



HM Prison &
Probation Service

East Midlands

Reducing Reoffending Plan
2022-25

Annual
Update
2023



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Foreword

Welcome to the annual update of our East Midlands Regional Reducing Reoffending Plan. We are excited to share our review of progress so far and to take the opportunity to signal our intentions and priorities over the coming year.

Prison and Probation colleagues continue to enjoy closer working relationships under the OneHMPPS model, which increases our focus on operational delivery, to improve outcomes for prison leavers and people on probation. This of course, could not be achieved without the valued contributions and collaboration with our reducing reoffending partners, including Police and Crime Commissioners and our network of service providers across the East Midlands Region. We would like to express our heartfelt thanks to everyone across the partnership network.

We are incredibly proud of our achievements despite challenges we have faced over this year. HMP Fosse Way opened in the Spring of 2023, providing 1,700 new prison places. A new Finance, Benefit and Debt service went live in the community, and we successfully launched our Community Accommodation Service (CAS3) to provide 270 beds for prison leavers at risk of homelessness. Employment Hubs are embedded across the Prison estate providing essential employment prospects for prison leavers.

In this annual update, we renew our ambitions to improve services for women, under the Female Offender Strategy, and work with partners to improve outcomes for young people and those from ethnic minority groups.

Martin Davies, Regional Probation Director and
Mark Livingston and Paul Cawkwell, Prison Group Directors

“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, East Midlands will increase the proportion employed six weeks after release by 4 percentage points from 15% in March 2023.
- East Midlands will continue to increase the proportion employed six months after release from 28%, in the performance year to March 2023.



We said we would:

- Continue to strengthen 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 2024.
- 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.
- Increase referrals to Co-Financing Organisation (CFO) 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 who have had experience of being in the Criminal Justice System 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.

Training, skills and work progress



What we have done so far – Outcome Progress:

- Employment outcomes in the region continue to improve. Our community provider Ingeus, continue to work with the Department for Work and Pensions and prison Employment Hubs.
- Employment Advisory Boards are established across the North Midlands and East Midlands Prison Group.
- CFO referrals are steadily increasing, and work has begun in Probation Delivery Units, CFO delivery sites and Activity Hubs in Nottingham and Leicester, to build connections and referral pathways for those in need of social inclusion activities and lower-level interventions that are not part of any statutory requirement.
- There are 32 established Peer Mentors in our region, with more mentors undergoing training.
- The Going Forward into Employment scheme is underway, with live recruitment campaigns and four Unpaid Work Supervisors with lived experience recruited across the Region.

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:

- 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.

Drugs and alcohol addiction progress



What we have done so far – Outcome Progress:

- Co-commissioning arrangements have been successfully implemented in the Leicestershire area. Other areas are in progress.
- Community Sentence Treatment Requirement numbers are beginning to rise as we work in collaboration with NHS partners and Courts to ensure treatments needs are met.
- Utilisation of alcohol monitoring is increasing. For Offender Management in Custody cases, this work is taking place during the Prison Offender Manager/Community Offender Manager handover. For other cases this work is taking place within the Probation Delivery Unit teams for pre-release planning.
- Four Health and Justice Co-Ordinators are in post across the region and work is underway to reduce barriers to continuity of care and support RECONNECT projects with NHS partners.
- Across the East Midlands Prisons between January 2023 and May 2023, body scanners have been successful in intercepting 427 attempts to convey illicit items and have been used over 2,700 times.
- Commissioning activity is ongoing in each Probation Delivery Unit, towards bespoke substance misuse provision for those people on probation.

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, East Midlands will increase the proportion housed on the night after release by 13 percentage points from 77% in March 2023.
- By April 2024, East Midlands will increase the proportion in settled accommodation three months after leaving prison by 7 percentage points from 73% in March 2023.



We said we would:

- Work with NACRO (the national supplier of Tier 2 community accommodation for those on bail and Home Detention Curfew) 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.
- Add pre-release resource to prison staffing to focus on all aspects of release planning and resettlement back into communities.
- 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.
- Support the rollout of new transitional accommodation for prison leavers at risk of homelessness across the region.

Family, accommodation and readjustment to society progress



What we have done so far – Outcome Progress:

- We continue to work with NACRO on supporting routes into accommodation, which is enhanced by the new community accommodation service (CAS3) contract and the pilot of the new Resettlement Passport at HMP Lincoln and HMP Stocken.
- The Community Finance, Benefit and Debt service was successfully launched in August 2022.
- HMP Stocken digital visits hub has been successfully implemented and HMP Leicester have doubled visit provisions on all days, including evenings, enhancing family ties for all prisoners.
- At HMP Lincoln a newly launched restaurant provides prisoners opportunity to eat meals with their children and family, whilst providing valuable hospitality qualifications for prisoners.
- Focus on children's wellbeing with local authorities and partners remains an important part of our intentions and work is planned for 2024.
- The pre-release team is building capacity to influence and shape prison commissioned activities. In addition, there is the opportunity to align Health and Justice, Accommodation Leads, Women's Lead and the pre-release team so that progress achieved in prison can be built on post-release.
- All Electronic Monitoring community accommodation service (CAS3) staff have been recruited, and the contract with The Housing Network has commenced.

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, East Midlands will increase the proportion of sexual offence interventions completed by 26 percentage points from 44% in March 2023.



We said we would:

- 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.

Delivering the order of the court



What we have done so far – Outcome Progress:

- Court performance improvements focus on Pre-Sentence Report productivity to assure targeting of community sentences is appropriate, as well as alternatives to recall and compliance activity.
- Audit and inspection outcomes are regularly discussed at Senior Leaders meetings and the Regional Operations Board, and activities from these relating to learning and development needs are addressed accordingly.
- Upskilled Business Managers in workforce planning tools to enable regional recruitment and resourcing decisions. We are also engaging with national colleagues to help to shape future iterations of the workforce planning tools to ensure that the tool meets the additional requirements of the region.
- Convened an Integrated Offender Management and Electronic Monitoring Project Board to drive activity across these agendas. Progress is being made across all Probation Delivery Units towards improved access to Domestic Abuse and safeguarding check information at the pre-sentence and pre-Home Detention Curfew stage which will facilitate ongoing increase in proposals.
- Maintained high standards of delivery against the Victim Code through dedicated Victim Contact Teams and committed to our partnership with Police and Crime Commissioner's through developing Restorative Justice offers for victims. We are also proud to be one of two national pilot areas who will begin using electronic monitoring technology for targeted Domestic Abuse cases this year.

Priorities for the next year

The East Midlands Region will continue to strengthen the close working relationship between Prison and Probation colleagues as part of OneHMPPS. With greater alignment of processes and rehabilitation pathways, the priority is to improve outcomes for prison leavers and those under supervision. Many of our ambitions and priorities remain unchanged from our three-year Regional Reducing Reoffending Plan. We remain committed to supporting local partnership arrangements particularly in homelessness, Restorative Justice, employment, drug, alcohol and mental health treatment. We also have Police and Crime Commissioner funding contributions towards the Health Trainers Programme to address the health needs of people in the Criminal Justice System.

We also take this opportunity to renew our commitment to the Female Offender Strategy, working closely with colleagues in HMP Foston Hall and HMP Peterborough to improve outcomes for women on release with dedicated specialist community supervision. Some Local Police and Crime Commissioner partners co-fund a Whole System Approach Manager role for females with HMPPS and other partners. We also look forward to mobilising Grant schemes for funding to support ethnic minority groups under community supervision.

We will also prioritise improving outcomes for young people (18-25), working with releasing prisons, Integrated Offender Management schemes and Youth Justice colleagues to improve transitions between settings.

This Regional Reducing Reoffending Plan update demonstrates the importance of collaboration with our partners, commissioning and co-commissioning services locally. Together, we renew our combined commitment to get the basics right in delivering safe and secure custodial services and robust community supervision.

Opportunities for the next year

Accommodation

- We will bring custodial Strategic Housing functions, pre-release planning, Community Accommodation Service (CAS3) and community provision closer together to maximise settled accommodation on release.

Employment

- We will increase employability on release by further developing and connecting our partnerships with New Futures Network and Department for Work and Pensions.

Health

- We will better connect prison drug strategy, healthcare and community treatment to increase the continuity of care of prison leavers into treatment.

Women, Ethnic Minorities, Young People

- Amongst the reoffending themes above, we will prioritise improving outcomes for these often marginalised groups.



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