



HM Prison &
Probation Service

East of England

Reducing Reoffending Plan 2022-25

Annual
Update
2023



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Foreword

We are delighted to present our annual update to our three-year Regional Reducing Reoffending Plan 2022-2025. As a region, we pride ourselves on our ability to work collaboratively with our partners operating both in custody and the community.

Our main priorities remain:

- Reducing reoffending – where we are focusing on some local initiatives:
 - » the Railtrack Course, which provides guaranteed future employment for prisoners at HMP Highpoint and developing the Norse Academy at HMP Wayland to develop prisoner skills to work on highways and other related construction
 - » co-commissioning with all our local authorities over 23 Dependency & Recovery staff to work with Probation staff in the community and reaching into custody as required
 - » continuing to provide accommodation for prison leavers. During 2022/23 we supported 1,011 prison leavers who would otherwise have become homeless on release with up to 84 nights temporary accommodation
- Public protection – where we work to maintain and improve participation with our Multi-Agency Public Protection Arrangements, our Integrated Offender Management schemes and Electronic Monitoring arrangements.

We now look forward to implementing the OneHMPPS approach, which will mean even closer working between Prisons and Probation to improve and enhance both public protection whilst also delivering effective reducing re-offending services in our region.

Steve Johnson-Proctor, Regional Probation Director and
Simon Cartwright and Gary Monaghan, 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 July 2024, East of England region will increase the proportion employed six weeks after release by 4 percentage points from 16% in March 2023.
- East of England will continue to increase the proportion employed six months after release from 24%, in the performance year to March 2023.



We said we would:

- Build links between statutory and commissioned providers of education, training and employment services in prisons and the community.
- Develop a departure lounge approach in our resettlement prisons to support the employment pathway 'through the gate'.
- Maximise unpaid work hours to support specific training needs, and develop placements that provide practical skills and experience.
- Develop employability opportunities for people who are hardest to reach, such as those recovering from addiction, those with neurodiverse conditions, young adults, and those whose first language is not English.
- Extend successful employment training pilots into new contracts.
- Engage more systematically with local colleges to develop bespoke solutions to local employment skills shortages, and ensure a basic skills offer is available to those without qualifications.

Training, skills and work progress



What we have done so far – Outcome Progress:

- Introduced new, prison-based roles of Heads of Education, Skills and Work who provide educational leadership, and Prison Employment Leads, who work with partners including the Department for Work and Pensions to support employment.
- Delivered 551,485 hours of Unpaid Work in the community and dedicated 30% of hours to training and education related activities, via the Community Campus, to increase employment outcomes e.g. barista training and bike maintenance.
- Worked with HMP The Mount, HMP Peterborough and HMP Five Wells to develop sports activity within the community for 18-25 years olds developing employability skills.
- Developed a proposed pilot of the 'Minds Me' app, which supports people in our care with acquired brain injuries / neurodiversity to develop employability skills.
- The Norse Academy at HMP Wayland is developing prisoner skills to work on highways and other related construction. The Railtrack Programme at HMP Highpoint has provided guaranteed future employment on release.
- Piloted specific heavy goods vehicle (HGV) training in the community in Cambridgeshire and forklift truck driver training for women at HMP Peterborough.

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 drug and alcohol services using Regional Probation Director resources.
- Expand the offer of specialist drug-free wings in prison.
- Improve the assessment system of specialist substance misuse providers in our courts.
- Introduce targets for increasing numbers of treatment requirements.
- Increase the use of drug treatment requirement review courts.
- Develop a range of services to fully integrate and involve people with lived experience.
- Roll out nationally developed training reinforced with regionally produced inter-agency training.

Drugs and alcohol addiction progress



What we have done so far – Outcome Progress:

- Co-commissioned with all 13 local authorities, 23 Dependency and Recovery staff to work alongside Probation staff in the community, including at court and reaching into custody when required.
- Developed 8 Drug Free Wings in prisons to incentivise substance free living.
- Increased the use of Community Sentence Treatment Requirements including Drug Rehabilitation and Alcohol Treatment requirements for court-imposed Community Orders.
- Increased drug testing for those under Probation supervision to enhance the clinical testing completed by substance misuse providers and increase sentencer confidence.
- Developed the use of peer mentors with 72 now being utilised in the community with around 28 awaiting training.
- Deployed overdose opioid antidotes, for example Naloxone, in prisons and most of our Probation Delivery Units as part of a regional rollout expected by the end of the year.

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 of England will increase the proportion housed on the night after release by 9 percentage points from 81% in March 23.
- By April 2024, East of England will increase the proportion in settled accommodation 3 months after leaving prison by 14 percentage points from 66% in March 23.



We said we would:

- Proactively support our commissioned accommodation, personal wellbeing and women's providers to fully deliver their services, expanding delivery where this is required.
- Ensure we have a comprehensive offer providing finance, benefit and debt advice to people on probation and in custody.
- Expand the number of approved premises bed spaces and seek out opportunities for new builds where feasible.
- Explore specialist housing provision for those previously convicted of arson.
- Provide support to our multi-agency Public Protection Strategic Boards to ensure the most complex and high-risk cases have suitable and safe accommodation in the community.
- Pilot delivery of the Making Every Adult Matter approach with our partners, supporting vulnerable adults.
- Continue to develop our Local Citizenship Pathway pilot in Stevenage and seek to expand more widely across the region.
- Continue to work with our family safeguarding partnerships and provide support to all our local child and adult safeguarding boards.

Family, accommodation and readjustment to society progress



What we have done so far – Outcome Progress:

- Provided accommodation during 2022/23 for 1,011 people who would otherwise have become homeless on release with up to 84 nights temporary accommodation.
- Commenced commissioning of finance, benefit and debt services in the community and provided staff in custody to help prisoners obtain ID and open bank accounts ahead of their release from prison.
- Provided supported accommodation for complex, high-risk people in our care identified by our multi-agency public protection arrangements co-commissioned with the Police and Crime Commissioner in Norfolk, with similar arrangements in Northamptonshire.
- Worked with our prisons based Strategic Housing Leads to develop increasingly close working relationships with our local authority housing departments including funding of specific Housing Navigators, commencing in Stevenage, to support the assessment of housing needs.
- Piloted funding for a navigator role within the Cambridgeshire making Every Adult Matter initiative.
- Successfully introduced the Local Citizenship Pathway in Stevenage and extended it to deliver in Peterborough.
- Continued to actively engage with all Children and Adult Safeguarding Boards and engaged with Safeguarding Partnerships and appointed Probation Practitioners in funded posts within multi-agency Family Safeguarding Teams in Cambridgeshire and Hertfordshire County Council.

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 24, East of England region will increase the proportion of sexual offence interventions completed by 22 percentage points from 49 % in March 2023.



We said we would:

- Implement new and innovative diversion approaches to challenge those identified as believed to be at risk of committing sexually harmful behaviour.
- Improve offender engagement and sentence compliance.
- Implement a regional county lines strategy.
- Work with partners to improve the quality of the youth-to-adult transitional pathway.
- Review and update our Integrated Offender Management model based on research across the region.
- Fully implement the community sentence treatment model for mental health support across the region, increasing the mental health treatment requirement by 25% in year one.
- Significantly expand the use of electronic monitoring as part of sentence management.
- Work with police colleagues to provide timely access to child safeguarding and domestic abuse call-out information to support sentencing advice and sentence management.

Delivering the order of the court



What we have done so far – Outcome Progress:

- Improved both the compliance of orders and licence, and recall practice for people on probation, whilst also improving recall decision making consistency by introducing the ‘Consider a Recall’ process.
- Introduced peer mentors into court, to assist with early engagement and the transition from pre to early sentence delivery.
- Directly funded a police analyst post to assist with the development and implementation of a regional Police and Probation analytical tool to understand the profile of our Integrated Offender Management cohort to inform the most appropriate interventions we can provide to this group.
- Became the first probation region to provide full access to Mental Health Treatment requirements services as part of community orders imposed by the courts.
- Continued to increase the number of people sentenced to Electronic Monitoring proving a viable cost-effective alternative to custody.
- Continued to develop efficient and effective information sharing arrangements with partners, for example the Police and Local Authorities Child and Adult Safeguarding Departments, to inform individual plans for people on probation that protect the public.

Priorities for the next year

In the coming year, to reflect the OneHMPPS Programme, all prisons and probation services in the East of England, Kent, Surrey and Sussex will join up under the leadership of a newly appointed Area Executive Director. This recognises the value of many services being best led closer to the point of delivery, with a smaller national headquarters and greater regional presence. This model should enable greater innovation, partnership working, financial efficiencies, shared problem-solving, rapid implementation of change, joint commissioning, and more joined-up sentence management across custody and community. This should enable us to develop the following specific priorities as set out below.

Opportunities for the next year

- Prisons and Probation will continue to participate fully with the Police as the Responsible Authorities for managing, developing and innovating our local Multi-Agency Public Protection Arrangements, establishing multi-agency Serious Violence and Combatting Drugs partnerships together with our Integrated Offender Management schemes and our Electronic Monitoring, as part of our continuing commitment to protect the public.
- Design, develop and implement wrap-around resettlement solutions that emphasise a ‘Resettlement Starts on Day one’ approach after sentencing.

- Continue to embed and optimise the impact of new prison roles, including, Heads of Education, Skills and Work, Prison Employment, Neurodiversity Support Managers and Strategic Housing Leads. This includes working increasingly closely with Probation, partners/stakeholders and those with experience of the criminal justice system.
- Continue to identify and develop employment opportunities for those hardest to help into employment, for example young adults, those who have been convicted of sexual offences and those for who English is not their first language.
- Work with our sentencers and co-commissioning partners, for example NHS and Local Authority Commissioners, to improve access to treatment for those who offend. This will include increasing the numbers of people on Alcohol Treatment and/or Drugs Rehabilitation Orders and improving the continuity of care of treatment for dependency and recovery issues from prisons into the community.
- Work alongside our partners to engage and collaborate with providers of advice and support services to improve accommodation access for prison leavers.



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