



HM Prison &
Probation Service

Yorkshire & The Humber

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

The work outlined in this updated Regional Reducing Reoffending Plan builds on our whole system approach, which values the contributions of all partners to achieving HM Prison and Probation Service's shared vision of working together to protect the public and help people lead law-abiding and positive lives.

We have made good progress in supporting prison leavers into employment, with independent Employment Advisory Boards now in place. Heads of Education, Skills and Work have been recruited, a role which provides an exciting opportunity to bring educational expertise and leadership into prisons.

We have made significant investment to support people with neurodivergent needs, through the regional outcomes and innovation fund, including commissioning a service through the National Autistic Society. Neurodiversity Support Managers have been recruited in prisons to work with individuals, train staff and support continuity of care on release.

We have recruited a regional Health and Justice team to support continuity of care across substance misuse and mental health. Community Sentence Treatment Requirements are now available in South Yorkshire courts, with plans for roll out in North and West Yorkshire in the next 12 months. In addition, we have commissioned community-based dependency and recovery services across the region.

Our Homelessness Prevention Team have continued to deliver an innovative accommodation scheme in partnership with our provider, Mears, to ensure that prison leavers who would otherwise be homeless have temporary accommodation up to 84 nights.

We have continued to develop our Regional Rehabilitation Partnership Board with a focus on accommodation, employment, training, education and resettlement. Our shared priorities over the next 12 months will be to improve resettlement outcomes for prison leavers. We will work closely with partners across the region to implement our Reducing Reoffending Plans.

Lynda Marginson, Regional Probation Director and
Helen Judge, 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, Yorkshire and The Humber will increase the proportion employed six weeks after release by 2 percentage points from 17% in March 2023.
- Yorkshire and The Humber will continue to increase the proportion employed six months after release from 27%, in the performance year to March 2023.



We said we would:

- Establish Employment Advisory Boards in each prison to connect employers with prisons.
- Continue partnership working through the regional employability steering group.
- Introduce a prison employment lead role in all Yorkshire Prison Group sites and HMP Doncaster, to lead on the construction of an end-to-end prison employment pathway.
- Continue to develop the prisoner education service and expand resource to look at all aspects of the current contract to help people in prison improve job prospects.
- Refine curricula to take account of needs in individual prisons, local and national market intelligence and cohort and prison segmentation data.

Training, skills and work progress



We said we would:

- Ensure neurodiversity specialist roles are present in prisons, with neurodiversity high on the prison education agenda.
- Develop innovative ways of working: HMP Hull and HMP Humber have received plant simulators which will help with training on large plant machinery.
- Improve and expand the Probation Service Interventions Unit to provide high-quality behaviour change programmes.
- Work with partners to develop projects for unpaid work, providing positive opportunities for people on probation and benefiting local communities.



What we have done so far – Outcome Progress:

- Employment Advisory Boards have been introduced with chairs and representatives from a range of business sectors to drive new opportunities for prison leavers.
- Regional employability steering groups run quarterly with representation from the Prisons, Probation, Department for Work and Pensions, New Futures Network (NFN).
- Prison Employment Leads in post and part of national and regional networks.
- Neurodiversity Support Managers are in post within all Yorkshire prisons.
- Prisons have undertaken a broad ranging curriculum review as part of an extension to the current education contract. All prisons have a reading strategy in place.
- Completed a review of offending behaviour change programmes across HMPPS.

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:

- Engage with partner organisations to ensure offenders with substance misuse issues are identified, assessed and offered appropriate interventions and treatment throughout their journey in the criminal justice system.
- Improve the assessment and engagement skills of probation staff regarding drug and alcohol use, drug and alcohol treatment and supporting people to engage constructively with treatment services.
- Work with partner organisations to increase the number of people in treatment, including those with multiple and complex needs. We will do this through effective contribution to local commissioning and national programmes (e.g., Changing Futures, Project ADDER), and development of joint and co-commissioning arrangements.

Drugs and alcohol addiction progress



We said we would:

- Implement the community integration team (CIT) model for the resettlement of prison leavers, including continuity of care and treatment for drug and alcohol use.
- Develop strategies to reduce drug-related deaths and morbidity (considering self-harm and overdose), including raising staff awareness of appropriate health and harm reduction interventions.
- Increase access to appropriate community sentence treatment requirements, provided in partnership with relevant treatment services.



What we have done so far – Outcome Progress:

- Recruited four Health and Justice Co-ordinators and one Health and Justice Manager within probation to uplift Community Sentence Treatment Requirements (CSTRs) across all sites and improve continuity for prison leavers with health needs. CSTRs available across South Yorkshire and North Yorkshire are being mobilised at all sites by the end of 2024.
- Established strong partnership links to improve health outcomes with good representation by probation at Combatting Drug Partnership meetings across region.
- The Health and Justice team are bringing together a multi-agency group to agree and implement a single continuity of care form for use between prison and community treatment providers.
- Working together with custody community integration teams to embed health considerations into pre-release activity.

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, Yorkshire and The Humber will increase the proportion housed on the night after release by 9 percentage points from 81% in March 2023.
- By April 2024, Yorkshire and The Humber will increase the proportion in settled accommodation 3 months after leaving prison by 11 percentage points from 69% in March 2023.



We said we would:

- Continue to develop capacity with Community Accommodation Service (CAS) provision.
- Continue effective partnership with the regional accommodation steering group to develop pathways into appropriate and sustainable accommodation.
- Ensure Commissioned Rehabilitative Services for personal wellbeing, focusing on social inclusion and how it supports other accommodation provision.
- Work within prisons to develop programmes for family relationships and accommodation.
- Work with NHS England to roll out the RECONNECT care after custody service, piloting telemedicine at HMP Hatfield, HMP Hull and HMP Moorland.
- Develop a peer mentoring model with a view to improving access to community activities and support, to improve adjustment to society and health and wellbeing outcomes.

Family, accommodation and readjustment to society progress



We said we would:

- Continue to develop innovative work with partners around enabling women to reintegrate into communities (e.g., West Yorkshire Improving Women's Lives Network).
- Continue to develop support for people on probation with mental health or neurodiversity needs through key partnership networks (e.g., criminal justice and mental health forum, liaison and diversion services).
- Promote children and families provision in prison establishments.



What we have done so far – Outcome Progress:

- Continued to increase Community Accommodation Service – Tier 3 (CAS3) beds so prison leavers who would, otherwise have been homeless on release, have access to temporary accommodation. We are working towards a greater geographical and single occupancy spread of properties.
- A regional team of Strategic Housing Specialists are working within prisons and with accommodation leads in probation, Homeless Prevention team and Local Authorities to identify and overcome barriers to successful accommodation outcomes for prison leavers.
- The Health and Justice team are mapping mental health services provision within each Probation Delivery Unit and are working closely with Reconnect services, which have mobilised in West Yorkshire and Humberside, with South Yorkshire and North Yorkshire to follow.
- Commissioned services to support people with neurodiverse conditions.
- All prisons have a Family and Significant other strategy in place with dedicated senior lead.

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, Yorkshire and The Humber will increase the proportion of sexual offence interventions completed by 16 percentage points from 54% in March 2023.



We said we would:

- Recruit proactively to ensure a robust and resilient workforce, including for specialist roles in prisons and in the community.
- Deploy appropriate technology and smarter working to improve compliance and communication in prisons, courts, Probation Delivery Units and multi-agency arenas.
- Liaise with HM Courts and Tribunals Service and sentencers to ensure they are aware of all sentencing options to promote compliance and receive feedback on outcomes.
- Expand resources for our reception prisons to enhance the initial needs assessments, completing appropriate referrals to ensure early engagement with support services.
- Continue to develop performance data alongside police colleagues, to demonstrate the effectiveness of our approach and the impact of community integration teams in reducing neighbourhood crime.
- Develop a range of co-commissioned services with partners to enhance the management of risk, such as stalking interventions and restorative justice.
- Work with police and crime commissioners and the Deputy Mayor in West Yorkshire, in the monitoring and oversight of integrated offender management services, to ensure they are effective and responsive to change.

Delivering the order of the court



What we have done so far – Outcome Progress:

- Homelessness Prevention Team fully engaged in development of CAS3 Digital Solution to use technology to increase smarter working opportunities that improve the effectiveness for Probation Delivery Units, Central Homelessness Prevention Team and drive performance and data collection.
- Funded Buddi tags in West Yorkshire to support the monitoring of those subject to integrated offender management.
- Co-commissioned restorative justice services in South Yorkshire to support the management of those convicted of sexual offences.
- Regional Sentencer Engagement/Liaison Strategy ensures sentencers are regularly made aware of the range of sentencing options available across Probation in Yorkshire and the Humber. It includes training events, liaison meetings and a regular newsletter, which provides detail on several aspects of Probation performance including compliance.

Priorities for the next year

Public Protection and Reducing Reoffending sits at the heart of our work. In 2023-24 we will cut crime and tackle repeat offending by increasing reform, rehabilitation and resettlement provision in prison and after release. Taking account of learning from inspections and assurance, we will have a renewed focus on quality improvements to achieve better outcomes. We will continue to improve prison education and support prison leavers so they have accommodation, access to training and employment opportunities and for those with substance misuse problems, support to progress towards recovery from dependency.

To do this we will continue to strengthen our relationships with local partners, including through the Regional Rehabilitation Partnership Board, Local Criminal Justice Boards, combatting drug partnerships and private, voluntary and community sector providers. We will continue to increase the number, and quality, of partnerships that help people in prison obtain skills and qualifications which enable employment on release.

Internally, through the OneHMPPS programme we will bring prisons and probation closer together and focus all our work on supporting the frontline. This will include a continued focus on recruitment, retention and training for our staff.

Opportunities for the next year

- Promote a whole system approach, internally and across partners, to fully implement reducing reoffending and harm reduction strategies. This includes the serious violence duty and integrated offender management schemes to evidence and improve outcomes for individuals and communities.
- Focus on continuity of care for prison leavers, to ensure access to substance misuse and mental health support, which includes treatment in the community and use of Naloxone, for emergency use in cases of overdose to reduce drug related deaths.
- HMP Wealstun will benefit from being part of the HMP Academies Project, where selected businesses operate within the establishment to offer longer term training and support with guaranteed interviews and job opportunities.
- Commission and develop additional services to support people from diverse backgrounds within the criminal justice to create inclusive opportunities.
- Expand the reach of community payback, including increased placement opportunities, to promote work related skills, inclusive and diverse placements that represent our communities and an offer of immediate justice.



HM Prison &
Probation Service