



HM Prison & Probation Service

HMIP ACTION PLAN 2021: East Midlands

An Action Plan summarising key remaining activity within in the East Midlands Probation Service, in response to HMI Probation recommendations made to the Midlands NPS (December 2018)¹, the Derbyshire, Leicestershire, Nottinghamshire and Rutland CRC (March 2020)² and the Humberside, Lincolnshire and North Yorkshire CRC (May 2020)³

¹ The Midlands NPS HMIP Action Plan ([link](#)) has been closed following unification of Probation Services in July 2021

² The Derbyshire, Leicestershire, Nottinghamshire and Rutland CRC Action Plan ([link](#)) has been closed following unification of Probation Services in July 2021.

³ The Humberside, Lincolnshire and North Yorkshire CRC Action Plan ([link](#)) has been closed following unification of Probation Services in July 2021.

1. Domain and reference number	2. Recommendation ⁴	3. Agreed/ Partly Agreed/ Not Agreed	4. Response Action Taken/Planned	5. Responsible Owner (including named individuals and their functional role or department)	6. Target Date
Case Supervision (5043 & 5044)	The East Midlands Probation Service should ensure that risk management plans are reviewed in response to changes in risk of harm. And keep the progress of supervision under review, updating sentence plans where appropriate.	Agreed	<ul style="list-style-type: none"> • Ensure sentence planning is sufficiently focused on areas relating to risk of harm and public protection. Expectations will be set around risk management plans and initial sentence plans to promote good practice including highlighting the importance of sentence planning sequencing. • Continue promoting and sharing good practice highlighted in the Operational System Assurance Group (OSAG) Exceptional Delivery Model (EDM) Action Plan across the region to improve the quality of risk management practice. • The promotion of the Self-Assessment Quality Assurance (SAQA) framework, which will incorporate facilitated peer group discussions and side by side case auditing with probation managers. • A refreshed supervision approach will focus on reflective practice, demonstrating putting learning into practice and the identification of any gaps in knowledge. 	<p>Head of Performance & Quality</p> <p>Head of Performance & Quality and Heads of PDUs</p> <p>Head of Operations Director and Heads of PDUs</p> <p>Head of Performance & Quality and Heads of PDUs</p>	<p>December 2021</p> <p>December 2021</p> <p>November 2021</p> <p>June 2022</p>

⁴ Recommendations have been taken directly from HMIP reports following inspections of Midlands NPS, Derbyshire, Leicestershire, Nottinghamshire, Rutland (DLNR) CRC and Humberside, Lincolnshire, North Yorkshire (HLNY) CRC and reworded only as necessary to reflect unified arrangements. Recommendations have been grouped firstly by HMIP domain and secondly by the original provider.

Organisational Delivery (1105)	The East Midlands Probation Service should for relevant cases, provide access to Education, Training and Employment services for people completing an unpaid work requirement.	Agreed	<ul style="list-style-type: none"> • A review of Education Training and Employment (ETE) delivery will be undertaken, identifying benchmark processes and areas where improvement in provision is required. • A revised East Midlands framework for ETE opportunities for Community Payback (CP) will be promoted and embedded within delivery, with an anticipated uplift to required expectations. • Provide an Unpaid Paid Work (UPW) dashboard which will enable progress to be monitored against the ETE framework. 	<p>Head of Performance & Quality, Head of Interventions & Heads of UPW</p> <p>Heads of UPW</p> <p>Head of Performance & Quality</p>	<p>October 2021</p> <p>December 2021</p> <p>December 2021</p>
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