the court for good progress.

Data source

Data extracted from probation case management systems and collated centrally.

Calculation

$(a / b) \times 100$

Where:

- a) No. of orders / licences successfully completed
- b) Total no. of orders and licences terminated (i.e. including those which were unsuccessful and required breach action but not including the exclusions specified above)

Enforcement: initiation of breach action by the probation service

Rationale

This indicator is to make sure that the probation service meets the National Standard for enforcement by taking timely and appropriate breach/recall action in response to an offender's non-compliance with an order/licence.

Technical description

An unacceptable failure to comply defines the beginning of breach proceedings, and can consist of unacceptable absences and/or unacceptable behaviour while on a relevant order/licence. It is the Offender Manager's responsibility to determine the relevant unacceptable failure to comply and instigate breach/recall proceedings.

Initiation of breach/recall action is either an application made for summons or warrant to return offender to court for breach or a report from the service to the NOMS Public Protection Casework Section.

To meet the standard the probation service must take breach action on or before a second unacceptable failure to comply with an order (on or before a third unacceptable failure to comply with a licence) and this action should be initiated within 10 working days of the relevant failure to comply.

Data source

Data are produced from probation trusts' monitoring of National Standards for the Management of Offenders. A 20 per cent sample of Orders and licences are monitored six months after commencement.

Calculation

$a / b \times 100$

Where:

a = No. of cases where breach action was initiated within National Standards timescales

b = Total cases eligible for breach action

Employment

Percentage of offenders in employment at the end of their sentence

Rationale

The indicator assesses the employment status of offenders at the end of their sentence as an outcome contributing to a reduction in levels of re-offending. As a joint prisons and probation indicator, it combines the employment outcomes for those at the end of probation supervision with outturns for those released from prison sentences of less than 12 months.

The prison element of this indicator focuses on those sentenced to less than 12 months because prisoners released from sentences of 12 months or more are subject to supervision by the probation service upon release and their employment outturns will therefore be picked up in the probation element of the indicator at the end of the period on licence.

Technical description

Probation element:

See description for 'Percentage of offenders with employment at the end of order or licence'

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Prisons element:

Employment outcomes will be expressed as a proportion of recorded discharges of prisoners from sentences *of less than 12 months*. Performance is calculated using recorded employment status and discharge data.

Employment outcome is defined as:

Full-time employed or self-employed (30 hrs or more a week, on average)

Part-time employed or self-employed (less than 30 hrs a week, on average)

Temporary/casual work

Data sources

Probation:

OASys National Reporting (ONR): centrally-produced reports from local data recorded on Offender Assessment System (OASys).

Prisons:

Monthly data from prison establishments collated in central performance systems.

Calculation

$$([a + c] / [b + d]) \times 100$$

Where:

- a) Number of offenders in employment at the end of their order or licence as recorded on the final (termination) OASys assessment
- b) Total number of offenders with final (termination) OASys assessments completed in the current month, excluding those who are unavailable for work
- c) Number of employment outcomes for prisoners discharged from sentences of less than 12 months
- d) Total number of discharges from sentences of less than 12 months

Percentage of offenders with employment at the end of order or licence

Rationale

The indicator assesses the employment status of offenders at the end of their order or licence as an outcome contributing to a reduction in levels of re-offending.

Technical description

Employment is defined as:

Full-time employed or self-employed (30 hrs or more a week, on average)

Part-time employed or self-employed (less than 30 hrs a week, on average)

Temporary/casual work

Offenders are classed as unemployed if they are available for work but are not in employment at the time, regardless of whether they are receiving benefits.

Those 'unavailable for work' are excluded from the calculation. Situations in which an offender should be recorded as being unavailable for work include offenders who are: retired, homemaker or incapacitated; this category also includes those who cannot work for any reason, for example asylum seekers, refugees and foreign nationals who have no right to work in the UK; from 1 April 2009 this has also included those in full or part time education

Data source

OASys National Reporting (ONR): centrally-produced reports from local data recorded on Offender Assessment System (OASys).

Calculation

$(a / b) \times 100$

Where:

- a) Number of offenders in employment at the end of their order or licence as recorded on the final (termination) OASys assessment
- b) Total number of offenders with final (termination) OASys assessments completed in the current month, excluding those who are unavailable for work

Percentage of offenders with employment on release from custody

Rationale

The purpose of this measure is to identify the number of offenders discharged from custody and accessing employment opportunities. Collation of this data will indicate the effectiveness of the establishment and its partners in supporting offenders into employment.

Technical description

Employment outcomes will be expressed as a proportion of recorded discharges. Performance is calculated using recorded employment status and discharge data. Employment outcome is defined as:

- Full-time employed or self-employed (30 hrs or more a week, on average)
- Part-time employed or self-employed (less than 30 hrs a week, on average)
- Temporary/casual work

Data source

Monthly data from prison establishments collated in central performance systems.

Calculation

$(\text{No. of Employment Outcomes} / \text{No. of Discharges}) \times 100 = \text{per cent Employment}$

Sustained employment in the community

Rationale

To make sure that attention is focused on achieving and sustaining employment during supervision

Technical description

Employment includes full-time employment, self-employment, agency working and part-time working for at least 16 hours a week.

Data source

Data recorded locally by probation trusts and submitted for collation at the centre.

Calculation

A count of the number of offenders who are being supervised by probation and have found and kept continuous employment for four weeks.

Incentives and Earned Privileges

The number of prisoners on the Incentives & Earned Privileges (IEP) Scheme

Rationale

The aim of the IEP Scheme is to allow prisoners to earn additional privileges through responsible behaviour, participation in hard work and engaging positively in OASys and sentence planning. To make sure that the system continues to be effective it is essential to record and monitor on a monthly basis how many prisoners are on each level of the IEP scheme.

Technical description

Establishments should enter the regime numbers using PNOMIS.

The following points should be noted:

- Prisoners will be placed on basic for a range of reasons, not all of which will be because of violent incidents.
- The inclusion of Basic in the metric is as a proxy measure for the management of anti-social behaviour which will include verbal and physical violence and threatening behaviour
- An exact count of how many prisoners go on basic because of their involvement in violent incidents is not currently available from operational systems.

Data source

Monthly data from prison establishments collated in central performance systems

Accommodation

Percentage of offenders with settled accommodation at the end of their sentence

Rationale

This indicator assesses the accommodation status of offenders at the end of their sentence as an outcome contributing to a reduction in levels of re-offending.

Technical description

As a joint prisons and probation indicator, it combines the accommodation outcomes for those at the end of probation supervision with outturns for those released from prison sentences of less than 12 months. The prison element of this indicator focuses on those sentenced to less than 12 months because prisoners released from sentences of 12 months or more are subject to supervision by the probation service upon release and their

accommodation outturns will therefore be picked up in the probation element of the indicator at the end of the period on licence.

Probation element:

See description for 'Percentage of offenders in settled and suitable accommodation at the end of order or licence'

Prisons element:

Accommodation outcomes will be expressed as a proportion of recorded discharges of prisoners from sentences *of less than 12 months*. Performance is calculated using recorded accommodation status and discharge data.

For a definition of 'settled accommodation', see Percentage of offenders with settled accommodation on release from custody.

Data Source

Probation:

OASys National Reporting (ONR): centrally-produced reports from local data recorded on Offender Assessment System (OASys).

Prisons:

Monthly data from prison establishments collated in central performance systems.

Calculation

$$([a + c] / [b + d]) \times 100$$

Where:

- a) Number of offenders with settled and suitable accommodation at the end of their order or licence as recorded on the final (termination) OASys assessment
- b) Total number of offenders with final (termination) OASys assessments completed in the current month
- c) Number of accommodation outcomes for prisoners discharged from sentences of less than 12 months
- d) Total number of prisoners discharged from sentences of less than 12 months

Percentage of offenders with settled accommodation on release from custody

Rationale

In support of the Accommodation Pathway in the NOMS Reducing Re-offending National Delivery Plan the focus is to increase the number of Prisoners with settled accommodation arranged upon release. This NOMS metric replaced the existing Accommodation measure from April 2007.

Technical description

Accommodation outcomes will be expressed as a proportion of recorded discharges of prisoners. Performance is calculated using recorded accommodation status and discharge data.

Settled accommodation is defined as:

Settled Housing

Essentially this would include any housing which provides permanent independent housing, for example,

- A family home where the service user is the owner / tenant or a permanent part of the family and is able to return to that home.
- Owner occupier
- A tenant of a self contained dwelling with a secure tenancy in the name of the service user
- Living with a friend/colleague on a permanent basis where the service user has a bedroom available at all times for their use and access to normal domestic facilities
- A caravan or boat which is viewed by the service user as their permanent home.

Supported housing

Housing with support provided by an accredited housing agency, which will provide both a placement for at least three months and support in moving on to permanent accommodation.

Approved Premises

The service user's risk of harm to others has been assessed such as to make placement in Approved Premises the most appropriate housing option.

Data Source

Monthly data from prison establishments collated in central performance systems.

Calculation

(No. of Accommodation Outcomes/No. of Discharges) x 100 = Settled Accommodation per cent

Percentage of offenders in settled and suitable accommodation at the end of order or licence

Rationale

This indicator assesses the accommodation status of offenders at the end of their order or licence as an outcome contributing to a reduction in levels of re-offending.

Technical description

Settled accommodation is defined as:

Permanent, independent housing

Bail / probation hostel

Supported housing

Suitable accommodation is defined in OASys under two areas: suitability of the accommodation and suitability of the location of the accommodation. This would include features such as:

Safety of the accommodation

Crowding

Facilities

Where the victim lives in the house or nearby

Data source

OASys National Reporting (ONR): centrally-produced reports from local data recorded on Offender Assessment System (OASys).

Calculation

$(a / b) \times 100$

Where:

- a) Number of offenders with settled and suitable accommodation at the end of their order or licence as recorded on the final (termination) OASys assessment
- b) Total number of offenders with final (termination) OASys assessments completed in the current month

Education

Education and Training on Release

Rationale

The purpose of this measure is to identify the number of offenders leaving custody with education or training places to take up after release.

Technical Description

The education and training status of prisoners at discharge is recorded by establishments using the P-Nomis.

An education or training outcome is recorded under the following definitions:

- i) Full-time education or training (i.e. 16 or more hours a week of class work or instruction)
- ii) Part-time education or training (i.e. less than 16 hours a week of class work or instruction)

Data Source

Monthly data from prison establishments collated in central performance systems.

Calculation

Number of Education & training Outcomes / Number of Discharges *100 = per cent Education & training

Safety and Decency in Custody

Crowding in custody

Rationale

To maintain crowding within acceptable levels.

Technical description

Crowding is the count of total number of prisoners who, on the last day of the month, are held in a cell, cubicle or room where the number of occupants exceeds the baseline certified normal accommodation of the cell, cubicle or room. This includes the number of prisoners held two to a single cell, three prisoners in a cell designed for one or two and any prisoners held crowdedly in larger cells or dormitories. For example, if twelve prisoners occupy a dormitory with a capacity of ten, then the twelve prisoners should be counted as crowded. If the establishment has reported a number of prisoners 'doubled', then at least this number should be reported as crowded.

Data source

Monthly data from prison establishments collated in central performance systems.

Calculation

Crowding rate for the year is calculated by summing the crowding figure for each month and prison population figure for each month. The total crowding figure for the year is then divided by the total population for the year and expressed as a percentage to show the rate of crowding.

Court Reports

Timeliness of pre-sentence reports

Rationale

To make sure that pre-sentence reports (PSRs) are delivered on time in accordance with the target date specified by the court

Technical Description

Pre-sentence Report

- A PSR is a report which should be completed prior to sentencing, and should include an assessment of the nature and seriousness of the offence. It should contain information about:
 - The offence
 - Factors in the offender's background that led to the offence
 - The risk of further offending
 - Suitability for different types of sentences

Completion

A completed PSR is a report that has been signed and dated by the author and is ready for presentation to the court.

Data Source

Form 30

Calculation

$a/b \times 100$

Where:

- a) Number of Oral, Fast Delivery and Standard Delivery pre-sentence reports completed within the timescale set by the court
- b) Number of Oral, Fast Delivery and Standard Delivery pre-sentence reports completed

Oral and Fast Delivery Reports

Rationale

To make sure the delivery of the appropriate PSR (pre-sentence report) type

Technical Description

Pre-sentence Report

- A PSR is a report which should be completed prior to sentencing, and should include an assessment of the nature and seriousness of the offence. It should contain information about:
 - The offence
 - Factors in the offender's background that led to the offence
 - The risk of further offending
 - Suitability for different types of sentences

Completion

A completed PSR is a report that has been signed and dated by the author and is ready for presentation to the court.

Data Source

Form 30

Calculation

$a/b \times 100$

Where:

- a) Number of Oral and Fast Delivery pre-sentence reports completed
- b) Number of Oral, Fast Delivery and Standard Delivery pre-sentence reports completed

Corporate

Staff sickness

Rationale

To monitor and reduce the number of days lost to staff sickness absence in public prisons and the probation service.

Technical description

Staff sickness is reported as the average number of days lost per member of staff per year.

Data sources

Prisons:

Monthly data from prison establishments collated in central performance systems.

Probation:

Monthly data recorded by probation Trusts and collated at the centre.

Calculation

$$(a + b) / (c + d)$$

Where:

a) Total days absence for probation staff during the year

b) Total days absence for prison staff during the year

c) Average probation FTE for year

d) Average prison staff headcount for year

Staff sickness – public prisons

Rationale

To monitor and reduce the number of days lost to staff sickness absence in public prisons.

Technical description

The staff sickness measure is shown as the average working days lost through sickness per member of staff for the year.

Data source

Monthly data from prison establishments collated in central performance systems.

Calculation

Total working days lost in the year / Average head count for the year

Staff sickness - probation

Rationale

To monitor and reduce the days lost due to staff sickness absence in the probation service.

Technical description

Days lost due to sickness are recorded as Short Term (less than 28 days in duration), Long Term (28 calendar days or more in duration) and DDA (attributable to disability as defined in the Disability Discrimination Act).

Data source

Monthly data recorded by probation trusts and collated at the centre

Calculation

The total days lost due to sickness absence divided by the average FTE for the year.

Race equality: staff in public sector prisons and the probation service

Rationale

NOMS aims to have the same staffing mix as there is in the wider working population.

Technical Description

The representation rate is reported as the number of minority ethnic staff as a proportion of all staff with stated ethnicity.

Data Source

Prisons:

Monthly data from prison establishments is collated in central performance systems.

Probation:

Data are extracted from the HR data warehouse each month

Calculation

Ethnic minority staff as a percentage of total staff with known ethnicities, i.e. staff whose ethnicity is not known are excluded from the base.

$(\text{Headcount number of ethnic minority staff} / (\text{total staff headcount} - \text{Headcount number of staff choosing not to disclose ethnicity})) \times 100$

Victim Contact

Rationale

To focus on delivering minimum standards of customer care following serious sexual or violent offences

Technical Description

Contact

Contact is by means of a letter or telephone to offer an appointment with a community provider liaison officer

Counting

8 weeks counted from the 'date of court sentencing'

Data Source

Information Return on a quarterly basis

Calculation

$a/b \times 100$

Where:

- a) Number of victims contacted within eight weeks of an offender receiving 12 months or more for a serious sexual or violent offence
- b) Total number of victims for an offender receiving 12 months or more for a serious sexual or violent offence for which victim has not declined to be contacted

Where victim information was not passed to the Probation Service (for example by police or witness care unit) this is not counted in the denominator (b).

Victim Feedback

Rationale

To evaluate the quality of service delivered to the victims of crime.

Technical Description

Data Source

Probation returns from survey

Calculation

The proportion of victim's feedback that has been recorded as Satisfied or Very Satisfied

Further Information

Explanatory notes

Data in this report are drawn from administrative IT systems. Although care is taken when processing and analysing the data, the level of detail collected is subject to the inaccuracies inherent in any large-scale recording system.

Symbols and conventions

The following symbols have been used throughout the tables in this bulletin:

- = Not applicable
- .. = Not available
- 0 = Nil

Contact points for further information

Press enquiries should be directed to the Ministry of Justice press office:

Tel: 020 3334 3555
Email: press.office@justice.gsi.gov.uk

Other enquiries about these statistics should be directed to:

Planning & Analysis Group
National Offender Management Service
Ministry of Justice
5th Floor, Red Zone
Clive House
70 Petty France
London SW1H 9EX

Email: Ed.Stradling@noms.gsi.gov.uk

General enquiries about the statistical work of the Ministry of Justice can be e-mailed to: statistics.enquiries@justice.gsi.gov.uk

General information about the official statistics system of the UK is available from www.statistics.gov.uk

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Alternative formats are available on request from esd@justice.gsi.gov.uk

ⁱ The overall total of 14.9m hours worked across public sector, contracted sector and IRCs is based on unrounded figures for each of the three types of establishment and therefore does not sum to the total of the rounded figures for each type quoted in the text and tables.