

WORKSHOP SESSIONS

1. Tracey Desjardins - HMPPS

Modern Slavery & Human Trafficking (MSHT): Supervision of Vietnamese Foreign National Offenders (FNO) by the National Probation Service

Theme of the workshop

MSHT, with a specific focus on the case study of Vietnamese nationals and cannabis cultivation.

Background information

Whilst reviewing FNO recall cases for a report for the Home Office, I stumbled across a cohort of 25 Vietnamese nationals, all of whom had been released from custody, and all barring one, had 'absconded'. Some within days, others within hours. Despite being in safe houses run by the Salvation Army, they still presumably returned to the cycle of forced labour. This prompted me to look into the matter further and I discovered an area of Probation that seems to be somewhat unknown. We have several hundred victims and perpetrators of MSHT on our probation caseloads, as confirmed by our data team in HMPPS. Our small working group have established flags on N-Delius to indicate both victim and perpetrator categories of MSHT. There is a lot more awareness raising to be done, and eventually embed this within the HMP's across England and Wales, as well as the CRC's.

Key learning points

A workshop at this conference will raise awareness further, with the hopes that it will be cascaded down to other practitioners within NPS offices and establishments.

Presenter

Tracey Desjardins, a criminology justice graduate with over 18 years' experience working in the Probation Service, Youth Offending Teams, HMP Prison Service and intelligence roles overseas. Having worked as a Probation Officer for over 14 years, Tracey embarked on steering towards Project Management in late 2016, writing and delivering a CBT programme for prisoners, whilst living in Stanley, Falkland Islands. Upon her return to the UK, she returned to the Prison Service where she was implementation lead for the HMP Keyworker role and now, a Practice Development Manager for the Performance Directorate where she applies her knowledge and practitioner experience to evaluate and improve current probation practice. Tracey is currently managing several bail pilots and is part of a small working group that is raising awareness about MSHT across HMPPS for the MOJ.

2. Jo Hebb & Tracy Driver - HMPPS

Collaborative working: How a service user, the OM and the OPD Pathway can work together towards rehabilitation

Theme of the workshop

How using a jointly constructed (Service use, OM and OPD PO) level 2 formulation helped engaged a complex high-risk individual with a diagnosis of emotionally unstable personality disorder and convicted of sexual offences against children to explore predisposing factors, such as early

maladaptive schema and childhood survival techniques, which were underpinning and powering current thinking, feeling and behaviour patterns. This then led to helping the service user develop more pro-social responses, and engage more meaningfully with professionals. How this helped the OM develop knowledge and skills now being used with other service users with whom she works will be discussed. The work also allowed for the OM to inform other agencies such as MAPPA agencies and the Police (MOSOVO) about how best to engage the service user, and to update on risk and risk reduction. It also allowed the OM to work collaboratively and informatively with the AP to enable better engagement. The workshop will share the approaches used, what worked well and what was not so effective, and throughout encourage participation from attendees, including the use of some exercises to practice skills discussed in the workshop.

Background information

The OM identified that she was concerned that her skill set might not meet the needs of this high-risk, high-profile, complex person, particularly in respect of how to engage with a service user with a diagnosis of emotionally unstable personality disorder, and as this individual screened into the pathway she requested a consultation. The service user had a history of being difficult to engage, not being honest with professionals and of breaching licence conditions. During that consultation it was agreed as part of workforce development and because it was considered potentially beneficial for the service user a short period of joint working was agreed. The OM would retain overall responsibility for the case with the OPD PO leading some additional sessions in respect of the formulation and engaging the service user.

Key learning points

The aims of the workshop:

- The potential benefits of collaborative working with service users.
- How to use a formulation to engage with a service user.
- How the OPD pathway can help improve the understanding and engagement of the service user with other agencies such as the Police and MAPPA, as well as with AP staff as part of improved risk management and rehabilitation.
- How this approach can encourage collaborative risk assessment and management that can inform and build an OASys.
- How this approach can build on some elements identified within desistance theory to improve rehabilitation and thus potentially reduce offending.

Presenters

Jo Hebb, OPD Specialist PO, based at the Northamptonshire LDU, has 30 years' experience having worked in Probation in both community and custodial settings, Forensic Mental Health in both secure and community settings, and in child protection. She has spoken at a number of national and international conferences and has a number of publications in peer review journals.

Tracy Driver, PO based at the Northamptonshire LDU, has 29 years' experience having worked as a residential home's manager, working in mental health and LD before qualifying as a probation officer in 2014. She started with probation in 1999, initially as Probation Hostel Officer before joining OMU as a PSO, which has included working in IOM, YOS transition. She has been a female champion for 10 years.

3. Deji Maxwell – Together UK

Engaging with young adults: challenges and solutions

Theme of the workshop

Young adults, transition to adulthood, maturity assessments, motivational interviewing

Background information

Lammy's Review 2017, highlighted the disproportionate number of BAME young people in the justice system. In a period of changes within Probation and increased high levels of gang crime within a young adult cohort. Together for Mental Wellbeing will provide examples of the Forensic Mental Health Practitioner service that has been working with young adults (16-24 years of age) for over 20 years. Looking at a local authority led service, Southwark Anti Violence Unit (SAVU) that works with statutory and non-statutory probation cases.

Early adulthood is a period marked by rapid changes, transitions and growth on a physical, mental, and emotional level. Young adults represent only 10% of the population at large but are disproportionately represented in the Criminal Justice System. Young people can present with a variety of needs (for example first episode of psychosis, depression and other mental health needs, learning difficulties, traumatic brain injuries, self-harm, drugs and alcohol, gangs involvement, trauma, education).

Practitioners have been providing a variety of support to young adults, such as brief one-to-one psychological interventions, psychoeducation, and case consultation to probation officers provision of links with community services. Using an evidence based approach - motivational interviewing techniques has been an effective way to engage young adults in attending appointments with the practitioners and other services in the community to receive the appropriate support.

Key learning points

Delegates will:

- hear about the work that Together has done within Southwark Anti-Violent Unit.
- gain an understanding of the needs of young adults and what the challenges may be in supporting people through their community order and into engagement with treatment services for their mental health and/ or other wellbeing needs.
- learn about the way we have been working with young adults in different settings and how to apply some basic motivational interviewing techniques in their work with this group.
- hear a first-hand narrative from a service user who has experienced the criminal justice
- receive a copy of Together's: 'Working with young adults offenders guide.'

Presenters

Deji Maxwell -Forensic Mental Health Practitioner for SAVU. The SAVU service is centred around the risk to individuals as both perpetrators and victims of violence. Deji Maxwell offers assessment, create care plans and when appropriate deliver interventions. Deji Maxwell has facilitated routes into mainstream mental health provision for those 16-25years old and offer guidance and advice in their area of expertise to SAVU colleagues, including probation.

4. Dr Kimmett Edgar – Prison Reform Trust

Broken Trust: The rising numbers of women recalled to prison

Theme of the workshop

The workshop will be based around the rising numbers of women being recalled to prison since the extension of the mandatory post sentence supervision.

Background information

The number of women recalled to prison has more than doubled since the introduction of government measures designed to support people on release. Broken Trust, reveals that over 1,700 women were recalled to prison in England and Wales during the last year, and that reforms which were intended to help are making things worse. Women are trapped in the justice system rather than being enabled to rebuild their lives.

The extension of mandatory post-custody supervision has disproportionately affected women. Recall numbers for men have risen by 22% since the changes were introduced, whilst for women they've grown by 131%. Women are overwhelmingly sent to prison for committing non-violent offences, and as a result the vast majority are serving sentences of less than a year. Last year, 72% of women who entered prison to serve a sentence, were given a sentence of less than 12 months.

Key learning points

The need to implement the recommendations from our report:

- Review the training and supervision of responsible officers to emphasise and build skills in building trust within relationships dedicated to promoting desistance.
- Ensure that women receive basic housing information at the point of induction and throughout their sentence, including information about housing benefit.
- Mitigate as many practical barriers as possible, e.g. enabling access to phones and internet, and ensuring information is accessible in prison as well as after release.
- Expand peer advice services, properly equipped to meet the levels of need, to provide timely advice on housing, benefits, accessing healthcare, and family ties on release.
- Provide housing services as a core element of a woman's rehabilitation programme, including liaison with housing services in a woman's place of residence, and support to enable women to sustain a tenancy or apply for housing. These services should be expedited for women on short sentences, and for women with children.
- Implement the Homelessness Reduction Act by ensuring that housing officers based in prisons share their housing assessment promptly with the local authority to which a woman is returning, where she is at risk of homelessness.

Presenter

Dr Kimmett Edgar is head of research, having previously been senior research officer at the Oxford Centre for Criminological Research. His major work, *Prison Violence: the dynamics of conflict, fear and power*, explored the roots of prison violence in conflicts among prisoners. He is also co-author, with Tim Newell, of *Restorative Justice in Prisons* (2006). At the PRT, Kimmett has managed studies on race equality, mental health, financial exclusion, resettlement, prison councils, and active citizenship. He is a member of the NI Ministerial Forum on Safer Custody; Quaker Representative to

the UN Commission on Crime Prevention and Criminal Justice; on the Perrie Lectures Committee; and a former chair of the Alternatives to Violence Project.

5. Jake Phillips – Sheffield Hallam University

Dying on probation: what do we know about the mortality rate of people on probation and what should we do about it?

Theme of the workshop

New resources available to address the challenges facing probation.

Background information

People who die on probation receive much less attention from the media, academics and policymakers than their counterparts in prison. This is despite the mortality rate amongst this group being disproportionately high. Moreover, the rate, especially of self-inflicted deaths, has been increasing since TR. Understanding why this has occurred, and what to do about it, is a significant challenge facing probation. In this workshop, you will find out what we know about the mortality rate amongst people on probation and will explore how to reduce the risk of people dying, particularly by suicide.

Key learning points

Delegates will learn more about the mortality rate of people on probation focusing on who is most at risk. By drawing on academic research we will also consider what can be done to prevent deaths in the future and what, if anything, needs to be done to better support offenders, staff and bereaved families.

Presenter

Jake Phillips is Reader in Criminology at Sheffield Hallam University. He has spent the last decade researching probation policy and practice, with a focus on how the two interact. He is currently researching the impact of inspection on probation, emotional labour in probation and the role of community hubs in the delivery of probation practice.

6. Andy Keen-Downs & Tina Parker - Pact

Routes2Change: A Family First Approach to Rehabilitation

Theme of the workshop

A 'family first' approach to rehabilitation and through the gate resettlement. Working in a new partnership with HMP Brixton and with philanthropic investment partners via our partnership with Porticus, this pilot project draws together learning from Pact's development projects over the past 15 years to develop a fully integrated package of support for all men and their families at HMP Brixton. Part of our commitment to our partners is to share our practice model in the hope of informing and assisting other agencies. Our Advisory Board is co-chaired by Lord Farmer and Dr Samantha Callan, and we have involvement from Lambeth and MOPAC, as well as from the HMPPS Families Team.

Background information

Pact has been running services for prisoners and their families for 120 years. Our services have included prison Visitors Centres, play services and prison Visits Hall refreshments as well as casework in custody and through the gate, mentoring, relationship and parenting programmes as well as a national helpline for families; more information is held on our website <https://www.prisonadvice.org.uk/research>.

This programme is particularly pertinent to those with an interest in the Lord Farmer Review and family work and good practice examples of what works within the Criminal Justice System in terms of resettlement. The service brings together:

- 1 First Night in Brixton: using learning from our First Night in Custody and Family Engagement Worker services ensuring that all men coming into Brixton receive a Family Assessment as part of their induction by dedicated Family Resettlement Practitioners.
- 2 Casework: Based on our Family Engagement Worker model and successful delivery under Transforming Rehabilitation.
- 3 Less than 3 months sentence: casework support for those with less than 3 months to serve we will provide immediate support to stabilise family and relationship issues to minimise the impact of imprisonment on the men and their families through a co-designed action plan outlining agreed key priorities pre and post release.
- 4 3 months + to serve: we will ensure men serving longer sentences have a detailed co-designed action plan supporting their family and relationship needs in prison, pre-release, TTG and in the community.
- 5 Family Befriending: targeted family befriending for families needing practical and emotional support during their loved ones imprisonment and post release to support family integration. Based on our tried and tested national befriending service and Family Champions.
- 6 Therapeutic Play and Family Bonding: support for children impacted by imprisonment to maintain their relationships and receive 1to1 and group emotional and practical support from a trained practitioner. Building on learning from our work in South Wales with our T-POP Therapeutic Play Service.
- 7 ECINS: use of our case management system allowing access for custody and community teams for case information to ensure an integrated package of support. In addition where an individual is transferring in from another Pact Family Services prison (we run all the public sector London family services except Feltham) access to case notes and support to ensure seamless case transfer.
- 8 Relationship Radar ©: using Pact's relationship measurement tool to track distance travelled.

Key learning points

For delegates to take from the session:

- An overview of Lord Farmer's Report into "What works in family services in custody".
- Practical examples of family support in custody, TTG and community.
- A model for how Probation services could look based on families as the key desistance partner.

Presenters

Andy Keen-Downs has been Chief Executive of Pact since 2005, steering the charity through a period of great change and growth. Since 2015 he has been Group CEO, following the establishment of Pact Futures CIC as a wholly owned, independent subsidiary. Andy has worked in the voluntary sector for much of his working life, and was previously Deputy Director at Gingerbread (One Parent Families), where he developed services and secured the support of JK Rowling. Previously, Andy held senior posts with the National Childbirth Trust and with Centrepoin. In 2015, Andy received the Longford Prize on behalf of Pact, and secured the support of Michael Palin for the charity's work for prisoners' families. Andy acts as a pro-bono advisor to Lord Michael Farmer and to Bishop Richard Moth, and is regularly sought for his expertise on how to reduce re-offending and the risk of inter-generational offending.

Tina Parker has worked within the justice sector for nearly thirty years working for both third sector and statutory organisations. She initially worked for NACRO as a manager of a community programme scheme supporting long term unemployed offenders and developing job clubs within local prisons. For nearly ten years she was employed by the Hampshire Probation Service and held several senior management roles with responsibilities for offender employment and housing, partnerships and community payback delivery. Prior to joining Pact, Tina was a Business Development Manager for Skills for Justice, holding the strategic leads for workforce development in offender management, substance misuse and victims/survivors. In addition to her work within justice, Tina has also worked as an employment officer for MENCAP and a researcher for the British Institute of Industrial Therapy.