



Ministry
of Justice

National Offender Management Service Annual Report 2013/14: Management Information Addendum

Ministry of Justice
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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 2013/14 was published on 23 June 2014. Section 3.2 of the report provided a summary of the Agency's performance against its headline indicators for 2013/14. 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 for the year 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.

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

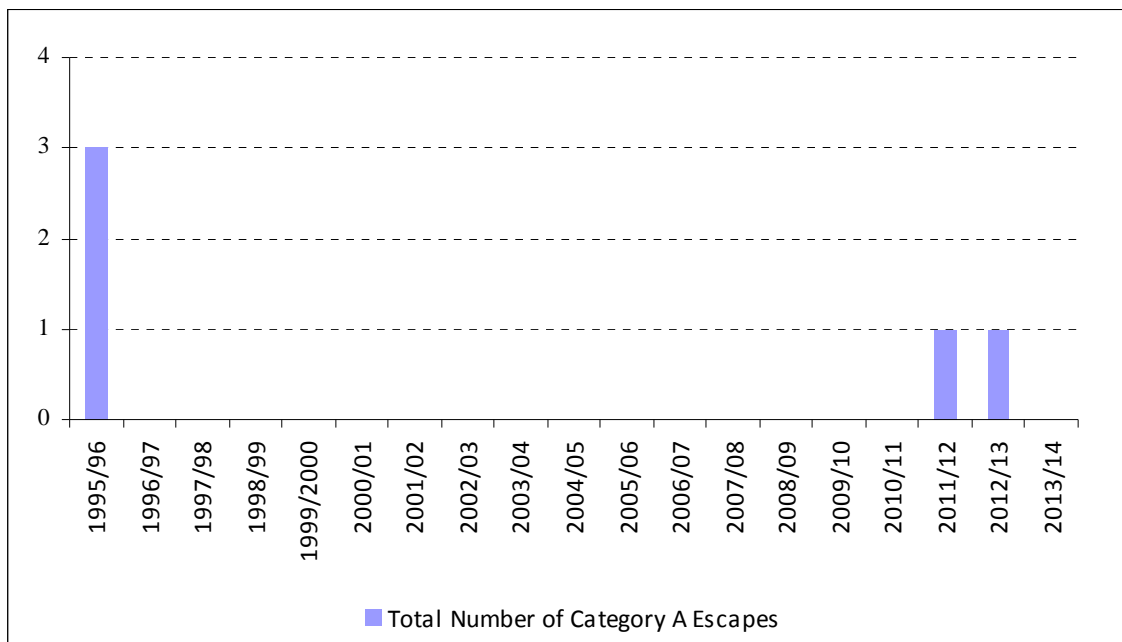
A prisoner escapes from prison if they unlawfully gain their liberty by breaching the secure perimeter of a closed prison, i.e. the outside wall or boundary of the prison. A prisoner escapes from escort when they are able to pass beyond the control of a security escort. In the case of escapes from prison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

Category A Escapes

Target: To ensure no escapes of Category A prisoners in 2013/14

Result: No Category A escape

Figure 1: Number of Category A Escapes

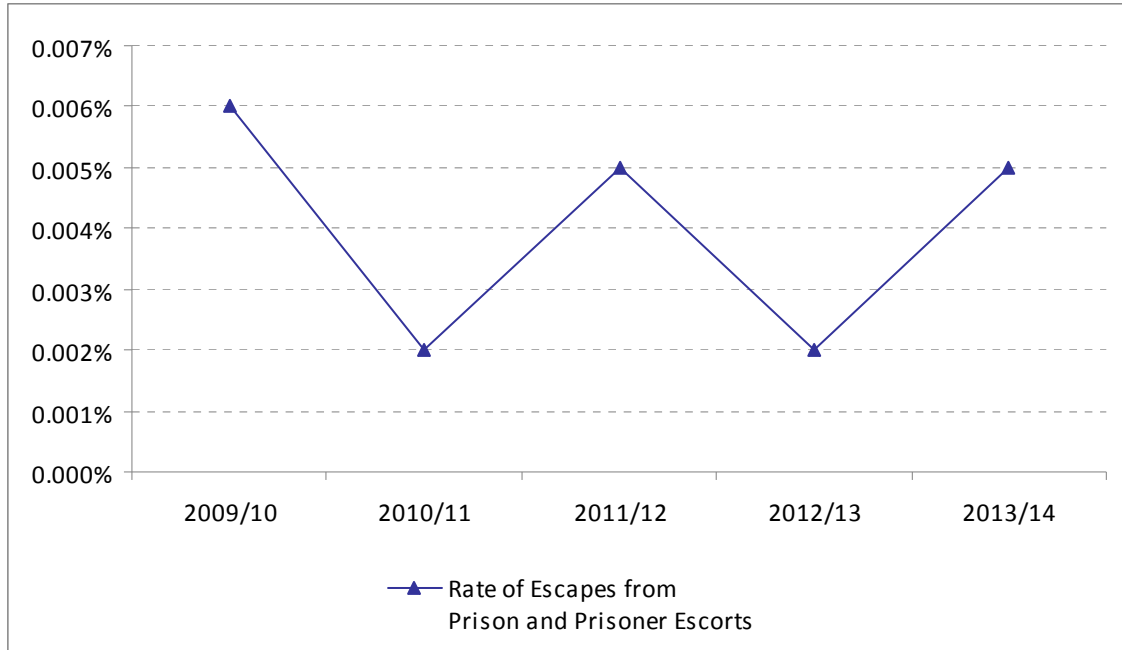


Escapes from prisons and prisoner escorts

The target for the rate of escape (escapes as a percentage of prison population) was removed in 2011/12. Data is still collected for management information purposes. The rate of escapes from prisons and prisoner escorts for 2013/14 was 0.005 per cent.

Figure 2 shows the rate of escapes since 2009/10.

Figure 2: Percentage rate of escapes from prisons and prisoner escorts



Escapes from contractor escorts

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

2013/14 saw a marginal increase in the rate of escapes from contractor escorts with a rate of 1 escape in 96,687 prisoner journeys in 2012/13 compared to a rate of 1 in 93,308 prisoner journeys in 2013/14. Figure 3 shows the rate of escapes from contractor escorts since 2009/10.

Figure 3: Rate of escapes from contractor escorts

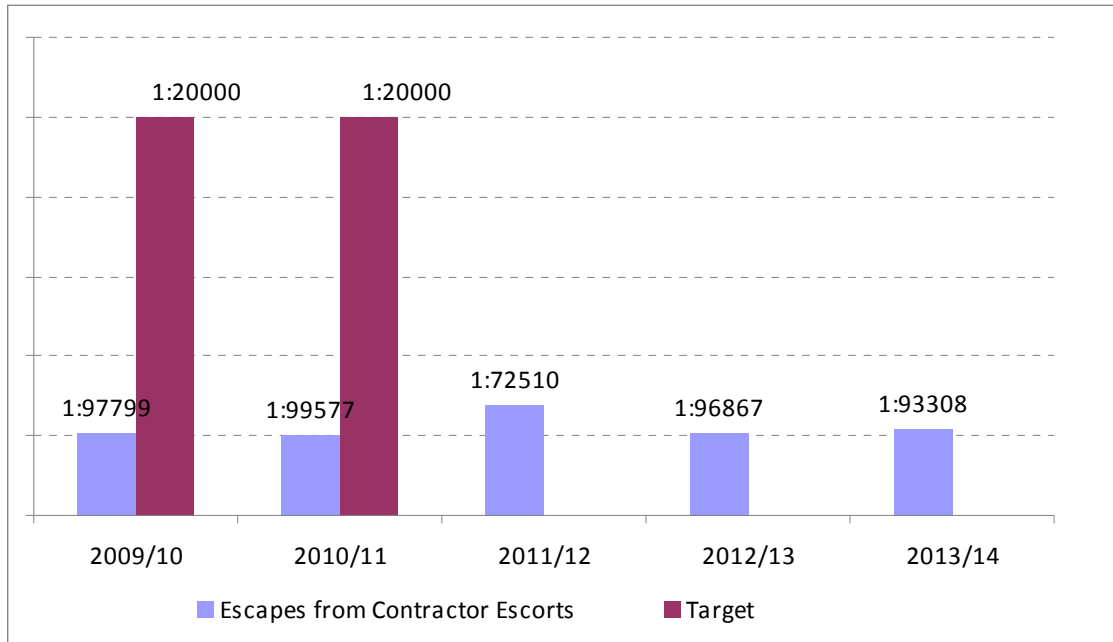


Figure 4 and Table 1 show that there were two escapes from prison and two escapes from prisoner escorts during 2013/14. The escapes from prison and prisoner escort involved prisoners held in the male local, category c and young offender estates.

Figure 4: Number of escapes from prisons and prisoner escorts by prison function 2013/14

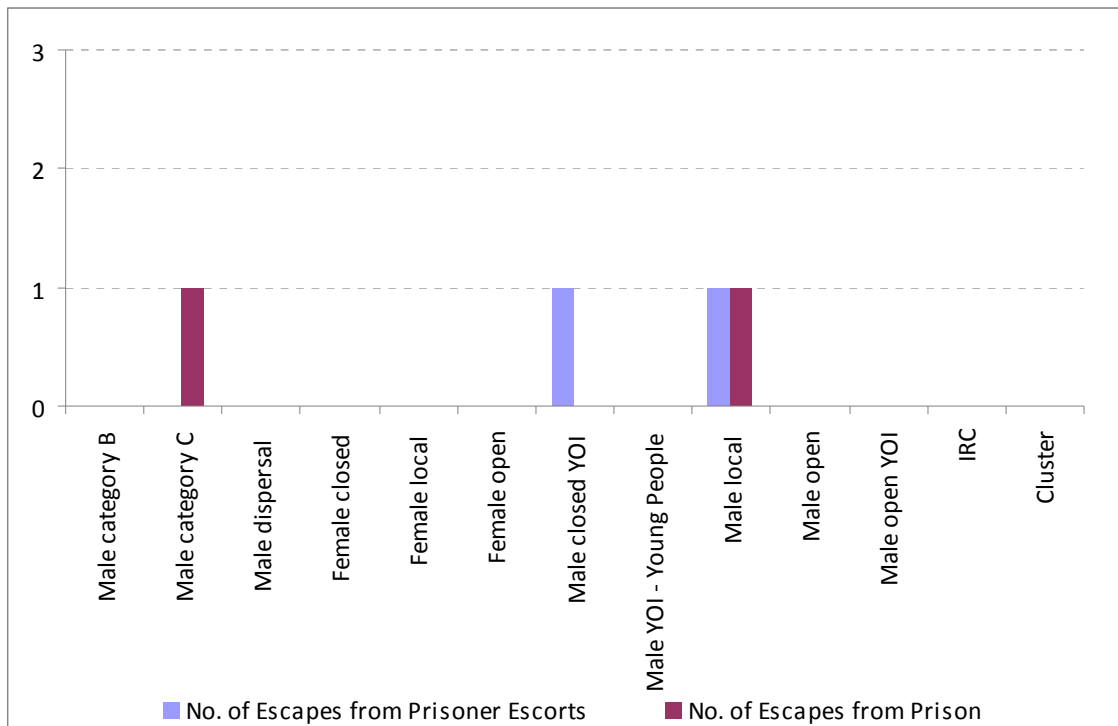


Table 1: Number of escapes from prisons and prisoner escorts in 2013/14 by prison function

Prison Function	No. of Escapes from Prison	No. of Escapes from Prisoner Escorts
Male category B	0	0
Male category C	1	0
Male dispersal	0	0
Female closed	0	0
Female local	0	0
Female open	0	0
Male closed YOI	0	1
Male YOI - Young People	0	0
Male local	1	1
Male open	0	0
Male open YOI	0	0
IRC	0	0
Cluster	0	0
Aggregated Totals	2	2

Absconds

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.

The overall number of absconds increased in 2013/14 compared to 2012/13, from 204 to 225, as illustrated by Figure 5 and Table 2.

Figure 5: Number of absconds by prison function 2013/14 compared to 2012/13

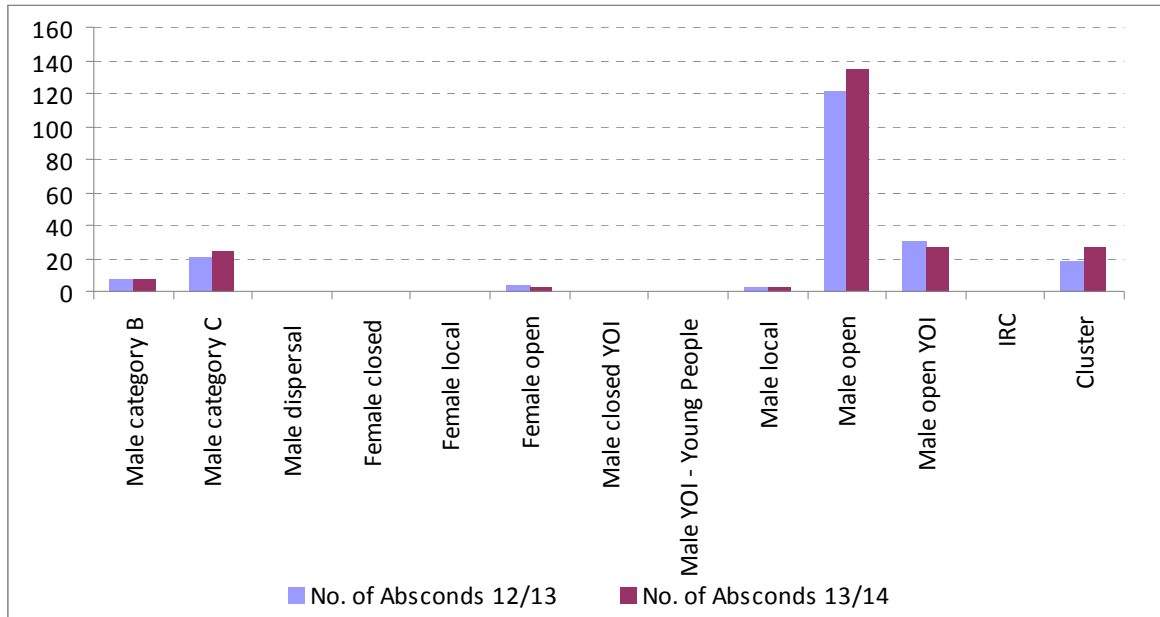


Table 2: Number of absconds by prison function 2013/14 compared to 2012/13

Prison Function	No. of Absconds 12/13	No. of Absconds 13/14
Male category B	7	7
Male category C	21	24
Male dispersal	0	0
Female closed	0	0
Female local	0	0
Female open	4	2
Male closed YOI	0	0
Male YOI - Young People	0	0
Male local	3	3
Male open	121	135
Male open YOI	30	27
IRC/Semi Open	0	0
Cluster	18	27
Totals	204	225

*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)

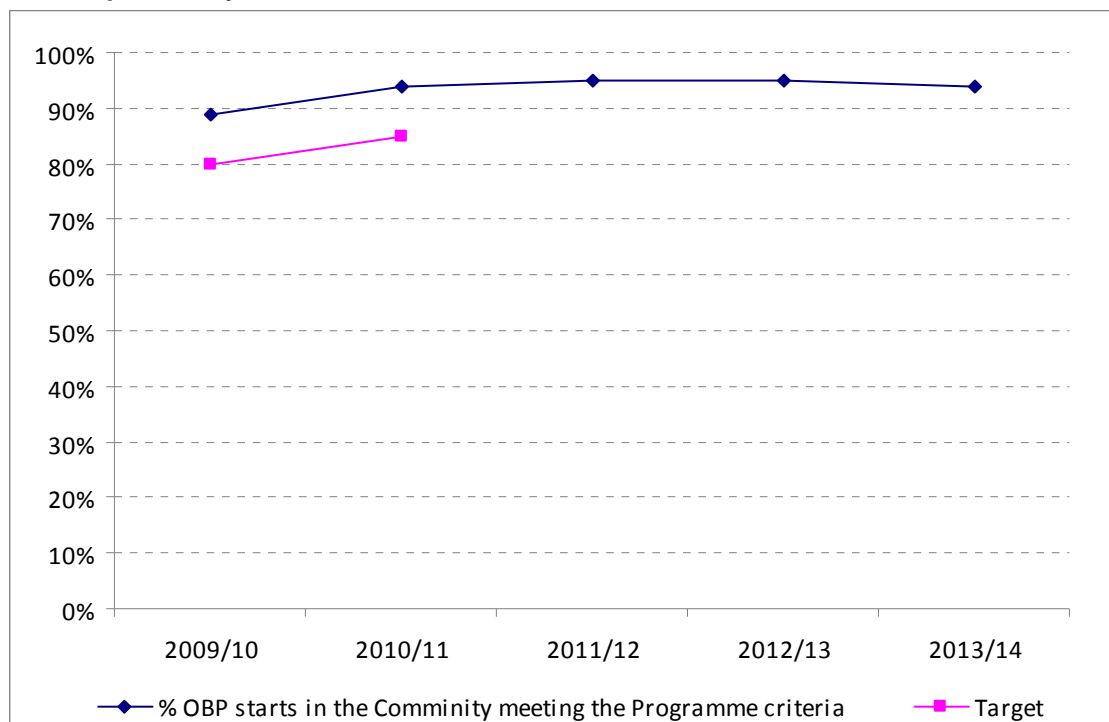
NOMS currently commissions a number of accredited offending behaviour programmes for sex offenders, violent offenders, substance misusers and general offenders. These programmes are designed to reduce re-offending by helping mainly high risk offenders to learn new skills that improve the way in which 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 Panel (CSAP), 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.

Appropriate OBP starts in the community

This indicator was introduced in 2008/09 in order to ensure 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 for the year 2011/12, but data collection has continued to be collected for management information purposes. Performance with respect to this indicator decreased marginally in 2013/14 to 94 per cent compared with a level of 95 per cent in 2012/13. 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.

Note: This indicator excludes sex offender treatment programmes and domestic violence programmes.

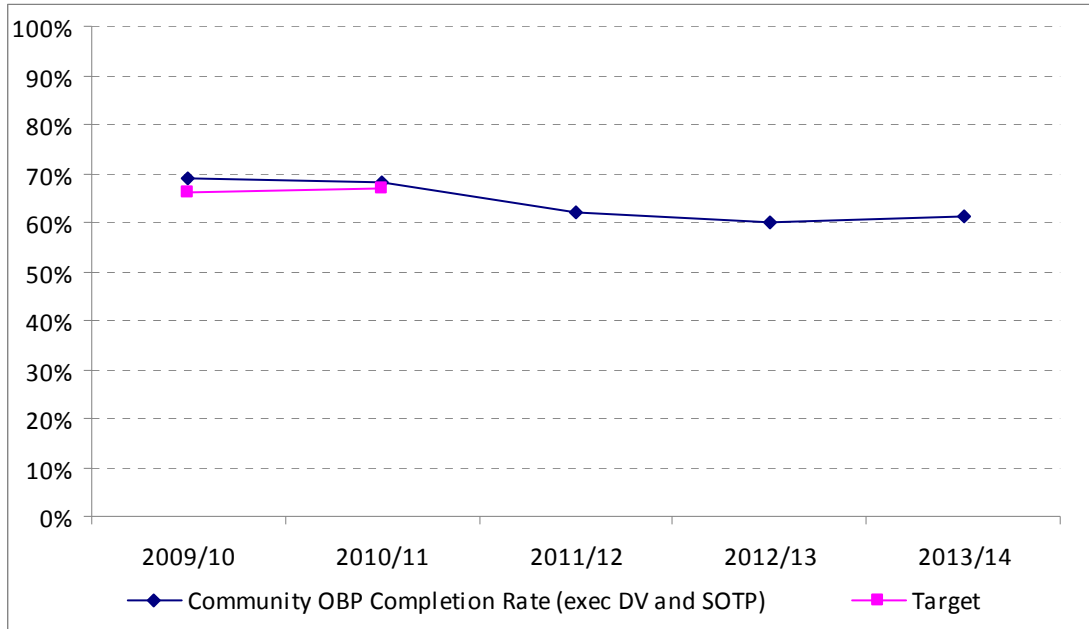
Figure 6: Percentage of appropriate OBP starts in the community in 2013/14 compared to the four previous years



OBP completion rates in the community

The OBP completion rate target was removed for 2011/12. Data is still collected for management information purposes. 2013/14 saw an increase in the completion rate when compared to 2012/13, from 60 to 61 per cent, as illustrated by Figure 7.

Figure 7: National OBP completion rates in the community for 2013/14 compared to the four previous 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 and are covered subsequently.

Figure 8 shows the annual number of OBP completions in 2013/14 compared to 2009/10, 2010/11, 2011/12 and 2012/13. When compared to 2012/13, 2013/14 saw a decrease in the number of completions in custody (from 7,339 to 6,515) and a decrease in the number of completions in the community (from 6,718 to 6,221). Over the period 2012/13 to 2013/14 NOMS placed a greater focus on programmes for higher risk offenders who pose the greatest risk of harm to the public. The programmes required by these offenders are lengthier and more expensive.

Further details of the completion numbers are provided in Tables 3 and 4 below.

Figure 8: Number of offending behaviour programme completions in custody and in the community

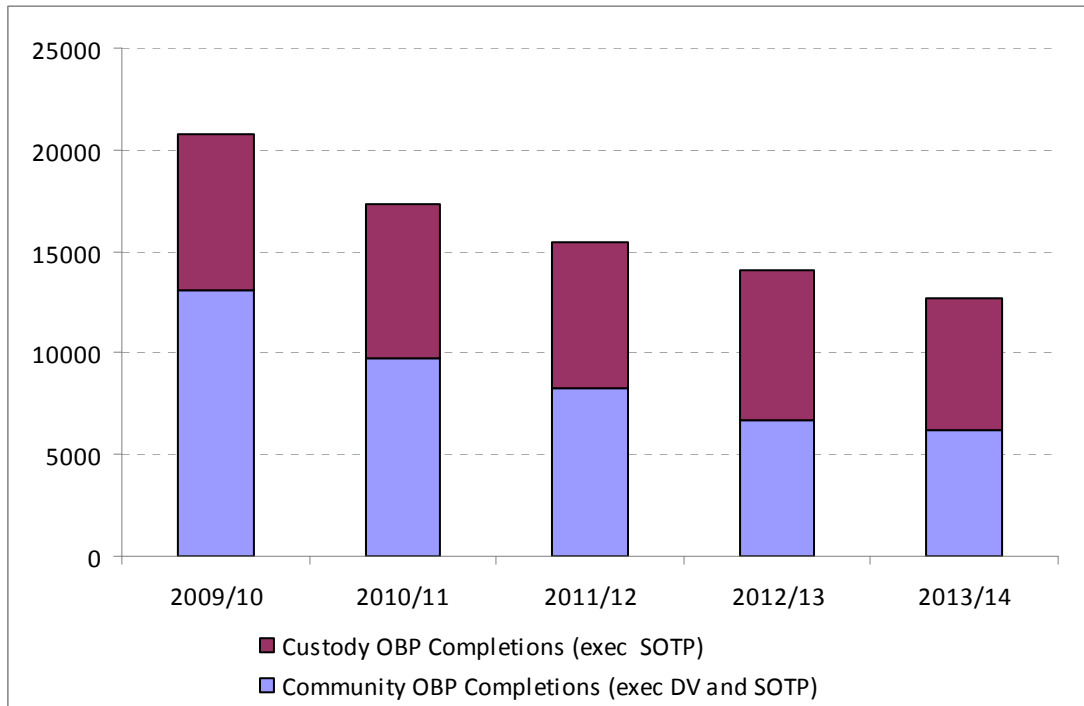


Figure 9: Number of national community OBP completions in 2013/14 compared to the previous 4 years

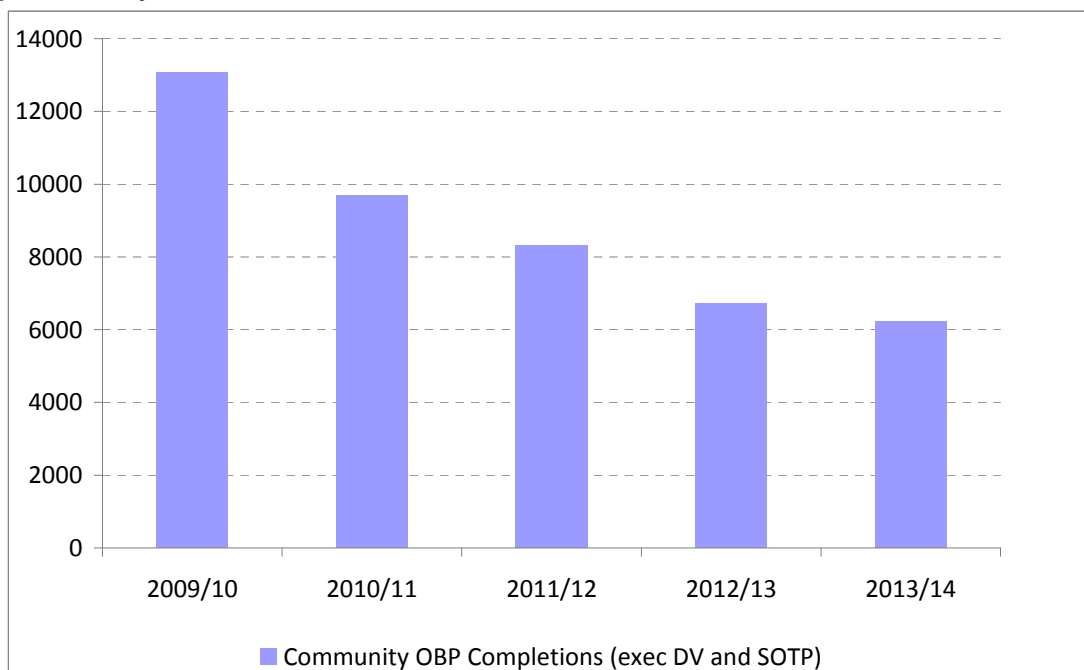


Table 3: Number of Community OBP completions against local aggregated target for each reporting year 2009/10 to 2013/14

Time Period	Community OBP Completions (exec DV and SOTP)	Aggregated Annual Targets	% of Target
2009/10	13,058	12,754	102.4%
2010/11	9,696	11,286	85.9%
2011/12	8,311	8,333	99.7%
2012/13	6,718	7,185	93.5%
2013/14	6,221	6,474	96.1%

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

Figure 10 shows that for the majority of function groups the number of OBP completions fell in 2013/14 compared with 2012/13. The largest decrease was in the number of completions in the Male Category C estate followed by the Male local estate and Cluster establishments. There was a decrease from 7,339 to 6,515 in the number of completions overall.

Figure 10: Number of OBP completions in 2013/14 compared to 2012/13 by prison function

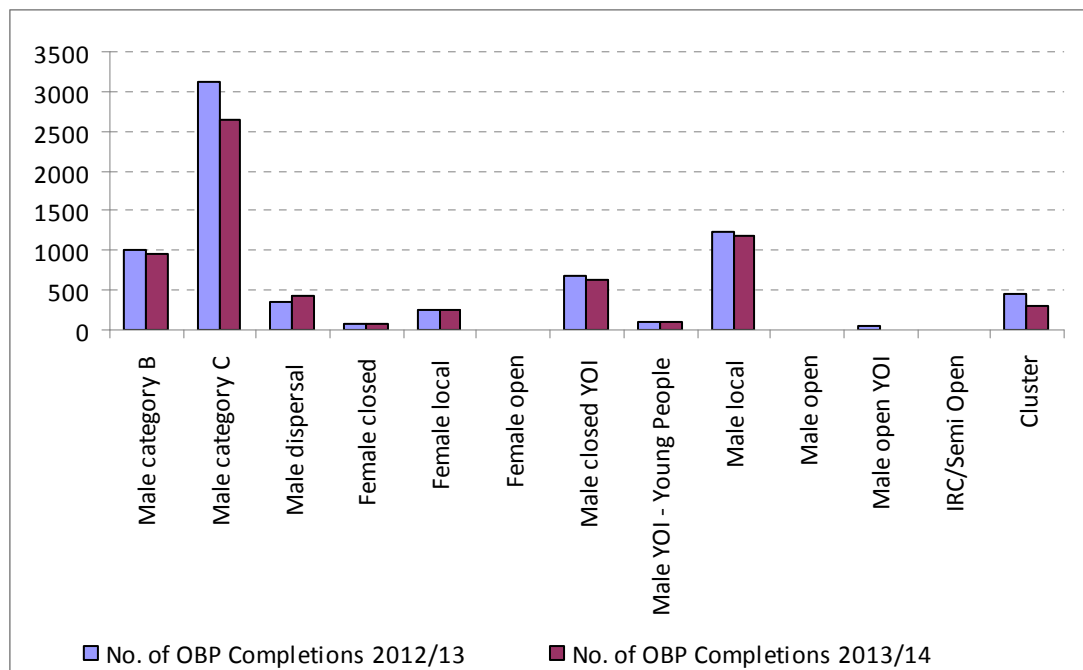


Table 4 shows the actual number of OBP completions compared to target by function group for 2013/14.

Table 4: Number of OBP completions by prison function 2013/14

Prison Function	Aggregated Annual Targets	No. of OBP Completions 2013/14	% of Aggregated Targets
Male category B	903	945	105%
Male category C	2,427	2,643	109%
Male dispersal	417	420	101%
Female closed	59	65	109%
Female local	233	240	103%
Female open	0	0	-
Male closed YOI	691	631	91%
Male YOI - Young People	110	97	88%
Male local	1,203	1,177	98%
Male open	0	0	-
Male open YOI	0	0	-
IRC/Semi Open	0	0	-
Cluster	297	298	100%
Totals	6,340	6,515	103%

*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.

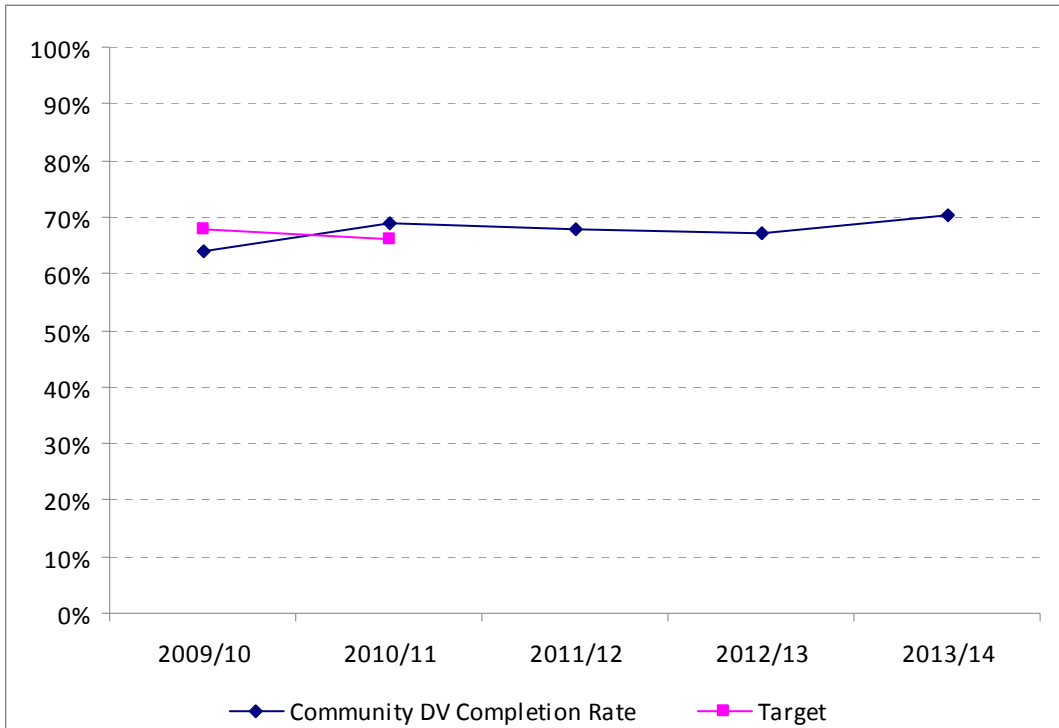
NOMS accredited programmes for domestic violence are programmes targeted at men who are or were in heterosexual relationships at the time the offence was committed. They aim to reduce aggressive behaviour through teaching social skills, emotional management techniques and challenging attitudes and beliefs 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 for 2011/12. Data is still collected for management information. The completion rate has remained relatively constant over the past 4 years, as illustrated by Figure 11.

Figure 11: National Domestic Violence programme completion rates 2009/10 to 2013/14.



Domestic violence programme completion volumes

2013/14 saw a decrease in the number of domestic violence programmes completed in the community when compared to 2012/13 (Figure 12). NOMS have been working with other Government departments and their Agencies, to provide a range of services for domestically violent offenders in addition to accredited programmes. Table 5 below provides further details of the number of completions.

Figure 12: Number of community domestic violence programme completions in 2013/14 compared to the three previous years

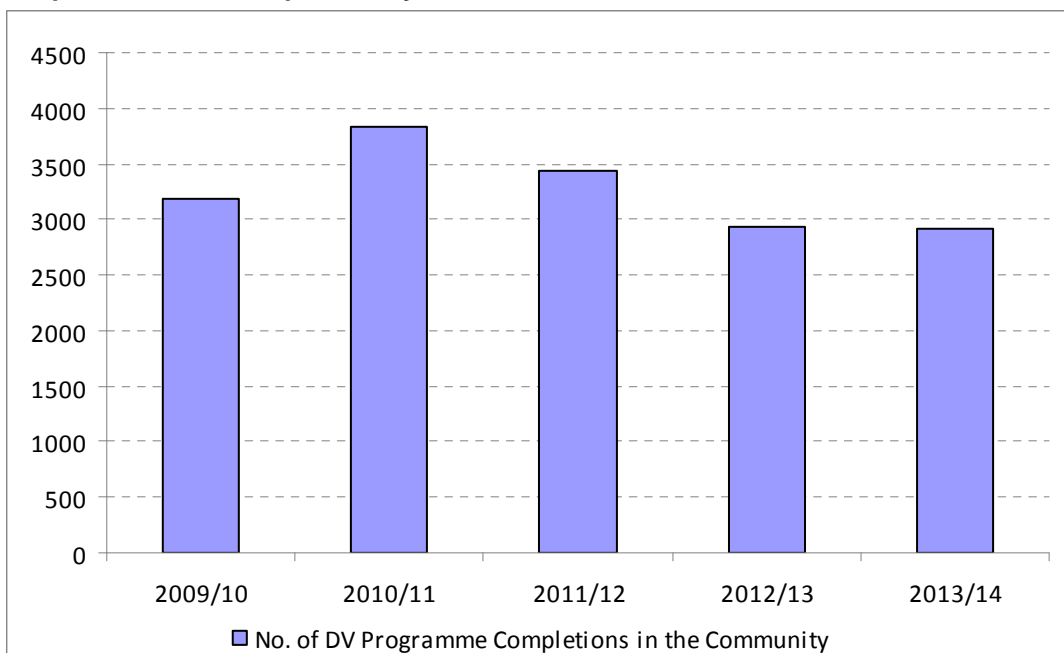


Table 5: Number of domestic violence programme completions against aggregated local targets for each reporting year 2009/10 to 2013/14

Time Period	Aggregated Annual Targets	No. of DV Programme Completions in the Community	% of Aggregated Targets
2009/10	2,889	3,190	110%
2010/11	3,356	3,841	114%
2011/12	3,084	3,443	112%
2012/13	2,858	2,928	102%
2013/14	3,271	2,912	89%

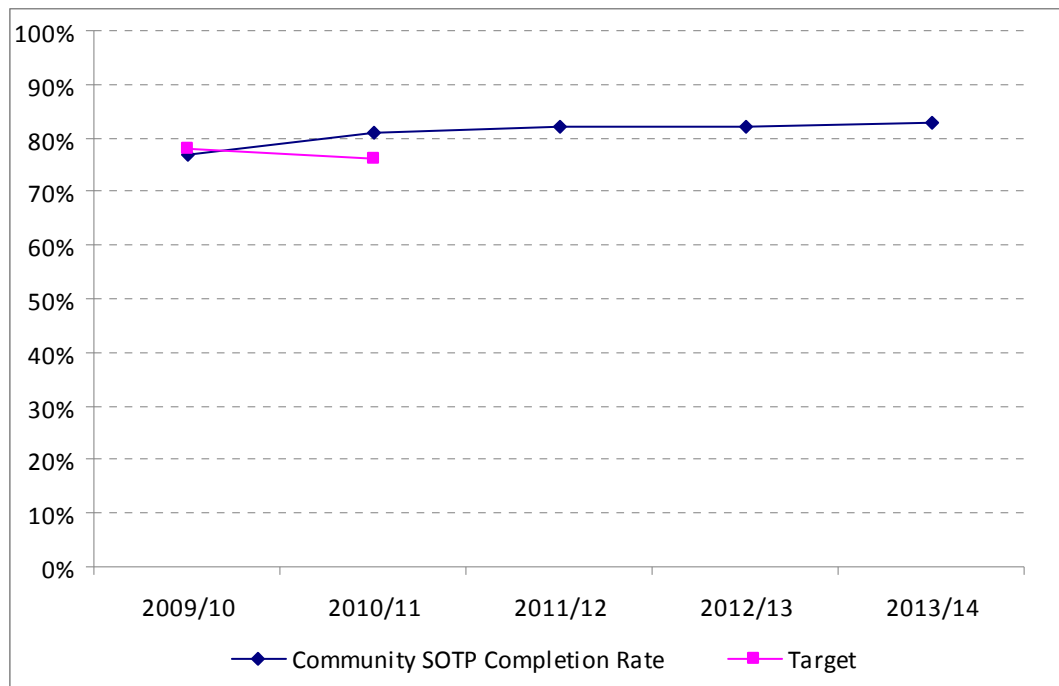
*Individual targets were set at trust level. These targets have been aggregated to national level in the table above to provide an overall comparison against outcomes.

Community SOTP completion rates

The SOTP completion rate target was removed for the year 2011/12. Data is still collected for management information purposes.

Completion rates at a national level saw an increase of one per cent point to 83 per cent in 2013/14 compared with 2012/13

Figure 13: SOTP Completion rates in the community 2009/10 to 2013/14



Sex offender treatment programme (SOTP) completions volume in custody and community

Sex offender treatment programmes aim to reduce offending by adult male sex offenders. A range of programmes are available to meet the level of risk and need of the offender. The NOMS commissioning strategy changed in 2012/13 to focus on high risk sex offenders who require lengthier and more expensive programmes.

As illustrated by Figure 14, there was a decrease in the number of SOTPs delivered by NOMS in 2013/14 when compared to 2012/13 (from 2,757 to 2,576). This reflects the shift from low intensity to high intensity programmes in order to target high risk sex offenders.

Figure 14: Number of sex offender treatment programme completions in custody and the community

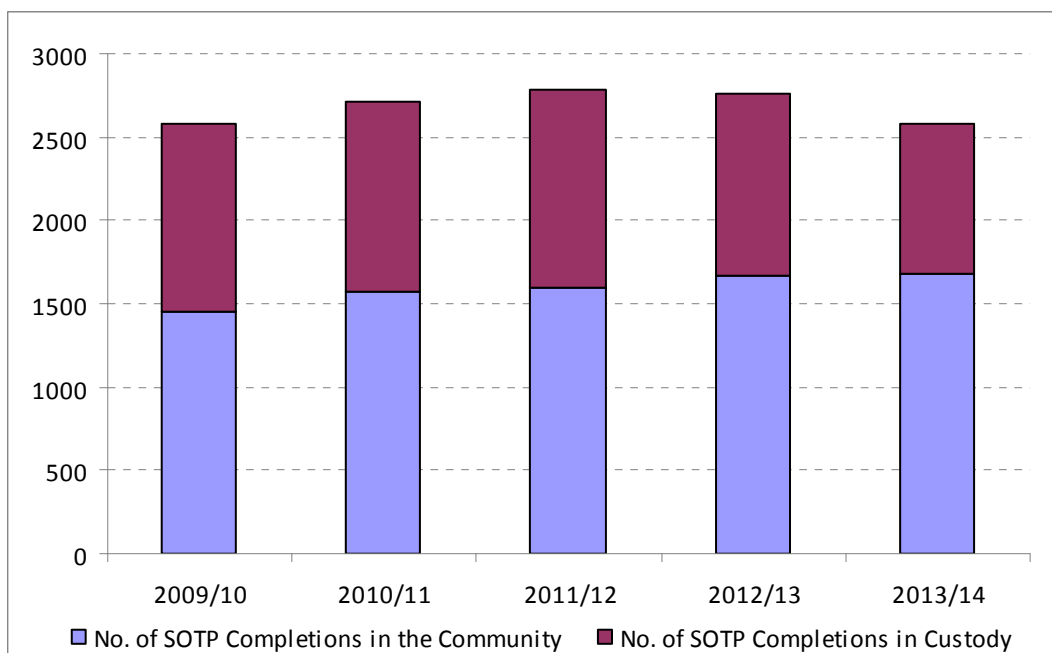


Figure 15: Number of sex offender treatment programme completions in 2013/14 compared to 2012/13 by prison function

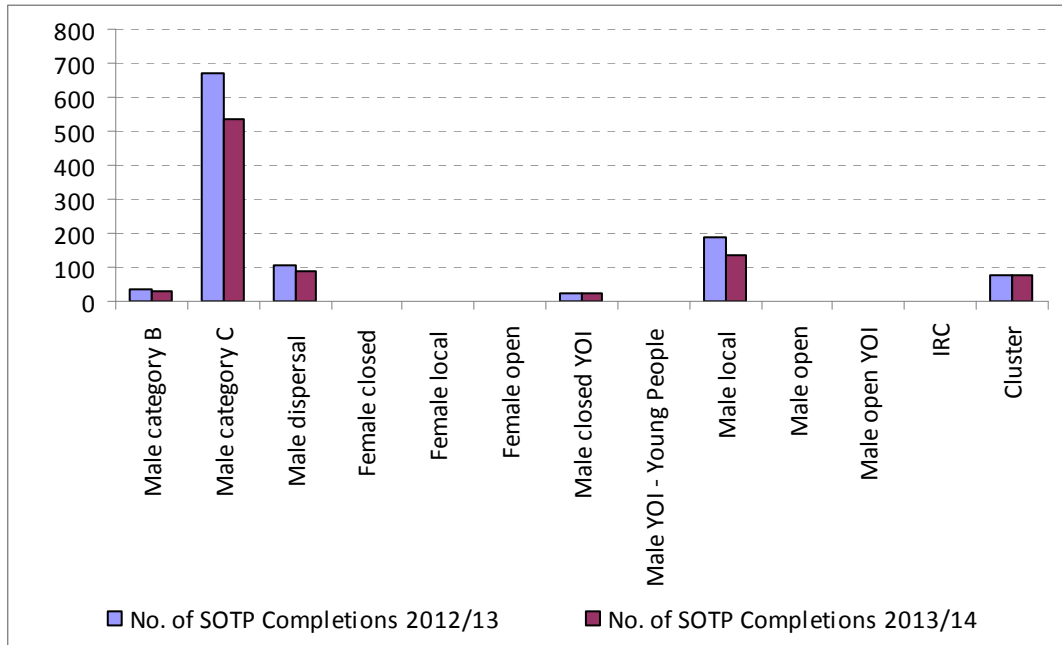


Table 6: Number of sex offender treatment programme completions in 2013/14 by prison function

Prison Function	Aggregated Annual Targets	No. of SOTP Completions 2013/14	% of Aggregated Targets
Male category B	30	31	103%
Male category C	531	538	101%
Male dispersal	84	87	104%
Female closed	0	0	-
Female local	0	0	-
Female open	0	0	-
Male closed YOI	22	23	105%
Male YOI - Young People	0	0	-
Male local	127	136	107%
Male open	0	0	-
Male open YOI	0	0	-
IRC/Semi Open	0	0	-
Cluster	75	76	101%
Totals	869	891	103%

*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 increased slightly in 2013/14. Table 7 provides further details of the number of completions.

Figure 16: SOTP completions in the Community 2009/10 to 2013/14

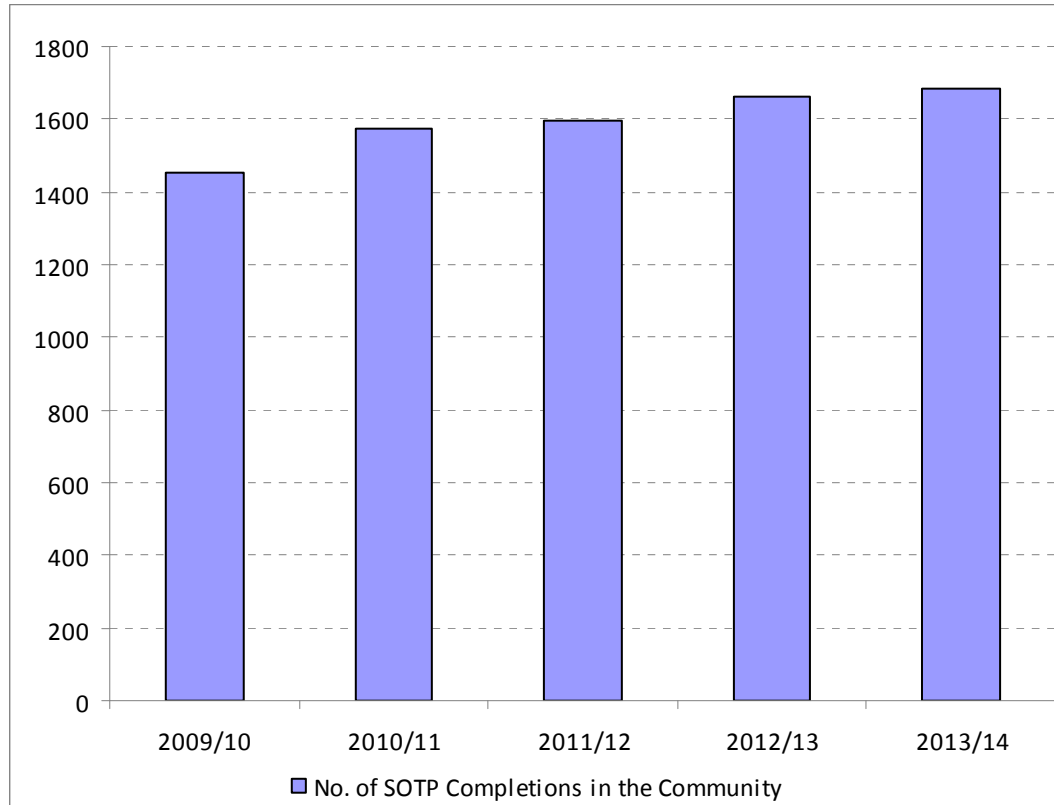


Table 7: Number of SOTP completions against aggregated local targets for each reporting year from 2009/10 to 2013/14

Time Period	Aggregated Annual Targets	No. of SOTP Completions in the Community	% of Aggregated Targets
2009/10	1,287	1,452	113%
2010/11	1,400	1,572	112%
2011/12	1,413	1,596	113%
2012/13	1,457	1,665	114%
2013/14	1,506	1,685	112%

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

Substance misuse strategy

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, and Directors of Public Health based within Local Authorities became responsible for commissioning substance misuse treatment and testing services which support community sentences.

NOMS in Wales is responsible for commissioning:-

- The non-clinical substance misuse interventions in prisons in Wales. Local Health Boards, who have a prison within their catchment area provide the clinical interventions;
- The substance misuse sentenced requirements of the court, which are Drug Rehabilitation Requirements (DRR) and Alcohol Treatment Requirements (ATRs).

NOMS is working closely with the Department of Health, NHS England, Public Health England, the Welsh Government, Public Health Wales, 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 the community and custody.

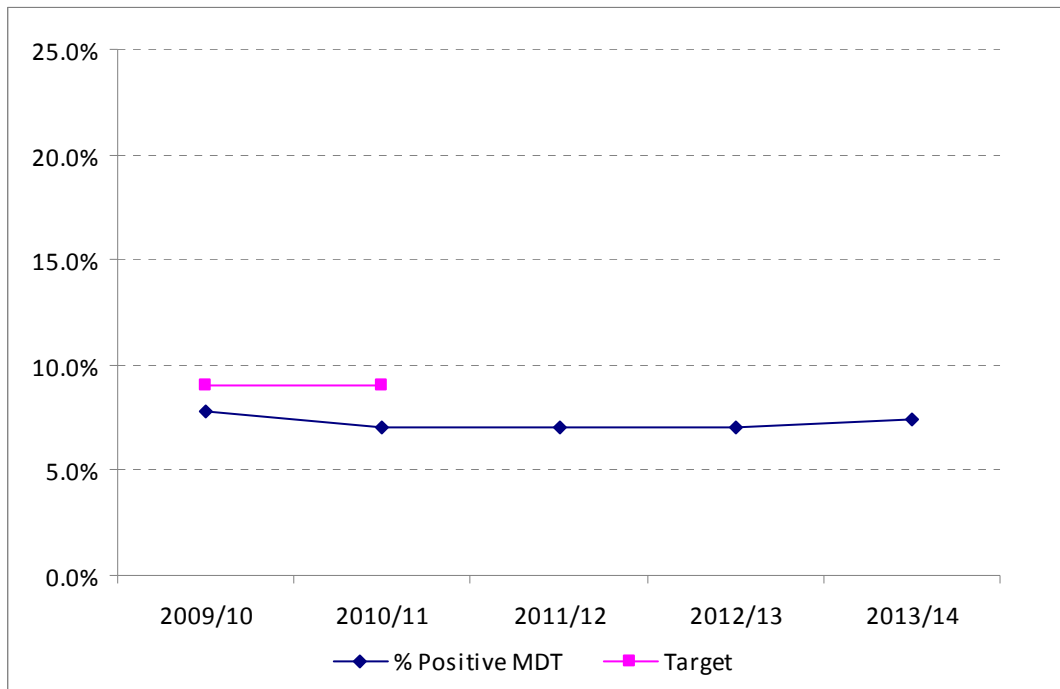
Random Mandatory Drug Testing

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 the year 2011/12. Data is 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.

Figure 17 shows the rate of positive RMDTS rose in 2013/14 at 7.4 per cent when compared to the previous year.

Figure 17: Percentage of positive random mandatory drugs tests (RMDTs)



The rate of positive random mandatory drug tests rose between 2012/13 and 2013/14 for four out of twelve prison functions and fell for eight functions (see Figure 18). The rates of positive tests for each prison function in 2013/14 are set out in Table 8.

Figure 18: Rate of positive random mandatory drug testing in 2013/14 compared to 2012/13 by prison function

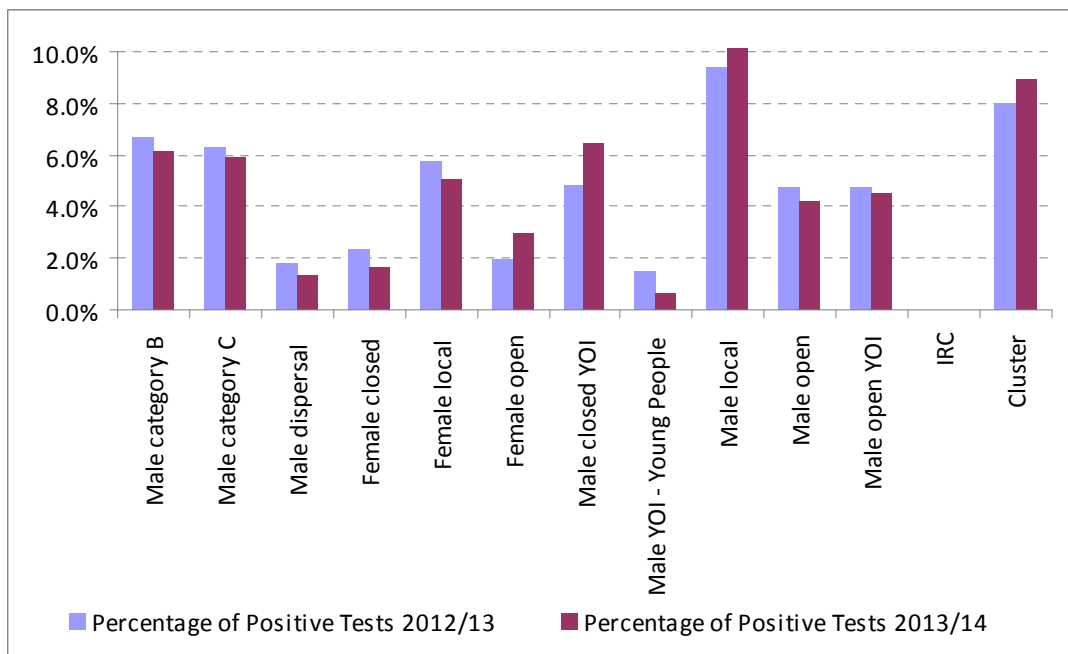


Table 8: Rate of positive RMDT by prison function 2013/14

Prison Function	No. of MDTs	No. of Positive Tests 2013/14	Positive
Male category B	3432	210	6.1%
Male category C	17238	1020	5.9%
Male dispersal	1951	26	1.3%
Female closed	874	14	1.6%
Female local	2216	112	5.1%
Female open	239	7	2.9%
Male closed YOI	3359	215	6.4%
Male YOI - Young People	991	6	0.6%
Male local	20085	2143	10.7%
Male open	2107	89	4.2%
Male open YOI	376	17	4.5%
IRC/Semi Open	0	0	-
Cluster	2492	222	8.9%
Totals	55360	4081	7.4%

Drug rehabilitation requirement (DRR)

The drug rehabilitation requirement (DRR), available as part of a Community Order or Suspended Sentence Order, 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.

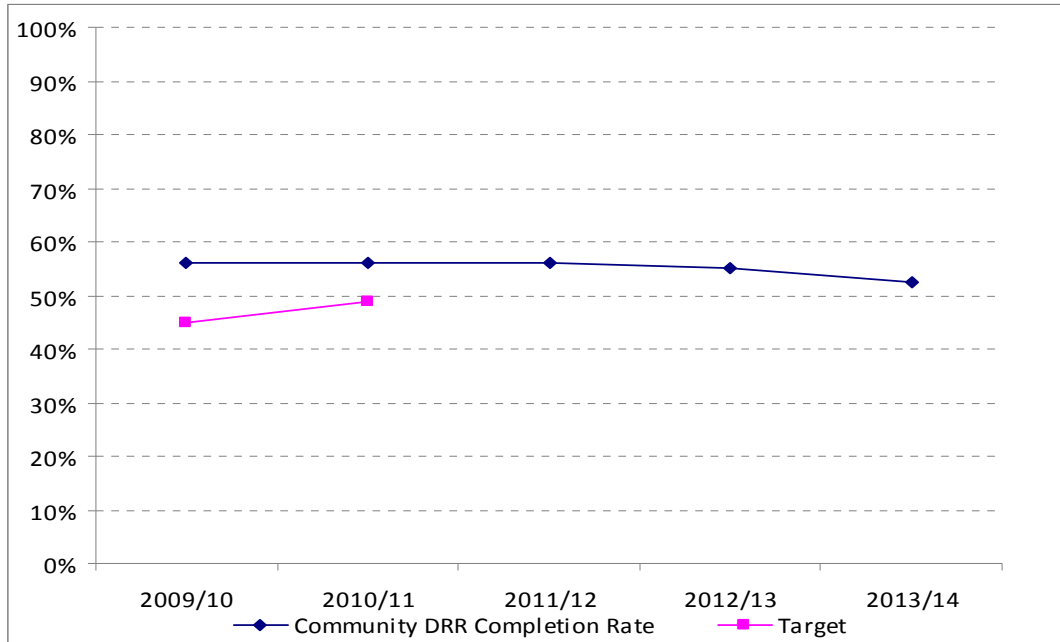
The requirement can be a maximum of three years as part of a Community Order and two years when part of a Suspended Sentence Order. The Legal Aid Sentencing and Punishment of Offenders Act 2012 removed the statutory minimum of six months for DRRs thereby allowing practitioners greater flexibility in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

DRR completion rate

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

Figure 19 shows the change in completion rates at the national level between 2009/10 and 2013/14. The completion rate in 2013/14 was 52 per cent, a decrease of three percentage points when compared to 2012/13. Further details on the total number of completions are provided in Table 9.

Figure 19: DRR completion rate 2009/10 to 2013/14



Number of DRR completions

The number of DRR completions decreased in 2013/14, as shown in Figure 20. This is in line with the decrease in the number of DRR starts since 2008¹, which reflects police initiatives which divert offenders from charge, a change in focus from commencements to maximising completion rates and more recently a reduction in the numbers coming via arrest referral and testing on arrest, with significantly fewer positives for opiates and cocaine.

Table 9 shows DRR completions compared to the aggregated local targets for the years 2009/10 to 2011/2; local targets for this metric were removed for 2012/13 and 2013/14.

¹ Offender Management Caseload Statistics (Ministry of Justice)

Figure 20: Number of DRR completions 2009/10 to 2013/14

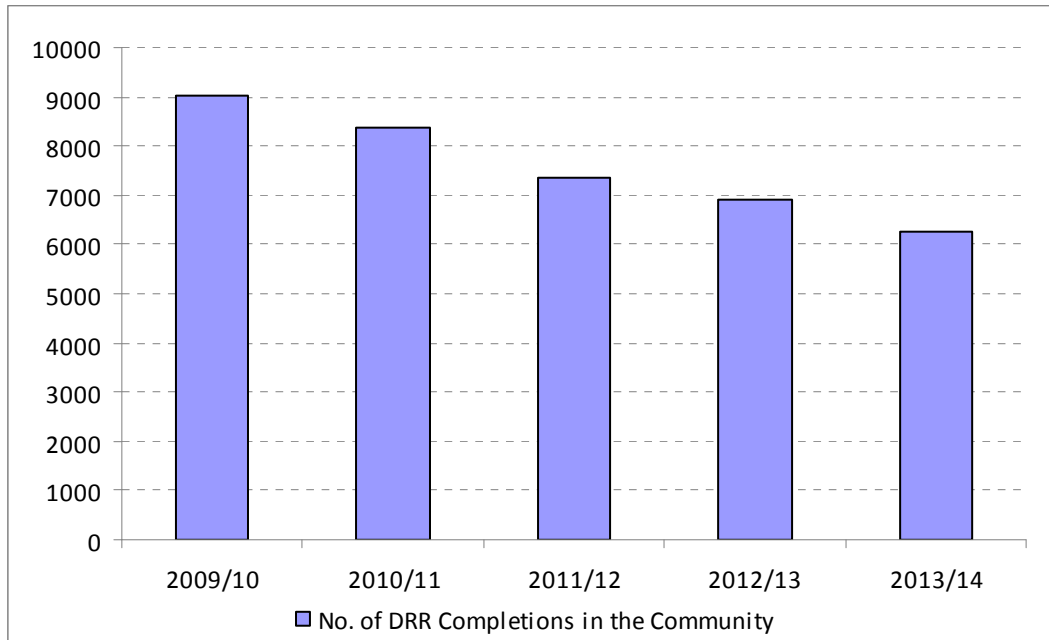


Table 9: Number of national DRR completions for each reporting year 2009/10 to 2013/14

Time Period	Aggregated Annual Targets	No. of DRR Completions in the Community	% of Aggregated Targets
2009/10	7,014	9,014	129%
2010/11	6,837	8,392	123%
2011/12	6,853	7,360	107%
2012/13	n/a	6,924	-
2013/14	n/a	6,259	-

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

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.

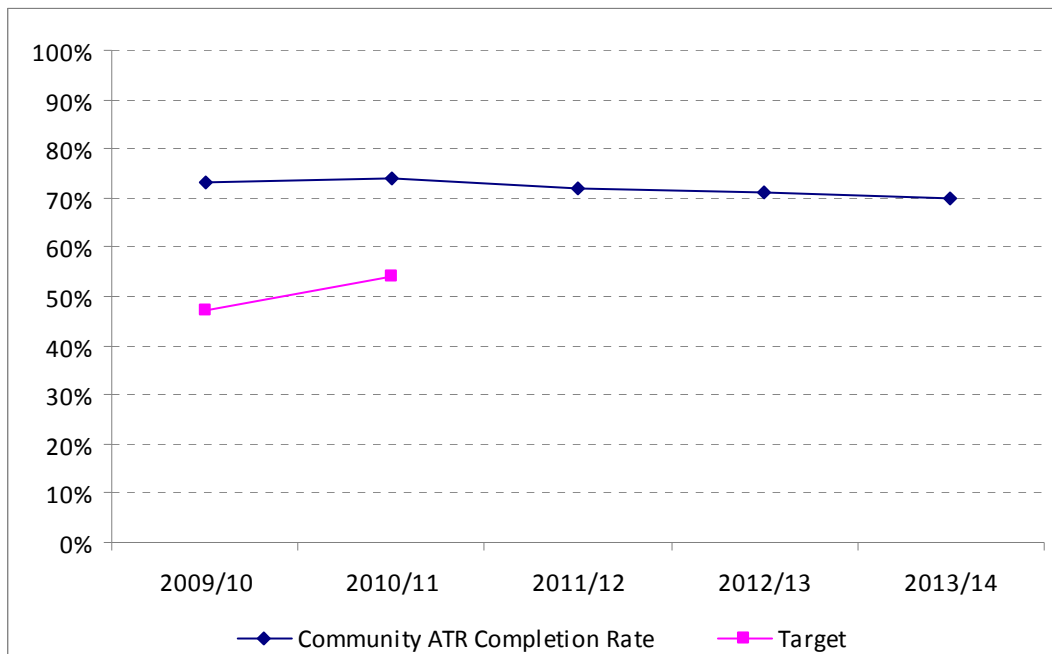
The requirement can be a maximum of three years as part of a Community Order and two years when part of a Suspended Sentence Order. The Legal Aid Sentencing and Punishment of Offenders Act 2012 removed the statutory minimum of six months for an ATR thereby allowing practitioners greater flexibility in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

ATR completion rate

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

Figure 21 shows the completion rate decreased slightly from 71 per cent in 2012/13 to 70 per cent in 2013/14.

Figure 21: ATR completion rate 2009/10 to 2013/14



Number of ATR completions

Figure 22 shows the number of national ATR completions in 2013/14 compared to the four previous years. Table 10 shows the number of ATR completions nationally compared to aggregated local targets for 2009/10 to 2011/12; local targets for this metric were removed in 2012/13.

Figure 22: Number of ATR completions in the Community in 2009/10 to 2013/14

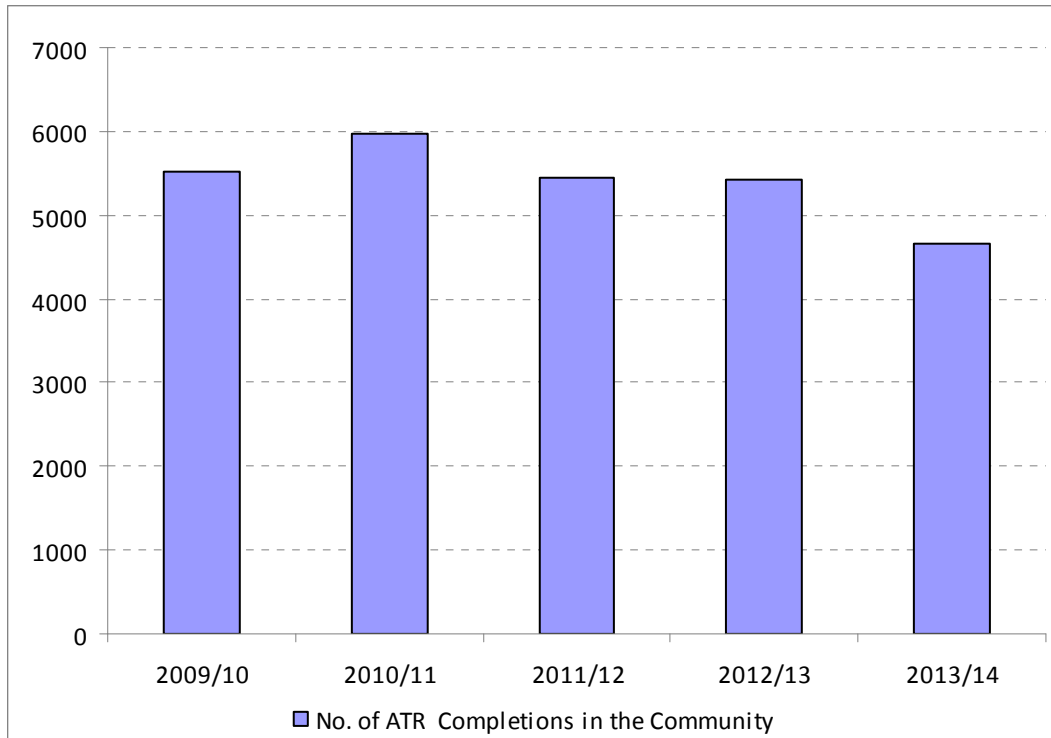


Table 10: Number of national ATR completions in the Community for each reporting year 2009/10 to 2013/14

Time Period	Aggregated Annual Targets	No. of ATR Completions	% of Aggregated Targets
2009/10	2,680	5,511	206%
2010/11	2,963	5,978	202%
2011/12	2,941	5,453	185%
2012/13	n/a	5,422	-
2013/14	n/a	4,661	-

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

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 2013/14 over 72,000 unpaid work requirements were imposed by the courts.

Members of the public are encouraged to nominate Community Payback work projects. During 2013/14 over 500 work projects for offenders were nominated each month by members of the public.

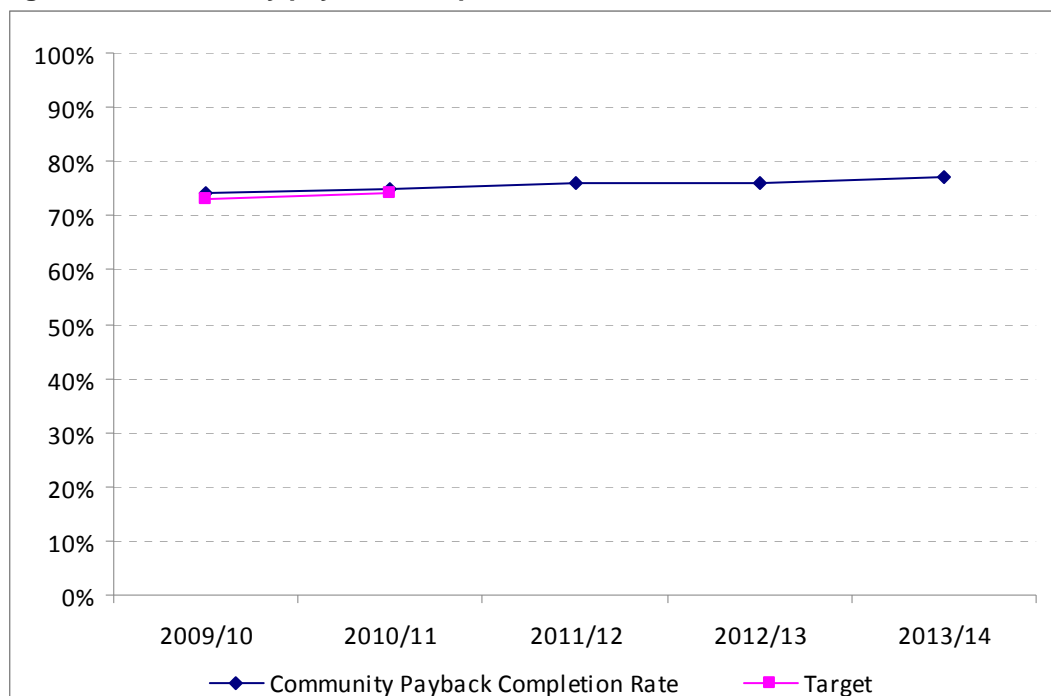
Changes have been made to Community Payback. The working hours of most unemployed offenders now replicate those of a normal working week and the work commences more rapidly following sentence.

Community payback completion rates

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

Figure 23 illustrates that there has been an increase of one percent point to 77 per cent in the completion rate in 2013/14 when compared to 2012/13.

Figure 23: Community payback completion rates 2009/10 to 2013/14



Community payback completion volumes

Figure 24 illustrates that there has been a decline in the volume of national community payback completions each year between 2009/10 and 2013/14. This can be attributed to the decreasing trend in Community Orders being handed by the courts.

Table 11 shows the number of unpaid work completions compared to local aggregated targets for the same time period.

Figure 24: Number of community payback completions 2009/10 to 2013/14

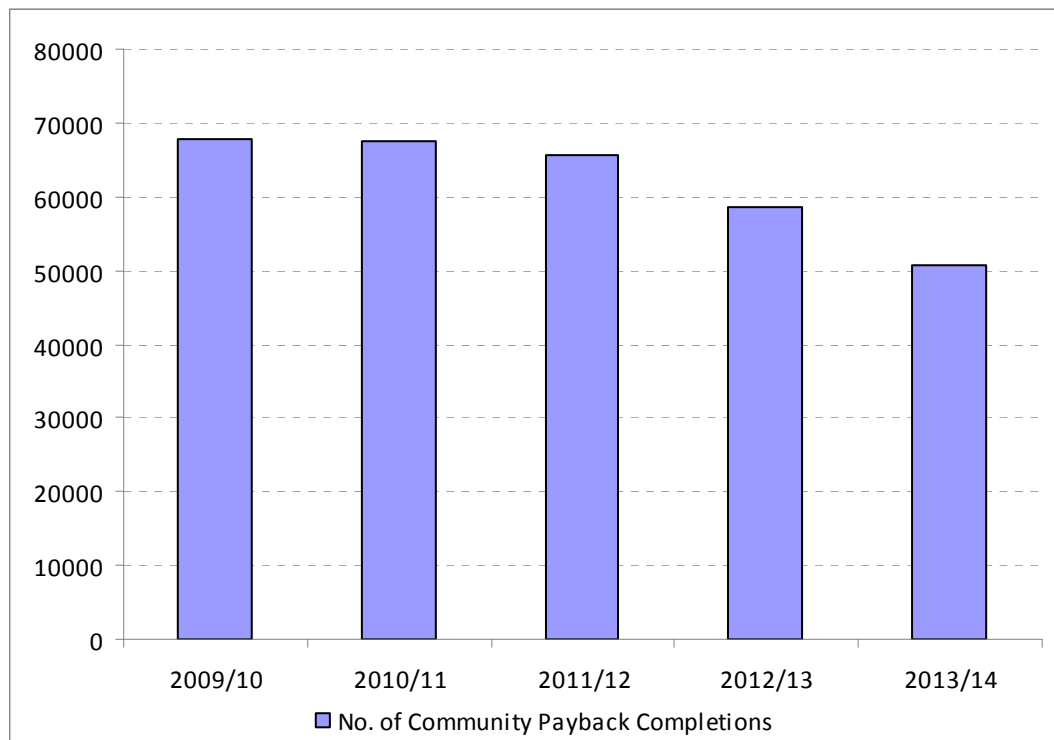


Table 11: Number of national community payback completions against aggregated local target for each reporting year 2009/10 to 2013/14

Time Period	Aggregated Annual Targets	No. of Community Payback Completions	% of Aggregated Targets
2009/10	53,036	67,783	128%
2010/11	55,851	67,611	121%
2011/12	58,935	65,587	111%
2012/13	58,735	58,701	100%
2013/14	44,456	50,827	114%

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

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

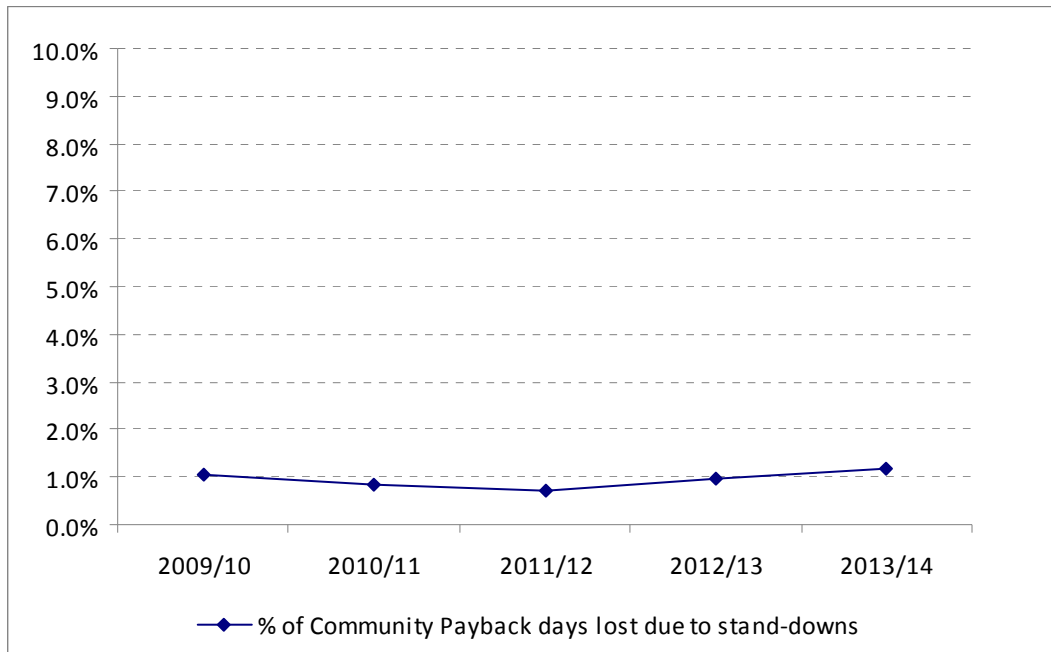
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difficulties in the probation trust (e.g. insufficient supervisor coverage, lack of transport, or work availability).

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

The proportion of days lost increased slightly, from 0.9 per cent in 2012/13 to 1.2 per cent in 2013/14.

Figure 25: Proportion of community payback offender days lost because of stand-downs 2009/10 to 2013/14



Compliance and enforcement

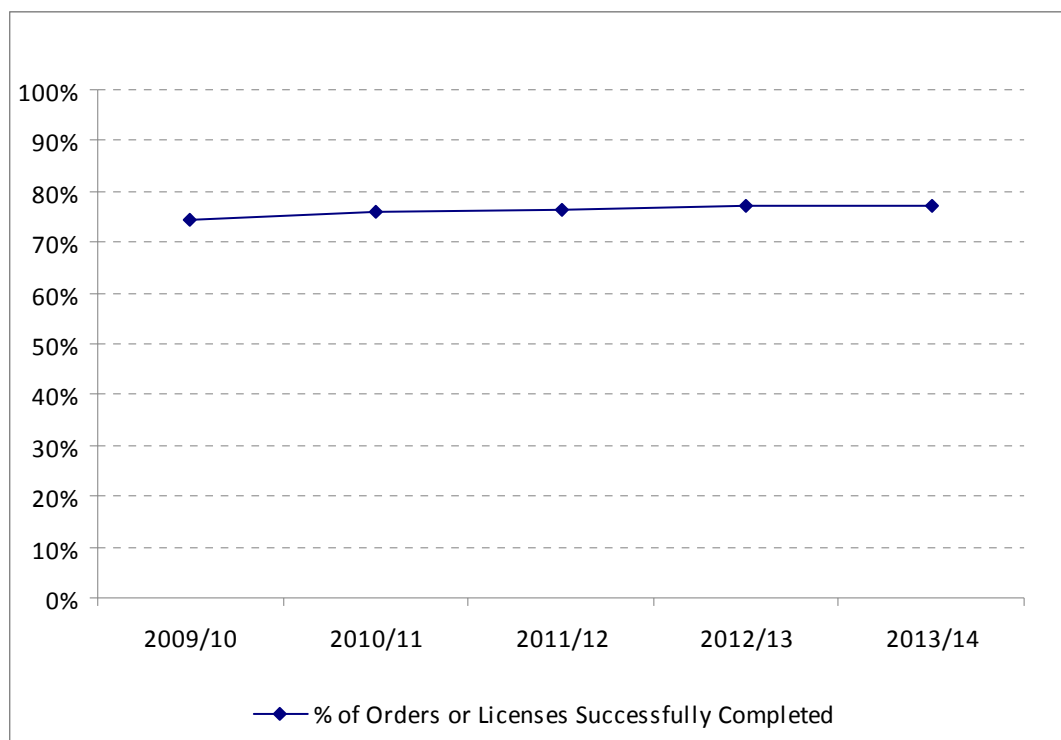
The Probation Service has made progress in increasing offender compliance and ensuring that timely enforcement action is taken where offenders fail to abide by the requirements of their sentence. Seventy-seven per cent of orders and licences were successfully completed in 2013/14, and breach action was initiated within 10 working days of in 92 per cent of cases where such action was required.

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 is still collected for management information purposes. Seventy-seven per cent of orders and licences were successfully completed in 2013/14, showing no change from 2012/13.

Figure 26: Percentage of orders and licences successfully completed for each reporting year 2009/10 to 2013/14



Enforcement: initiation of breach action by the probation service

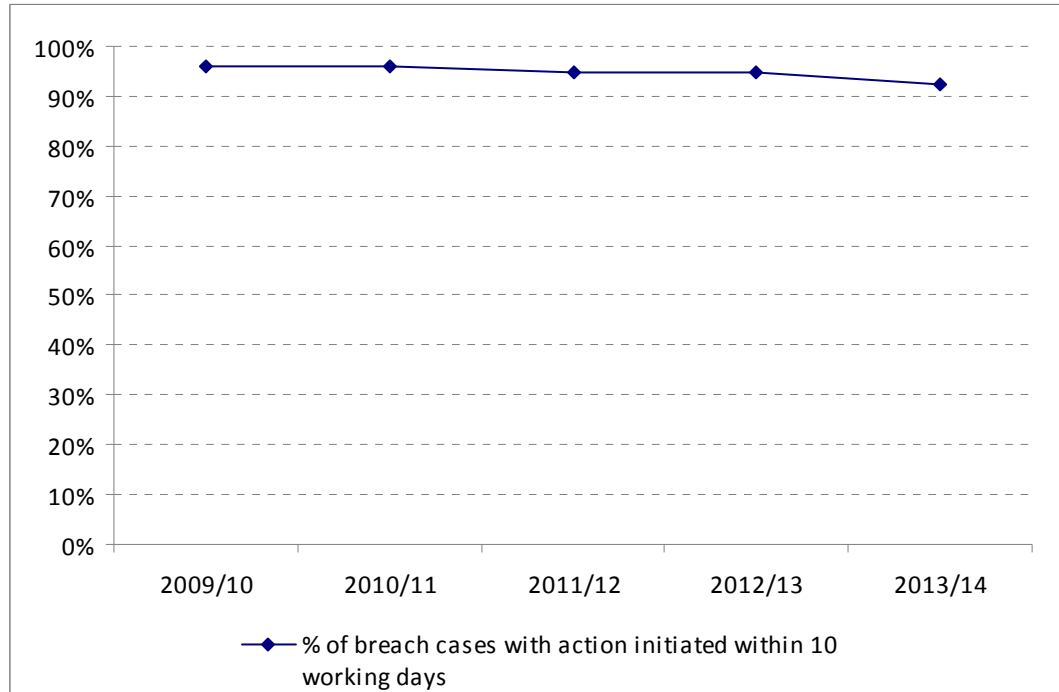
Where an offender fails to comply with the terms of their sentence in the community, National Standards for the Management of Offenders require the probation service to take appropriate and timely breach action. Enforcement can be an effective tool in ensuring compliance on the part of the offender and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

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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. Data is still collected for management information purposes. Figure 27 shows a slight decrease in the percentage of breaches initiated within 10 working days in 2013/14 compared to previous years.

Figure 27: Percentage of breach action initiated within 10 working days 2009/10 to 2013/14



Reporting of the measure of end-to-end enforcement which appeared in previous editions of the Addendum was discontinued at the start of 2012/13.

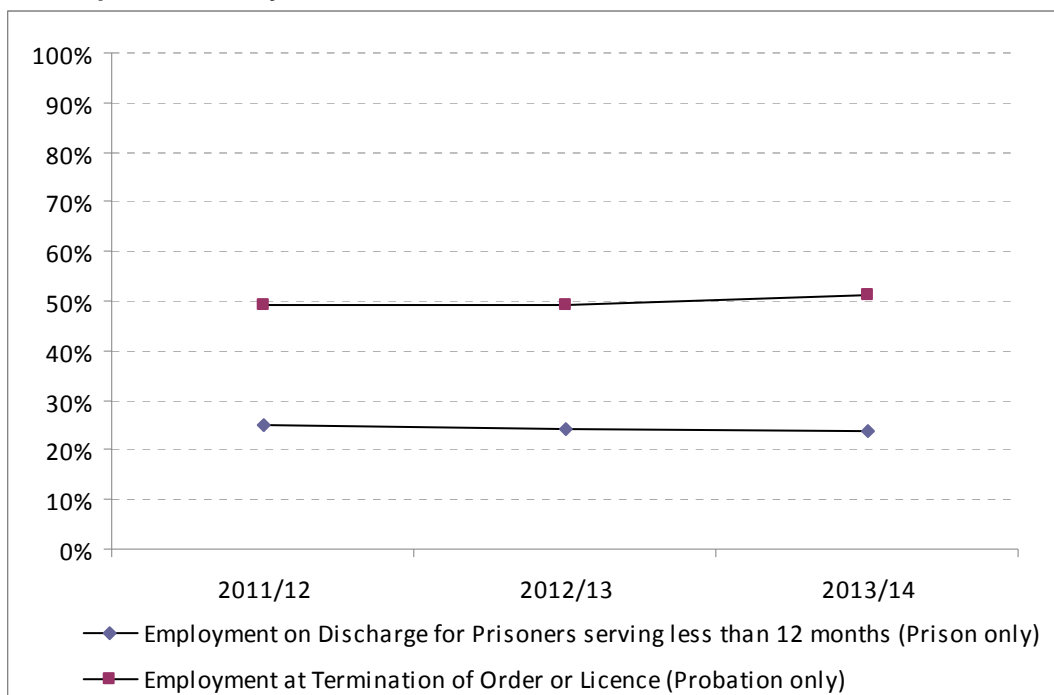
Employment

Lack of employment is one of the factors associated with re-offending. Many offenders have a very poor experience 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 for 2011/12. Data is still collected for management information purposes.

Figure 28 shows the outturn at national level for probation and prisons (including High Security estate). In 2013/14 the proportion of offenders in employment when released from custody from sentences of less than 12 months was constant at 24 per cent compared to 2012/13. The proportion of offenders in employment at termination of their order or licence saw an increase from 49 per cent in 2012/13 to 51 per cent in 2013/14

Figure 28: Percentage of offenders in employment at end of sentence in 2013/14 compared with the previous two years



Employment on release

This indicator covers all discharges from custody (sentences of less than 12 months and sentences of 12 months and over). Figure 29 and Table 12 shows the comparison between the percentages of prisoners entering employment upon release in 2013/14 compared to 2012/13 by prison function. At a national level the percentage of prisoners entering employment upon release saw a decrease to 25 per cent in 2013/14.

Figure 29: Percentage of prisoners entering employment upon release in 2013/14 compared to 2012/13 by prison function

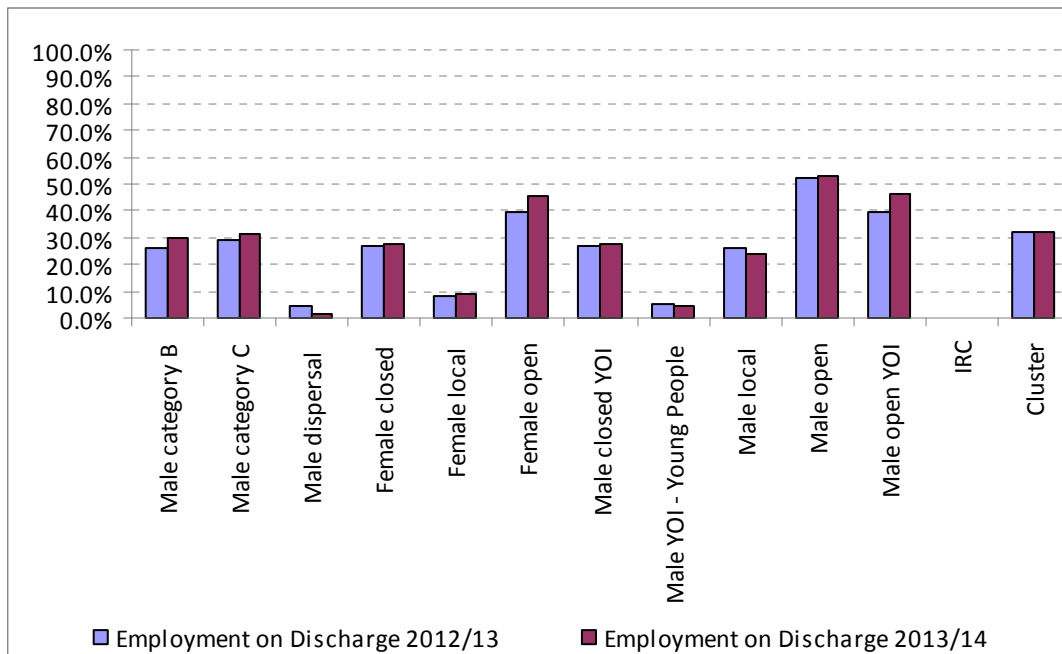


Table 12: Percentage of prisoners entering employment upon release in 2012/13 and 2013/14

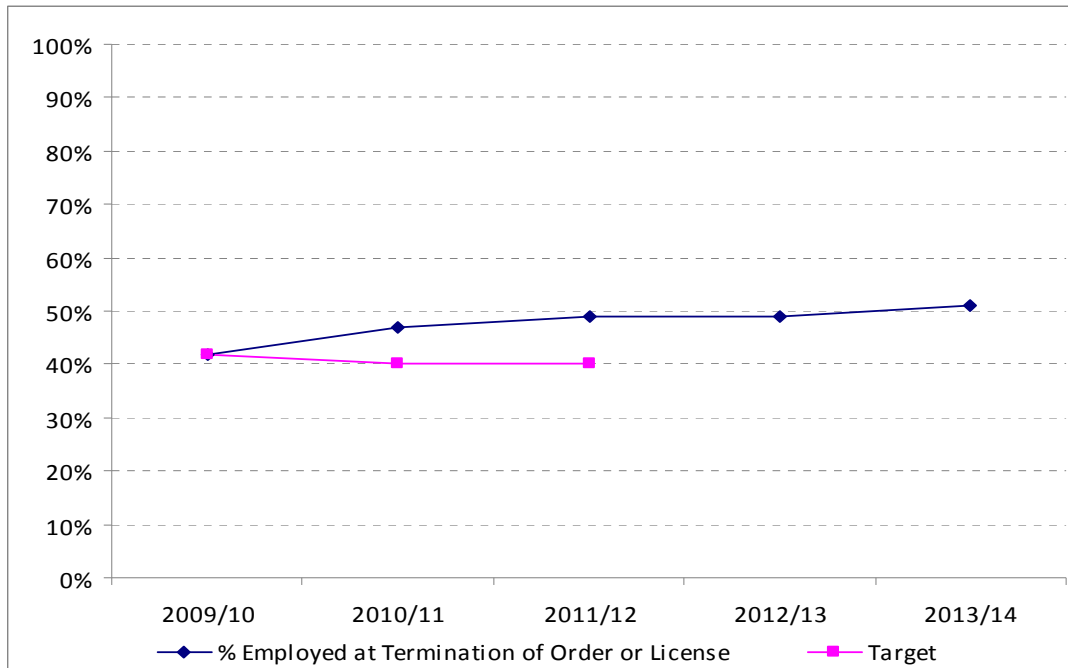
Prison Function	Employment on Discharge 2013/14	Employment on Discharge 2012/13
Male category B	29.8%	25.9%
Male category C	31.6%	29.3%
Male dispersal	1.4%	4.2%
Female closed	27.5%	26.7%
Female local	9.1%	8.1%
Female open	45.7%	39.5%
Male closed YOI	27.3%	26.7%
Male YOI - Young People	4.2%	5.4%
Male local	23.8%	25.9%
Male open	53.3%	52.4%
Male open YOI	46.2%	39.4%
IRC/Semi Open	-	-
Cluster	32.3%	31.9%
National	25.4%	25.8%

Employment at termination of order/licence

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

Figure 30 shows the percentage of offenders in employment at the end of their probation supervision on an order or licence since 2009/10. In 2013/14 this rose by two percentage points to 51 per cent when compared to 2012/13.

Figure 30: Percentage of offenders employed at termination of order/licence 2009/10 to 2013/14



Sustained employment in the community

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

Figure 31 compares the results for 2013/14 to those achieved in the four previous years at the national level. A breakdown of the results from 2009/10 to 2013/14 is shown in Table 13.

Figure 31: Number of offenders under probation supervision who found and sustained employment for 4 weeks or more in 2013/14 compared to 2009/10, 2010/11, 2011/12 and 2012/13.

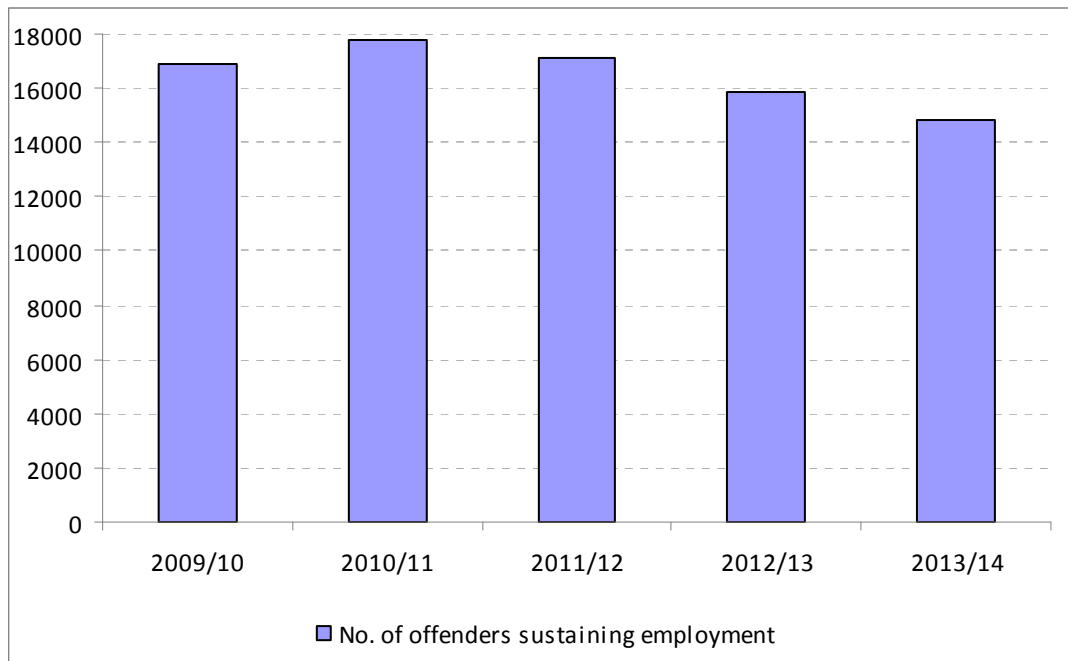


Table 13: Number of sustained employment outcomes against aggregated local targets for each reporting year 2009/10 to 2013/14

Time Period	Aggregate Local Targets	No. of offenders sustaining employment
2009/10	14,028	16,913
2010/11	14,366	17,769
2011/12	14,771	17,149
2012/13	14,186	15,832
2013/14	14,193	14,860

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

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 32 compares the percentage of prisoners on IEP levels in 2013/14 compared to the previous four years. The IEP levels Standard, Basic and Entry have been combined in 2013/14 as it is not possible to report a full year on offenders at Entry Level.

Figure 32: Percentage of offenders in custody by IEP level in 2013/14 compared to 2009/10, 2010/11, 2011/12 and 2012/13.

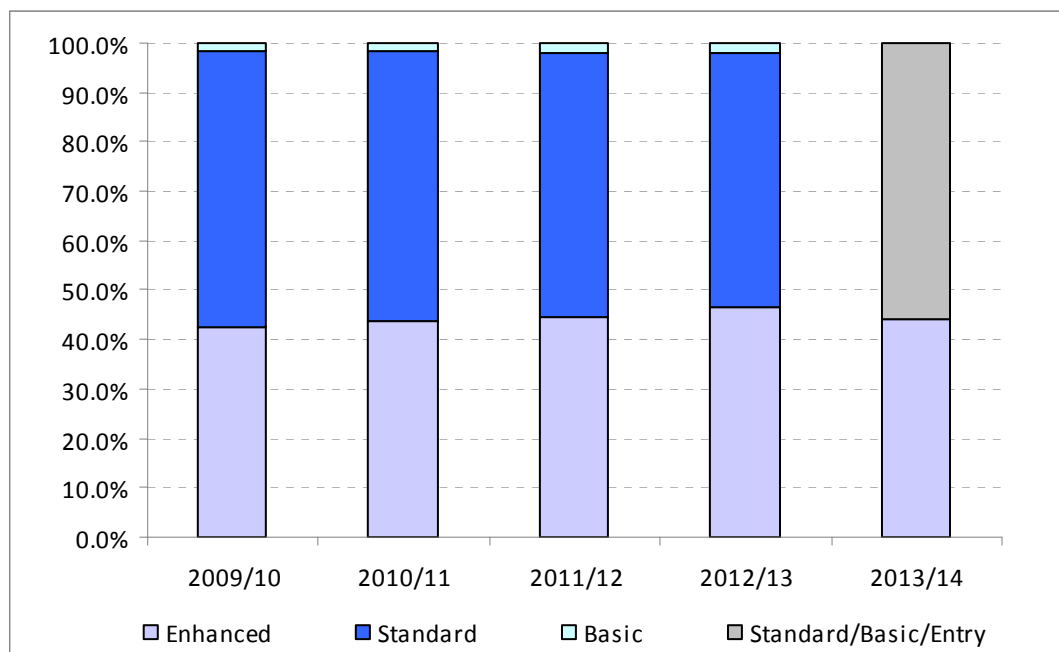


Figure 33 shows the number of prisoners on Basic, Entry, Standard and Enhanced IEP level in 2013/14 by prison function. A breakdown of the number prisoners and IEP levels by prison function in 2013/14 is shown in Table 14.

Figure 33: Number of prisoners on Basic, Entry, Standard and Enhanced IEP level in 2013/14 by prison function

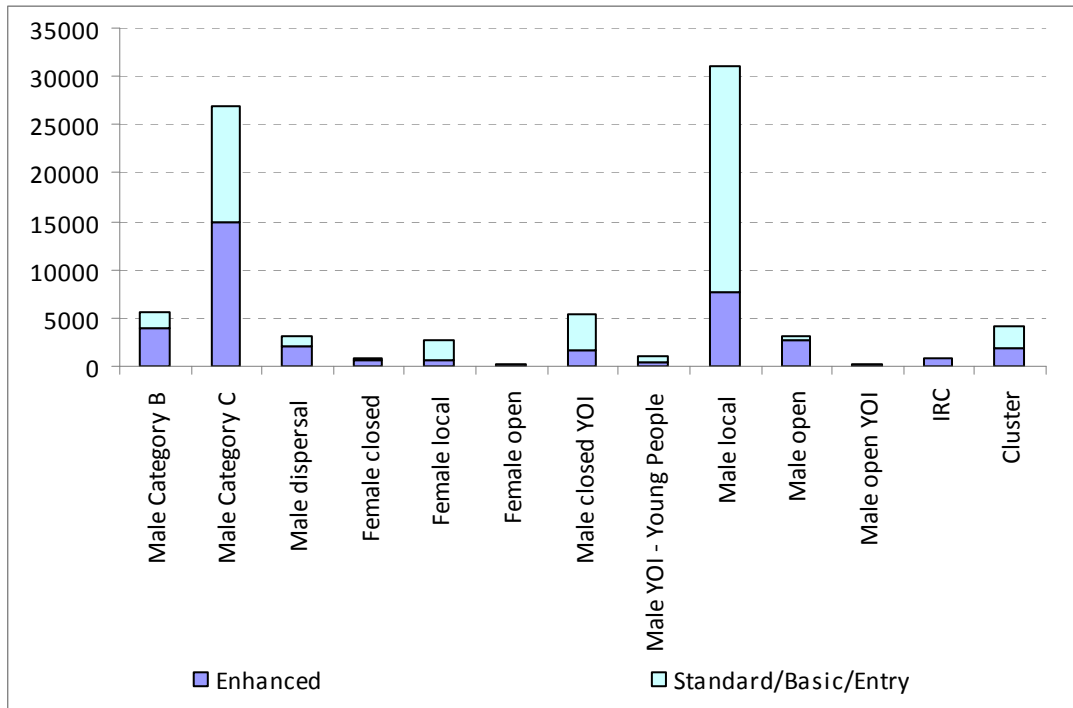


Table 14: Number of prisoners on Basic, Entry, Standard and Enhanced IEP levels in 2013/14 by prison function.

Prison Function	Basic	Entry	Standard	Enhanced
Male category B	147	39	1505	3937
Male category C	618	31	11355	14983
Male dispersal	56	0	1157	1985
Female closed	13	1	216	602
Female local	84	203	1711	669
Female open	0	1	11	179
Male closed YOI	351	83	3381	1606
Male YOI - Young People	93	0	533	439
Male local	807	2582	20022	7753
Male open	2	2	294	2739
Male open YOI	0	0	21	288
IRC/Semi Open	0	16	8	772
Cluster	85	220	1825	1917
National	2245	3178	41741	37416

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 to go to 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.

Figure 34 provides the breakdown by probation and prisons (including the High Security prison estate).

Figure 34 Percentage of offenders in settled or suitable accommodation at the end of their sentence in 2013/14 compared to the previous two years



Accommodation on discharge from prison

This indicator covers all discharges 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.

Figure 35 and Table 15 show the outturn by function in 2013/14 compared to 2012/13.

Figure 35: Percentage of prisoners in settled accommodation upon release in 2013/14 compared to 2012/13 by prison function

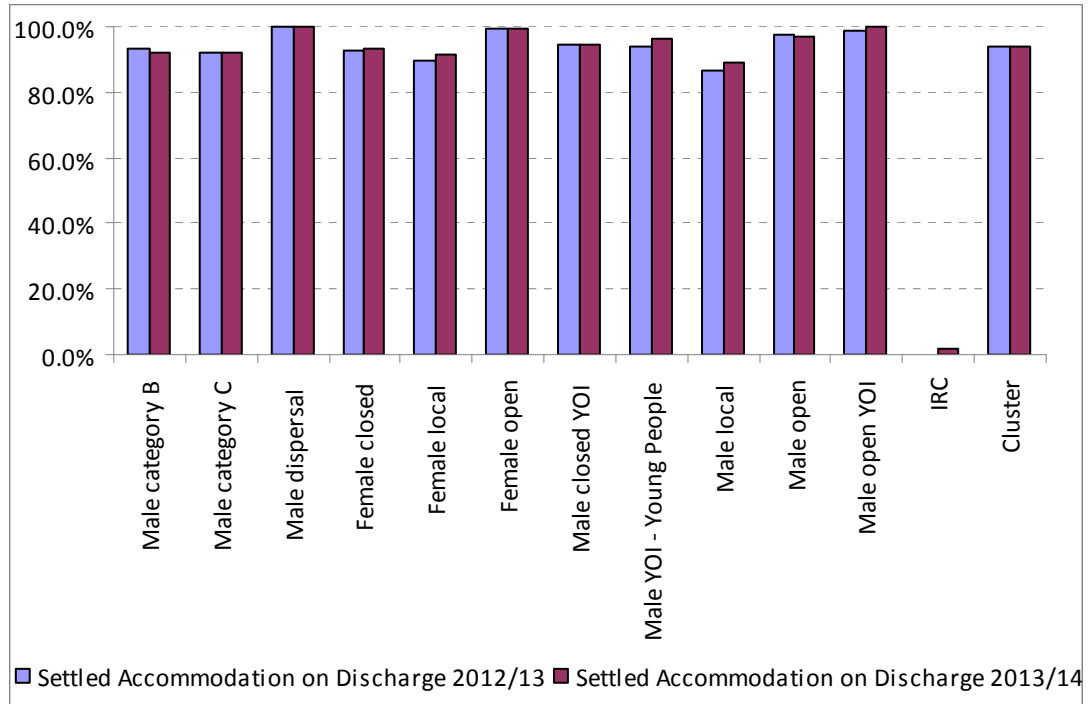


Table 15: Percentage of prisoners in settled accommodation upon release in 2013/14 compared to 2012/13

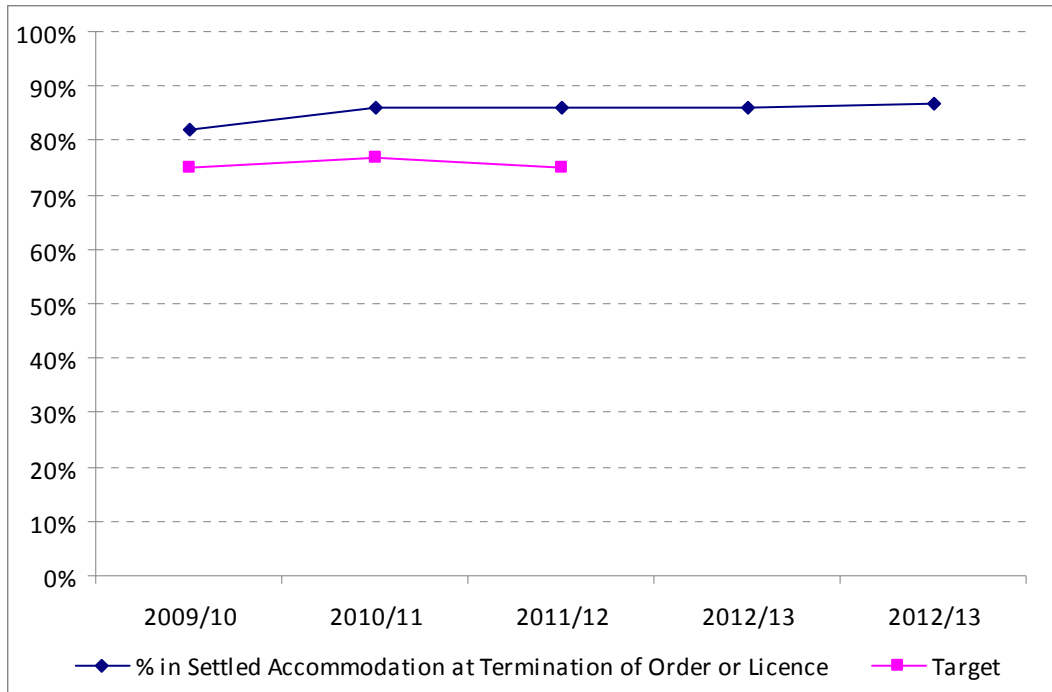
Prison Function	Settled Accommodation on Discharge 2013/14	Settled Accommodation on Discharge 2012/13
Male category B	91.9%	93.4%
Male category C	92.3%	91.9%
Male dispersal	100.0%	100.0%
Female closed	93.0%	92.6%
Female local	91.6%	89.9%
Female open	99.6%	99.6%
Male closed YOI	94.5%	94.6%
Male YOI - Young People	96.3%	93.7%
Male local	88.7%	86.4%
Male open	96.8%	97.4%
Male open YOI	100.0%	99.0%
IRC/Semi Open	1.7%	-
Cluster	93.8%	94.2%
National	89.1%	88.2%

Accommodation at termination of order/licence

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

Eighty-seven per cent of offenders were in accommodation at the end of their order or licence in 2013/14, a rise of one per cent point when compared to 2012/13.

Figure 36: Percentage of offenders in accommodation at the end of their order or licence in 2012/13 compared to 2009/10, 2010/11, 2011/12 and 2013/14.



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 offenders' employment prospects and may reduce the likelihood of re-offending.

The percentage of discharges to education and training increased in 5 out of 13 prison functions, and decreased in six. At a national level, the percentage of discharges to education and training decreased from 17.5 per cent to 16.6 per cent.

Figure 37: Percentage of prisoners with education or training places at the end of their sentence in 2013/14 compared to 2012/13

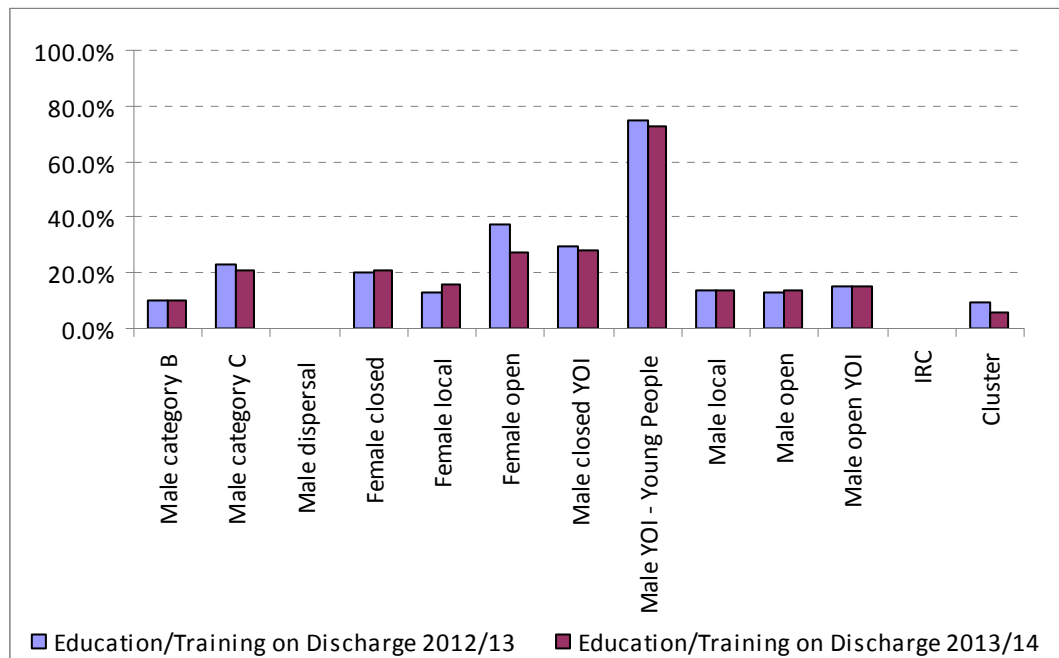


Table 16: Percentage of prisoners with Education and Training places at the end of sentence in 2013/14 compared to 2012/13

Prison Function	Education/Training on Discharge 2013/14	Education/Training on Discharge 2012/13
Male category B	9.8%	9.9%
Male category C	20.7%	23.0%
Male dispersal	0.0%	0.0%
Female closed	21.2%	20.1%
Female local	16.0%	13.2%
Female open	27.6%	37.4%
Male closed YOI	28.4%	29.6%
Male YOI - Young People	72.5%	74.7%
Male local	13.9%	13.7%
Male open	13.8%	13.3%

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Male open YOI	15.4%	15.0%
IRC/Semi Open	-	-
Cluster	5.6%	9.3%
National	16.6%	17.5%

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 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 crowding 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 estimate 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 41. 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 is still collected for management information purposes.

Figure 38 illustrates that the rate of crowding decreased marginally from 23.3 per cent in 2012/13 to 22.9 per cent in 2013/14.

Figure 39 and Table 17 show that rates of crowding vary by prison function.

Figure 38: Percentage of prisoners crowded

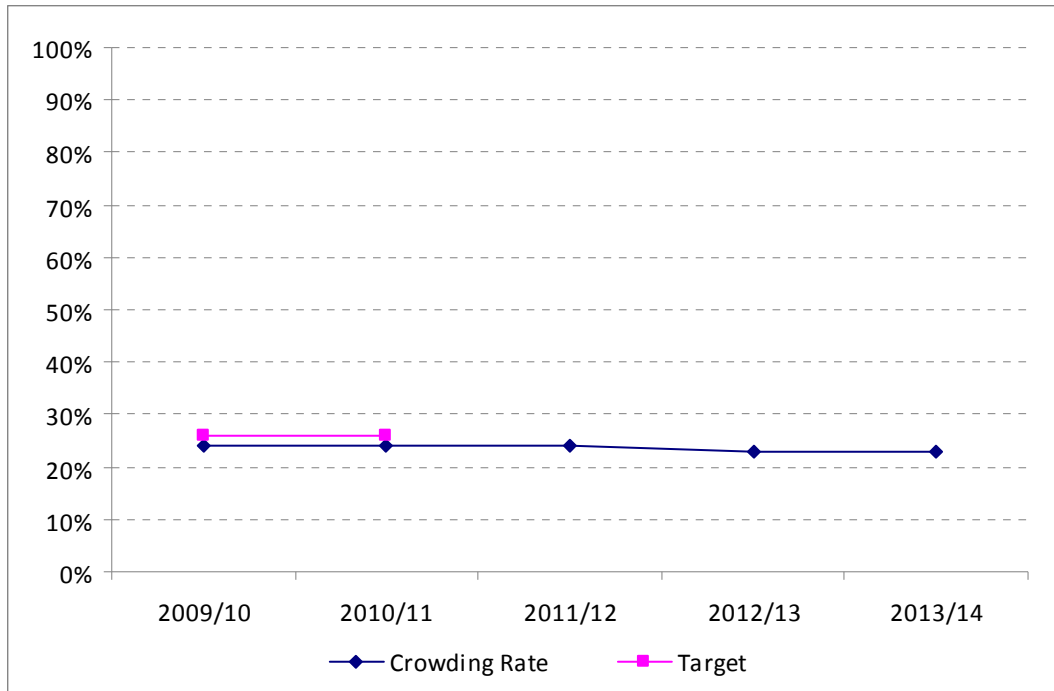


Figure 39: Percentage of crowding in 2013/14 compared to 2012/13 by prison function

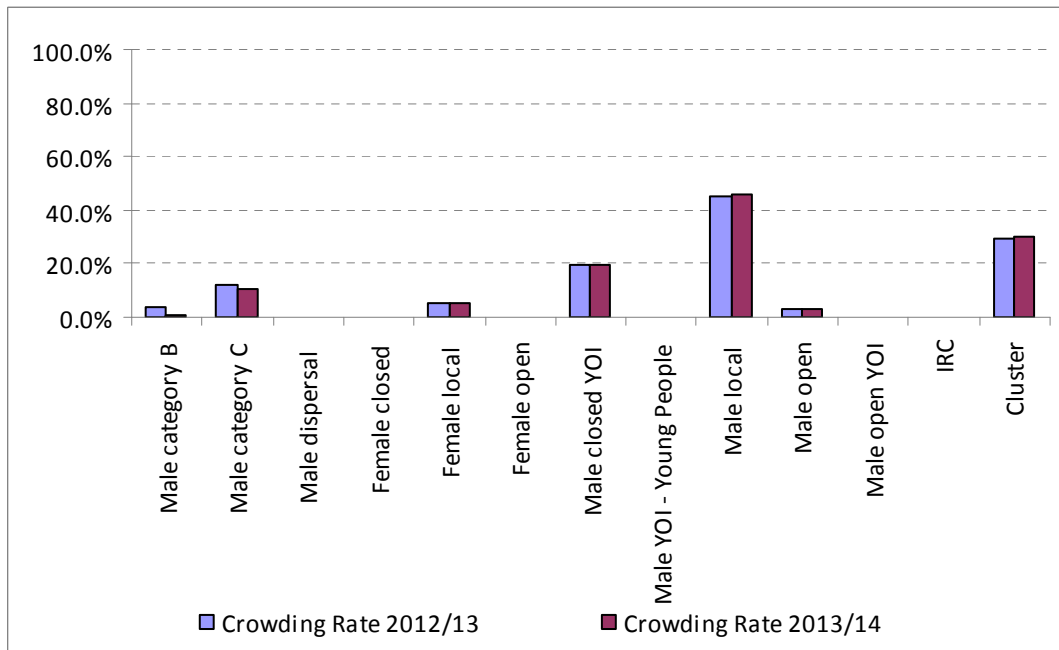


Table 17: Crowding Rate 2013/14 compared to 2012/13

Prison Function	Crowding Rate 2013/14	Crowding Rate 2012/13
Male category B	0.8%	3.6%
Male category C	10.4%	11.9%
Male dispersal	0.0%	0.0%
Female closed	0.0%	0.0%
Female local	5.4%	5.4%
Female open	0.0%	0.0%
Male closed YOI	19.9%	19.2%
Male YOI - Young People	0.0%	0.0%
Male local	45.6%	45.2%
Male open	2.6%	2.7%
Male open YOI	0.0%	0.0%
IRC/Semi Open	-	-
Cluster	30.2%	29.7%
National	22.9%	23.3%

Court reports

Timeliness of pre-sentence reports

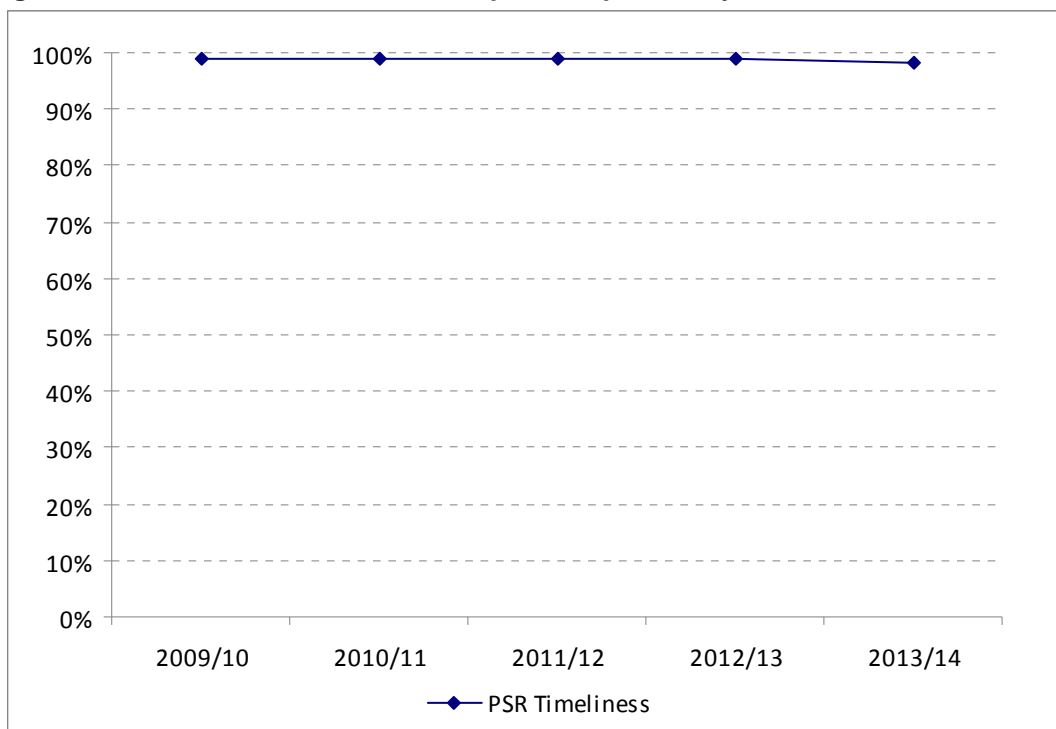
In addition to supervising offenders in the community the probation service plays an important role in support of the courts by providing sentencers with the information they need for sentencing decisions. The vehicle for this information is the Pre-Sentence Report (PSR). The PSR is an assessment made 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 is still collected for management information purposes.

Figure 40 shows that 98 per cent of pre-sentence reports were provided within the timescale set by the court in 2013/14.

Figure 40: PSR Timeliness 2013/14 compared to previous years



Staff: Sickness Absence and BME Representation

Staff sickness in public prisons and the probation service

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 the Agency as a whole. The national target was removed for public prisons and the probation service in 2011/12, but data is still collated for management information purposes.

Staff sickness increased in public prisons to 11.08 days, fell in the probation service to 9.82 days and fell in NOMS HQ to 6.89 days in 2013/14.

Figure 41: Days lost due to sickness absence 2009/10 to 2013/14

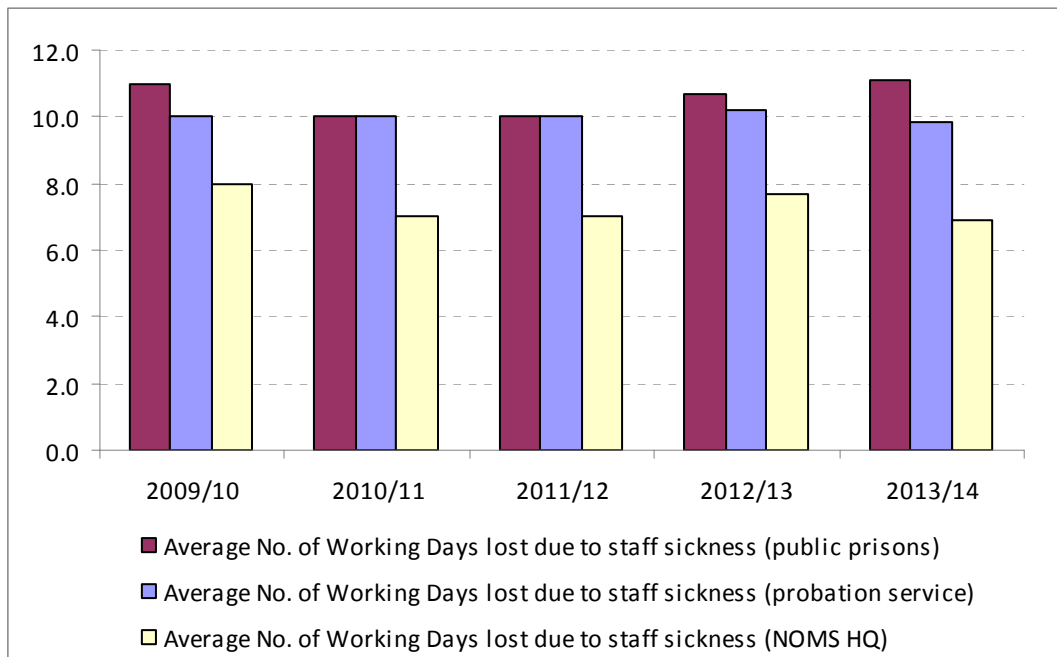


Figure 42 sets out the distribution of average number of working days lost through sickness absence across prison operational areas in 2013/14 in comparison with the previous year.

Figure 42: Average number of working days lost due to staff sickness in 2013/14 compared to 2012/13 by operational area

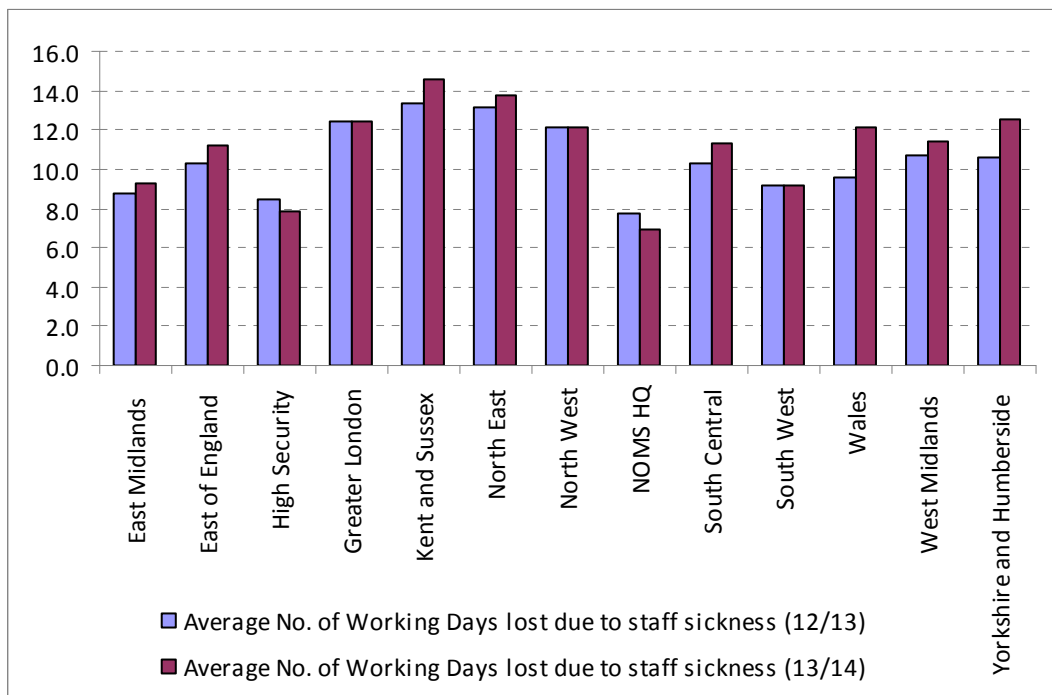
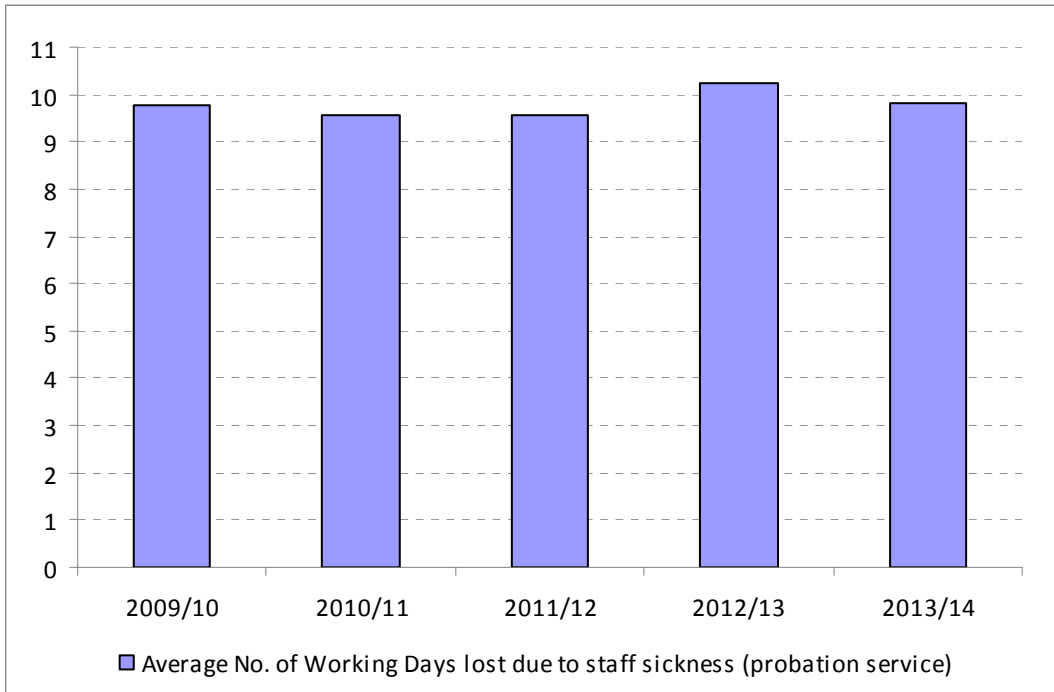


Table 18: Staff sickness in public prisons and NOMS HQ 2013/14

Operational Area	Total No. of Sick Days (Annual)	No. of Staff in Post (monthly average)	Average No. of Working Days lost due to staff sickness
East Midlands	33594	3620	9.3
East of England	35262	3156	11.2
High Security	42455	5384	7.9
Greater London	47686	3849	12.4
Kent and Sussex	36811	2532	14.5
North East	20731	1511	13.7
North West	47378	3910	12.1
NOMS HQ	16667	2417	6.9
South Central	24147	2139	11.3
South West	23937	2606	9.2
Wales	8946	741	12.1
West Midlands	26868	2358	11.4
Yorkshire and Humberside	41087	3290	12.5
Totals	405569	37511	10.8

In the probation service the average rate of staff sickness decreased at the national level in 2013/14 compared to 2012/13. This was a decrease of 0.4 working days lost.

Figure 43: Probation staff sickness absence in 2013/14 compared to 2009/10, 2010/11, 2011/12 and 2012/13.



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

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 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 for 2011/12, data is still collected for management information purposes.

Figure 44 shows the breakdown of BME staff in the NOMS Agency by percentage of BME staff in public prisons, BME Staff in Probation and NOMS HQ.

Figure 44: Percentage of BME staff in NOMS

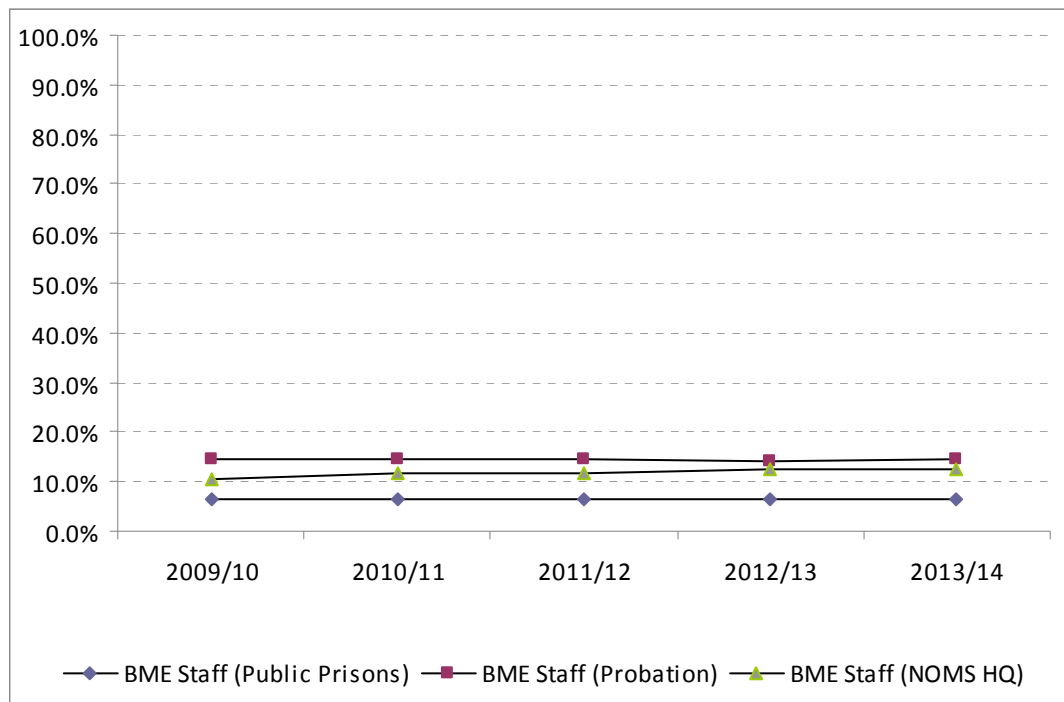


Figure 45 sets out the operational breakdown of BME staff in prisons as a proportion of total workforce for 2013/14 in comparison to the previous year. There were relatively stable proportions of BME staff between 2013/14 and 2012/13.

Figure 45: Percentage of BME staff in public prisons in 2013/14 compared to 2012/13 by operational area

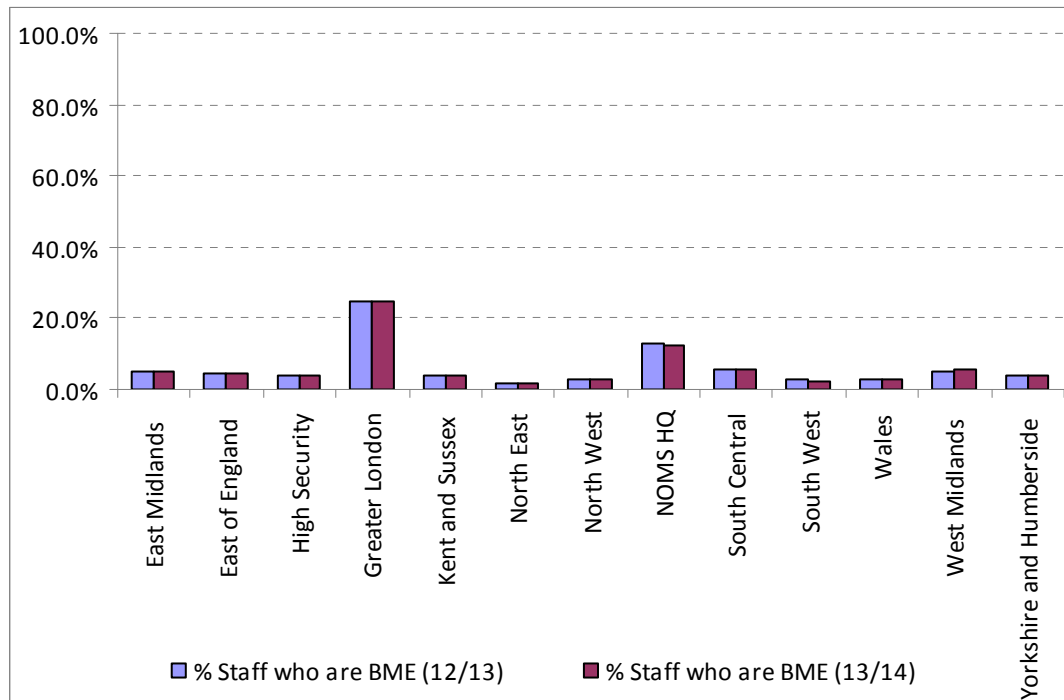
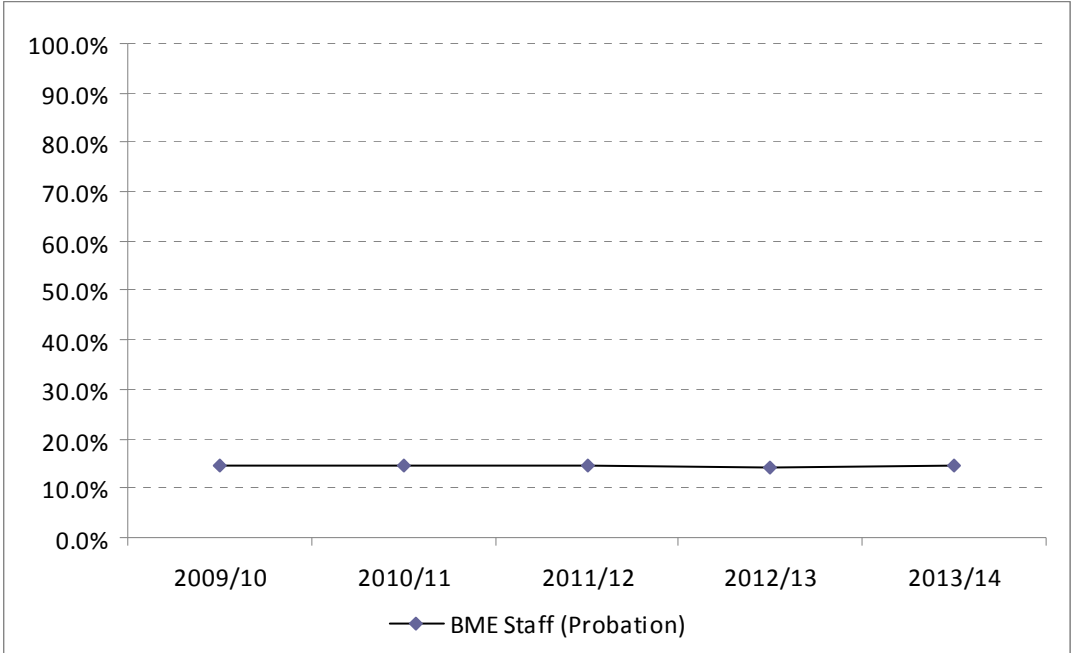


Table 19: BME staff in public prisons and HQ 2013/14

Operational Area	No. of BME Staff	Total No. of Staff who declared their ethnicity	% of Staff who are BME
East Midlands	163	3284	5.0%
East of England	123	2775	4.4%
High Security	206	4920	4.2%
Greater London	850	3405	25.0%
Kent and Sussex	84	2195	3.8%
North East	25	1393	1.8%
North West	93	3486	2.7%
NOMS HQ	257	2048	12.5%
South Central	108	1862	5.8%
South West	55	2341	2.3%
Wales	18	682	2.6%
West Midlands	111	2037	5.4%
Yorkshire and Humberside	117	2793	4.2%
Totals	2210	33221	6.7%

Figure 46 shows that the percentage of probation staff recorded as BME remained at a relatively stable level in 2013/14 (14.6 per cent) compared to the previous four years.

Figure 46: BME staff in the probation service 2009/10 to 2013/14



Prisoners working in custody

The Government set out in the Breaking the Cycle: Punishment, Rehabilitation and Sentencing of Offenders (December 2010) their 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 threefold:

- To ensure that prisoners are occupied in purposeful activity whilst in establishments
- To enable us to make deductions for services that support victims of crime
- To give offenders the opportunity to learn new skills and experience and support finding employment on release

NOMS are committed to working with businesses to significantly increase work activity undertaken by prisoners in custody. ONE3ONE Solutions is the NOMS vehicle with responsibility for working with governors and directors of private sector prisons to deliver this.

Table 20 provides management information on the average number of prisoners reported as undertaking specific work activities in public sector prisons in the years up to 2013/14, 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.

Table 20: Prisoners working in Custody ^[1, 2]

	Number of prisoners working (3)	Prisoner hours in work (million) (4)
2010/11	8,600	10.6
2011/12	9,000	11.4
2012/13	9,700	13.1
2013/14	9,900	14.2

Notes

1. For the purposes of this report the following work activities have been included as work: Enterprise/Contract Services, Engineering, Aluminium, Cleaning BICS, Laundry, Newgate Furniture, Concrete, Plastics, Textiles, Woodwork, Single Portions, PICTA, Land Based Activities, Braille, Charity, Printing, Data Entry, Signs, Desk Top Publishing, Retail, External Recycling and other workshops.
2. The data excludes activity such as cooking, serving meals, maintenance and cleaning and work placements undertaken by offenders on release on temporary licence.

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3. The number of prisoners working refers to the average number of prisoners working in the defined activities across the estate at a particular time and is not a cumulative figure.
4. 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.
5. This data is 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.
6. 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.

Prisoners' Earnings subject to the Prisoners' Earnings Act Levy

The Prisoners' Earnings Act (PEA) commenced on 26th September 2011. It enables prison governors to impose a levy of up to 40 per cent on wages of prisoners over £20 per week. Deductions under the PEA apply after tax, national insurance, any court ordered payments and any child support payments are made. The levy applies to prisoners assessed as being at 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.

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, and prescribed Victim Support for this purpose. It was agreed with Victim Support that this arrangement would remain in place for the first year the PEA was in force. The scheme was extended in September 2012 for a second year and further extended to March 2014 for the provision of services until September 2014.

The current Grant Agreement stipulates that the money is used by Victim Support to provide direct, practical, paid for services such as emergency vouchers for food, enhanced home security and professional counselling

Tables 21 and 22 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.

Table 21: Prisoners' Earnings subject to the Prisoners' Earnings Act 1996: April 2012 – March 2014

	Total number of active prisoners ⁽¹⁾	Total Net Earnings (Before levy) ⁽²⁾	Total raised through Prisoners' Earnings Act levy ⁽³⁾
October 2011 – March 2012	602	£1,192,997	£383,724
2012/13	1021	£2,685,883	£782,854
2013/14	1155	£3,615,895	£1,033,711

Table 22: Average Prisoners' Earnings per month subject to the Prisoners' Earnings Act 1996: April 2012 – March 2014

	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

- During 2013/14, over £1.03 million had been raised from the imposition of the levy on prisoners' earnings to be paid to Victim Support bringing the total raised since October 2011 to over £2.2 million.
- During 2013/14, there were a total of 1155 active prisoners, on average 392 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 £770 a month, from which on average £220 was raised from the levy to reduce the average net earnings to £550 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 2013/14 is from the following establishments: Askham Grange, Blantyre House, Brixton, Downview, Drake Hall, East Sutton Park, EastWood Park, Ford, Grendon & Springhill, Hewell, Hollesley Bay, Kennet, Kirkham, Kirklevington Grange, Leicester, Lewes, Leyhill, North Sea Camp, Risley,

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Send, Shrewsbury, Stanford Hill, Styal, Sudbury, Usk-Prescoed, Hatfield (YOI), Northallerton (YOI), Norwich (YOI), Reading (YOI), Rochester (YOI), Stoke Health (YOI), and Thorn Cross (YOI).

5. Total Net Earnings have been rounded to nearest thousand pounds.
6. 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.

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 ensure 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 ensure 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 ensure focus on the effective delivery of accredited programmes. It is used in tandem with the volume indicators to ensure 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 Panel (CSAP). 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 ensure 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 Panel (CSAP). 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 ensure focus on the effective delivery of sex offender treatment programmes (SOTPs). It is used in tandem with the volume indicator to ensure 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 ensure 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 ensure focus on the effective delivery of domestic violence programmes and that the provision of domestic violence programmes is

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appropriate to meet offender need. It is used in tandem with the volume indicator to ensure 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 ensure 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.

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 ensure 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 ensure 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 ensure 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 ensure 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 ensure 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 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 is 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 ensure 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.

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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'

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 ensure 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 ensure 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.

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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

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- 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) x 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.

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 is 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.

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

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

0 = Nil

Contact points for further information

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

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