



HM Prison &
Probation Service

West Midlands

Reducing Reoffending Plan 2022-25

Annual
Update
2023



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Foreword

West Midlands Probation and Prisons have had a positive year, working with our key partners to address the issues impacting people in prison and probation, as well as our communities. We have seen improvements in the rate of employment of our prison leavers, as well as the numbers of individuals in suitable accommodation, receiving appropriate substance misuse treatment, and wraparound support, such as ensuring that prison leavers have an ID and a bank account.

We have strengthened our risk assessments through closer working with both police and children's social care in relation to domestic abuse and safeguarding checks. We have a strong Integrated Offender Management (IOM) offer across the region and in partnership with the NHS, now have mental health nurses in our IOM teams in Birmingham, Staffordshire and West Mercia. This is also supported by our Combatting Drugs and Alcohol Partnerships.

Our multi-agency approach to creating the Women's Intensive Supervision Court is both an example of our aligned priorities and regional appetite for co-operation, understanding that we can do more together.

We have made good progress on the objectives we set out last year but know there is more that can be done. We look forward to taking this forward in conjunction with our statutory partners, voluntary sector and faith-based colleagues, and people with lived experience of the justice system.

Sarah Chand, Regional Probation Director and
Teresa Clarke, 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, West Midlands will increase the proportion employed six weeks after release by 7 percentage points from 12% in March 2023.
- West Midlands will continue to increase the proportion employed six months after release from 22%, in the performance year to March 2023.



We said we would:

- Work across community and custodial settings to maximise our services, working with Commissioned Rehabilitative Service suppliers, Co-Financing Organisation and hub projects, Department for Work and Pensions job coaches, the New Futures Network, and Police and Crime Commissioner (PCC) employment initiatives.
- Ensure employment hubs in resettlement prisons are in place.
- Develop the prisoner education service, with clear plans for the next contracts and how they fit with the offer from our partners for prison leavers.
- Improve the curriculum offered in prisons.
- Recruit neurodiversity specialists into prisons and put systems in place to hold governors to account for performance.

Training, skills and work progress



What we have done so far – Outcome Progress:

- Worked with our partners to identify and implement appropriate usage of agency provision. For example, we have ensured low-risk people are referred to Co-Financing Organisation hubs.
- Created Employment Hubs in our resettlement prisons.
- Reviewed the curriculum offered in prisons to ensure it was not duplicating existing services.
- Recruited Neurodiversity Support Managers in prisons, who are now working with Probation's Health and Justice Team.

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:

- Implement a new dependency and recovery Commissioned Rehabilitative Services contract by Autumn 2022, to support access and sustain people with substance misuse issues into treatment and recovery.
- Increase the numbers of community sentence treatment requirements (CSTRs) for those whose offending is related to substance misuse.
- Deliver brief alcohol interventions to those subject to alcohol abstinence monitoring requirements or alcohol monitoring on licence.

Drugs and alcohol addiction progress



What we have done so far – Outcome Progress:

- Dependency and Recovery Commissioned Rehabilitative Services contracts were implemented in autumn 2022 to offer substance misuse support.
- Increase in substance related CSTR's to year end March 2023, compared to March 2022.
- Re-launch of brief alcohol interventions aligned with people on probation who have either an Alcohol Abstinence Monitoring Requirement or Alcohol Monitoring on Licence tag in place. The intervention has been designed to increase the number of referrals to our dependency and recovery service.

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, West Midlands will increase the proportion housed on the night after release by 6 percentage points from 84% in March 23.
- By April 2024, West Midlands will continue to maintain the proportion in settled accommodation three months after leaving prison at 83%.



We said we would:

- Learn from our innovative bed space contract to identify areas of focus and concern for accommodation within the region.
- Allocate Regional Outcome Innovation Fund budget for a contract to support those who are neurodiverse, including foetal alcohol spectrum disorder, to ensure we meet the public sector equality duty, challenge inequity and enable community inclusion.
- Ensure all West Midlands approved premises complete their submission for Enabling Environment status by March 2023.
- Work with partners to deliver an increased set of interventions supporting individuals to build social capital and strengthen family circles.
- Ensure new transitional accommodation is in place by December 2022.
- Develop further regional cross-agency opportunities to use a whole-system approach in our work with women and other priority groups.

Family, accommodation and readjustment to society progress



What we have done so far – Outcome Progress:

- We have identified areas of focus through our bed space contract and target bed numbers for the new contract have been informed by demand in previous provision.
- A Neurodiversity Support contract commenced November 2022.
- Nine Approved Premises have achieved Enabling Environment standard for positive and effective social environment, with healthy relationships seen as key. One is anticipated for assessment in the autumn with three continuing to work towards being submission ready.
- Minority Ethnic Groups grant scheme in progress, to promote the engagement of individuals from ethnic minority groups with rehabilitation.
- Transitional Accommodation contract let April 2023.
- Health and Justice co-ordinators in post with priority groups focus, including women.

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, West Midlands will increase the proportion of sexual offence interventions completed by 30 percentage points from 40% in March 2023.



We said we would:

- Implement a contract engaging with people on probation to help embed routine consultation in the planning of new services.
- Enhance the engagement of people on probation by completing a home visit in the majority of cases, helping to improve the quality of our assessment of risk.
- Maintain a close relationship with the National Security Division, triaging the most complex public protection cases for possible transfer and identifying those at risk of radicalisation.
- Embed our short-term custody teams to provide enhanced intervention for those who do serve shorter custodial sentences, aligned with integrated offender management (IOM) where appropriate.
- Within one year, work in partnership with the police to create an IOM performance framework which will analyse the cost of crime, show reductions in offending, analyse compliance with sentences, and demonstrate the impact IOM in reducing neighbourhood crime.

Delivering the order of the court



What we have done so far – Outcome Progress:

- The Engaging People on Probation contract is implemented and work plan in progress.
- Employed our first people with lived experience of the criminal justice system through the Going Forward into Employment scheme in West Midlands.
- Supported police appointment of staff, increasing their analytical capacity in all four Police Force areas who are providing a consistent set of data on which we can make decisions and demonstrate outcomes.
- Continued to work closely with National Security Division to manage the most risky and complex cases in our Region.

Priorities for the next year

We will continue to focus upon areas which most impact on reoffending and rehabilitation for both Probation and Prisons in the West Midlands. This means building on our progress around education and employment, accommodation, treatment for substance misuse and mental health, developing social capital and ensuring people in prison and on probation receive the right intervention at the right time. We are committed to ensuring that we have a workforce and interventions that reflect the diversity of our local communities and those we work with. As we move to OneHMPPS, our vision is for an even more integrated service across Prisons and Probation and with our regional partners.

Opportunities for the next year

- Utilise Health and Justice teams to increase engagement in all health-related provision, including CSTR's and post-release treatment, to minimise harm and maximise potential to engage in employment, education and social integration.
- Increase understanding of neurodiversity and improve engagement through partnership between Neurodiversity Support Managers and Probation Practitioners, including the use of Neurodiversity Support Commissioned Service in the community.
- Maximise opportunities in custody to equip individuals with the foundations of rehabilitation, including streamlining links into health and employment related community provision.
- Continue to pilot the Women's Intensive Supervision Court in Birmingham, a new cross-agency initiative designed to deliver a more supportive approach to community-based sentence management for women who would otherwise face custodial sentences of up to two years.
- Implement the serious violence duty in partnership with our PCC and other statutory partners, to continue to drive down numbers of serious violence, safeguard children and vulnerable adults, and target our resources at the locations and individuals most in need.



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