



HM Prison &  
Probation Service

Probation  
Service



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**Sonia Flynn CBE**  
**Chief Probation Officer**

6 July 2021

Dear Simi

### **HMI PROBATION ACTION PLANS – East Midlands**

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

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

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

This letter provides a summary of the findings from East Midland region's workshop. Some of the key HMIP actions that the CRC and NPS have achieved across the area include

- Organisations have developed, delivered and implemented a range of bespoke training for staff including briefings on supervision skills, sentence planning and a top tips document to assist with continual improvement.
- Quality has remained an area of focus with the ongoing monitoring of sentence plan quality through Quality Development Officers, audits and dip sampling of cases. Findings have been distributed for feedback and further focussed action.
- Continued to provide and adapt Service Management delivery against a backdrop of restrictions caused by Covid 19, whilst maintaining Health and Safety compliance for both Practitioners and People on Probation, through our EDM delivery.

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

The remaining two objectives located in the Regional HMIP action plan will be carried forward into the Regional Business Plan 2021/22. I will ensure these actions are completed through the routine reviews of the Regional Business Plans. On that basis I would wish to recommend to HMIP our response to the Inspections conducted in Midlands CRC in February/May 2020 and in the NPS Region in December 2018 has been fully executed.

With best wishes

Yours sincerely

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

Sonia Flynn CBE  
**Chief Probation Officer**  
**HM Prison and Probation Service**