**National Partnership Framework with Faith based communities (including Prison chaplaincy)**

October 2020

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# Policy Position Statement

The Ministry of Justice (MoJ) is committed to building an inclusive culture for people of all faiths, beliefs and non-beliefs. It’s important our colleagues can bring their whole selves to work without fear of prejudice, discrimination or harassment based on what they do or do not believe. To support this, we should all understand how best to engage with each other, as well as people on probation, in a respectful and non-intrusive way. That includes appreciating that people might interpret the requirements of their faith, belief and non-belief in different ways, and so may not follow the same practices and observances as others who share that identity.

Diversity and Inclusion are at the heart of Her Majesty’s Prison and Probation Service (HMPPS) values: Purpose, Humanity, Openness and Together. As a part of our values it is our responsibility to ensure that we deliver faith and belief inclusive services to victims and witnesses of crime, people on probation and members of the public who come into contact with the justice system. Understanding the diverse needs of people on probation will assist policy and delivery teams with their work towards achieving the HMPPS strategy.

# Purpose of the Partnership Framework

The Policy Position Statement (above) and the MoJ Inclusion and Diversity Strategy 2017-2020 and HMPPS Equality Strategy 2018-2020, all set out HMPPS’ commitment to develop and deliver services tailored to the diverse range of people in prison and probation, and fair treatment, fair outcomes and equal access for all people on probation. This national Framework sets out HMPPS’ commitment to the overarching principles in relation to future work between the National Probation Service (NPS) and all faith-based communities (including Prison Chaplaincy Services) and is to be adopted by HMPPS Regions and Prisons in England and Wales. It has been developed and agreed by HMPPS Chaplaincy, the NPS Senior Leaders and HMPPS Diversity and Inclusion Team. This framework is intended to be supplementary to existing Diversity and Inclusion guidance and Prison Service Instructions (PSI).

The aims of this Framework are to formalise partnership arrangements between HMPPS and faith-based communities (including Prison Chaplaincy) in order to:

* Provide greater national consistency in the way HMPPS engages with people on probation who wish to follow their faith and where faith is assessed to be a protective factor.
* Provide effective outcomes for people on probation with protected characteristics in line with HMPPS values and objectives.
* Enhance the contribution that partnership working and focus on faith makes to risk management, safeguarding, resettlement and desistence.
* Enable a positive impact on service delivery and outcomes.

HMPPS recognises and respects the rights of people on probation to register and practice their faith in prison and the community. PSI 05/2016 ‘Faith and Pastoral Care for Prisoners’, supports this right and sets out the procedures that should be followed in its delivery. The desired outcome is that the faith and religious needs of those managed by HMPPS are fully met

# Background

## Developing the Framework

At a National Joint Partnership Conference of MOJ, HMPPS, Prison and Community Chaplains, NPS and Community Rehabilitation Companies (CRC), it was highlighted that there was limited partnership work that existed between Probation staff and Prison Chaplains especially at key points during the sentence and planning for release. This was a potential missed opportunity given the protective factor that faith can provide for many people in prison, the positive engagement that currently exists between Chaplains and those in prison, and the key part that faith can play in resettlement and desistence from offending.

Research into faith and desistance shows that where a person has a faith, this can be a protective factor that can support desistance as well as their spiritual wellbeing and give them a sense of hope.

During 2018-19 an early adopter pilot took place across 12 prisons which aimed to provide consistency in terms of engagement between the NPS and Prison Chaplaincy, acknowledgement of faith in sentence planning meetings, and support for the contribution that working in partnership and focus on faith could make to risk management, safeguarding, resettlement and desistence. The pilot evaluation demonstrated that where faith was assessed as a protective factor for those in prison by Chaplains and Probation and was included as part of the sentence plan journey, it contributed to their rehabilitation and wellbeing. The awareness of faith, and its inclusion in sentence planning meetings and sentence plan objectives, also helped to identify any changes that was indicative of other needs and risks.

An EQuIP process map (link attached) has been developed for Prison Offender Managers (POMs) to guide them in how to include faith in their sentence planning meetings with supporting documentation: [**Chaplaincy in Prison - EQuIP process**](https://equip-portal.rocstac.com/CtrlWebIsapi.dll/?__id=webDiagram.show&map=0%3AFF2D8D3F16B44268B814F7F8177A16F7&dgm=C0A1DD7287FE450584C426E7DAC17776)

A further early adopter pilot was carried out in 2018-19 within 6 Approved Premises. The pilot demonstrated positive findings through the development of links made by the Approved Premises with community faith groups and chaplaincy projects and this has led to the subsequent national roll out of this work into all Approved Premises in England and Wales.

An EQuIP process map (link attached) has been developed to guide Probation staff in Approved Premises to engage with people on probation where faith has been assessed as a protective factor. Approved Premises staff are encouraged to engage with faith-based communities, including chaplaincy projects, in line with this Framework and putting in place Information Sharing Agreements:

[**Chaplaincy in Approved Premis****es**](https://equip-portal.rocstac.com/CtrlWebIsapi.dll/?__id=webDiagram.show&map=0%3AFF2D8D3F16B44268B814F7F8177A16F7&dgm=77DEF8F5BF45482B8E6F094ACF4995BA) **– EQuIP process**

## Drivers for Increased Focus on Faith

The Human Rights Act 1998 (Article 9) recognises freedom of religion and belief as fundamental human rights including the declaration and practice of one’s faith. Faith is incorporated in the MOJ Inclusion and Diversity Strategy 2017-2020. These documents commit HMPPS to compliance with all equality’s legislation and to recognise religion and belief as a protected characteristic. In addition, the MOJ Inclusion and Diversity Strategy 2017-2020 aims to provide fair and accessible services by ensuring that needs are identified to provide the best possible outcomes.

According to the HMPPS Annual Offender Equalities Report 2018-19 (Nov 2019), in England and Wales at the end of March 2019, the proportion of prisoners with a declared faith was 48% of the prison population. Of this the largest groups were Christian, with 57% of female and 48% of male prisoners self-identifying as Christian, and 16% of the male prison population and 6% of the female prison population self-identifying as Muslim. These statistics highlight that a significant proportion of the prison population identify with a religion and therefore the importance of HMPPS ensuring their needs in respect of their faith or belief are met throughout their sentence.

# Current Service Delivery and future Partnership Working

## Faith and Prison Chaplaincy – The Present Situation in Prisons

Service delivery in prisons with regard to faith is governed by PSI 05/2016 – Faith and Pastoral Care for Prisoners <https://intranet.noms.gsi.gov.uk/policies-and-subjects/prisons/residential-services/faith-and-pastoral-care-for-prisoners/psi-2016-05> . This PSI makes explicit the responsibilities of prisons in respecting and facilitating the rights of prisoners in relation to their faith. The PSI is clearly linked to equality and to human rights legislation and mandates prisons to record the declared faith of each prisoner, to provide access to both private and communal meditation and worship and to provide the appropriate food, accommodation, washing facilities and artefacts that are required by each person in prison to practice their faith in accordance with its expectations and traditions. The PSI emphasises the multi-faith nature of the Prison Chaplaincy and the importance of representation of all faiths and beliefs and none within the chaplaincy. This is usually via employed Chaplains and sessional or volunteer Chaplains from the most numerically significant faiths, or external links to faith communities to meet the needs of those prisoners whose faith is practiced by a minority. The PSI perceives faith not only as a human right but also as a positive factor that contributes to wellbeing and desistence, both in the custodial setting and on release. The PSI gives a significant amount of helpful detail about different religions and contact details for the national Chaplaincy Headquarters Faith Advisors.

PSI 05/2016, other relevant Prison Service Instructions and Orders and the Chaplaincy Handbook makes clear that the Prison Chaplaincy is recognised as a core component of the management and delivery of prisons with prison chaplains fully integrated into prison risk assessment, risk management, sentence planning, safety and safeguarding processes. In addition to supporting the spiritual and faith needs of people in prison, conducting communal worship and pastoral care, prison chaplains carry out a range of statutory responsibilities as follows:

* To see all those in prison individually within 24 hours of reception
* To see all those in prison in segregation and in residential healthcare daily
* To see all those in prison with concerns regarding self-harm/suicide on an ACCT (Assessment, Care in Custody and Teamwork) on a weekly basis and participate in the multi-disciplinary reviews
* To see all those in prison on discharge.

Service delivery in relation to faith in prisons and the role of the Prison Chaplaincy is subject to strict monitoring and quality assurance regimes including, internal audit and external audit by HMPPS HQ against an Assurance and Compliance Framework, people in prisons feedback via Measuring the Quality of Prison Life (MQPL) and is the subject of regular external inspection by HM Inspector of Prisons who have human rights and prisoner rights in relation to faith as a key part of their expectations.

4.1.1 Public Protection and Safeguarding

It is recognised that there is a fine balance to be reached by HMPPS between recognition of faith as a potential protective and supportive factor for resettlement and the need to protect the public and promote safeguarding. Closer working arrangements between HMPPS Prison Chaplaincy, NPS, Approved Premises and with MAPPA (Multi Agency Public Protection Arrangements) involvement, would improve information sharing and risk assessment in relation to faith, worship and community links. PSI 05/2016 similarly recognises the fine balance needed between promoting faith and identifying and preventing extremism in the small minority of people in prisoner who may hold or develop extremist views and present a risk to others. This includes discharging obligations under PREVENT and counter terrorism legislation.

4.1.2 Offender Management in Custody (OMiC)

The implementation of the OMiC programme represents a significant shift in how sentences are managed during the custodial period. It was implemented across the closed male prison estate in October 2019 and is currently planned for full roll out across the estate. Under OMiC, Offender Management Units will be managed and led by both the current prison manager in a new role of Head of Offender Management Services and Senior Probation Officer(s) in the role of Head of Offender Management Delivery.

A distinguishing feature of the model is the responsibility for offender management moving from the National Probation Service community team into custody for longer term sentenced individuals allocated to the National Probation Service. As a result, the responsibility for offender management for many individuals will be held by the Prison Offender Manager (POM) during the main part of their custodial sentence. Depending on the risk tier, this POM will either be an NPS probation officer (for Tiers A & B) or prison staff (for Tiers C & D). The case will only be handed over to a newly assigned NPS Community Offender Manager (COM) during the pre-release or first parole phase. This allows for the provision of a service which is tailored to the needs, risk and complexity of each case, with those presenting the most risk being allocated an increased service. This can be seen most pertinently, in the introduction of one-to-one supervision with POMs in custody.

Under the OMIC model, the intensity of offender management provision that an individual receives will be dependent on several factors which include risk, need, complexity, time left to serve and sentence type. Whilst there are changes to the way in which case management is delivered, much will remain the same, particularly for those serving short sentences where the POM will provide the COM with the same services previously provided by Offender Supervisors to their Offender Managers.

4.1.3 Key Points of Interface between NPS, Prison OMUs and Prison Chaplains for Improved Partnership Working.

The relationship between the POM (who may be either an NPS or HMPPS employee) and the prison chaplain will be important in ensuring that, where relevant, the chaplain is involved at key points during the management of the sentence. The following existing stages in a person in prisons journey have been identified as key points where the interface between NPS community, Prison-based OMU staff and Prison Chaplains will be formalised:

* Reception and induction
* Initial Sentence Plan (ISP) / Sentence Plan Reviews, identifying faith as a protective factor
* Pre-release planning
* Approved Premises referral
* Release (which may incorporate ROTL)

The resulting collaboration and integration will provide an improved focus by HMPPS on faith as a significant and protective factor both whilst in custody and on release. The improved communication and information sharing will be supported by single points of contact/mailbox. Information recorded on NOMIS by chaplaincy can be read by the POM within Digital Prison Services (DPS). Any OMIC entries made by the POM in DPS are readable in Delius (the community case management system) to support the handover period to the community. Whilst chaplaincy are not able to read OMIC case notes, information sharing can be supported and strengthened by ad-hoc liaison and discussions. These discussions should then be recorded appropriately on DPS by the POM.

To provide a better understanding of the work of Chaplaincy, guidance material, FAQs and case study videos have been developed and these are included on EQuIP and SSCL My Learning. In addition, NPS staff can access prison Chaplaincy and Faith Advisors via the HMPPS intranet (<https://intranet.noms.gsi.gov.uk/support/chaplaincy/chaplaincy-contacts>)  which provides contact details of all prison lead Chaplains in each prison in England and Wales to discuss the support available. This work is in keeping with the outcomes expected by HM Inspectorate of Probation, with inspections focusing increasingly on the experience of people on probation and in prison and stakeholders and emphasising partnership and community links, integration of services, improved release planning and continuity of care.

These partnership arrangements are included in the OMIC EQuIP process so that the identification and promotion of faith is integral to this process.

[**OMIC process map**](https://equip-portal.rocstac.com/CtrlWebIsapi.dll/?__id=webDiagram.show&map=0%3A9A63E167DE4B400EA07F81A9271E1944&dgm=C0A1DD7287FE450584C426E7DAC17776&one=11) **in EQuIP**

## Faith and NPS – The Present Situation in the Community Setting

The NPS is committed to equality and diversity and recognises religion as a protected characteristic. The Equality Information Form (EIF) has been implemented as the key process for the identification and recording of diversity and protected characteristics. Religion is included in the EIF form and should be recorded on nDelius. Whilst NPS utilise this information to explore specific needs of the individual and any potential barriers to engagement, faith and its significance for the individual or relevance for resettlement/desistence has not routinely been considered although it is expected that the roll out of this work across NPS, Approved Premises and Prisons will help to raise this focus. Currently there is no existing Probation Instruction or Framework specific to religion/faith equivalent to PSI 05/2016 and no specific good practice guidance. However, there are plans to include faith in the up-dated HMPPS Equality Strategy due to completed in 2021. An important part of engaging with faith organisations and communities, is the setting up of Information Sharing Agreements. These Agreements help to clarify the nature of the information that will be shared and the process for sharing.

It is planned that both this Framework and EQuIP will be updated as this work is progressed.

## Approved Premises and Faith

The Approved Premises EQuIP guidance has been up-dated to include the process for considering the faith needs of residents and engaging with local faith and Chaplaincy projects. Whilst Approved Premises are not the same as prisons, in that residents are not entirely deprived of their liberty, nevertheless they are residential establishments. PSI 05/2016 provides a useful guide in terms of how Approved Premises need to consider the faith and beliefs of their residents and to providing a residential environment that respects and facilitates the specific requirements of residents to practice their faith (for example diet, cleanliness, access to a quiet space and religious artefacts). Approved Premises are also central to developing pathways that enable residents to access worship in the community subject to risk assessment, risk management and safeguarding processes.

This Framework will strengthen the partnership arrangements between Approved Premises, community chaplaincy projects and faith communities to ensure the spiritual needs of people on probation can be safely met following their release into the community. To support these arrangements, the Approved Premises referral form captures faith/belief and key work templates include prompts for discussions about faith and pastoral care needs. In addition, Approved Premises staff can access the list of Chaplaincy and Faith Advisors on the HMPPS intranet (<https://intranet.noms.gsi.gov.uk/support/chaplaincy/chaplaincy-contacts>)  for contact details of managing chaplains in each prison, and be involved in pre-release discussions and meetings where there is a planned release to an Approved Premises.

These arrangements will also ensure that the focus of NPS on improving the recording of EIF diversity data and its response to identifying and meeting such needs of a person on probation, is given renewed focus and attention.

## Community Chaplaincy projects

In recent years several Community Chaplaincy projects have come into existence. These are generally not for profit or charity religious based organisations that have grown up to provide a range of faith-based community engagement, outreach and resettlement services to people on probation with faith or none. Whilst initially these were based around faith and pastoral care, increasingly they are providing in-reach into prison, integrated resettlement services for people in prison and services for people on probation in the community. Generally, Community Chaplaincy services are well linked to Prison Chaplaincy and can provide an excellent onward pathway to support prisoners with their faith or pastoral needs on release. Each organisation has a different profile of services though typically including pastoral care, support and mentoring, accommodation, housing support, basic skills and advice and support for employment and training. Some community chaplaincy services are currently funded via service level agreements to undertake some aspects of Through the Gate (TTG) services. Subject to the appropriate risk assessment/safeguards, there is potential for people on probation in the community to access a range of support and services via the Community Chaplains Association. Improving links with Community Chaplaincy can also prove beneficial for Approved Premises residents in terms of accessing purposeful activities and support where a community chaplaincy project exists.

Improving partnership work between HMPPS and Community Chaplaincy projects will result in a better understanding of the work of such projects, improve access to such projects by HMPPS staff, and will formalise the sharing of information using Information Sharing Agreements. Two key Chaplaincy projects that were involved in the early adopter pilot are the Welcome Directory (<https://www.welcomedirectory.org.uk>) which is part funded by HMPPS Chaplaincy and Faith Services and is a collaborative approach to identifying and supporting faith communities who are welcoming to those leaving prison, and the Community Chaplaincy Association (<https://www.communitychaplaincy.org.uk/>) which is the support organisation for over 30 Community Chaplaincy projects across the UK.

# Implementation and Quality Assurance of this Framework

The early adopter pilot conducted over 2018-19 successfully demonstrated that by taking a holistic approach to the supervision and management of people in prison and on probation, where faith and pastoral needs are included in the sentence journey, it can positively support their rehabilitation and wellbeing. In addition, the pilot strengthened the links between Probation staff and Chaplains in prisons and supported the development of links with faith groups in the community by Approved Premises staff.

This Framework will support the implementation of this work across NPS, all prisons and Approved Premises in England and Wales.

As set out in EQuIP, quality assurance processes will be established to ensure this Framework is implemented across the NPS and embedded as part of business as usual quality assurance frameworks and procedures.  Quality assurance processes currently carried out within prisons are detailed in section 4.1 and include both internal and external audits.

# Resources

This framework will be delivered within existing resources.

The NPS makes no routine financial contribution commitments or obligations to Community Chaplaincy projects or to any faith community. However, should monies become available, the NPS has a right to negotiate key priorities for this Framework to deliver.  A specification outlining the outcome(s) to be achieved, the activities, key performance indicators, the amount of monies available and a date to achieve these outcome(s) should be drawn up.

# Legislation, Mandatory Instructions and Guidance

The Human Rights Act 1998 (Article 9) <http://www.legislation.gov.uk/ukpga/1998/42/contents> recognises freedom of religion and belief as fundamental human rights including the declaration and practice of ones’ faith. Faith is incorporated in the MOJ Inclusion and Diversity Strategy 2017-2020 and within the HMPPS Equality Strategy. These documents commit HMPPS to compliance with all equality’s legislation and to recognise religion and belief as a protected characteristic.

As highlighted above service delivery in prisons with regard to faith is governed by PSI 05/2016 – Faith and Pastoral Care for Prisoners <https://intranet.noms.gsi.gov.uk/policies-and-subjects/prisons/residential-services/faith-and-pastoral-care-for-prisoners/psi-2016-05>. This PSI makes explicit the responsibilities of prisons in respecting and facilitating the rights of people in prison in relation to their faith. The PSI is clearly linked to equality and to human rights legislation and mandates prisons to record the declared faith of each person in prison, to provide access to both private and communal meditation and worship and to provide the appropriate food, accommodation, washing facilities and artifacts that are required by each person to practice their faith in accordance with its expectations and traditions. The PSI emphasises the multi-faith nature of the Prison Chaplaincy and the importance of representation of all faiths and none within the chaplaincy. The PSI perceives faith not only as a human right but also as a positive factor that contributes to wellbeing and desistence, both in the custodial setting and on release. The PSI gives a significant amount of helpful detail about different religions and also contact details for the national Chaplaincy Headquarters Faith Advisors.

Through PSI 05/2016 and other relevant Prison Service Instructions and Orders and the Chaplaincy Handbook, HMPPS makes clear that the Prison Chaplaincy is recognised as a core component of the management and delivery of prisons with prison chaplains fully integrated into prison risk assessment, risk management, sentence planning, safety and safeguarding processes.

The NPS is committed to working in partnership and discharging its statutory responsibilities to effectively manage people on probation in order to reduce the risk of harm, protect the public and prevent victims. An example being the NPS is subject to MAPPA procedures in relation to the management of risk of harm, <https://intranet.noms.gsi.gov.uk/policies-and-subjects/probation/public-protection/mappa>

At an operational level the NPS is committed to engaging with prisons and local partners to identify risk, to ensure a rapid response to any escalation of risk and to engaging in developing risk management plans.

This framework has been developed in accordance with the HMPPS Equality Strategy and Civil Service core values and behaviours which are committed to promoting equality of opportunity and good relations among persons of different religious belief, political opinion, racial group, age, marital status, sexual orientation, between persons with a disability and persons without, between persons with dependents and persons without, and that its actions do not adversely impact on any of these groups.

All HMPPS staff strive to demonstrate their ability to protect the public and change lives publicly and transparently. The vision and values for HMPPS are as follows:

**Our vision:** Working together to protect the public and help people lead law-abiding and positive lives.

**Our values:**

**Purpose** – We implement the sentences and order of the Courts. We prevent victims by changing lives.

**Humanity** – We believe that lives can change for the better. We work to encourage hope and to provide opportunities for rehabilitation. We treat everyone with decency and respect.

**Openness** – We are fair. We know that clear and just decisions make a difference in our work. We are transparent about what we do and look to learn and innovate to do better.

**Together** – We value diversity. We work across prisons, probation and youth custody and with our partners and providers to make a positive difference to communities.

# Information Sharing

Information sharing agreements need to be compliant with current legislation, including Data Protection and Human Rights, and MOJ policies and procedures.  Other Key Components cover:

* The Objectives of the ‘share’ i.e. why we are sharing information; what purpose does this serve?
* The Share – i.e. what does the NPS need to share and in what format (and vice versa) – this is important to confirm proportionality
* The Legal Basis – without this we cannot share
* The need for a Secure Email for transmission of information (and a Secure Case Management/IT Storage Facility (if applicable)

An Information Sharing Agreement template can be found on EQuIP or by inputting ‘Information Sharing Agreement’ into the EQuIP key word search.  Each NPS region has an Information Officer and/or a Local Information Officer who can assist if needed.

[Information Sharing Agreement](https://equip-portal.rocstac.com/CtrlWebIsapi.dll?__id=webMyTopics.searchOne&k=2631&as_sfid=AAAAAAVJ9JjvJn0VBfYLrz6Qwtu68WBrneXtTUKKcILFTg3qRhcOUhShKm0q8gasamZ78wm4hDxXkfrU0G8S6B4SCdUlEa1NrhUBWDsfoK6T-tH1uAzH_lZgRwcvtABphmKt2i4%3D&as_fid=8c33bcbd874901748129d632f28978067a2c5860)

Information exchange with any external agencies will be subject to the requirements of an Information Sharing Agreement (ISA). Some agencies will have their own templates including Information Sharing Protocols and Memorandums of Understanding; we can accept these but only if they cover the requirements of an ISA.

Before the NPS signs an ISA, it is recommended that the agreement is thoroughly checked by the relevant NPS information governance processes.  [Annex A](#_Annex_C_References) contains the seven golden principles of information sharing published as part of the 2015 revised government information sharing guidance for safeguarding practitioners.

# Annex A – Seven Golden Principles of Information Sharing

1. Remember that the Data Protection Act 2018 and human rights law are not barriers to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk. You will need to base your judgment on the facts of the case. When you are sharing or requesting personal information from someone, be certain of the basis upon which you are doing so. Where you have consent, be mindful that an individual might not expect information to be shared.
5. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.
6. Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely (see principles).
7. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

# Annex B - References and Further Reading

Crime and Disorder Act 1998 <http://www.legislation.gov.uk/ukpga/1998/37/contents>

<http://www.legislation.gov.uk/ukpga/1998/37/section/115>

Data Protection: Guide to Data Sharing and Data Sharing Codes of Practice. Information Commissioners Office.

<https://ico.org.uk/for-organisations/guide-to-data-protection/>

<https://ico.org.uk/for-organisations/guide-to-data-protection/key-data-protection-themes/age-appropriate-design-a-code-of-practice-for-online-services/9-data-sharing/>

*HM Government ‘Information Sharing Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers’ March 2015* [*https://www.scie.org.uk/care-act-2014/safeguarding-adults/sharing-information/seven-golden-rules.asp*](https://www.scie.org.uk/care-act-2014/safeguarding-adults/sharing-information/seven-golden-rules.asp)

MAPPA Guidance NOMS (2012) London.

<https://intranet.noms.gsi.gov.uk/policies-and-subjects/probation/public-protection/mappa>

PSI 05/2016 – Faith and Pastoral Care for Prisoners <https://intranet.noms.gsi.gov.uk/policies-and-subjects/prisons/residential-services/faith-and-pastoral-care-for-prisoners/psi-2016-05>

PI 15/2016 Information Sharing Policy: [https://www.justice.gov.uk/downloads/service users/psipso/psi-2016/psi-16-2016-pi-15-2016-information-sharing-policy.pdf](https://www.justice.gov.uk/downloads/offenders/psipso/psi-2016/psi-16-2016-pi-15-2016-information-sharing-policy.pdf)

MOJ Inclusion and Diversity Strategy 2017-2020:

<https://intranet.justice.gov.uk/guidance/equality-and-diversity/moj-di-strategy/>

HMPPS Equalities Strategy 2018-2020:

https://www.gov.uk/government/statistics/hm-prison-and-probation-service-offender-equalities-annual-report-2018-to-2019

HMPPS Service user Annual Equalities Report 2018-2019:

<https://www.gov.uk/government/statistics/hm-prison-and-probation-service-offender-equalities-annual-report-2018-to-2019>

HM Government ‘Information Sharing Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers’ March 2015 <https://www.scie.org.uk/care-act-2014/safeguarding-adults/sharing-information/seven-golden-rules.asp>