



HM Prison &
Probation Service

South Central

Reducing Reoffending Plan 2022-25

Annual
Update
2023



Contents

Foreword	1
Delivering HMPPS and MOJ priorities	3
Training, skills and work progress	4
Drugs and alcohol addiction progress	6
Family, accommodation and readjustment to society progress	8
Delivering the order of the court	10
Priorities for the next year	12

Foreword

We are delighted to present this update to our Regional Reducing Reoffending Plan, capturing tangible progress against our ambitions. Collaboration between the prison group and regional probation teams has strengthened significantly. The embedding of a Local Leadership Forum, bringing together Prison Governors and Probation Heads of Service to discuss areas of shared interest, problem solve and learn together, has joined up services that reduce reoffending.

We have made significant strides in relation to accommodation for prison leavers, working together through our multi-agency Accommodation Resettlement Board, to improve data accuracy and drive timely interventions to prevent homelessness. The Community Accommodation Service Tier 3 has begun supporting prisons leavers who would otherwise have been homeless on release with temporary accommodation. This work will remain a priority over the coming year, as will a focus on Family support within our prisons.

Our new Probation Health and Justice team has already enhanced collaboration with Prison Group Leads and Health teams. This will undoubtedly provide opportunities in the coming year to strengthen our activity in relation to substance misuse support and mental health.

In addition, we see opportunities to support more prison leavers and people on probation into employment, increasing our use of Release on Temporary License, continuing to build links with employers and working with our partners to upskill people so they are more likely to find employment on release.

There is much to be proud of, but there is also still much to do. We are confident that working together, and with the continued support of our many dedicated partners we will make further strides forward in the coming year.

Gabriel Amahwe, Regional Probation Director and
Andy Lattimore, Prison Group Director

“Reducing reoffending remains a critical priority if we are to reduce the effects of crime on communities and keep our citizens safe. These annual updates demonstrate our continuing work to tackle the drivers for reoffending and help people live decent, law-abiding lives by improving access to employment, accommodation, substance misuse treatment, and tackling anti-social behaviour. We could not do this without our partners across and outside of government, and we will strive for a joined-up, cohesive system to achieve excellence in rehabilitation.”

Amy Rees

Director General Chief Executive Officer, HMPPS

“Police and Crime Commissioners in England and Wales are dedicated to collaborating with HMPPS and our various local, regional, and national partners to reduce reoffending rates and maintain community safety. The updated regional Reducing Reoffending Plans highlight the importance of partnership collaboration, and all Commissioners have been involved in shaping these plans to align with local Police and Crime Plan priorities. It is only through collective efforts that we can bring about positive changes for the public, such as reducing crime, protecting victims, and keeping communities safe. We will closely cooperate with each Regional Probation Director to implement their plans, which will include the exploration of new and innovative approaches to community payback and rehabilitation through co-commissioning opportunities.”

Emily Spurrell (Deputy Criminal Justice System Lead) and
David Lloyd (Criminal Justice System Lead), Police and
Crime Commission



Delivering HMPPS and MOJ priorities

We continue to reduce reoffending by providing high quality interventions, and targeted support for those under our supervision, including our prison leavers and women, who have unique needs, to make a success of their lives. Arrangements for children and young people are not currently reflected in these plans.

We know that people who leave prison with a strong foundation in place are less likely to reoffend. Regional Reducing Reoffending Plans support improving outcomes across a range of areas including **accommodation**, **education**, **employment** and **health**, and address the **thinking**, **attitudes** and **behaviours** that lead to reoffending.

This government has committed significant funding to support this work. We continue to work collaboratively with our partners targeting delivery of services, maximising co-commissioning opportunities and achieving the priorities outlined in the Regional Reducing Reoffending Plans.

Over the past year, we have navigated a period of significant challenge, including increased demands on services and workforce pressures. Throughout, our focus has remained on maintaining agreed service delivery to the best of our abilities.

Over the past year, achievements include:

- launch of the Community Accommodation Service Tier 3, increasing available bedspaces to 650 and housing over 1,300 individuals who would otherwise be held in prison
- publication of the HMPPS approach to the management and rehabilitation of people convicted of sexual offences
- strategic review of all HMPPS designed accredited programmes

- new Employment Hubs and Employment Boards rolled out in 92 prisons. Since April 2022, the proportion of prison leavers finding work within six weeks of release increased from 15% to 19%, with a further 30% in work after 6 months, up from 23%
- hired over 100 Heads of Education, Skills and Work to lead and improve the curriculum for education and employment in prison
- investment in over 50 Health & Justice Coordinator posts nationwide to support our substance misuse strategy

Looking ahead, we remain dedicated to delivering on the priorities outlined in these plans and recognise the importance of opportunities for collaboration across organisations to better use our collective resources and expertise.

Over the coming year, the OneHMPPS programme will create opportunities to further join up efforts across prisons and probation in our local partnership engagement, supporting HMPPS and our stakeholders to work more holistically to reduce reoffending.

We will continue to collaborate with statutory partners, private and voluntary-sector organisations, breaking down barriers to desistance from crime and work closely with Police and Crime Commissioners supporting our shared rehabilitation priorities.

Training, skills and work progress

Employment and education 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, which cuts crime and helps to protect the public. We will continue to raise the skills and qualifications of women, so they are more likely to secure employment on release.

Regional targets

- By April 2024, South Central will increase the proportion employed six weeks after release by 2 percentage points from 18% in March 2023.
- South Central will continue to increase the proportion employed six months after release from 30%, in the performance year to March 2023.



We said we would:

- Ensure improved join-up between the different parts of HMPPS working in this space to provide a coherent journey for people on probation, add value and reduce duplication.
- Improve the quality and accessibility of data in relation to education, training and employment outcomes for prison leavers and those on community sentences.
- Ensure that new commissioned education, training and employment services emphasise the achievement of outcomes, improvement in skills levels and employment opportunities.
- Improve employment support processes for people moving out of the area on release.
- Develop the prisoner education service, with an improved curriculum to enhance employability skills and access a broader range of learning.
- Pilot the Neurodiversity Support Manager in HMP Bullingdon as part of further accelerator project initiatives.
- Build links with employers, leading to real job and training opportunities.

Training, skills and work progress



We said we would:

- Develop closer links with local enterprise partnerships and participate in local skills initiatives
- Develop our education, training and employment offer as part of unpaid work hours, to include disclosure workshops, first aid, health and safety training, and online learning courses.



What we have done so far – Outcome Progress:

- Commenced mapping of Education, Training and Employment (ETE) and Accommodation services across South Central Prisons and Probation.
- Joint processes are in place to review performance, the quality of accommodation and ETE data on a monthly basis with action taken where required.
- Employer engagement grows monthly with new relationships being brokered by the New Futures Network Lead Manager, which includes local and national employers.
- Worked with a local employability charity to pilot additional ETE activities as part of Unpaid work. New online learning portal for Unpaid work launched.
- HMP Bullingdon Neurodiversity Support Manager in role since August 2022 and recruiting to all other prisons within South Central.

Drugs and alcohol addiction progress

People 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 cut crime by increasing the number of people who do not reoffend in the two years after treatment to 44% (Public Health England and MoJ, 2017).

Regional targets

- Community Sentence Treatment Requirements (CSTRs) include Drug Rehabilitation Requirements (DRRs), Alcohol Treatment Requirements (ATRs) and primary/secondary care Mental Health Treatment Requirements (MHTRs). These requirements seek to provide people in our care with the treatment they need to address the underlying causes of their offending behaviour, in the community.
- We are driving up use of treatment requirements for those that are eligible through new investment working in collaboration with the Courts, NHS, and Treatment providers.



We said we would:

- Ensure we have effective partnerships with all 13 public health commissioners across the region.
- Move to new co-commissioned services with local public health commissioners, following the new national commissioning quality standard.
- Actively participate in local joint needs assessments, development of local drugs strategies and local strategic partnership bodies.
- Co-locate substance misuse providers wherever possible to improve partnership working and provide joined-up services for people on probation.
- Ensure that probation practitioners and the local judiciary make the best use of alcohol treatment requirements and drug rehabilitation requirements, improving compliance and outcomes.

Drugs and alcohol addiction progress



We said we would:

- Make full use of new rehabilitation and detox facilities to support better outcomes for people on probation.
- Work with local mental health services to improve responses to individuals with a dual diagnosis.
- Pilot and evaluate an early intervention programme, working with treatment providers to enable individuals with a previously unrecognised treatment need to move into treatment.
- Employ and embed health and justice leads to support health commissioning and partnership activity.



What we have done so far – Outcome Progress:

- Links built with all 13 public health commissioners.
- Health and Justice Manager and Coordinators in post and linked with Prison Group Drug Lead. Working with NHS colleagues to develop strategies and coordinate activity in relation to mental health, substance misuse and health inequalities.
- Both Prison and Probation have active participation in all local combatting drugs partnerships, which has included contribution to local needs assessments and strategy development.
- Programme of work in place to increase the take up and completion of drug rehabilitation requirements, led by Health and Justice Manager.
- Early intervention programme designed and delivered in Oxfordshire.

Family, accommodation and readjustment to society progress

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, the Prisoners' Families Helpline and faith-based organisations.

Regional targets

- By April 2024, South Central will increase the proportion housed on the night after release by 13 percentage points from 78% in March 2023.
- By April 2024, South Central will increase the proportion in settled accommodation three months after leaving prison by 3 percentage points from 77% in March 2023.



We said we would:

- Commission and embed the Community Accommodation Service contract.
- Develop and commission a new finance, benefit and debt service in custody and the community.
- Embed pre-release teams in HMP Bullingdon and HMP Winchester, and provide in-reach support to non-resettlement prisons.
- Facilitate regular meetings of prisons' family leads to share information and best practice.
- Provide oversight for prisons' Family and Significant Others Strategy documents, and sign off family performance measures.
- Mobilise and embed the new family and significant others provision across all prisons from October 2022.

Family, accommodation and readjustment to society progress



We said we would:

- Implement a family and social connection approach underpinned by a protective factor framework.
- Develop an Approved Premises psychologically informed planned environment, and support transition into the community with an approach that is tailored to those who have experienced trauma in the past.
- Actively support, participate in and embed the findings of the Thames Valley Police and Crime Commissioner (PCC) Local Leadership Innovation Fund project to develop whole-system approaches for working with women on probation.
- Develop and improve 'youth to adult' transitions, that is tailored to those who have experienced trauma.



What we have done so far – Outcome Progress:

- Begun providing prison leavers who would otherwise have been homeless on release with up to 84 nights temporary accommodation.
- New Finance, benefit and debt service in place across the region within the community.
- The psychologically informed planned environment at Dickson House has been established and is fully operational with positive transitions for residents into the community.
- All South Central prisons have undertaken a self-assessment of their Families and significant others' provision, including their strategies and future plans.
- Participated in the Thames Valley PCC Local Leadership Innovation Fund project and provided funding to continue this activity and embed learning beyond the original project term.

Delivering the order of the court

HMPPS monitors the people under our supervision 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.

Regional targets

- By April 2024, South Central will increase the proportion of sexual offence interventions completed by 7 percentage points from 63% in March 2023.



We said we would:

- Embed a new approach to managing those who receive a short custody sentence in custody, to reduce reoffending in this group.
- Implement the new Integrated Offender Management (IOM) Strategy – where integrated offender management is seen as an effective intervention for those who pose the highest risk of reoffending.
- Work with the police to develop more detailed performance monitoring of people subject to IOM.
- Embed new mental health treatment requirements across the region.
- Embed our new strategy for working with women on probation, to provide more specialist interventions and approaches that meet their unique needs.
- Implement trauma-informed practice across our work, and particularly in relation to women and the under-25 cohort.
- Make better use of technology to ensure delivery is effective and improve engagement with those in custody, making the transition into the community smoother and more organised.

Delivering the order of the court



What we have done so far – Outcome Progress:

- Worked with NHS to introduce Mental Health Treatment Requirement provision in Berkshire/Oxfordshire. Provision mobilising in High Wycombe, Southampton and Portsmouth.
- Short-sentence function piloted in three areas with plans to roll out across the region. Capacity building in prisons to deliver pre-release activity.
- Implemented new strategy for working with women on probation, including dedicated women's team and bespoke training.
- Implemented the Integrated Offender Management (IOM) Strategy, offering enhanced support for this cohort and training for probation staff, IOM police and partners. Also worked with local and national IOM Police to better analyse local data.
- Signed the Hampshire Trauma Informed Concordat and are engaged in multi-agency activities developing the local trauma informed strategy.

Priorities for the next year

Our key area of focus for the coming year must be on delivering the order of the court. Ensuring that people in prison and on probation complete their sentence in a timely manner and receive appropriate, high-quality interventions that support reducing reoffending. We will continue to work collaboratively with our partners including PCCs, Violence Reduction Unit, Police, Local Authorities and Health Services, actively seeking opportunities for co-commissioning, joint funding bids and projects.

Opportunities for the next year

- Continue to improve the quality of sentence delivery to reduce the likelihood of reoffending, ensuring the effectiveness of community sentences and that those we work with receive timely and meaningful support and interventions. Work with PCC and Police to target Community Payback activities at antisocial behaviour hotspots to reduce reoffending and increase public confidence.
- High vacancy rates across the labour market provide an unprecedented opportunity to support more prison leavers and people on probation into long-term, stable employment. We need to increase our use of Release on Temporary Licence and the range of placements we offer, build links with more employers to broker job opportunities and work experience, whilst also upskilling those we work with to fill local skills gaps.
- Fully implement national and local reducing reoffending and harm reduction strategies, including the Serious Violence Duty.
- Increased Health and Justice resource and improved collaboration with the NHS on both a national and local basis provides an opportunity to enhance our activity in relation to substance misuse and mental health. We plan to increase the use of Drug Rehabilitation Requirements, increase drug testing for compliance purposes and roll out new information sharing arrangements to offer continuity for those leaving prison who have previously been in drug treatment.
- Embed the probation community-based autism support across the region alongside building on the learning from the Neurodiversity Support Manager pilot at HMP Bullingdon. The aim is to recruit this role, as well as the Heads of Education, Skills and Work, into all remaining prisons in 2023.



HM Prison &
Probation Service