



HM Prison &
Probation Service

East Midlands

Reducing Reoffending Plan
2022-25



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Foreword

Welcome to the East Midlands Reducing Reoffending Plan. We are very excited to share our partnership plan that will have a central role in achieving our shared vision of working together to protect the public and help people lead law-abiding and positive lives.

We firstly want to thank each and every one of our staff for their hard work and resilience through the exceptionally challenging pandemic. We remain incredibly proud of our dedicated workforce and look forward to increasing our capacity as investment and expansion begin to take hold.

Reducing reoffending is a critical part of our work, and we know that focused interventions in custody are vital in preparing people for release into the community, including support to reconnect with their families. We will therefore prioritise the employability of prison leavers as well as access to settled accommodation.

We will prioritise the reduction of drug supply into prisons, and the continuity of care for those in drug and alcohol treatment on release into the community. We will deliver our statutory obligations of public protection, security and enforcement of prison sentences, licences and court orders.

Martin Davies, Regional Probation Director

Alison Clarke and **Paul Cawkwell**, Prison Group Directors



Vision

Working together across the East Midlands region to protect the public and help people to live law-abiding and positive lives



Principles



Enable people to be their best



An open learning culture



Transform through partnerships



Modernise our estates and technology



Values

- Purpose
- Openness
- Humanity
- Together

In delivering this plan, we will work to the principles of rigour, discipline, incentive and consequence.



About the East Midlands region

Total population of
4.1 million



11,500 people
on probation and **4,300**
people in custody



Around **1,500** probation
employees and **4,000**
prison employees



Major employment sectors,
including retail trade,
manufacturing (aggregate),
motor vehicle trade,
business support services
and construction



26% reoffending rate
(April 2019 to March 2020)¹



5 police and crime
commissioner areas
– Derbyshire, Leicestershire,
Lincolnshire, Nottinghamshire
and Northamptonshire



¹ <https://www.gov.uk/government/statistics/proven-reoffending-statistics-january-to-march-2020> – Geographical Data Tool

40 local authorities



11 prisons, rising to
13 by 2023



19 Clinical Commissioning
Groups (soon to be
Integrated Care Boards)



12 courts delivering a
caseload of over **21,000**



45% of people on
probation in the community
have an employment need,
34% have an accommodation
need, **32%** have a drug misuse
need, and **22%** have an
alcohol misuse need²



² Identified needs of offenders in custody and the community from the Offender Assessment System, 30 June 2021

Achievements



25 new services were commissioned, including Nottingham Woman's Centre.



Unpaid work – planted trees on NHS property, with a focus on setting up community gardens with horticulture qualifications for people on probation.



HMP Sudbury developed a successful construction training course in partnership with RMF Construction and People Plus – prisoners have been employed on the Five Wells and Glen Parva building projects.



STAR Project Derby – a unique partnership between the Probation Service, Derby Homes and the YMCA in Derby that offers supported housing to men with the most complex needs in the criminal justice system.



Violence Reduction Network in Leicestershire – working in partnership on joint bids to secure funding to reduce violent crime among young adults.



Probation Service User Group – met throughout COVID-19 and unification to share valuable feedback on service delivery in Lincolnshire.



Delivered the 'Hope' arts project at HMP Stocken in collaboration with Soft Touch Arts.



Worked with the Going Forward into Employment scheme which looks to engage with prison leavers and people on probation.



We are recruiting 8 employment leads, 8 ID and banking support leads, 12 (5 in 2022 and 7 in 2023) neurodiversity support managers, and 4 health and justice partnership co-ordinators by the end of 2022 – 2 housing specialists will also be recruited in the East Midlands Prison Group, and 2 in the North Midlands Prison Group, to support in addressing the causes of reoffending.

Delivering HMPPS and MoJ priorities

Reducing reoffending sits at the heart of our department's work. Around 80% of people who receive cautions or convictions have offended before.

People who leave prison with strong foundations in place to make a success of their lives are less likely to reoffend. These foundations include **a stable home, a stronger connection to family and local community, a steady job, and good health free from substance misuse**. For women, this means a gender-informed approach to deliver better assessments and interventions.

Our continued focus on these key areas has been highlighted by the recent publication of the Prisons Strategy White Paper and the cross-government 10-year Drugs Strategy.

These plans outline how we will cut crime, make communities safer and prevent people becoming victims, by reducing reoffending and addressing the things that increase the risk of criminal behaviour. The activities set out how we will improve rehabilitation, resettlement and supervision of prison leavers in the community, ensuring there are consequences for those who fail to comply.

These plans are backed by a substantial investment over the next three years:

- £200 million a year by 2024-25 to improve prison leavers' access to accommodation, employment support and substance misuse treatment, introducing further measures for early intervention to tackle youth offending
- making permanent the additional £155 million a year for the new unified Probation Service, to support rehabilitation and improve public protection
- £75 million a year by 2024-25 to expand the use of GPS-enabled and alcohol abstinence-monitoring electronic tagging
- £40 million a year to help offenders engage with substance misuse treatment and to tackle drug supply

HMPPS is committed to work with our partners to make this vision a reality, including consulting on our plans with police and crime commissioners and working together to drive down rates of reoffending. The agency has an ongoing commitment to partnering with a diverse range of providers, including private organisations, other statutory partners and the third sector. We want to drive the right reducing reoffending outcomes together, harnessing local innovation to deliver excellence through partnering with others.

Working in partnership is crucial to driving our reducing reoffending ambitions forward. We know that by working collaboratively with our partners we will achieve better outcomes for victims, for our communities and for offenders. I look forward to seeing what we can achieve together in your region through the activities set out in this new plan. It is our vision to prevent victims by changing lives, and these plans set out our aims and activities to protect the public and reduce reoffending.

Jo Farrar

Second Permanent Secretary and CEO, HMPPS

Reducing Reoffending Plans demonstrate how we will work together to provide high-quality interventions and services. I look forward to seeing what we can accomplish together through the activities set out in this new plan. We know that having a job on release, a safe place to stay, access to the right health and substance misuse treatment, and supportive family and friends are some of the vital ingredients for a crime-free life.

Amy Rees

Director General of Probation and Wales, HMPPS



Police and crime commissioners across England and Wales are committed to working in partnership with the Probation Service and all our local, regional and national partners to reduce reoffending and keep our communities safe. We are delighted to see the increased focus on partnership working in the new regional Reducing Reoffending Plans and that all police and crime commissioners will be consulted on the plans, ensuring strong alignment with our local Police and Crime Plan priorities. Only by working together can we deliver positive change on behalf of the public – cutting crime, keeping victims safe and helping our communities to thrive. We will be working closely with each regional probation director on the implementation of their plans, including developing new and innovative approaches to reducing reoffending.

Emily Spurrell

(Deputy Criminal Justice System Lead) and

David Lloyd

(Criminal Justice System Lead), Police and Crime Commission



Training, skills and work

Employment and education are important for cutting crime. They provide opportunities for people in prison and on probation to gain independence and contribute to wider society. Prison leavers who get a job are up to nine percentage points less likely to reoffend.

Nationally, we will increase the number of job opportunities for prisoners while in prison, on temporary licence and on release. The New Futures Network supports men and women in prisons to negotiate these job opportunities. Prisons and education, training and employment providers should work with employers to provide real work experience.

A new prisoner education service will combine the **best of education available outside prisons with meaningful work opportunities and bespoke careers guidance**. Department for Work and Pensions prison work coaches will advise on employment and benefits, so that people leave prison with the practical things they need to find and keep a job.

Regional context

- In the East Midlands, currently only 7% of prison leavers have a job six weeks after release (April 2020 to March 2021).³
- Regionally, around 45% of people on probation have an education, training and employment need.⁴
- Training prisons have focused on developing skills in drylining, cycle repairs, motor mechanics, painting and decorating, horticulture, barbering, carpentry, flooring, warehousing, hospitality, white goods (service and repairs), and health and safety (food/construction).
- The East Midlands Prison Group has formed relationships with many local and national employers, including GXO Logistics, Northern Power Grid, DHL, BT Openreach, Balfour Beatty, Mailway Packaging, AH Worth Farms, East Coast Creels, Freshline, and Johnsons Hotel Linen to provide paid employment opportunities on temporary licence and potential employment on release.
- For 2022-25, we will commission and co-commission services that directly increase employability, with a focus on young adults and care experienced people.

³ <https://www.gov.uk/government/statistics/community-performance-annual-update-to-march-2021>

⁴ **Identified needs of offenders in custody and the community from the Offender Assessment System, 30 June 2021**



Important partners in this work

- Ingeus, the current East Midlands provider of education, training and employment under the CRS contract
- Department for Work and Pensions, helping people on probation and prison leavers to find work
- Youth Justice Board
- Police and crime commissioners
- Co-Financing Organisation, funded by the European Social Fund to deliver purposeful activity for people on probation on release and in the community
- Unpaid work beneficiaries, giving work experience opportunities to people on probation
- Novus, an education provider for prisons
- Offploy, delivering employment training and education support as part of unpaid work hours



Targets

- By July 2023, East Midlands will continue to maintain the proportion employed six weeks after release at 20%
- By July 2023, East Midlands will increase the proportion employed six months after release by 5 percentage points from 18% in March 2022



Three-year objectives

- Ensure more prisoners obtain practical skills in the construction industry (multi-skill areas: construction, painting and decorating), warehousing and logistics, and hospitality and catering
- Deliver a fully embedded employment hub model with prison employment leads across each prison, improving employment opportunities for prison leavers by 2023-24, and working to extend release on temporary licence opportunities that link to jobs on release
- Commit to active recruitment of individuals with lived experience – adding three unpaid work supervisors and a specific probation services officer to commence in 2022-23
- Increase the number and diversity of businesses working in partnership with prisons, offering job opportunities on release
- Increase the number of unpaid work placements that offer training and skills development
- Increase the number of prisons leavers who progress into work or training on release into the community



Three-year activities

- Ensure improved links between Ingeus (Commissioned Rehabilitative Service provider of education, training and employment) and prison employment hubs to maximise employment prospects on release
- Embed Prison Employment Boards in each resettlement prison, chaired by local business leaders, utilising labour market intelligence to focus the prison curriculum on preparing prisoners for employment on release by 2023-24
- Ensure that all people on probation who complete an unpaid work placement are offered an online health and safety module, and the opportunity to complete further training
- Significantly increase referrals to Co-Financing Organisation activity hubs for those having difficulty accessing mainstream services, with a particular focus on social inclusion
- Deliver an embedded peer mentoring strategy across the East Midlands by the end of 2023
- Support individuals with lived experience to develop knowledge, understanding and skills needed to work within probation or other parts of the Civil Service – East Midlands will lead in a national pilot to engage and recruit individuals with lived experience in the last 12 to 16 weeks of their supervision

Drugs and alcohol addiction

Offenders with substance misuse issues must experience continuity of care when they leave prison to ensure **access to the right treatment**. Community-based drug or alcohol treatment can increase the number of people who do not reoffend in the two years after treatment to 44% (Public Health England and MoJ, 2017).

The government will invest £40 million in **drug treatment** services for people on probation, as part of a £780 million increase in funding for drug treatment nationally. This will **increase the number of specialist staff and treatment places** for prison leavers and those on community sentences, to reduce drug-related deaths.

It contributes to meeting the government's 10-year Drugs Strategy commitment to **focus on recovery** from the moment an individual comes into contact with the criminal justice system. Commissioned Rehabilitative Services offer holistic support to women in their local community, including dependency and recovery.

In Leicestershire, East Midlands Probation Service has already entered into co-commissioning arrangements with local authorities, in order to add specific criminal justice pathways for people on probation who are in treatment and for relapse prevention work. Co-commissioning will also occur throughout 2022 in Nottinghamshire, Derbyshire and Lincolnshire.

Regional context

- 22% of people on probation in the community have an alcohol misuse need, and 32% have a drug misuse need.
- Levels of alcohol and drug misuse are 30% and 35% respectively for women on probation in the community, compared to 21% and 32% respectively for men.⁵
- Substance misuse differs by the type of supervision a person is under. Alcohol misuse is more prevalent for those on community sentences, and drug misuse is higher for those on licence.

⁵ Identified needs of offenders in custody and the community from the Offender Assessment System, 30 June 2021



Important partners in this work

- Leicester City and Leicestershire County Council, Derby City and Derbyshire County Council, Lincolnshire County Council, Nottingham City and Nottingham County Council – linking in with local drug and alcohol addiction services
- Turning Point, a health and social care organisation helping those with substance misuse problems
- Change Grow Live, a voluntary organisation specialising in substance misuse within criminal justice systems
- Clean Slate, offering free training or paid employment to those facing barriers to work
- Integrated offender management police partnerships – a partnership approach to tackling serious acquisitive crime
- Local health providers, including Inclusion Health, Leicestershire Partnership Trust, Lincolnshire Partnership Foundation Trust, Nottinghamshire Healthcare NHS Trust, Derbyshire Recovery Partnership, and St Andrew's House, Derby



Targets

- Community sentence treatment requirements (including drug rehabilitation requirements, alcohol treatment requirements and primary/secondary care mental health treatment requirements) will seek to provide offenders with the treatment they need to address the underlying causes of their offending behaviour
- We will drive up use of treatment requirements for those who are eligible through new investment, working in collaboration with the courts, NHS, and treatment providers



Three-year objectives

- Reduce drug-related and alcohol-related deaths
- Increase treatment places for all those with an addiction
- Keep people who have received treatment while in prison engaged after their release – improved engagement of people before they leave prison and better continuity of care into the community
- Reduce the supply of drugs into prisons
- Improve access to accommodation and employment opportunities alongside treatment
- Improve integration of services, ensuring physical and mental health needs are addressed to reduce harm and support recovery



Three-year activities

- Co-commission with local authorities to enhance community drug treatment services
- Increase referrals into treatment from people on probation who are subject to drug treatment requirements and alcohol treatment requirements from court
- Increase alcohol monitoring on prison licence and increase support services for alcohol addiction
- Deploy health and justice co-ordinators in resettlement prisons and continue to develop continuity of care pathways from custody to community support and treatment
- Deliver the Prison Drugs Strategy, including supply reduction, debt strategy and enhanced gate security and body scanners by 2023-24
- Further develop bespoke criminal justice drug worker posts to support integrated offender management schemes by 2023-24

Family, accommodation and readjustment to society

Risk of reoffending is reduced if people can rebuild **community and family connections** and access safe, stable accommodation. Prison leavers without stable **accommodation** are almost 50% more likely to break the law again. HMPPS supports people to maintain positive relationships while in custody and on release, including partnership working with contracted family service providers and the Prisoners' Families Helpline.

HMPPS's increased funding to reduce reoffending will improve prison leavers' access to accommodation through the new **Community Accommodation Service**. This brings together approved premises, the Bail Accommodation and Support Service and new transitional accommodation, and includes specific provision for women.

In July 2021 we launched a new transitional accommodation service providing up to 12 weeks' accommodation and support for those leaving prison at risk of homelessness in 5 probation regions. The first year (1 July 2021 – 17 June 2022) has enabled us to support 2,396 prison leavers and to build on our links with local authorities and other local partners to support individuals to move on to settled accommodation. This service will roll out across England and Wales in 2022-23.

HMPPS will increase the number of approved premises spaces across England and Wales by 200 and deliver essential repairs and maintenance. In women's prisons, pre-release activity will ensure their specific needs are considered as part of resettlement activity, in addition to probation staff working in all prisons as part of offender management in custody.

To deliver improved resettlement outcomes and reduce prisoners' risk of reoffending on release, we will strengthen pre-release planning and enhance resettlement support. This includes establishing resettlement boards to promote a multi-agency approach to resettlement, facilitating the use of video links with support agencies to enable pre-release appointments, and implementing departure lounges to aid prisoners' resettlement on release from prison.

Regional context

- Between April 2020 and March 2021, 77% of people on probation were housed on release in the East Midlands.⁶
- Around 39% of prison leavers and 29% of people on community sentences have an accommodation need.
- One of the most prevalent needs in the region is issues with family and close relationships.⁷
- Through the new Community Accommodation Service being commissioned, we will provide up to 84 nights of accommodation for male and female prison leavers at risk of homelessness on release. This will include support to move onto settled accommodation, due to go live in early 2023.
- Mandatory handovers between prison offender managers and community offender managers will improve the transition from custody to community to aid resettlement of prison leavers.
- Focusing on children's wellbeing, we are working with local authorities and partners to co-commission a service to provide support to families when a parent goes into custody, is released from prison, and returns to the family home.
- A contract with St Giles to engage with people on probation is being progressed in East Midlands. Standards of excellence will be fully rolled out in 2022.
- The Families Affected by Imprisonment Project is a partnership between local councils, Leicestershire Police, schools, the Probation Service and the Violence Reduction Network. It was established in January 2021 to improve the support available to families who have a loved one in prison. This model will be further developed and replicated across the region.

⁶ <https://www.gov.uk/government/statistics/community-performance-annual-update-to-march-2021>

⁷ Identified needs of offenders in custody and the community from the Offender Assessment System, 30 June 2021



Important partners in this work

- NACRO, the CRS provider for accommodation
- St Giles Wise, a contract provider engaging with people on probation
- Community Accommodation Service provider, which will be in place from 2023
- East Midlands local authorities, undertaking the housing duty to refer applications
- Police and crime commissioners



Targets

- By July 2023, East Midlands will increase the proportion housed on the night after release by 8 percentage points from 82% in March 2022
- By July 2023, East Midlands will continue to maintain the proportion in settled accommodation 3 months after leaving prison at 82%



Three-year objectives

- Increase the number of prison leavers into accommodation on the first night of release
- Increase the number of prison leavers in settled accommodation three months after release
- Improve prisoner access to maintain family connections and relationships
- Improve prisoner access to finance, benefit and debt support in custody and post release
- Improve integration of services for young adults and those with care experience through custody and on release



Three-year activities

- Work with NACRO (the national accommodation supplier) to ensure prison leavers and people on probation get the best support in securing and maintaining suitable accommodation
- Create a finance, benefit and debt service in 2022-23 for people on probation in the community, and a custodial service to manage finance and debt when people go into prison and to support people with bank accounts and benefits before release
- Commission family services contracts to improve connections and relationships by 2023-24, supported by investment in digital technology to increase remote access
- Focusing on children's wellbeing, work with local authorities and partners to co-commission a service to provide support to families when a parent goes into custody, is released from prison, and returns to the family home
- Add pre-release resource to prison staffing to focus on all aspects of release planning and resettlement back into communities
- Support the rollout of new transitional accommodation for prison leavers at risk of homelessness across the region

Public security through engagement and compliance

HMPPS **monitors offenders rigorously** and ensures they understand the consequences of not complying with an order of the court. This is crucial to reducing reoffending, making communities safer and preventing people becoming victims of crime.

Integrated offender management (IOM) is the process that makes intensive supervision consistent, bringing together the police and other partners in response to crime and threats faced by local communities.

Approved premises provide offenders who are high risk or have complex needs with a greater level of **supervision and support** following release from prison.

The **National Security Division** enhances monitoring and supervision for individuals who are identified as a terrorist risk or involved in serious and organised crime or critical public protection cases, which are assessed as meeting a threshold set nationally.

New **electronic monitoring** technologies are being used to support compliance and are an important tool in providing punishment, effectively supervising individuals in the community, protecting the public and reducing reoffending.

Regional context

- Probation offers a Victim Contact Scheme to victims of the most serious offences. This provides information on the sentence and enables the victim's voice to be heard on key aspects of the sentence management.
- The national integrated offender management refresh and accompanying national guidance, together with the acquisitive crime project, have brought a focus to serious, persistently offending people on probation. This, combined with Regional Outcome Innovation Fund commissioning and additional monies for partner agencies (in particular substance misuse providers), will create far more robust criminal justice pathways out of crime. A more regional approach has been achieved, including both police and probation, with greater tactical and strategic alignment. This will create a more cohesive approach to reducing offending with the integrated offender management cohort, especially when movement across force or Probation Delivery Unit boundaries occurs.
- The primary aim of prisons is to protect the public by keeping those in custody who are committed by the courts. HMP Lincoln, Leicester and Nottingham are reception prisons that take prisoners (remand and custody) directly from the local courts. Once categorised, prisoners are transferred onto training and resettlement prisons.



Important partners in this work

- St Giles Wise, a contract provider engaging with people on probation
- Electronic monitoring providers, providing alternative routes to rehabilitation for people on probation and helping to reduce reoffending
- Police
- HM Courts and Tribunals Service
- Police and crime commissioners
- Local authorities
- Crown Prosecution Service
- Victims' services



Targets

- By April 2023, East Midlands will increase the proportion of sexual offence interventions completed by 28 percentage points from 42% in March 2022



Three-year objectives

- Improve workforce planning and deployment, by utilising workforce planning tools and working closely with delivery partners to plan and co-commission services with flexible delivery models
- Increase staff retention year-on-year by increasing support for staff, investing in staff learning and development, and defining clear career progression pathways
- Actively work with Engaging People on Probation contract providers to utilise meaningful opportunities to gain service user insight from women, and to support and improve effective service delivery
- Support estate expansion, increasing capacity
- Improve security through investment in technology
- Increase compliance with prison licences and community orders



Three-year activities

- Increase the volume of pre-sentence reports delivered to courts, ensuring sufficient information is provided about the case to support effective sentencing and provide credible recommendations
- Use outcomes from audits and inspections to inform and prioritise our learning and development needs across the region, proactively addressing any recommendations
- Continue to improve local workforce planning data to ensure resources are distributed effectively – we have relaunched the Resource Planning Committee to focus on moving forward
- Increase proposals for electronic monitoring to aid compliance and reduce reoffending
- Ensure the voice of the victim is incorporated into all aspects of offender management, to enhance risk reduction work with offenders and provide appropriate safeguards for victims

Our partners

- Inclusion Health
- Leicestershire Partnership Trust
- Lincolnshire Partnership Foundation Trust
- Nottinghamshire Healthcare NHS Trust
- Derbyshire Recovery Partnership
- St Andrew's House, Derby
- NACRO
- Ingeus
- St Giles Wise
- Regional police and crime commissioners
- Department for Work and Pensions
- HM Courts and Tribunals Service
- Crown Prosecution Service
- Youth Justice Board
- NHS
- Police
- Local authority housing services
- Local authority health services
- Electronic monitoring providers
- Victims' services providers

Measuring progress and impact

This regional Reducing Reoffending Plan sets out HMPPS's vision to reduce reoffending in the East Midlands. Detailed plans to achieve these outcomes and objectives are set out in HMPPS's internal annual business plans. Performance data is available at <https://www.gov.uk/government/organisations/her-majestys-prison-and-probation-service>

This regional Reducing Reoffending Plan sets direction for the next three years and is reassessed annually, to ensure progress is sustained over time.

Glossary

Acquisitive crime – Where the offender derives material gain by illegal means, usually from another person or organisation, including shoplifting, burglary, robbery, theft, piracy and fraud.

Alcohol abstinent monitoring requirement – A community sentence that can ban individuals from drinking alcohol for up to 120 days.

Alcohol treatment requirements – Targeted at offenders assessed as alcohol dependent, who will often have complex coexisting needs and require intensive, specialist, care-planned treatment involving a range of agencies.

Approved premises – Provide residential supervision for offenders at high and very high risk of serious harm, released on licence to the community.

Bail Accommodation and Support Service – Provides suitable accommodation for those who would otherwise be held in prison. This helps reduce pressure on the custodial estate through the provision of accommodation in the community.

Care experienced people – People who have experienced the care system.

Co-commissioning – Where two or more service commissioners align their priorities while retaining responsibility for their own resources.

Co-Financing Organisations – A collection of organisations who have agreed to jointly fund projects key to changing offenders' lives to reduce reoffending.

Commissioned Rehabilitative Services – Part of the Ministry of Justice's new probation system, procured by regional probation directors to provide flexible, responsive services to help break the cycle of reoffending.

Community Accommodation Service – Provides temporary accommodation for homeless prison leavers and those moving on from approved premises or the Bail Accommodation and Support Service, and helps them move into settled accommodation.

Community offender manager – Also known as a probation officer, and is someone based in the Probation Service in the community who will work with individuals to prevent them reoffending after they leave prison.

Community payback – A type of community order sentence that is unpaid work, such as removing graffiti, clearing wasteland or decorating public places and buildings.

Community sentences – A community order sentence is made up of one or more 'requirements' to be carried out in the community instead of prison.

Drug treatment requirements – A type of community order sentence comprising structured treatment and regular drug testing, which is available to courts as a sentencing option.

Indeterminate sentence – Those sentenced to life imprisonment or imprisonment for public protection have no automatic right to be released.

Integrated offender management – Provides a way in which criminal justice agencies and other partners can share information and work together to help and supervise a small, targeted group of offenders who are highly likely to reoffend.

Lived experience – Refers to people who have been in prison or who have a conviction.

Memorandum of understanding – A non-binding agreement that states each party's intentions to take action, conduct a business transaction, or form a new partnership.

Mental health treatment requirements – Used in relation to any mental health issue including personality disorders.

Multi-agency public protection arrangements – The process through which the police, Probation Service and Prison Service work together with other agencies to manage the risks posed by violent and sexual offenders living in the community.

National Security Division – A team dedicated to managing our highest risk offenders.

Offender management in custody – A rehabilitative framework which co-ordinates a prisoner's journey from prison and back into society.

Prison offender manager – Works with individuals while they are in prison to complete goals set in their plan.

Probation Delivery Units – Offices which serve geographic areas within each region, usually aligned with local authority areas.

Regional Outcome Innovation Fund – Used to commission or co-commission initiatives that tackle cross-cutting social outcomes that are key to reducing reoffending.

Restorative justice – The process that brings those harmed by crime and those responsible for the harm into communication, enabling everyone affected by a particular incident to play a part in finding a positive way forward.

Sentence plan – An action plan to identify and address an individual's needs and risks.

Sentencer engagement – Engagement with members of the judiciary and magistracy.

Temporary licence – Temporary release from prison to aid the resettlement of prisoners into the community.

Unified Probation Service – Unification of the National Probation Service and privately owned community rehabilitation companies to form a new Probation Service.

Youth offending – Young people convicted of violent and other serious offences.



HM Prison &
Probation Service