



HM Prison &
Probation Service

Action Plan Submitted: 25 January 2023

Updated Action Plan submitted: 25th January 2024

A Response to: [Independent serious further offence review of Jordan McSweeney](#)

Report Published: 24 January 2023

INTRODUCTION

HM Inspectorate of Prisons (HMIP) and HM Inspectorate of Probation for England and Wales are independent inspectorates which provide scrutiny of the conditions for, and treatment of prisoners and offenders. They report their findings for prisons, Young Offender Institutions, and effectiveness of the work of probation, and youth offending services across England and Wales to Ministry of Justice (MoJ) and His Majesty's Prison and Probation Service (HMPPS). In response to the report HMPPS / MoJ are required to draft a robust and timely action plan to address the recommendations. The action plan confirms whether recommendations are agreed, partly agreed, or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provide specific steps and actions to address these. Actions are clear, measurable, achievable, and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the GOV.UK website. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measurable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There must be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There must be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.



ACTION PLAN: Independent serious further offence review of Jordan McSweeney

1. Rec No	2. Recommendation	3. Agreed/ Partly Agreed/ Not Agreed	4. Response Action Taken/Planned	5. Responsible Owner	6. Target Date
	Her Majesty's Prison and Probation Service should:				
1	conduct a thorough, senior led review of the processes its staff use to assess the risks of harm that people on probation may pose to others, to ensure that <u>all</u> staff understand and apply the correct criteria for identifying high risk of serious harm cases and that this then informs robust and appropriate risk management plans and regular reviews. This action should be conducted urgently.	Agreed	<p>1.1 The Chief Probation Officer (CPO) will commission an urgent review of the current Risk of Serious Harm Guidance (which sets out the process pre and post sentence which probation practitioners must follow for assessing an offender's risk of harm to others) and approaches to implementation.</p> <p>1.2 HMPPS will develop an organisational strategy to improve the quality of risk, needs and strengths-based assessments.</p> <p>1.3 Every Probation Practitioner in England and Wales will receive at least one Regional Case Audit Tool (R-CAT) assessment per year. The CPO will receive regular reports from the London Regional Probation Director (RPD) to demonstrate that the RCAT is being deployed and delivery is proportionately focused on medium risk cases.</p> <p>1.4 Operational System Assurance Group (OSAG) will continue to undertake annual sentence management audits across all regions. This will ensure effective use of processes to assess risk of harm and robust risk management.</p>	<p>Chief Probation Officer</p> <p>Executive Director, HMPPS Change</p> <p>Chief Probation Officer, Regional Probation Director (London) and Head of Assurance, Risk Management & Governance</p> <p>Head of Assurance, Risk Management & Governance</p>	<p>April 2023</p> <p>June 2023</p> <p>July 2023</p> <p>Complete and ongoing on an annual basis</p>
Progress against commitments (January 2024)					
			1.1 The HMPPS Public Protection Group (PPG) have undertaken a review of the HMPPS Risk of Serious Harm (ROSH) guidance including barriers to implementation. The review identified that the processes set out in the guidance for staff to use to assess the risks of harm to others draws on the right evidence and that staff who accessed the guidance found the models	Chief Probation Officer	Complete



			<p>helped them to assess risk The review identified organisational challenges with fully implementing these in practice including relating to training and IT tools. Follow up actions include an updated ROSH activity pack to support managers embed the ROSH Guidance in accessible format, changes to the Risk of Serious Harm training for both new and experienced practitioners and the delivery of targeted workshops to court Senior Probation Officers. Longer term the findings from the review will feed into the development of the new digital tool for practitioners to assess the risk and needs of those subject to supervision.</p>		
			<p>1.2 HMPPS has approved the funding for a new approach to the assessment and planning of risks, needs and strengths. The project will deliver an organisational change in approach to assessments, risk management and sentence planning, to become one that better supports accurate assessment and sentence management, is collaborative, and strength based, and that this is supported and reflected in a new enabling digital service. This work is aligned with the new HMPPS Rehabilitative Strategy.</p> <p>An early version of ARNS will be tested initially with a small staff cohort in August 2024. As further changes are implemented, more staff groups will be onboarded. Expected rollout of the new assessment service to all staff is 2026.</p>	Executive Director, HMPPS Change	Complete
			<p>1.3 In London region, each probation practitioner now receives 2 R-CAT assessments per year. Nationally, regions have increased the completion of RCATs. A MI Dashboard will be in place by February 2024 to measure and monitor volume as well as improvement trend.</p>	Chief Probation Officer, Regional Probation Director (London)	Complete
			<p>1.4 OSAG are currently carrying out their 2023/2024 annual sentence management audit. Interim findings have already been shared with regions. This work will be completed in early 2024 and overall findings shared accordingly.</p>	Head of Assurance, Risk Management & Governance	Complete and ongoing on an annual basis
2	implement effective arrangements to ensure <u>all</u> risk of harm assessments, including at pre-sentence stage, are quality assured for accuracy until regular and appropriate management oversight arrangements are established, given the national staffing resource shortage and middle management oversight limitations.	Agreed in principle	<p>2.1 HMPPS will ensure that appropriate management oversight is established by revising our policy on the countersigning of risk assessments, in order to specify the circumstances in which an assessment must be quality assured. HMPPS will start by mandating that every risk assessment produced is quality assured where:</p> <ul style="list-style-type: none"> - an offender commits in prison an offence which results in a further prison sentence; 	Chief Probation Officer	February 2023



			<ul style="list-style-type: none"> - an offender is made subject to a restraining order or other civil order; and - checks with the Police and Children's Services disclose significant concerns relating to domestic violence and child safeguarding. <p>HMPPS will then conduct a comprehensive analysis of the findings of all serious further offence (SFO) reviews, in order to specify the other key indicators of escalating risk, where the resulting risk assessment must be quality assured.</p> <p>2.2 These immediate and future changes will ensure that our quality assurance processes effectively target cases where risk is escalating towards high risk of serious harm.</p> <p>2.3 Every Probation Practitioner in England and Wales will receive at least one Regional Case Audit Tool (R-CAT) assessment per year to improve the quality of their risk assessment and identify any learning required.</p> <p>2.4 The Effective Practice and Service Improvement Group (EPSIG) have developed a PSR Gatekeeping Form which provides proportionate quality assurance of all PSRs. This will be rolled out nationally from January 2023.</p> <p>2.5 HMPPS Operational & System Assurance Group (OSAG) will produce and pilot a Court Case Audit Tool (C-CAT) in January 2023 to enable Probation Regions to undertake local assurance activity. In addition, a targeted audit will form a basis from which subsequent annual audits can measure progress (providing a Court quality measure).</p> <ul style="list-style-type: none"> - continue to conduct regular reviews of the delivery of Quality Improvement Plans (QIPs), which will ensure sufficient rigour in Quality Assurance activity planned for 2023/24. - continue to undertake annual sentence management audits across all regions. This covers regular and appropriate management oversight of risk and needs assessments, including commencing delivery of a court audit by May 2023. 	<p>Chief Probation Officer and Head of Assurance, Risk Management & Governance</p> <p>Deputy Director, EPSIG and Head of Court Delivery and Effective Proposal Framework, Central Court Team</p> <p>Head of Assurance, Risk Management & Governance</p>	<p>April 2023</p> <p>July 2023</p> <p>January 2023</p> <p>June 2023</p>
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			<p>2.6 The Touchpoints Model (TPM) sets out a framework directing management oversight at key points in the sentence. EPSIG are currently reviewing the TPM to understand the current usage and will enable a comparison of the benefits and impact upon resources and effectiveness.</p> <p>2.7 HMPPS will re-develop and update training for new staff to ensure it improves quality and promotes the best available evidence effectively, with a greater understanding of actuarial predictor tools.</p>	<p>Deputy Director Effective Practice and Service Improvement Group</p> <p>Deputy Director, Probation Workforce Programme</p>	<p>February 2023</p> <p>March 2023</p>
Progress against commitments (January 2024)					
			<p>2.1 HMPPS has made changes to the Offender Assessment System (OASys) to better capture offences committed in a custodial setting and civil and ancillary orders. Where these factors or significant domestic abuse or safeguarding concerns are present risk assessments are automatically sent for Countersigning by a Senior Probation Officer. Early evidence of impact has indicated that this change has supported staff to capture information on civil orders and behaviour in custody within their risk assessment.</p> <p>HMPPS has completed an analysis of a sample of Serious Further Offences (SFOs) to identify the key indicators of escalating risk before SFOs. This found that the critical risk escalation indicators reflected those identified in Risk of Serious Harm Guidance. It is not assessed that these indicators lend themselves to additional automatic countersigning in OASys but the findings have been fed to the team developing ARNS and into the development of a risk conversation tool for SPOs and practitioners to use to identify cases where risk is escalating, and urgent action is needed. These findings have been used to strengthen risk training and focus on the risk escalation factors within the targeted workshops to Court Senior Probation Officers to better support staff to consider any evidence of escalating risk factors in their assessments.</p>	Chief Probation Officer	<p>Complete</p> <p>Complete</p>



			2.2 OSAG are currently carrying out their 2023/2024 annual sentence management audit. Interim findings have already been shared in relation to actions taken in response to significant events or changes in circumstances. Final overall findings will be available early 2024.	Chief Probation Officer and Head of Assurance, Risk Management & Governance	Complete and ongoing
			2.3 In London region, each probation practitioner now receives 2 R-CAT assessments per year. Nationally, regions have increased the completion of RCATs. A MI Dashboard will be in place by February 2024 to measure and monitor volume as well as improvement trend.	Chief Probation Officer and Head of Assurance, Risk Management & Governance	Complete
			2.4 Following initial launch of the PSR Gatekeeping Form in January 2023 a review was undertaken 6 months post implementation. As a result of this review, the gatekeeping form and national practice guidance have been revised. Regional compliance has continued to increase with all regions expected to achieve full compliance (90%) by March 2024.	Deputy Director, EPSIG and Head of Court Delivery and Effective Proposal Framework, Central Court Team	Complete – (London March 2024)
			2.5 The Court Case Audit tool (C-CAT) is now available in regions for use. The Court audit findings have now been shared with regions and a national thematic report provided. Overall findings from the OSAG 2023/24 annual sentence management audit will be available in early 2024 for individual regions to use to assist in tracking RCAT results.	Head of Assurance, Risk Management & Governance	Complete



			2.6	The TPM Review was completed in March 2023.	Deputy Director Effective Practice and Service Improvement Group	Complete
			2.7	In March 2023, new learning products designed for new entrant practitioners were launched, drawing upon research and best practice to provide strong foundational knowledge of risk assessment, management and sentence planning and incorporating an improved understanding of actuarial predictor tools. An initial evaluation was undertaken in August 2023 and will be followed by a full evaluation in July 2025 as part of future evaluation activity.	Deputy Director, Probation Workforce Programme	Complete
3	develop processes to ensure <u>all</u> known information on past behaviour or current risks in prison or the community is available to probation practitioners and is properly analysed when formulating risk assessments pre and post sentence.	Agreed	3.1	As part of the One HMPPS programme, the business case for an alternative option to OASys will be developed under the Assess Risk Needs model. This will incorporate all available information and be developed in a system accessible to all staff in HMPPS which will be tested in one region by March 2024 with full roll out by March 2026.	Executive Director, HMPPS Change	March 2026
			3.2	There are existing processes in place to ensure effective and timely information sharing between prisons and the community, particularly when there is a transfer in case management responsibility. This generally happens via the Prison Offender Manager (POM) to Community Offender Manager (COM) route, where depending on the profile of the case, a number of activities may take place to support handover which includes the following key aspects:	SRO OMiC Recovery Project	Complete
			3.3	<ul style="list-style-type: none"> • OASys Assessments • Handover Report and meetings • Automatic migration of entries added by prison staff in the Digital Prison Service (DPS) to Delius, so that they are visible and accessible to practitioners in the community. • Automatic migration of documents stored in Delius to DPS, so that they are visible and accessible to practitioners working in prison. 		



			Progress against commitments (January 2024)		
			3.1	Funding has now been agreed to develop a new blended approach to assessment and planning supported by digital service that will allow for the retirement of OASys. Work will begin on training in the new approach to assessment and change implementation in January 2024 with full roll out in March 2026.	Executive Director, HMPPS Change March 2026
			3.2	All individuals with 10 months or less left to serve, are now allocated to a COM at point of sentence, with a POM acting in a supporting role until release. POMs are now required to complete an Information Sharing form. This form is sent to the allocated COM 4 weeks prior to release. The purpose of this form is to ensure that necessary information is passed to the community to support ongoing risk assessment and risk management; this includes prison behaviour e.g., new offences, assaults on staff or information about Civil Orders. This form is not a replacement for OASys but is designed to capture updates that need to be reported to the COM to support public protection and inform risk management.	SRO OMiC Recovery Project Complete
4	create robust processes to record and analyse on probation case files when a person on probation is acquitted of offence(s) and where information remains relevant to inform risk of harm assessment and management.	Agreed	4.1	The Public Protection Group will update the Risk of Serious Harm Guidance to help practitioners understand the significance of an offender being questioned about or charged with other offences though not convicted of them. The update to the Guidance will also address the need to take into account evidence which courts have used to support the making of a civil order where lead responsibility for instigating and monitoring lies with the police.	Public Protection Director June 2023
			4.2	PPG will review the content of the risk of serious harm training in relation to how information is used to inform risk of harm assessment and management and commission any changes necessary.	Public Probation Director June 2023
			Progress against commitments (January 2024)		



			4.1	PPG have updated the Risk of Harm Guidance to explicitly address the need to consider all behaviour in risk assessment, not just convictions and to clarify the different thresholds for a civil order and a criminal conviction.	Public Protection Director	Complete
			4.2	PPG have updated the Offender Assessment System to better capture civil orders to act as a prompt to assessors to identify any civil orders in place and consider the risk of harm associated with the behaviour.	Public Probation Director	Complete
5	while cases are in custody ensure timely and accurate allocation of each case to probation practitioners in the community for supervision before and after release and a mechanism for checking this process.	Agreed	5.1	Prison systems ensure cases for allocation are identified swiftly and transparently with regular reminders for outstanding allocations.	SRO OMiC Recovery Project	Complete
			5.2	The Probation Prioritisation Framework has been implemented and provides options for regions to prioritise key activity, including ensuring all cases are allocated to a named probation practitioner.	Regional Probation Director, London	Complete
			5.3	Improved compliance will be demonstrated in relation to timely allocation through delivery of the London 2023/2024 QIP.	Regional Probation Director, London	April 2024
			Progress against commitments (January 2024)			
			5.1	Prison systems continue to ensure cases for allocation are identified swiftly and transparently with regular reminders for outstanding allocations.	SRO OMiC Recovery Project	Complete
			5.2	The Probation Prioritisation Framework continues to provide options for regions to prioritise key activity, including ensuring all cases are allocated to a named probation practitioner.	Regional Probation Director, London	Complete
			5.3	In London, all cases where an individual has less than 10 months to serve at the point of sentence are allocated directly to a community practitioner. To ensure cases are not missed, a weekly information report is run for managers. A new digital allocation tool will support efficient processes. The first iteration which covers initial allocation of cases from sentence went live in London during September-November 2023 and the second iteration enabling	Regional Probation Director, London	February 2024



			<p>custody to community allocations will be delivered in London in February 2024.</p> <p>There is a continued focus on recruitment but where resource pressures mean there are delays to allocating those with longer sentences to community practitioners, London is compliant with the Probation Prioritisation Framework, which ensures that resource is targeted at offenders in the community who may pose a risk to the public.</p>		
6	undertake an urgent review of processes for information and intelligence sharing between prisons and the probation service to be completed by June 2023. (A recommendation from the independent review of McCann, this should be given urgent attention given issues are still apparent).	Agreed	<p>6.1 The National Security Group is undertaking a review of the operating model for information and intelligence sharing across HMPPS.</p> <p>6.2 Following the recommendations of the review, an updated operating model for intelligence in the community sector will be developed and implemented. This will include a mechanism for quality assurance.</p>	<p>Deputy Director National Security Group</p> <p>Deputy Director National Security Group</p>	<p>June 2023</p> <p>June 2023</p>
Progress against commitments (January 2024)					
			<p>6.1 HMPPS have completed a review of the operating model for information and intelligence sharing and a review of the prison intelligence contribution to MAPPA. The review concluded that training and guidance for intelligence staff on contributions to MAPPA was unclear, contributions to MAPPA were inconsistent, and understanding of assessments was varied.</p> <p>A revised policy framework will provide enhanced guidance to prison intelligence teams and a 'tradecraft' document will be published to support front end users.</p> <p>Separate from the review and as set out in section 3.2 HMPPS have introduced an Information Sharing Form to ensure that necessary information is passed from prison offender managers to the community to support ongoing risk assessment and risk management. For individuals with more than 10 months left to serve at point of sentence a handover between the Prison Offender Manager and Community Probation Practitioner should take place to share any relevant information about risk and need. Regular communication should continue and the Information Sharing Form should be</p>	<p>Deputy Director National Security Group</p> <p>SRO OMiC Recovery Project</p>	<p>Complete</p> <p>September 2024</p> <p>Complete</p>



			used as a prompt to consider any additional information relevant to risk management that may have become available following the handover.		
			6.2 Prison Offender Managers (and in time Community Offender Managers) will be given access to the new Intelligence Management Service, to support risk assessment and management. With Area Executive Director support, this is expected to be introduced from Spring 2024 in the North East region, with rollout to all regions through to October 2024. A comprehensive training package will be available for all POM/COM/prison analysts, to support this activity. Alongside this, HMPPS are exploring how intelligence capabilities in probation can be extended after the initial release of IMS, and this will include exploring access to intelligence to staff based in Courts, enhancing Parole contributions, direct intelligence submission for probation staff.	Deputy Director National Security Group	From Spring 2024
7	develop processes to ensure that <u>all</u> recall decisions are signed off and submitted by Senior Probation Officers within the 24-hour target period – with compliance against this target monitored in every Probation Delivery Unit on at least a monthly basis.	Agreed	<p>7.1 EPSIG will review current policy and guidance regarding the required processes from recall decision to Public Protection Casework Section (PPCS) submission. The review will identify a process or digital prompt to provide a failsafe in case of human error.</p> <p>7.2 EPSIG will also review what monitoring and management arrangements are available and whether further processes need to be implemented.</p> <p>7.3 Improved compliance will be demonstrated in relation to recall decisions through delivery of the London 2023/2024 QIP</p>	<p>EPSIG Deputy Director and Regional Probation Director, London</p> <p>EPSIG Deputy Director</p> <p>Regional Probation Director, London</p>	<p>April 2024</p> <p>April 2024</p> <p>April 2024</p>
Progress against commitments (January 2024)					
			7.1 EPSIG have reviewed the existing guidance and created new recall guidance with a clear process for decision making entitled 'Working with People Released on Licence and Recall Decision Making'. The new guidance on recalls is on the Excellence and Quality in Process (EQuIP) web-based national resource and has been communicated with the Quality Development Officer teams. HMPPS also is rolling out a digital process to reduce the possibility of human error resulting in a delay in an offender being recalled to prison.	EPSIG Deputy Director and Regional Probation Director, London	Complete



			7.2 The Probation Scorecard, which is used by the most senior managers in the Probation Service to monitor the Service's performance against key performance measures, has been updated to include a measure on the timeliness of recall action. This will allow senior managers to assess the Service's performance against this measure and take remedial action where performance falls below the required standard	EPSIG Deputy Director	Complete and ongoing
			7.3 Recent audits have demonstrated that recalls are taking place in accordance with policy.	Regional Probation Director, London	Complete
8	ensure that data on the time from licence revocation by HMPPS Public Protection Casework Section to an individual being received into prison custody is monitored on a regular basis by HMPPS jointly with the National Police Chiefs Council (NPCC) and that joint probation and police plans are agreed for maximising performance against this metric.	Agreed	<p>8.1 The Joint National Protocol (JNP) on recall, which sets out the respective responsibilities of the Probation Service, Public Protection Casework Section and local police forces has been revised and will be issued by 31 March 2023.</p> <p>8.2 HMPPS will seek agreement with the National Police Chiefs Council regarding the means by which the performance of the agencies involved in the recall process is monitored against agreed JNP target times.</p>	Public Probation Director	March 2023
Progress against commitments (January 2024)					
			8.1 The revised JNP was issued in February 2023.	Public Probation Director	Complete
			8.2 Following a first meeting with the National Police Chiefs Council (NPCC) in July 2023, where agreement was reached that NPCC would commission a review of how the data on arrest timings following recall can be captured, momentum was lost due to long term staff sickness. Traction has been regained with NPCC, difficulties in relation to data capture resolved and a series of fortnightly meetings have been arranged to ensure this work is seen through to going live by April 2024.		April 2024
9	ensure the EPF2 tool is used when determining licence conditions and develop a mechanism for effective management oversight of this process to ensure that all appropriate licence conditions, including GPS tagging, are applied after release.	Agreed	<p>9.1 All Probation regions will increase their use of the EPF2 when proposing licence conditions to 95% by September 2023. This will be monitored through the regional QIP and performance management.</p> <p>9.2 Senior Probation Officers will have access to reports on practitioner uptake and frequency of professional override to monitor uptake and adherence to</p>	<p>Joint Head of Central Courts and EPF team</p> <p>Joint Head of Central Courts and EPF team</p>	<p>September 2023</p> <p>September 2023</p>



			<p>policy, when licence condition planning. The EPF team will provide briefings to support effective managerial oversight.</p> <p>9.3 The EPF Team will continue working with interventions leads (including Electronic Monitoring Services) to support interventions targeting; and to provide the best available guidance to staff via EPF, when licence condition planning.</p>	<p>Joint Head of Central Courts and EPF team</p>	<p>Completed and ongoing</p>
Progress against commitments (January 2024)					
			<p>9.1 Uptake of the Effective Practice Framework 2 tool for setting licence conditions has been included in the London region Quality Improvement Plan for 2023/24 and performance is reported monthly to the Heads of Operations meeting. The Effective Proposal Framework 2 (EPF2) uptake level has shown improvement nationally, with some regions making significant progress. However, further work is required to achieve 95% EPF2 uptake in all PDUs. Probation regions are being set targets for 24/25 to achieve these levels and will use monthly performance reports, as well as briefings and training provided from the national Effective Targeting Team, to monitor and drive progress against targets. Regional EPF2 leads and the Effective Targeting team will meet quarterly as a group to review progress and share good practice. Further to this, the Effective Targeting Team will also be engaging with each region's EPF2 lead on a one-to-one basis to provide additional support in overcoming any local barriers to increasing EPF2 uptake.</p>	<p>Joint Head of Central Courts, Regional Probation Director, London and EPF team</p>	<p>September 2024</p>
			<p>9.2 Senior Probation Officers have access to monthly performance reports through their regional EPF2 leads. The Effective Targeting Team have provided briefings, training, videos and written guidance to regions on usage and management oversight (including alerts to discuss professional override with specific interventions). The materials are available on EQUIP.</p>	<p>Joint Head of Central Courts and EPF team</p>	<p>Complete</p>
			<p>9.3 Electronic Monitoring Services (EMS), along with other interventions, is represented on HMPPS's National Interventions Targeting Group to support the development of an effective targeting capability for OneHMPPS, that includes licence-condition planning. The Effective Targeting Team has quarterly reviews of EMS targeting with HMPPS EM Strategy. The team also works alongside regionally located EMS leads to ensure that, if necessary, the EPF is configured to support EM strategic and regional targeting objectives, and to maintain accurate guidance for licence planning.</p>	<p>Joint Head of Central Courts and EPF team</p>	<p>Complete and ongoing</p>



10	develop a London wide initiative on neurodiversity and invest in trauma informed training for staff.	Agreed	10.1 London Probation Region will commission neurodiversity and trauma informed training workshops for all practitioners and SPOs in London for 2023/2024.	Regional Probation Director, London	April 2023
Progress against commitments (January 2024)					
			10.1 London Probation has commissioned an outside organisation to provide face to face trauma informed training to front line practitioners and their managers starting in January 2024. Regional training has been provided on neurodiversity. Nationally, there is a suite of more than 25 'trauma awareness' and 'trauma informed practice' online resources available on demand to all practitioners working in HMPPS. In order to quality assure the existing learning offer for Trauma Informed Practice (TIP) training, a wholesale review of available resources has taken place by a working group and a learning commission is in the process of being refined. As such, design and development of a trauma informed learning pathway/product, to bring together and complement the existing offer, is set to commence from Spring 2024 and is anticipated to be launched to Regions by November 2024.	Regional Probation Director, London	Complete and ongoing

Recommendations	
Agreed/Agreed in principle	10
Partly Agreed	0
Not Agreed	0
Total	10

