



HM Prison &  
Probation Service

# Wales

## Reducing Reoffending Plan 2022-25

Annual  
Update  
2023



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# Foreword

Working as OneHMPPS, with increased joint working across Prison and Probation, we have made progress on the development of a system-wide approach designed to positively impact the capacity and capability of our region, to reduce reoffending and protect the public, which is overseen by our Reducing Reoffending Board.

We have collaborated closely with partners across Wales to improve pathways and outcomes for people on probation and in prison, by tackling the barriers that they encounter.

Without the support of stakeholders and partners across Wales, it would be significantly more challenging to reduce reoffending so we would like to thank our strong network of partner organisations for supporting our communities and aiding us in our duty to protect the public.

**Nicola Davies**, Regional Probation Director and  
**Giles Mason**, 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, Wales will continue to maintain the proportion employed six weeks after release at 23%.
- Wales will continue to increase the proportion employed six months after release from 32%, in the performance year to March 2023.



## We said we would:

- Increase the proportion of prison leavers in employment six weeks after release and six months after release.
- Manage the competition for the operating contract and transition period at HMP and YOI Parc.
- Continue to invest in partnerships and programmes such as the New Futures Network to provide employment opportunities for prison leavers, building on partnerships with the Department for Work and Pensions.

# Training, skills and work progress



## What we have done so far – Outcome Progress:

- By March 2023 the proportion of prison leavers in employment six weeks after release has increased by 5.9%. The proportion of prison leavers in employment six months after release has increased by 8.9%.
- The contract for HMP and YOI Parc has been successfully mobilised. Healthcare and Learning and Skills provision has transitioned to new providers.
- We have continued to invest in our Education, Training and Employment offer in prisons and the community. In prisons we have created an Employment Advisory Board co-chaired by Governors and local business leaders and invested in new roles focused on partnerships and skills training that matches local employer needs. Training opportunities in prisons have included installation of rail track, scaffolding and modular housing and driving Heavy Goods Vehicles.
- In the community we have introduced employment fairs for people on probation to enhance employment prospects and as a direct result many individuals have successfully gained employment.

# 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:

- We will drive up use of treatment requirements for those who are eligible.
- Continue to co-commission treatment services with Police and Crime Commissioners (PCC), and ensure seamless integration from police custody through the criminal justice system and into open access services when people exit prison.
- Introduce compact-based drug testing across our prisons and reduce the availability of psychoactive substances.



# Drugs and alcohol addiction progress



## What we have done so far – Outcome Progress:

- We have significantly increased the proportion of community sentences that include a treatment requirement such as alcohol treatment, drug rehabilitation or mental health treatment. We have undertaken a Mental Health Treatment Requirement pilot in Swansea Bay and intend to roll this out further.
- HMPPS have co-commissioned with PCC, Court and Custody Workers in North Wales to offer immediate access to treatment at earlier stages at Court and in Custody.
- We have commissioned the SMART recovery programme and an online substance misuse intervention service for people on probation.
- A Substance Use Recovery Programme has been commissioned to operate in HMPs Swansea, Cardiff and Berwyn, supporting those with substance use issues. Substance Use Officers also support people on probation through delivery of lower-level interventions and offer support for those transitioning from custody into the community.
- Compact based drug testing has rolled out across the Welsh custodial estate.
- Incentivised Substance Free Living wings are now active in each prison across Wales.

# 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, Wales will continue to maintain the proportion housed on the night after release at 91%.
- By April 2024, Wales will increase the proportion in settled accommodation three months after leaving prison by 1 percentage point from 79% in March 2023.



## We said we would:

- Ensure new transitional accommodation for prison leavers at risk of homelessness is in place nationally by December 2022.
- Develop closer relationships with housing providers and prisons.
- Continue with prisoner and visitor surveys on visit experiences in Public Sector Prisons every six months and use this as an action plan for improvements.
- Re-establish leads and champions for families work within prisons and probation, ensuring they are supported for the roles.

# Family, accommodation and readjustment to society progress



## What we have done so far – Outcome Progress:

- Community Accommodation Service Tier 3 (CAS3) has rolled out across 12 local authorities in Wales offering people who would otherwise have been homeless on release up to 84 nights temporary accommodation. To date we have created 165 bedspaces.
- Three Strategic Housing Specialists have been appointed to support prisons to strengthen and support partnership working with housing stakeholders and resettlement agencies.
- Within Probation, Accommodation Pathway Coordinators have supported improved communication and partnerships with stakeholders. For the year to March 2023 accommodation outcomes have improved for prison leavers; 6.1% more were housed on first night of release and 8.7% more were in settled accommodation three months post-release.
- New contracts have commenced at HMP Cardiff, Usk and Prescoed for providers to undertake surveys of those who visit the prisons to understand their experience and what can be improved upon, and changes will be taken forward using their feedback.
- We have engaged with Welsh Government; Families Connect and established a HMPPS Family Strategic Group to ensure families of those on probation are fully supported.

# 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, Wales will continue to maintain the proportion of sexual offence interventions completed at 77%.



### We said we would:

- Ensure that we integrate reducing reoffending interventions across Wales and monitor this internally via the forthcoming Reducing Reoffending Board, which will have prison and probation representation.
- Improve sentence delivery for women and young adults via the implementation of the blueprints in Wales, which outline our strategy to provide support and reduce offending in these groups.
- Establish the offender personality disorder pathway programme.

# Delivering the order of the court



## What we have done so far – Outcome Progress:

- We have established the Reducing Reoffending Board, which is jointly chaired by Heads from Prison and Probation. The board facilitates and monitors activity to strengthen reducing reoffending pathways in a collaborative OneHMPPS approach across Wales.
- Together with partners we have developed a Whole System Approach Service in South Wales and Gwent to support women who are in or at risk of entering the criminal justice system. We have commissioned a bespoke Family Ties Service and introduced an Independent Domestic Violence Advisor and Independent Sexual Violence Advisor role, to support women in prison who have experienced domestic and/or sexual abuse.
- We have also delivered training to over 460 practitioners from a range of agencies to promote skills in gender-informed practice.
- The Offender Personality Disorder Pathway has rolled out across Wales.



# Priorities for the next year

Reducing Reoffending sits at the heart of HMPPS's work. In 2023-24 we will cut crime and tackle repeat offending by increasing reform, rehabilitation, and resettlement provision in prison and after release, and aligning these priorities with those of our PCC colleagues.

We will improve prison education, access to training and help prison leavers find employment as we know this positively impacts on reoffending. We will support people in prison and on probation with substance misuse problems to make progress towards recovery from dependency.

Working closely with our partners, we will tackle the root causes of offending in order to reduce harm and support people to live safe, positive lives, improve wellbeing and help make communities across Wales safer.

# Opportunities for the next year

## Training, skills, and work:

- Mobilise the Learning and Skills contract at HMP Berwyn.
- Embed the newly established learning and skills roles across our prisons and work closely with employers to ensure people have the right skills to gain employment.
- Working with our partners to develop innovative community-based approaches to employment support for our people on probation including employment fairs.

## Drug and alcohol addiction:

- Continue working closely with our PCC co-commissioners to deliver our shared substance misuse priorities.
- Developing and promoting a pathway from custody to residential rehabilitation for those who require additional support.

### **Family, accommodation, and readjustment to society:**

- Undertake surveys of families of those on probation to understand their needs to enable family engagement at all stages of the justice journey.
- Fully operationalising all CAS3 bed spaces and ensure that we are maximising utilisation.
- Meet Offender Management in Custody staffing levels to provide an enhanced level of support to individuals throughout their resettlement journey.
- Improve outcomes for neurodiverse people.

### **Protecting the public and improving prison safety:**

- Establish the Wales Victims Unit, to enhance the consistency, quality and capacity of services available to support victims.
- Drive up the volume of Community Sentence Treatment Requirements and ensure they are offered as credible alternatives to custody.
- Work closely with the Welsh PCC and our network of partners to deliver our shared priority of a fair, efficient and effective justice system.
- Address the backlog of safety critical training and introduce body worn cameras for prison staff to enable our prisons to operate securely.
- Implement the national and local reducing reoffending and harm prevention strategies such as the serious violence duty.



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