



GLOUCESTERSHIRE

REDUCING REOFFENDING ACTION PLAN

GLOUCESTERSHIRE PROBATION AREA



GLOUCESTERSHIRE PROBATION AREA: REDUCING REOFFENDING ACTION PLAN 2005/06

Introduction

The Gloucestershire Probation Area (GPA) Business Plan 2005/06 sets out the Area's commitment to the National Reducing Reoffending Action Plan. The Business Plan includes a specific improvement objective addressing the priority reducing reoffending pathways for the Area.

The launch of the South West Reducing Reoffending Strategy in July 2005 provides a welcome opportunity to reaffirm and refresh GPA's commitment to regional working, closer collaboration with prisons and other partners through this Area Reducing Reoffending Action Plan (RRAP).

This RRAP is work in progress and development will be reported to the Area Board and to the regional Reducing Reoffending Partnership South West. It is anticipated that the RRAP will be fully integrated within the Area Business Plan in 2006/07.

Context

GPA is a relatively small and improving Probation Area. Significant performance improvements are being achieved, despite severe budget constraints and a shortage of experienced staff, through a progressive approach to offender management and interventions, utilisation of information technology, process improvement, efficiency savings, partnership working, training and development and the dedication and skills of staff. GPA will make use of OASys and local information from partners to inform development of the reducing reoffending pathways.

Gloucestershire is a diverse rural county including the Cotswolds and the Forest of Dean but with most offenders living in or near Gloucester, Cheltenham (there are significant ethnic minority communities in both cities) and Stroud. The county borders with other regions and both GPA and HMP Gloucester deal with offenders from or moving outside the South West.

Long term unemployment is significant in Gloucester. There is a shortage of affordable housing and social housing across the county, with particular pressures in Gloucester. Gloucester also has an above average recorded crime rate, including above average levels of violent, sexual, robbery, domestic burglary and vehicle offences.

Strategic delivery framework

GPA will work with strategic partners through the Local Criminal Justice Board, Gloucestershire Community Safety Partnership, the MAPPA Strategic Management Board, the Supporting People Partnership Board, and other county-wide multi-agency for a relevant to particular pathways, to involve partners in development of the RRAP.

Within GPA, the ACO Interventions holds lead responsibility and works with GPA colleagues and partners to progress the RRAP. Progress is reported to the Area Probation Board through Business Plan Quarterly Reviews. Progress will also be reported to the regional Reducing Reoffending Partnership South West through GPAs Chief Officer (who represents Probation Areas on the regional Board) and by the Regional Probation Manager.

1. PATHWAY FOCUS: Accommodation					
Rationale (include local data relevant to pathway)					
This is a priority pathway for the Area due to the lack of affordable housing and social housing, particular pressures on housing and support in Gloucester and current issues around use of Ryecroft Approved Premises and the impact of substantial savings to be made within the county's Supporting People programme.					
Key Strand Short description of focus	Aim/Outcome SMART if possible. Include the timescale	Planned Actions Bullet point description of main actions	Milestones Key dates for phased achievement Key dates for reporting progress	Lead Officer Name(or role) of lead officer – this will be the person held accountable for achievement and who will report on progress	Partners For some pathways there will need to be joint action planned. List here organisations who will be part of the AAP for this pathway
Ryecroft admissions policy	Ryecroft to start admitting High/Very High ROSH cases including sex offenders from 1 October 2005	Community liaison strategy being implemented. On-going liaison with councillors, media, campaigners, community liaison group, police and NPD	Campaigners protest planned on 3 Sept. New admissions policy due to be implemented from October 2005	Garry Holden, ACO Interventions	Police, NPD, Community Liaison Group

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GPA offender housing and support data base	Data base in place by 31/12/05	Project plan with Tim Fogarty	30/09/05	Garry Holden, ACO Interventions	GPA
County offender housing and support strategy	Strategy agreed by partners by 31/03/05	Convene working group to develop draft	31/10/05	Garry Holden, ACO Interventions	Offender housing forum (GPA, HMP, LAs, SP Team and providers)
Targets for supporting people providers to support offenders	Targets agreed by 31/12/05	Meet with SP Team to agree approach	31/10/05	Garry Holden, ACO Interventions	SP Team and provider reps
Regional accommodation gateway project	Maximise resources for Gloucestershire as soon as possible	Meet with Home Office project advisor	31/10/05	Garry Holden, ACO Interventions	Regional project partners
Review GPA accommodation policy and strategy	Complete review by 31/03/06 taking into account ESI, Thematic and SP re-inspection recommendations	New ACO (GH) to draw up action plan with CO and Dave Berry, middle manager.	31/10/05	Garry Holden, ACO Interventions	GPA and offender housing forum

2. PATHWAY FOCUS: Employment, Training and Education					
Rationale (include local data relevant to pathway)					
ETE provision is a strength within GPA. The GPA ETE team is an OLASS provider and leads the multi-agency county ETE strategy group.					
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Improve employment of offenders in the community and on release from custody through OLASS and ETE partnerships	Deliver GPA/OLASS/HMP basic skills and vocational training/employment targets	See GPA Business Plan Improvement Objective 7 Project Plan	Monthly performance reports to SMT and Board and quarterly reviews to Board	Garry Holden, ACO Interventions	LSC, Tribal, HMP, GRS, JC Plus, Next Step, Learn Direct, Glos Federation of Colleges

3. PATHWAY FOCUS: Mental and Physical Health

Rationale (include local data relevant to pathway)

GPA and the MAPPA have excellent support from a forensic psychiatrist and a forensic psychologist. GPA is also a partner in the multi-agency risk management project for vulnerable adults. GPA is represented by the MAPPA manager on the county mentally disordered offenders group and there is a limited court mental health assessment service. Offenders in the community access physical health services in the same way as other members of the community.

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Review provision for offenders in the community and on release from custody in context of learning from the regional pathway group	Complete review to inform plans for 2006/07	TBC	Complete review by 31/12/05 to inform development of plans by 31/03/06	Julia Oulton, ACO Offender Management	MAPPA, MARMAP and MDO group partners (NHS partnership Trust, Police, Social Services, Gloucestershire GPs Committee.

4. PATHWAY FOCUS: Drugs and Alcohol					
Rationale (include local data relevant to pathway)					
Drugs services provision is relatively strong but addressing alcohol problems requires more attention. GPA is lead partner with GDAS in the Gloucestershire Reintegration Service which supports offenders and other people in treatment for drugs problems. GPA enjoys good working relationships with partners on the DAT joint commissioning group. A new community integration service drawing together elements of DIP and GRS is proposed for 2006. GPA leads the county substance misuse strategy group. GPA is taking action to improve performance in relation to DTTO/DRR completions.					
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Improve links between drugs provision in custody and the community and retention in treatment.	Set up new community integration service with GRS wrap around services and improve links with CARATS by 31/03/06	See GPA Business Plan Improvement Objective 7 Project Plan	31/03/06	Garry Holden, ACO Interventions	DIP, HMP, CARATS, NHS Partnership Trust, DAT JCG, GDAS, GRS, Police, Nelson Trust, Gloucestershire Drugs Database Project
Improve DTTO/DRR performance	Deliver targets by 31/03/06	As above	Monthly performance reports and quarterly reviews	Garry Holden, ACO Interventions	GPA
Review alcohol needs and provision and develop a new alcohol strategy.	Complete review by 31/03/05 to inform plans for 2006/07	TBC	Complete review by 31/12/05 Agree new multi-agency strategy by 31/3/06	Garry Holden, ACO Interventions	County criminal justice substance misuse group (partners as above)

5. PATHWAY FOCUS: Finance, Benefit and Debt					
Rationale (include local data relevant to pathway)					
This pathway is underdeveloped within GPA. GPA has no resources to invest in this pathway so any developments will need to be either externally funded or add value through partnership working.					
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Audit needs and existing provision and learn from regional pathway group to inform new strategy.	Strategy in place by 31/03/06	TBC Identify responsible middle manager	Complete audit by 31/12/05 and strategy approved by 31/03/06	Garry Holden, ACO Interventions	HMP Glos and regional pathway group

6. PATHWAY FOCUS: Children and Families of Offenders

Rationale (include local data relevant to pathway)

This pathway is underdeveloped within GPA. GPA is represented on the Area Child Protection Committee/Local Safeguarding Children Board but this pathway encompasses wider range of issues around enabling offenders to develop and maintain mutually supportive relationships with their children and families. HMP Gloucester has a well developed families/visitors centre which is managed by the seconded GPA manager/resettlement governor. The SWing project is leading the regional pathway group and GPAs seconded manager/Resettlement Governor at HMP Gloucester will represent HMPS on this group.

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Liaise with Children and Young People's Strategic Partnership Board	Specific needs of children and families of offenders identified by November 2005 in Change for Children Programme	Set up meeting with Head of Service Children's Strategy	To be confirmed	Julia Oulton, ACO Offender Management	Members of Children and Young People's Strategic Partnership Board
Liaise with SWing and the regional pathway group to inform development of local strategy and plans for 2006/07.	Strategy in place by 31/03/06	Liaise with SWing and respond to letter of 22 July 2005	Quarterly Reviews to Board	Garry Holden, ACO Interventions	HMP Glos, ACPC partners

7. PATHWAY FOCUS: Attitudes, Thinking and Behaviour					
Rationale (include local data relevant to pathway)					
GPA has performed well in relation to programme completions in recent years. The current priority is to increase TVSOP and IDAP capacity to meet needs while also meeting the completions target. GPAs Programmes Team manager is working with the ROM team and HMPS on a review of regional programmes provision within prisons and in the community. GPA will use OASys data to inform local programme provision.					
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Increase TVSOP and IDAP capacity and meet completions targets	Start two TVSOPs and start a second IDAP programme and deliver completions targets by 31/03/06	See Business Plan Improvement Objective 7 Project Plan	Monthly performance reports and quarterly reviews to the Board	Garry Holden, ACO Interventions	GDAS re ASRO,DVSAP re IDAP, Forensic psychologist re TVSOP
Review and plan programme provision for 2006/07	Ensure programme provision addresses offender needs	TBC	Report to SMT by 31/12/05 to inform planning for 2006/07	Garry Holden, ACO Interventions	ROM/HMPS/GPA

8. PATHWAY FOCUS: Public Protection (Lead: Julia Oulton ACO Offender Management)					
Rationale (include local data relevant to pathway)					
The HMIP ESI (October 2004) identified the MAPPa partnership as a strength but also identified management of risk of harm as a significant area for improvement and this will be the focus of the follow up inspection in October 2005. This has been identified as a national area for improvement.					
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Improve management of risk of harm in line with national guidance and ESI findings	Satisfactory ESI follow up in relation to management of risk of harm (October 2005)	See BP Improvement Objective 6 Project Plan	Initial HMIP feedback in October 2005 and follow up report in January 2006 will be reported to the Board	Julia Oulton, ACO Offender Management	MAPPa partners and regional benchmarking

9. PATHWAY FOCUS: Prolific and Priority Offenders					
Rationale (include local data relevant to pathway)					
Gloucestershire's PPO scheme is now operational across the county but remains a priority for further development. GPA works with the police PPO scheme co-ordinator to develop local policies and procedures and contributes offender manager time to the 3 BCU PPO teams. GPA works with other partners through the county PPO strategic management group.					
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Establish a cost effective, appropriately targeted and adequately resourced PPO scheme in line with national requirements.	Review cost effectiveness, targeting and resources required by 31/12/05 to inform plans for 2006/07	See BP Improvement Objective 6 Project Plan Contribute to and learn from the regional pathway group	Review by 31/12/05 Plans fro 2006/07 in place by 31/03/06 Report progress to SMT monthly and to the Board in quarterly reviews	Garry Holden, ACO Interventions	Police, CDRPs, DIP, DAT, HMP Glos, GDAS, GRS

Diversity Impact

Race and diversity impact assessments will be undertaken as appropriate in relation to all the pathways by 31/3/06 and appropriate action will be taken to address any adverse impact.

Community Engagement

GPA is proactive in encouraging community engagement through the MAPPA lay advisors, Ryecroft community liaison group and development of civil renewal and community payback within unpaid work. GPA will seek to promote community engagement through planned publicity around the RRAP pathways.

Contribution to Regional Action Plan

GPA will contribute to the regional action plan through this Area RRAP. GPA's Chief Officer represents Probation Areas on the South West Reducing Reoffending Partnership Board. GPA will nominate staff to contribute to the work of the regional pathway groups as appropriate.