



Association of
Police and Crime
Commissioners



PCCs MAKING A DIFFERENCE

REDUCING REOFFENDING IN FOCUS

Creating safer communities by giving people in the criminal justice system the opportunity to change and the skills to rebuild their lives

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REDUCING REOFFENDING IN FOCUS

Foreword from APCC Criminal Justice Lead: David Lloyd, Hertfordshire Police and Crime Commissioner and Deputy Criminal Justice Lead: Sue Mountstevens, Avon and Somerset Police and Crime Commissioner



WORKING TOGETHER TO CHANGE LIVES AND MAKE COMMUNITIES SAFER

Keeping our communities safe is at the heart of what Police and Crime Commissioners (PCCs) do. A key part of this is helping to reduce the cycle of reoffending. There are various ways we can achieve this, including by bringing partners together through our roles as senior leaders in the local criminal justice system and also by commissioning services.

Crime has a devastating impact on the lives of victims; it scars entire communities, and the costs to society, as a whole, are huge. Although a prison sentence punishes the offender and prevents them from reoffending whilst they are incarcerated, we know that to end the revolving door of crime PCCs need to work with key partners, both in the criminal justice system and more broadly to rehabilitate offenders back into society effectively. Helping offenders is not always a popular cause, but no-one wants to see them return to prison leaving even more victims behind them.

PCCs want to create safer communities by giving people in the criminal justice system the opportunity to change and the skills to rebuild their lives. However, the issues that drive people into a destructive cycle of crime and prison are highly complex and that is why PCCs are committed to working in partnership with local providers who have a wealth of expertise and insight. What is needed is joined-up rehabilitative support.

We will be looking at the opportunities in the new probation arrangements to work even more closely with the Probation Service and other key partners.

Read on, to find out how PCCs are committed to ending the revolving door of crime by ensuring that those offenders who want to turn their lives around and stay out of prison get the help and support they need to do this.

Examples include:

- Providing accommodation for those coming out of prison, to prevent homelessness which reduces the likelihood of them returning to crime.
- Addressing the complex needs of women offenders and providing specific support for them and their families.
- Using Community Sentence Treatment Requirement orders for offenders with mental health problems, addictions, or other substance-abuse issues.
- Providing training, new life skills and community development courses to increase employment opportunities.
- Offering refreshed and enhanced integrated offender management programmes.
- Working with rehabilitated ex-offenders to provide diversionary activities for young offenders.
- Domestic abuse perpetrator programmes.

Foreword from Lord Chancellor and Secretary of State for Justice - Rt Hon Robert Buckland QC MP

As Lord Chancellor and Secretary of State for Justice it is my pleasure to contribute to this 'In Focus' edition on Reducing Reoffending. It demonstrates the inspiring and collaborative work by PCCs across England and Wales to steer offenders away from a life of crime and help reduce reoffending in the community.



Reoffending is a pervasive issue and accounts for around 80% of cautioned or convicted crime. It is a top priority for this Government to break the cycle of reoffending by ensuring offenders can access the services they need to change their ways and turn their backs on crime. This requires a multi-agency approach and combined effort across Government and local partners, which is why we recently announced a £70 million package on tackling some of the key drivers of reoffending, and £80 million on expanding substance misuse treatment services across England and diverting offenders into tough and effective community sentences. As part of the £70 million package, the £20 million Prison Leavers Project has launched a grant funding scheme through the Local Leadership and Integration Fund, which aims to empower local leaders and agencies to improve the join-up of services and find innovative ways to work together and reduce reoffending in their local communities. Taken together, with our wider reforms to probation, work on electronic monitoring, and a refreshed approach to Integrated Offender Management, we can cut crime by cutting reoffending.

Bringing together the strengths and expertise of partners across the criminal justice landscape gives us the best chance of tackling crime and addressing the underlying root causes of reoffending. I am most impressed and grateful for the work of PCCs and their dedicated staff across our country for their engagement with their partners and local communities to help divert offenders away from crime. Their continued efforts despite the challenging circumstances from Covid-19 has played an important role in reducing crime and keeping the public safe. I look forward to seeing their continued achievements over the coming years.

Foreword from Amy Rees, Director General of Probation and Wales

I am delighted to introduce this 'In Focus' edition. Working in partnership is at the very heart of probation and we know that we get better outcomes for victims, communities, and our service users when we collaborate with others.



PCCs have been absolutely integral to our partnership working for many years and we really value the strong relationships we have developed which have led to important successes in reducing reoffending, protecting the public and supporting vulnerable groups.

Integrated Offender Management (IOM) is one of the best examples we have of partners coming together, pooling their strengths and expertise to find solutions to reducing reoffending in communities and PCC colleagues have been central to many successful previous and ongoing initiatives. I was therefore really pleased that we reviewed and relaunched our joint IOM strategy in December and set out how we can ensure we maximise the opportunities afforded by this multi-agency approach to address neighbourhood crime and reduce reoffending moving forward. This is supported by really effective partnership working between probation and police on Electronic Monitoring with the launch of Alcohol Abstinence Monitoring being a great example of this.

This year is a particularly important one for us as we unify our probation system in June, creating a new single organisation which will be responsible for all offenders subject to statutory probation supervision and launching a new Target Operating Model to set out how we will work. We are very grateful to PCC colleagues for the vital role they have played in helping us shape our thinking and planning for how we do this and in supporting us with launching competition activity for our new dynamic framework to ensure it properly reflects local needs. Our ambition is that under our new unified model, there will be increased opportunities for PCCs and our Regional Probation Directors to partner and commission services which meet the needs of their local communities and drive down reoffending across regions.

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GLOUCESTERSHIRE POLICE AND CRIME COMMISSIONER

01

GLOUCESTERSHIRE VULNERABLE WOMEN WITH COMPLEX NEEDS PROJECT



MARTIN SURL
 Police and Crime Commissioner,
 Gloucestershire

Gloucestershire Vulnerable Women with Complex Needs project is providing holistic support to women in the county who are at the most risk and most in need. The PCC's office is working on this project in partnership with Gloucestershire County Council, the police, Gloucester City Council, Gloucester Homes and the Nelson Trust. By changing the way services are offered, they have been able to improve the long-term outcomes for many of these extremely vulnerable women.

Police and Crime Commissioner for Gloucestershire Martin Surl said:
"These are women who, because of a chaotic and often criminal lifestyle, have continued to suffer because of the revolving door syndrome of services which had failed them. There are different ways to measure the success of this project, but the real benefit is the effect on the lives of individuals, their families, and their communities."

Charlotte, 45, was arrested and convicted for carrying a bladed article in public. Charlotte uses alcohol as a coping mechanism which exacerbates her mental ill health and, as things got worse, she was charged with two drunk and disorderly offences and further cases of carrying a bladed article. Facing a minimum six-month prison sentence, her case was referred to the Crown Court for review by a judge.

The **Nelson Trust** worker, together with the police officer who works as a police mentor for people with mental health issues, supported Charlotte in court and helped plead her case. Recognising the potential for change, the judge deferred the case for six months to enable the partnership work already provided to bear fruit and give Charlotte more time to turn her life around.

Charlotte is now working with **Change, Grow, Live**, the drug and alcohol recovery service in the county, to work towards getting a place on residential rehabilitation while the Nelson Trust is working with her to access equine and art therapy.

Charlotte has been with the **Vulnerable Women with Complex Needs** project for seven months. Before that, she was on her own. She is now engaging well, making her feelings known, and has agreed to an action plan. She now has the support to make positive choices that will benefit her long-term future.



Jo Fear, Gloucester Women's Centre Manager said: *"This project has been an exciting opportunity for us to offer an intensive model of support to some of Gloucestershire's most vulnerable women. We have seen some incredible life changes and achievements made by the clients through the trusting and empowering relationships they have built with their keyworkers."*

Councillor Jennie Watkins, Gloucester City Council's Cabinet member for Communities and Neighbourhoods, said: *"The women that have been helped by this project have suffered terrible trauma in their lives which many of us may struggle to imagine. Understandably, they need a helping hand to support them on a different path. This different way of working has shown better results for the women and children and has saved costs."*

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HERTFORDSHIRE POLICE AND CRIME COMMISSIONER AND APCC LEAD ON CRIMINAL JUSTICE

INITIAL FUNDING FOR THE OXYGEN GATEWAY HOSTEL

02

DAVID LLOYD

Hertfordshire Police and Crime Commissioner and APCC Lead on Criminal Justice



Reduced reoffending rates shows evidence of a clear correlation between homelessness and reoffending. David Lloyd, the Police and Crime Commissioner for Hertfordshire, therefore provided kick-starter funding of £34,800 for a vital live-in hostel for ex-offenders to become a self-sufficient project. Released prisoners with nowhere else to live are offered a room for up to a year while they are supported into training and work.

The grant was made from the **PCC's Criminal Justice Innovation Fund** which supports new solutions to identify and divert people from entering the criminal justice system. The overall aim is to reduce crime and the number of victims in Hertfordshire.

Mr Lloyd said: *"One of my main roles is to facilitate crime reduction. Ex-offenders who leave prison with nowhere to live are a third more likely to commit more crime."*

"This hostel plays a vital step in putting people back into the community where they belong. With the right support they can become productive and useful members of the public."

In its first year of operation the project saw reduced reoffending rates for those who stayed at the **Oxygen Gateway** property, run by **DrugLink**, a substance misuse charity. The hostel, in Welham Green, can accommodate 11 low to medium risk ex-offenders at any one time. Individuals with tags and on intensive programmes, including detoxing from drink or drugs, are accepted.



They stay for a minimum of 12 weeks and a maximum of a year. Each is supported by a dedicated criminal justice worker, which includes floating help if individuals move on to other accommodation during this period.

Local residents initially raised concerns about the introduction of ex-offenders into the area, however following active engagement with the community by the police and DrugLink, these concerns have reduced.

A personalised client-centred support plan is completed identifying training and education opportunities. Staff also work closely with JobCentre Plus, GPs, dentists, and housing services.

Sam says: *"I don't know what I would have done without a room here at Gateway. I was living in a car and had little hope for the future. I am now looking at training courses when college reopens. My girlfriend is pregnant, and we are saving for a flat together. I want to be a great dad and so I am going to stay free from drugs for the rest of my life. I would not have been able to do this if I hadn't been given a roof over my head and the support of the workers."*

Darren says: *"I was in and out of prison for the past ten years usually for petty crimes like shoplifting to fund my drug habit. I always came out to the streets but this time I had a chance because I had a base to get my life back on track. I was given support with my benefits, budgeting and have made some good friends."*

The project has seen much lower reoffending rates, with only one out of the 33 ex-offenders housed to date ending up back in custody.

Outcomes for those 33 housed to date included:



During lockdowns they have used the time to attend online courses on life skills, budgeting, and workouts. Cookery skills workshops have been available with their support workers each week.

The project is now self-funding with residents' Housing Benefit used to pay for the operational costs.

Mr Lloyd said: *"Schemes like this are about leadership. There was some reluctance from neighbours of the hostel when it was proposed but the staff and police worked hard to overcome these barriers."*

"Residents' ability to move on to alternative accommodation has been limited due to the coronavirus pandemic but reoffending has been almost non-existent. They have spent their time redecorating the property and have supported each other through lockdowns."

There are now plans to find a site for a hostel for females released from custody, working with the same partners from the BeNCH CRC and Hertfordshire Association for the Care and Rehabilitation of Offenders.

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NORTH YORKSHIRE POLICE, FIRE AND CRIME COMMISSIONER

03

WOMEN'S WELLNESS AND CRIMINAL JUSTICE DIVERSION



JULIA MULLIGAN
Police, Fire and Crime
Commissioner, North
Yorkshire

The Women's Wellness Centre in York is a specialised space which supports women who may face barriers to addressing issues that could lead to offending, or reoffending behaviour.

The centre, in a refurbished property and leased from the NHS, has been renovated to a high standard to create a homely, safe, woman-only environment. It has a shower, kitchen and laundry facilities, a one-to-one room and group room, and a crèche area for children.

The women who access the centre are offered trauma-informed support across a range of needs including mental health, substance misuse, and domestic abuse.

Julia Mulligan, Police, Fire and Crime Commissioner for North Yorkshire, said: *"All too often the criminal justice system does not give women the support they need to turn their lives around. This has a significant impact on them and their families but also on wider society - it should be in all our interests to ensure we reduce offending and help those who are vulnerable."*

"The Women's Wellness Centre is safe space for developing partnerships and bringing a step change to the support of women who need our help."

"The centre responds to the distinct needs of women bringing together, under one roof, organisations who are able to provide a family-friendly support package developed to reduce the risk of offending."

The service works with women who ordinarily might be likely to disengage from traditional services.

Support ranges from women being able to drop in to use the facilities to attending group work or receiving one-to-one key work support on a regular basis.



The centre fully opened to women on a drop-in basis in January 2020. Partners were invited to run sessions from the centre and a full timetable was in full swing when the pandemic hit. The service is still operating but women are now being seen by appointment only: at the centre, at home or remotely.

Stephanie McCusker, Project Lead at York Women's Centre, said: *"The Women's Centre has quickly become an essential York service for women with multiple complex needs and criminal justice involvement. Our trauma-informed delivery service provides women with consistent, accurate and timely support and advice.*

"Digital Inclusion has been vital to delivering our service in lockdown in order to maintain regular contact with our clients."

Samantha undertook unpaid work at the centre as part of her community rehabilitation whilst involved with the criminal justice service. Her reception duties included welcoming women into the centre and creating a warm and inclusive first impression. She has supported women in guided discussions in the drop-ins and, prior to lockdown, even cooked for a group of 10 women in one of the centre's peer group sessions, under her own initiative.

At her sentencing, the judge said he was really impressed with the reference from the Women's Centre and consequently looked on Samantha's case favourably when sentencing.

The judge said: *"Not only are you on this placement but you are evidently thriving there."*

Louise accessed the **Women's Criminal Justice Diversion Scheme**, which from May this year will have a dedicated worker based at the Women's Centre. Louise is working with the scheme to get her life back on track. She said it had given her the opportunity to learn about herself and areas that were holding her back.

She now has no intention of offending again as she feels much more equipped with the coping techniques she has learned to manage her alcohol intake, her emotions, and the issues within her relationships.



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WEST YORKSHIRE POLICE AND CRIME COMMISSIONER

04

'PAIN 2 PURPOSE' PROJECT FOR WETHERBY YOUNG OFFENDERS



MARK BURNS-WILLIAMSON
West Yorkshire Police and Crime Commissioner

In West Yorkshire, the Violence Reduction Unit (VRU) is working alongside the **Wetherby Young Offenders Institution (HMYOI)** on activities to reduce re-offending. It sees a project involving an ex-offender sharing their own experience with young inmates to help change future behaviours.

'Pain 2 Purpose' is delivered by **Crime Prevention Consultant and Mentor Darryl Laycock** who is a rehabilitated ex-offender. He was previously a leading gang member in the North West and sentenced to 17 years and 10 months imprisonment. He served 12 years across 19 different establishments before being released in 2011.

Since then, he has educated thousands of youngsters, won awards for active work within communities and featured in TV shows including the BAFTA-winning Gun No6.

PCC Mark Burns-Williamson said: "In 2019, I launched the **West Yorkshire Reducing Reoffending Strategy**, with a key priority of focusing on those at greatest risk of re-offending. This strategy outlines the need for **early intervention and diversion schemes**, such as the one highlighted here in Wetherby."

The support Mr Laycock offers, helps to divert young people from custody and to reduce reoffending through one-to-one and group sessions.

In November last year, he began work with the **VRU** accessing Wetherby HMYOI and Youth Offending Teams to provide support to high risk individuals.

Some of the content covered in his sessions includes:

- Where am I and where do I want to be?
- Does crime pay?
- Work versus crime
- Conflict resolution/mediation
- Knife crime and youth violence
- Roles of criminal versus roles of statutory agency workers
- Victims and indirect victims
- Gangs, loyalty, friends, and associates
- Success





Mr Laycock said: *“The West Yorkshire VRU are forward-thinkers in the sense that they realise it’s time to invest in using rehabilitated ex-offenders who have a vast amount of lived experience which is valuable when engaging the young people in question.*

“To date there has been nobody who hasn’t engaged since we began this bespoke project. We are definitely making headway by engaging, educating and empowering these youngsters to think about a better way of life in their future.”

Chief Superintendent Jackie Marsh, Director of the West Yorkshire Violence Reduction Unit, added:

“The approach we are taking at Wetherby HMYOI is already bearing fruits, with a number of visits having been undertaken since the inception of the project.

“In the reporting period up until the end of December 2020 there have been 10 young men from the prison involved in one-to-one sessions with feedback suggesting a high level of engagement across the board.”

Feedback from commissioned reports, such as **‘User Voice’**, had highlighted the need for more work from those with ‘lived experience’ and the benefits this brings.

More positive feedback came from a highly experienced ex-prison officer who had worked in Feltham Young Offenders Institution; he was very impressed with how Mr Laycock spoke and how the boys listened and engaged.

Mr Burns-Williamson said: *“It’s extremely encouraging to see some of the innovative approaches funded by the West Yorkshire Violence Reduction Unit making a difference to people’s lives in this way.*

“We must continue to work together to find new methods and options that take people away from a life cycle of crime, whilst simultaneously supporting victims to help achieve better outcomes overall.”



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STAFFORDSHIRE POLICE, FIRE AND RESCUE AND CRIME COMMISSIONER

05

ENDING THE 'REVOLVING DOOR' OF CRIMINALITY IN STAFFORDSHIRE



MATTHEW ELLIS
Staffordshire Police, Fire
and Rescue and Crime
Commissioner

Staffordshire Commissioner Matthew Ellis is committed to ending the 'revolving door' of crime by ensuring offenders with mental health problems, addictions and other substance misuse issues get treatment as part of their sentences.

Over the past 18 months, Mr Ellis has played a key role in pioneering the use of **Community Sentence Treatment Requirements (CSTRs)**, alongside partners in Staffordshire and Stoke-on-Trent, as part of a two-year, Government-backed pilot.

Mr Ellis said: *"This is about halting the vicious cycle, where offenders start out committing less serious crimes, but often rapidly progress to more serious ones, fuelled by their addictions and coming into contact with hardened criminals as they go in and out of prison."*

In a **jointly-funded initiative with NHS England**, Mr Ellis got key partners together in 2019 to encourage magistrates to use their powers to make offenders get treatment for mental health problems or drug and alcohol abuse, as part of their sentence.

Working closely with NHS England, Clinical Commissioning Groups, the Probation Service, Courts Service, local drug and alcohol treatment providers, and mental health trusts, the Staffordshire and Stoke-on-Trent pilot aims to increase the use of CSTRs.

Early results from national research indicate up to a 33% reduction in the number of offences committed by individuals in the two years after undergoing drug or alcohol treatment, rising to 59% for alcohol treatment.



Work in Staffordshire so far has already significantly increased the number of offenders diverted from short-term custodial sentences and into mental health treatment programmes in the community:

- In the three months from October to December 2020, there was a seven-fold increase in the number of Community Orders issued with a **Mental Health Treatment Requirement**, with 22 Orders made compared to just three in the same period in 2019.
- The use of Community Orders with an **Alcohol or Drug Treatment Requirement** has been slower to pick up, but this is expected to increase once lockdown restrictions are eased. From October to December 2020, there were 15 Alcohol Treatment Requirement Orders made, compared to 23 in the same period in 2019. From October to December 2020 there were 23 Drug Rehabilitation Requirement Orders made, compared to 35 in the same period in 2019.

Ministers from the Ministry of Justice and the Department of Health and Social Care have committed to further local funding for treatment services, which will support the delivery of the CSTR programme.

Mr Ellis welcomed the move: *“I’m convinced that tackling the root causes of repeat offending is the way forward and will ultimately save not only public money, but also the very high human cost to victims and their families and society in general.*

“Being locked away in prison pauses the chaos and the damage an individual’s behaviour has on law-abiding people, but rarely fixes the addiction which causes their behaviour.”

The CSTR pilot is due to end this autumn and will be evaluated by the University of Northampton, with a view to national rollout.



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GWENT AND SOUTH WALES POLICE AND CRIME COMMISSIONERS

06

WOMEN'S PATHFINDER AND EARLY INTERVENTION SERVICES IN WALES



ALUN MICHAEL
 South Wales Police and Crime Commissioner



JEFF CUTHBERT
 Gwent Police and Crime Commissioner

Preventing reoffending and supporting those in the criminal justice system to live safer, healthier lives that are free from crime are important priorities to both the Gwent and South Wales Police and Crime Commissioners.

In October 2019, the two PCCs joined together with the Welsh Government and HMPPS in Wales to commission two new services: The **Women's Pathfinder Whole System Approach** and **18-25 Early Intervention Service**, to support women and young people and help to prevent them from entering the criminal justice system. The services have been established as part of the wider Ministry of Justice and Welsh Government Female Offending Blueprint for Wales and are delivered by the Future 4 Consortium of G4S, Safer Wales, Include, and Llamau.

PCC for Gwent, Jeff Cuthbert, said: "Each service provides targeted support for issues such as alcohol and substance misuse and mental health problems while helping to improving family relationships, curb the adverse childhood experiences cycle and improve community cohesion through a reduction in reoffending.

"The service works to divert individuals from criminality by creating a support network and helping them to live safer, healthier lives."

Women's Pathfinder



The Whole Service Approach (WSA) is delivered via three pathways:

- 1. Early Intervention and Prevention:** Working with women at risk of offending as well as those who have committed low level offences.
- 2. Statutory Pathway:** From arrest or voluntary attendance with the police through the criminal justice processes and beyond.
- 3. Reducing Reoffending:** Supporting women and continuing to ensure their needs are being met, including accessing community and statutory services if needed.

18-25 Early Intervention Service supports a young person at point of arrest in Gwent or South Wales. If they are not to be charged with an offence, they are encouraged to take up the opportunity to avoid a criminal record in the future.

South Wales PCC Alun Michael said: *"We are clear that the approach needs to be one of asking, when a woman or young person is first drawn into the criminal justice system, what the circumstances are and why the offending behaviour has taken place. If you don't understand what has caused the behaviour, then it is all too easy for the system to be both unfair and inefficient - whereas in contrast if you understand the background it is often possible to deal with the behaviour and also turn around the life of the individual involved."*



Bernie Bowen-Thomson, Chief Executive of Safer Wales, said: *"We support women to recognise the strengths that they have to overcome barriers and to take opportunities so that they can move forward more confidently and without further involvement with criminal justice. It is through working together, with women and with criminal justice and community services, that women can move forward positively with their lives"*.

*** Hayley's life has been revitalized by the support from WSA:** *"When I was arrested it just felt my life was over, it was absolutely awful. It was only after I had contact with WSA that I felt like I was not alone. They have given me new horizons. They have put me in touch with foodbanks, I've been on courses for mindfulness. I didn't realise there were so many opportunities out there. If it wasn't for WSA, I wouldn't have known anything about it. I've got the best support worker I've ever had."* (* Not her real name)

THESE SERVICES HAVE BEEN ENDORSED BY OTHER EXECUTIVES:



Wales Deputy Minister and Chief Whip, Jane Hutt, said: *"The Women's Pathfinder Whole System Approach and 18 - 25 Early Intervention Service is essential in delivering better outcomes for young people, women and their families across Wales involved in the justice system. Despite the many challenges of the Covid-19 pandemic the service has continued to support some of the most vulnerable members of society, adapting with agility."*



Victims Commissioner, Dame Vera Baird QC, said: *"It is well known now that many defendants in the criminal justice system have suffered far worse victimisation than the crime they commit. This is particularly applicable to young people and to women. This programme is a great piece of work, and there are important lessons here for us to consider more widely across the UK."*

SINCE ITS LAUNCH IN OCTOBER 2019 - SEPTEMBER 2020:



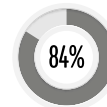
1,007 women
have been referred



1,256 young people
have been referred



98% of those diverted
engaged with the service



84% of voluntary referrals
engaged with support

The most common needs identified at initial engagement are, mental health, accommodation, relationships, domestic and/or sexual abuse.

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WEST MERCIA POLICE AND CRIME COMMISSIONER

07

THE LAUNCH OF THE #MORSE ROAD SAFETY SUPPORT CHARITY



JOHN CAMPION
West Mercia Police and Crime Commissioner

In September 2019, as part of his commitment to making communities and **roads safer**, John Campion, Police and Crime Commissioner for West Mercia, supported the launch of **#MORSE**. This is funded by his office and delivered by the partnership of local charity **YSS**, the police, and fire services.

#MORSE aims to focus on individuals who are **repeatedly committing driving offences**.



Through tailored support, which works to address the root causes of dangerous driving, individuals are given the help they need in order to minimise the likelihood of repeat offending. Many of the 214 service users have suffered with personal issues, such as alcohol and drug addiction, which leads to them committing offences.

Mr Campion said: *“Too many people are losing their lives on our roads. I am committed to making the roads of West Mercia safer, which is why I chose to support #MORSE.*

*“This initiative uses a joined-up approach to target those most at risk of offending, and ensures they are given the right support to **stop this dangerous behaviour from happening again**. By addressing the root causes, I hope to continue seeing #MORSE reduce the number of people killed or injured on our roads, as well as cutting the number of road traffic offences.”*

One woman #MORSE worked with was struggling with alcohol and had admitted to driving whilst intoxicated. She had also previously lost her licence. By identifying what her personal issues were, a number of referrals were made to additional support services around mental health, alcohol dependency, and safeguarding. Details on her car were also obtained and held to ensure she could not cause any harm to others.

The woman said: *“I was on my own and didn’t have any support to help me to change my life until you came to see me, so I would like to thank you for helping me to get the support I need. Now I have the social worker and Swanswell (worker) who I really needed.”*



David Andrewartha, YSS #MORSE lead said: *“#MORSE is an innovative service which works to tackle the root causes of dangerous driving and keep our roads safer. Reflecting on the service we provide ensures that we are constantly learning from our progress and adapting the service to meet the needs of the people we work with - thereby ensuring its effectiveness.”*



214 PEOPLE HELPED SINCE THE INITIATIVE LAUNCHED

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SURREY POLICE AND CRIME COMMISSIONER

08

DAVID MUNRO
Surrey Police and Crime Commissioner

CHECKPOINT SCHEME CUTS REOFFENDING TO 4% AMONG MOST DISADVANTAGED

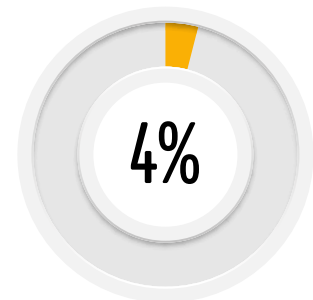


Female prison leavers are among individuals benefitting from the unique scheme in Surrey. Since January 2019, the **Checkpoint scheme** has received close to 900 referrals to enable repeat offenders to leave the cycle of crime behind.

In place of formal prosecution, the scheme is offered to individuals to address the root causes of low-level offending.

PCC David Munro said: *"I'm extremely proud of our work with partners to reduce reoffending. Together in Surrey, we're supporting those who face the greatest challenges to tackle the driving factors of their offending."*

Based on the original Checkpoint programme in Durham, the scheme in Surrey goes further by providing a **more flexible referral process** for those who experience multiple disadvantage. This includes homelessness, mental ill health, substance misuse, and regular contact with the criminal justice system.



Only six individuals who completed Checkpoint reoffended within a year



Craig Jones, OPCC Criminal Justice Policy and Commissioning Lead, said: *"We checked the data for 136 men and women who completed either Checkpoint scheme in 2019. Only six of them had reoffended within a year."*

Checkpoint and Checkpoint Plus conditions are informed by a needs-assessment and the victim of crime to ensure they are appropriate and include elements such as an apology or compensation. Run simultaneously with the Checkpoint scheme, a referral to Checkpoint Plus is available to individuals with an unlimited number of past offences for low level crime.

One Checkpoint Plus client said: *"Everyone makes mistakes. The programme helped me deal with problems head on and has stopped me from getting in trouble again."*

Mr Jones added: *"The majority of offenders who serve short prison sentences go on to reoffend: the likelihood is they haven't been given the opportunity to address the root cause of their offending behaviour."*

"Checkpoint actively supports individuals to achieve real change. Reducing reoffending is one element, but this is achieved alongside long-term benefits for their entire wellbeing."

The **Women's Support Centre** in Surrey works with women whose lives are affected by the criminal justice system - both those who have served a sentence and those that are in or at risk of being in contact with it.

Project workers support clients to recognise and address their needs with the aim of reintegrating back into the community and leading a more stable life.

Checkpoint Plus staff from the centre deliver the diversion scheme to women who have been arrested across Surrey, though certain offences are excluded.

The centre **works closely with organisations** including Surrey Police and the PCC's office, local authorities, the NHS, National Probation Service, and Kent, Surrey and Sussex Community Rehabilitation Company.

"I just wanted to say thank you. I learnt so much and my life is so different now. I have been working in a full time job since January, which I never thought I'd be able to do, and I just got keys to my first ever flat. You taught me so much in a short time and I'm really grateful for it.

"I don't resort to anger and violence anymore. I'm still learning about myself but I have been in a healthy relationship for over a year now, and I don't think I would've got this far if it wasn't for the help and the confidence in myself you gave me." - **Checkpoint Plus Client**



USEFUL LINKS:

<https://www.womenssupportcentresurrey.org.uk/>

<https://www.surrey-pcc.gov.uk/surrey-adults-matter/>

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LEICESTERSHIRE POLICE AND CRIME COMMISSIONER

09

LORD WILLY BACH
Police and Crime Commissioner, Leicestershire

SUPPORT SCHEME GIVES EX-OFFENDERS FAIR CHANCE IN JOBS MARKET



A unique support project helping **ex-offenders to gain stable employment** in Leicestershire has secured hundreds of jobs and work placements since launching.

The **Wire Project**, delivered by **charity Leicestershire Cares** in partnership with Leicestershire Police and Crime Commissioner Lord Willy Bach, supports ex-offenders back into work by arranging volunteering positions and mentored work placements through a bank of willing employers.

Lord Bach explained: *“If we really want to cut crime, we need to help people to change and give them a positive focus for the future. I really can’t think of a better and more practical way of stopping people from offending again than by finding them decent jobs.”*

The project, which receives around £25,000 annually from the **PCC’s Crime Prevention Fund to tackle reoffending**, secures placements for around 80 people every year and has an impressive success rate, with 65% of participants finding paid work within three months.

Despite the challenges of Covid-19, the organisation has supported 27 ex-offenders into mentored work placements since January 2020 - 16 of whom went on to secure paid employment within three months. A further 16 secured education and training within three months of the work placement.

The charity has also delivered post-release employability training and mock interviews to 85 ex-offenders since January 2020 - 95% of whom said they believed their chances of securing employment had improved.

Sam Allen said: *“I can’t believe the support that the Wire Project has given me. You’ve changed my life, thanks guys.”*

The project is part of a huge programme of recruitment activity led by the PCC to tackle reoffending and help local employers understand the advantages of hiring ex-offenders.

Kieran Breen, chief executive of Leicestershire Cares, said: *“The difference the Wire Project makes is to help dozens of employers to give ex-offenders that second chance, to experience work, get a positive reference, gain qualifications and hold down a job.”*



OTHER PROJECTS

Alongside the Wire Project, the PCC continues to work closely with partners to boost opportunities for ex-offenders, helping them attain new skills, demonstrate reliability and improve their confidence.

Working in conjunction with Leicester City Council's Employment Hub and The Department for Work and Pensions, the PCC's office has developed a partnership working group called **Fair Chance Recruitment; Employing Employment** with the aim of supporting businesses to welcome ex-offenders into their workforces.

This partnership is designed to support employees and create a single platform for both those looking to recruit and those seeking opportunities of getting into work. A charter that commits partners to a number of principles has been designed alongside an offer of professional support, grants, and advice co-ordinated around a number of themed events throughout the year.

The group is currently developing an online directory bringing together all available resources to support businesses and help people with convictions find employment.

Lord Bach said: *"We know the difficulties faced by ex-offenders when they leave prison, and this project is about giving people a fair chance. Getting a job can break the cycle of offending and serves a practical purpose, helping individuals to increase their skills, confidence, and future employability.*

"People with previous convictions are often overlooked by employers but they can contribute a wide range of skills and there are many success stories to prove it."



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SUSSEX POLICE AND CRIME COMMISSIONER

10

KATY BOURNE

Police and Crime Commissioner, Sussex

PRISON MENTORING, RESTORATIVE JUSTICE AND ADDRESSING STALKING



Sussex Police and Crime Commissioner Katy Bourne works closely with the police and other partners to reduce reoffending by funding existing rehabilitation projects, giving victims a voice and by developing new intervention programmes for the most dangerous and psychologically complex perpetrators.

She said: *"I have always been a great advocate of rehabilitation and its benefits for individuals, the criminal justice system and local communities."*

"By working together to reduce reoffending in new and innovative ways, we can stop the pattern of behaviour that many perpetrators of crime develop and safeguard our most vulnerable."

Since launching her Safer in Sussex fund in December 2013, Mrs Bourne has allocated more than £1.5million to local community safety initiatives.

PRISON MENTORING SCHEME

Community chaplaincy organisation, Ford Forward, is one of many projects to receive a funding boost. They mentor those resettling upon prison release, with the goal of reducing reoffending.

Of the 39 clients they have supported so far, only one has reoffended. Several serial serious offenders have resettled successfully.

Simon was a prisoner in HMP Ford. The chaplains helped him during his release in lockdown assigning him a personal volunteer mentor who worked with resettlement teams and local charities to apply for housing and secure him a job.

Simon has since settled back well into the community saying: *"I've never been given so much support on release. They believed in me and my future. I'm very grateful."*

Mrs Bourne said: *"Ford Forward are giving those who have served their time the best possible chance of changing their behaviour for the better and we all benefit from that."*



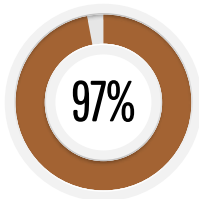
RESTORATIVE JUSTICE

Restorative Justice (RJ) is a powerful voluntary process giving the victim the chance to explain to the offender the impact their crime has had on them.

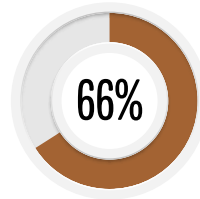
The award-winning Sussex RJ Partnership was established by Mrs Bourne in 2014. It comprises more than 20 agencies, including the National Probation Service, Her Majesty's Prison Service, Sussex Pathways, Sussex Police, and Victim Support.



IT HAS HAD A TOTAL OF 2,115 REFERRALS:



with 97% of offenders describing the intervention as a positive experience.



A recent sample analysis showed that, on average, **66% do not reoffend.**

“Daniel” was speeding and collided with another car. He took part in an RJ conference with the daughter of the man who died in this accident.

Afterwards he said: *“Walking back into the prison after the meeting was strange. I didn’t know at the time, but this was a huge turning point in my life.”*

ADDRESSING STALKING BEHAVIOURS

A one-year Government grant of £98,000 has allowed Mrs Bourne to develop a unique stalking-perpetrator programme allowing 30 of the highest-harm stalkers, identified by the police through Stalking Protection Orders, to complete ground-breaking treatment.

The countywide pilot intends to assess risk and gain an understanding of psychological drivers, to find a way to stop the fixated and obsessive stalking patterns.

Mrs Bourne said: *“Previous research has found that **over half of stalking perpetrators go on to reoffend.** I’m pleased to begin to properly address the root causes of stalking behaviours and fill the current national gap in our response to these heinous crimes.”*

USEFUL LINKS:

<https://fordforward.org.uk/>
SPCC - Restorative Justice (RJ) (sussex-pcc.gov.uk)

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NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER

11

PADDY TIPPING

Police and Crime Commissioner, Nottinghamshire



A pioneering mentorship programme supporting young people arrested for violence in Nottinghamshire is helping prolific offenders and gang members turn their backs on crime.

The **U-Turn project** was launched in January 2020 and sees **two full-time mentors**, who have personal experience of the issues facing young offenders, working out of Nottingham's Bridewell and Mansfield custody suites to **support young people arrested for violence.**

Nottinghamshire Police and Crime Commissioner Paddy Tipping said: *"U-Turn works with young offenders who could spend most of their adult lives in prison for violence unless they are supported to change direction and destiny.*

"One of the key strengths of U-Turn is the respect and rapport that quickly develops between the young participants and their support workers. Our mentors have lived through the problems experienced by these young people and have come out the other side, making them easier to relate to and trust. This is critical to the rehabilitation process and enables the mentors to reach vulnerable people who refuse to engage with any other agency."

Alongside emotional support, the mentors offer practical advice on accommodation, education and training and help young people make the changes needed to turn their backs on crime for good. This can range from a chat over a coffee through to attending the gym together, going for a walk, or accompanying them to training sessions.

So far, the scheme has supported 24 young people aged 16 to 26 - all of whom have stayed on the right side of the law since volunteering to engage with the mentors, with **none of them reoffending.**

The project is the result of a unique partnership between the PCC, Nottinghamshire Police, Nottinghamshire charity **The Inspire and Achieve Foundation** and the county's **Violence Reduction Unit.**



Among those helped by the scheme was a 22-year-old man who was heavily involved in violent gang crime in Nottingham and was at a great risk of slipping back into his old life upon release from prison. He has since secured full-time employment and has not reoffended.

So far, 12 young people have progressed into education or training through U-Turn, four have attended a bespoke six-week course designed to instigate positive change in their offending behaviour, two have gained employment, and others are now actively seeking employment.

In addition, the scheme has helped 12 young people find suitable accommodation while most of the 24 have benefitted from support to register for benefits, attend GP or probation appointments, and participate in positive activities.

Andrew Wainman, mentoring manager at The Inspire and Achieve Foundation, said:

“The service has many success stories of young people achieving their goals such as getting into education, training, and employment. For others, it maybe just getting out of bed and meeting their mentor and a walk and talk or gym session.”

Mr Tipping said: *“The reasons why young people turn to gangs and violence are complicated. There can be risks and consequences for moving away from these influences, which is why it’s so critical we have systems in place, and trained professionals, to address vulnerability and support young people to make those tentative steps towards freedom.”*



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AVON AND SOMERSET POLICE AND CRIME COMMISSIONER

12

‘RESOLVE’, ‘COURT UP’, ‘PROJECT SHE’ AND ‘BTHECHANGE CIC’



SUE MOUNTSTEVENS
 Police and Crime Commissioner, Avon and Somerset

AVON AND SOMERSET RESOLVE:

Established in 2018, **the Resolve board** in Avon and Somerset brings together criminal justice partners with the aim of improving how local agencies work together to reduce reoffending. While Resolve strives to support all those involved in the Criminal Justice System (CJS), one area it has particularly focused on is women’s needs.

Police and Crime Commissioner Sue Mountstevens is committed to bringing together local partners to prevent and reduce reoffending. She said: *“I am passionate about the benefits that rehabilitation and reintegration of ex-offenders into society can have for our communities, as well as for those individuals stuck in a cycle of crime.”*

“My vision is to build on the strong commitment amongst all partners to prevent offending and driving down reoffending rates, to build safer communities for all local people.”

The causes of women’s offending can be complex, and Resolve encourages collaboration between local agencies to provide novel and collaborative solutions to reduce women’s reoffending.

COURT UP

Court Up, a pilot scheme at **Bristol Magistrates Court**, aims to signpost women to effective community services to support their needs and divert them away from short-term custodial sentences with the aim of reducing the risk of repeated behaviour that caused them to be in contact with the CJS.

PROJECT SHE

In partnership with The Nelson Trust, **Project SHE** offers specialist support for women who have committed an offence. Women can access support voluntarily, as part of an out of court disposal or following being detained in custody. The Women’s Centre in Bridgwater provides a safe, female-only space where they can visit, share experiences, and learn how to get their lives back on track. The team provides an immediate response that safeguards women in the form of food parcels, mobile phones, and accompanying women to appointments.



PARTNERSHIPS TO REDUCE REOFFENDING

One service user said: *“The ongoing support has been a key factor in me staying well and staying sober. It provides structure, ways to socialise and to learn.”*

OFFENDER MANAGEMENT REVIEW

Resolve has also commissioned a **review of Integrated Offender Management (IOM)**, which has been influential in identifying the crime and reoffending threats faced by local communities. The board is working with local partners to develop an enhanced IOM scheme tailored to local need.

SOUTH WEST REDUCING REOFFENDING PARTNERSHIP

As chair of the South West Reducing Reoffending Partnership, the PCC has also spearheaded a number of projects across the South-West, aimed at providing better outcomes to ex-offenders and the community.

bthechange CIC has been commissioned to provide a year-long pilot aimed at improving the futures of women released from HMP Eastwood Park and reduce the likelihood that they will reoffend. The pilot assists women in attending critical appointments, such as health and probation, and provides practical support to ensure women have medication and travel arrangements in place.

A similar pilot spearheaded by the Resolve board - **Ready for Release** - supports male residents in their route out of HMP Bristol in an attempt to reduce reoffending.



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NORFOLK POLICE AND CRIME COMMISSIONER

13

NORFOLK'S FOUNDATIONS PROJECT



LORNE GREEN
 Norfolk Police and Crime Commissioner

Norfolk's Police and Crime Commissioner, Lorne Green, has joined forces with Norwich-based homelessness charity St Martins to help people released from prison in the city to find accommodation.

Thanks to backing from partners, the Foundations project is reducing reoffending by bringing vital **stability to the lives of prison leavers** and supporting them to reintegrate back into their communities.

Mr Green said: *"Release from prison can be an overwhelming and challenging experience. Having somewhere safe and reliable to call home can significantly reduce the likelihood that someone will return to criminal behaviour - but homelessness is a very real risk. Getting help to address what makes them vulnerable to offending is vital in successfully transitioning from a life behind bars to a crime-free one."*

The Foundations project is supported by **Norwich City Council, Broadland Housing and Norfolk and Suffolk Community Rehabilitation Company**. Match-funding has been provided by the **National Probation Service - Norfolk and Suffolk**, supporting Foundations to run until September 2022.



Emma Hutchinson, Head of Resettlement Services at St Martins, said: *"Offending, drug and alcohol use, poor mental health. These are just a few of the many issues faced by our clients, which impact not only upon them but on the wider society.*

Without somewhere safe to stay, and access to appropriate interventions and a listening ear, we see the same people returning to the lifestyles they know; the 'revolving door' of the criminal justice system.

"We offer our clients the opportunity to break these patterns of behaviour; to truly engage with the support they need to enable them to move forward."



St Martins
 more than a home
 for the homeless

The PCC has also funded a new **Person-Centred Support Officer** at St Martins to work directly with prison leavers to help them access mental, physical and emotional care, and support their reintegration back into society by encouraging positive activities and links with communities.

On taking up that role, **M-C Warren** said: *“The idea that I would offer support to an ex-offender whilst in prison and they would go straight into accommodation on release and build their new world from there really excited me.*

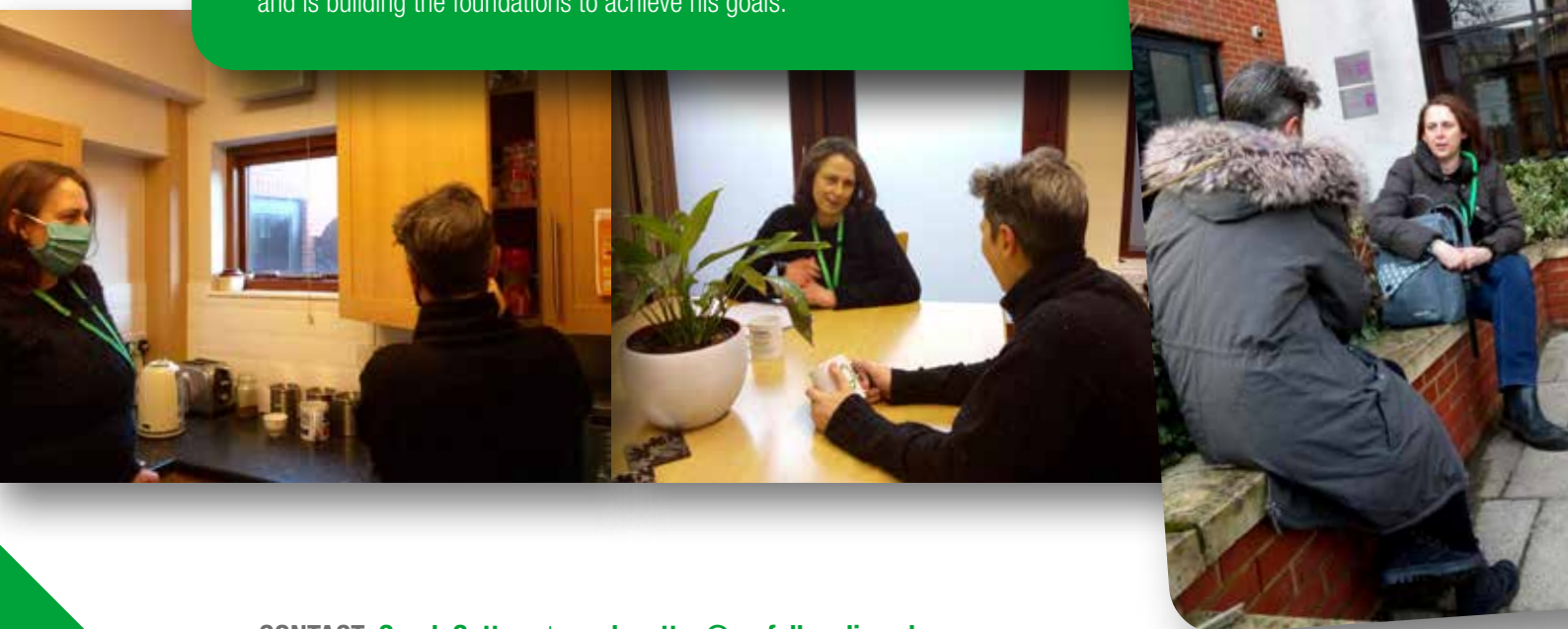
“What I love about this project is that I have time to spend doing what the client has identified they want to work on. For example, accompanying clients to appointments, accessing education or voluntary work, or talking about what their future looks like.”

PAUL

Six months ago, Paul was discharged from hospital following a suicide attempt. A dependent drinker and Class A drug-user, he had a long history of offending and anti-social behaviour. He was sleeping on the street and did not engage with support services.

M-C, his Person-Centred Support Worker, met Paul four months ago. She supported him into temporary accommodation and encouraged his engagement with the mental health team, drug and alcohol service, and his probation officer. Since entering the Foundations project, Paul has not reoffended. He remains abstinent and has been invited to become a Peer Mentor by the drug and alcohol service provider.

Today, Paul is waiting for the keys to his new home and is desperate for Covid-19 lockdown restrictions to be lifted so he can begin a volunteer placement where he will train in catering. With M-C’s guidance, Paul is ready to move on with his life and is building the foundations to achieve his goals.



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DEVON, CORNWALL AND THE ISLES OF SCILLY POLICE AND CRIME COMMISSIONER

14

ALISON HERNANDEZ

Devon, Cornwall and the Isles of Scilly Police and Crime Commissioner



Police and Crime Commissioners across the South West are working with the Ministry of Justice, a local authority and a private sector construction company on a pilot programme that has the potential to provide skills training to prisoners and ex offenders and **low-carbon affordable homes across the country.**

A proof of concept project, sponsored by Devon and Cornwall PCC Alison Hernandez and supported by the **South West Regional Reoffending Partnership**, sees prisoners at HMP Leyhill, trained in construction techniques as they build timber and straw panels which are then transported to and assembled on site to create low carbon, affordable, modular homes for people in need of housing. The partnership is made up of public sector leaders from around the region and on it sit five PCCs.

The first panels to be made at HMP Leyhill by prisoners were completed in January, under the supervision of eco-home producer **Agile Homes and HM Prison & Probation Service**. Those panels were delivered to site on the morning of January 29 and the shell of the new home was completed before 5pm the same day. Construction is well advanced on the micro-site in Torquay, Devon, with the help of a young man who is on probation, has spent time in prison, has recently been homeless and is currently in temporary accommodation. As a result of this project he is now learning new skills that will help him secure employment and a permanent home.

The new home is being built on land owned and provided for free by Torbay Council. The council will manage the property when it is completed in early April. It will be occupied by single parents who would otherwise be in unsuitable accommodation and are in need of support to develop life skills for independent living.

The PCC said: *“There will be multiple benefits from this project, including a reduction in reoffending and homelessness. Covid-19 proved an additional challenge to delivery, but I am delighted that this project, which has the potential to turn so many lives around, has been able to continue despite the pandemic and is close to delivering its first finished home.”*

Following a successful trial of this model, HM Prison & Probation Service and Agile Homes will look to ramp up the production of new homes from HMP Leyhill and expand to other prisons.



Additionally, a programme of work led by the **South West Reducing Reoffending Board and West of England Combined Authority** will also seek to deliver homes, initially on small sites, in this way. This will ensure more offenders can secure vital skills and financial support to help them gain employment and rented accommodation on release.

Agile Homes' prefabricated-panel system is made from carbon banking renewable materials timber and straw and provides a safe, civil, warm, well-designed and welcoming home environment.

Pat Steward, Agile's Head of Opportunity, said: *"We're very focused on delivering high quality homes that not only meet people's housing needs but also ensures much wider social, economic and environmental benefits. Our 'whole systems' approach means that we can provide new homes, tackle the climate crisis and help to reduce reoffending. We firmly believe that every home we provide should change as many lives as possible. We're really keen to help unlock small, underused sites, often owned by the public sector and not attractive to traditional house builders.*

"We're showing that innovative use of rooftops, curtilages, gaps and microsites makes a huge and rapid contribution to low carbon, affordable, national space-compliant housing. The role of the public sector, in providing land and funding, is crucial to success."



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DORSET POLICE AND CRIME COMMISSIONER

15

THE FOOTPRINTS FEMALE OUT OF COURT DIVERSIONARY SCHEME



MARTYN UNDERHILL
 Police and Crime
 Commissioner, Dorset

A scheme working with vulnerable women who have committed lower-level offences has developed a track record of reducing reoffending less than two years after being launched.



THE FOOTPRINTS PROJECT

The Footprints Female Out of Court Diversionary Scheme is a partnership between Dorset Police's Out of Court Disposal Team, The Footprints Project, and the Dorset Police and Crime Commissioner which has received accolades for its work.

Martyn Underhill, PCC for Dorset, said: *"Nationally, the vast majority of women who serve sentences of less than 12 months end up reoffending within one year - a terrible situation in which there are no winners."*

"This scheme is all about helping women deal with those issues that have led to them carrying out these offences in the first place."

Women who have admitted lower-level offences, but are identified by police as vulnerable, are issued with an out of court disposal on the condition they engage with this rehabilitative scheme. Failure to do so means they may be prosecuted for the original offence.

They receive support from the Footprints Project, a registered charity which has been working with offenders after their release from prison for more than 15 years.

Experienced individuals then work with the women for up to 16 weeks, addressing issues such as mental health, coercive or controlling relationships, domestic abuse, and financial problems.

The support depends on the individual needs of the women involved, but it often includes assistance with housing, drug or alcohol rehabilitation, employment support, or help with finances and budgeting. The scheme was launched by Dorset Police in April 2019, with initial funding from the Dorset PCC's office.

It forms part of **Dorset Police's Vulnerability Action Plan**, aimed at improving the service the force provides to vulnerable people.

SERVICE-USER QUOTES:

One service user said: *"I feel like everything is starting to become easier as I tackle each hurdle. But I know I'm heading in the right direction with everything now."*

Another service user commented: *"I think I'm really different and can see myself improving day by day."*

In October 2020 the scheme received a special commendation at the **Howard League Community Awards for Penal Reform**. It was one of nine schemes shortlisted in the Women's category, which considered early interventions for females who come into contact with the criminal justice system.

Judges were struck by the high levels of engagement, the level of monitoring and outcomes, and positive feedback from users.

Sharon Dears, Women's Out of Court Diversionary Worker, The Footprints Project: *"A lot of the women we see referred to this scheme simply haven't been able to access this kind of support before. Their issues are often complex and the first step is listening to what they really need."*

"Providing a safe space to receive assistance helps them understand that there is another way forward for them."

STATISTICS

Between April 2019 and September 2020, 130 women were referred to the scheme.

Of the 86 who reached the six-month post-disposal point at which reoffending begins to be recorded, 93.1% had not reoffended.

**Between April 2019
and September 2020...**

130 women
have been referred to the
**Footprints Female
Diversionary Scheme**



86 women have reached
the six-month
post-disposal point*
*this is where re-offending
begins to be recorded



of women who
reached the
six-month
mark have **NOT**
re-offended

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CLEVELAND ACTING POLICE AND CRIME COMMISSIONER

16

LISA OLDROYD
Acting Police and Crime Commissioner, Cleveland

'CLEVELAND DIVERT' DEFERRED-PROSECUTION SCHEME



'Cleveland Divert' aims to divert first-time, low-level offenders away from the criminal justice system and towards support services. It does so by identifying and addressing offenders' needs, which may have first led to offending behaviour. It is delivered in partnership with **Durham Tees Valley Community Rehabilitation Company** (DTVCRC) and Cleveland Police.

Lisa Oldroyd said: "Divert has allowed us to deliver specialist interventions for women with underlying issues through a person-centred support programme designed to address problematic areas in their lives."

Since December 2018, more than 180 women have been referred to Divert. Many have complex needs. Frequently, they have not previously accessed support services or sought treatment to support services.

Each participant is fully assessed at the start and end of the programme to identify their needs. Every participant gets their own support officer and participation is voluntary.

Officers provide a gender-informed approach to provide support, advice and training. Sometimes work involves signposting or making referrals for specialist support, including longer-term help for mental health and substance misuse issues. Support often continues after participants' engagement with Divert ends.

A **mother-of-six from Redcar**, was helped to make changes to her life, which mean she now feels like she's "**living not just existing**."

At her lowest ebb, she had lost her home, her children, and her self-worth. She didn't eat properly, barely washed, was injecting heroin and resorting to sex work to fund her habit. She felt she was "dead inside."

She said: "My mum used to say she looked in my eyes and there was nothing there."

Then last year police found drugs in her bag during a search and she was referred to Divert. At first, she found talking "too painful" and almost walked out. However, she stuck with it.

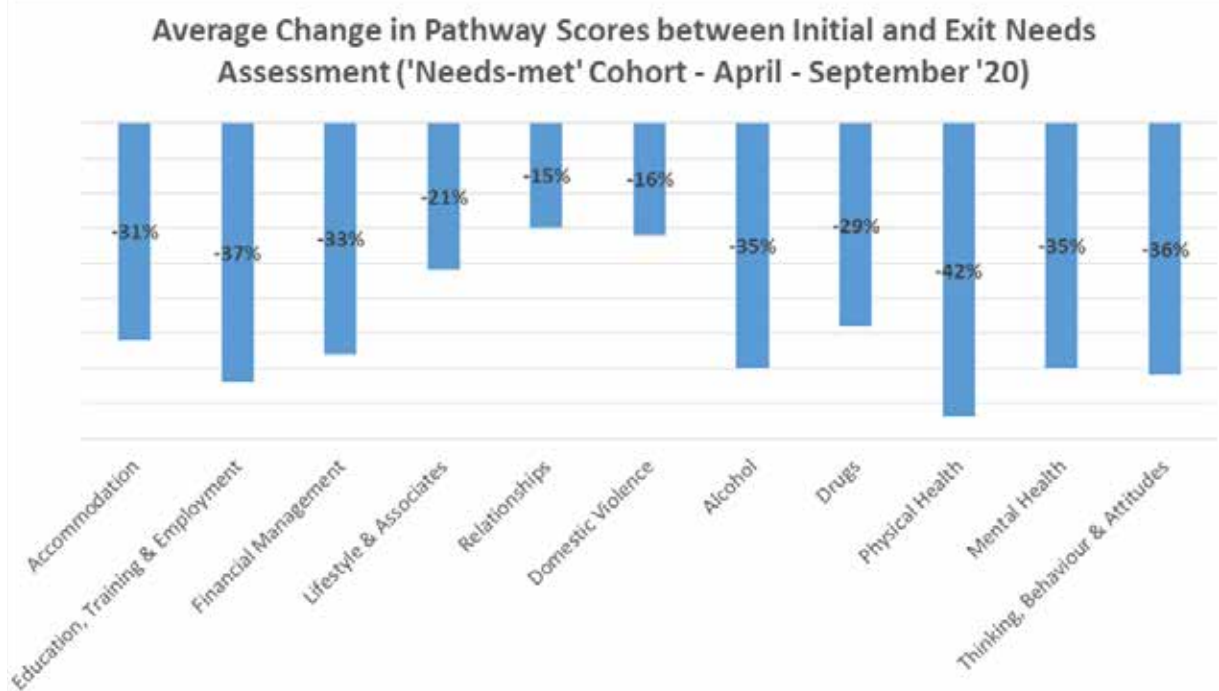
After seven months, she is now having regular counselling sessions, rents her own flat and is drug-free. She is also beginning to mend some of the fractured relationships within her family. A placement has led to the promise of supervisory training and paid work.

She said: "I just can't praise the scheme enough. Divert helped by bringing everything together."



A Manager from DTVCRC said: “Females are often both the perpetrator and victim of crime, generating an increased level of complex needs which Divert is designed to meet. Our officers provide specialist support to females at risk of sexual exploitation or involved in sex work and we have an established relationship with **Halo** to support females at risk of honour-based violence/forced marriage.

“Over the last year we have seen some significant positive outcomes with females who would have otherwise entered the criminal justice system making an already difficult journey towards rehabilitation and social inclusion even harder with the stigma and bias a criminal record attracts.”



Divert's key successes include a huge drop in re-offending rates: Figures for women completing a Divert programme at the end of 2019/20 were **185 per cent lower** than for women who did not engage.

Her Majesty's Inspectorate of Probation praised Divert in a report as: “an innovative way of tackling crime, addiction and preventing re-offending”.

Divert is also the single largest referral source for **Restorative Cleveland**. The restorative justice gives victims a voice and holds offenders to account.

Mrs Oldroyd said: “The figures speak for themselves. With re-offending rates 185 per cent lower for women successfully engaging with and completing the Divert programme, it shows how a helping hand can give so many women the much needed support to get themselves back on track.”

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CAMBRIDGESHIRE ACTING POLICE AND CRIME COMMISSIONER

17

TACKLING HOMELESSNESS FOR THOSE LEAVING PRISON



RAY BISBY
 Acting Police and Crime Commissioner,
 Cambridgeshire

Local partners in Cambridgeshire have come together to improve housing pathways for those due to be released from prison with no accommodation in place.

Preventing crime from happening in the first place and supporting people from reoffending is a key pillar of Cambridgeshire's Police and Crime Plan. In 2019, 35% of individuals accessing local probation services had difficulties associated with homelessness linked to their offending.

Homeless offenders entering prison have a much higher reconviction rate within a year of leaving. Nationally, 79% of offenders with no fixed abode are reconvicted within a year compared to 47% of those who are released to stable accommodation.

Mr Bisby said: *"We need to put a foot in the so-called 'revolving door' of reoffending. By intervening early, with targeted support, we can divert individuals away from criminal behaviour. Providing someone with a stable address can make a very big difference to their future and help prevent future victims of crime."*

Mr Bisby explained: *"My office established a multi-agency group to consider practical ways in which services for prison leavers requiring assistance with accessing housing can be improved."*

"Criminal justice partners have reported closer working with housing authorities and have seen signs of increased success in accessing temporary accommodation. Moreover, housing partners also report fewer individuals simply presenting at their offices on release from prison."

The Ministry of Housing, Communities and Local Government highlighted Cambridgeshire's joint protocol in its national guidance.

Justin Russell, Chief Inspector of Probation said: *"Many individuals are homeless when they enter prison, and even more are when they leave. Individuals need a safe place to call home - it gives them a solid foundation on which to build crime-free lives. It is difficult for probation services to protect the public and support rehabilitation if individuals are not in stable accommodation. A stable address helps individuals resettle back into the community: to find work, open a bank account, claim benefits and access local services."*



In Cambridgeshire, a needs assessment and feedback from providers and service users locally identified the following barriers to addressing homelessness amongst offenders:

- Co-ordination between housing and criminal justice services;
- Current policies limiting access to housing;
- Demand for appropriate housing outstripping supply.

While pre-Covid 'no fixed abode' prison releases remained stubbornly high, the work undertaken with partners successfully laid the groundwork for enhanced partnership working throughout the pandemic.

Mandy Taylor of St Giles Trust said: *"Increased partnership working has enabled us to use video links to undertake housing assessments at HMP Peterborough throughout the pandemic for offenders who are due to be released from prison."*

Sarah Gove, of Fenland District Council, added: *"Establishing a clear pathway of communication and action with partners has had a positive impact on the experience felt by those due to be released from prison with no accommodation in place."*

Truly embedding system change takes time, however locally partners are well-placed to continue to work together and ultimately reduce the risk of reoffending.

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DEPUTY MAYOR FOR GREATER MANCHESTER

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BARONESS BEV HUGHES
 Deputy Mayor for Greater Manchester



RESETTLEMENT CONSORTIUM TO PROVIDE BETTER SUPPORT FOR YOUNG OFFENDERS

Public services are to work together with the youth justice system to **help young offenders reintegrate into society**, thanks to a new approach funded by Bev Hughes, Deputy Mayor for Police, Crime, Criminal Justice and Fire. She has allocated £150,000 over three years to fund the Greater Manchester Resettlement Consortium.

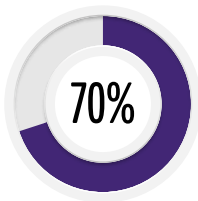
Organisations taking part include local authorities, health commissioners, further education colleges, police, the youth custody service and the probation service.

Baroness Hughes said: *“There is a great deal of good practice across Greater Manchester supporting young people who have served their sentence to reintegrate into society.*

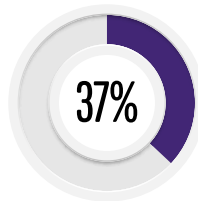
“However, that good work is not consistent enough across all our boroughs and as a result not all young people are getting the support they need.

“That means that not only are their lives blighted but also that our communities are at continued risk of their reoffending.”

THE CONSORTIUM HAS BEEN BROUGHT TOGETHER FOLLOWING ANALYSIS THAT HAS SHOWN, IN GREATER MANCHESTER:



70% of young people go on to reoffend, after a sentence of less than 12 months



37% of young people are held in locations that are more than 50 miles from home, mostly in Wetherby, West Yorkshire



Unusually high proportions of young people from a minority ethnic background, and those who have been “looked after” in the care system

Analysis of the backgrounds of young offenders from Greater Manchester showed they faced many challenges and disadvantages before going into custody.

These include exploitation, neglect, childhood trauma, poor mental and physical health, and poor educational achievement.

The Consortium approach also follows good practice set out by the Youth Justice Board, which recommends:

- a continued focus on resettlement throughout a sentence
- early preparation for release
- effective communication between institution and community agencies
- a coordinated holistic response involving multi-agency partnerships

The £150,000 funding has been used to commission **Positive Steps** to manage the Consortium. The charity also provides the youth justice service for the Oldham council area.



Paul Axon, Director of Young People's Services, said: *"The Consortium's aim is to provide young people with much more comprehensive support to overcome these issues during their time in custody and when they are released, to help them establish purposeful lives for the future."*

The Consortium will adopt the **Constructive Resettlement approach** advocated by the Youth Justice Board. The approach involves working with the young person to identify their strengths and goals and then to provide personalised support to help the young person contribute positively to society.

Baroness Hughes added: *"The challenge we are setting is for all our public services and the voluntary and community sector to work together and rethink the way they work with young offenders."*

"What support could they provide, for example in training or healthcare? How could they start to provide that before the young person is due to leave custody, continue after release, and maximise the opportunities for that young person to make a successful transition to a constructive, positive future?"



POSITIVE STEPS

SUPPORT | CHALLENGE | CHANGE

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WEST MIDLANDS POLICE AND CRIME COMMISSIONER

19

'NEW CHANCE', 'OFFENDER TO REHAB' AND 'ENTERPRISE TO EMPLOYMENT'



DAVID JAMIESON
Police and Crime Commissioner for West Midlands

As Police and Crime Commissioner for the West Midlands, David Jamieson is committed to working with local criminal justice partners and charities to provide meaningful opportunities for ex-offenders to break the cycle of crime.

'NEW CHANCE' PROGRAMME

Women are much more likely to go to prison for first-time offences than men. A third of females entering custody are first-time offenders, compared with a fifth of males. The impact upon the families women support is much higher too.

In 2016, the PCC launched the **New Chance programme**. New Chance is a **specialist project for women** over 18 who have been arrested, and identified by West Midlands Police as someone who would benefit from extra support. In 2020, Mr Jamieson invested £270,000 more to expand this project right across the West Midlands.

The New Chance project diverts female offenders away from the criminal justice system at an early stage and recognises the variety of vulnerabilities these women may be facing.

Mr Jamieson, said: *"Whilst it is paramount that criminals are caught and justice is done, we must keep pushing to break the cycle of crime. My ambition is to help as many offenders as possible move into work, so they become contributors to the economy."*

Women can be referred to New Chance as part of a conditional caution or community resolution, or referred directly from the police for support as a diversion away from the court system, or they can also be voluntarily referred if they are charged.

Whichever way they enter the programme, it enables women to address the reasons for the offence in a safe environment. This can mean they avoid a damaging criminal record and receive the support they need to live a life away from crime.



OFFENDER TO REHAB

The **'Offender to Rehab' Programme** was pioneered by a West Midlands officer. Police identify prolific, high volume, shoplifters who have heroin or crack cocaine addictions and place them into residential rehabilitation. The overall aim is to treat their addiction and stop them committing crime. The residential rehabilitation equips the individual with the 12 steps of recovery, vital to success on leaving the facility. Once back in the community, they continue to engage with recovery groups and processes.

Main Achievements

- Twelve prolific offenders either in or completed rehab and who have not offended since
- Three offenders referred to Dry houses and not offended since
- At least £1,000,000 saved in retail crime so far
- At least £350,000 not given to local drug dealers so far
- Support and sponsorship from Central England Co-Op/The Co-Op Group and interest from other businesses.

ENTERPRISE TO EMPLOYMENT

The PCC's **Gangs and Violence Commission report** of 2017 recommended creating an inter-disciplinary business hub. In September 2020 Mr Jamieson invested £200,000 into the **Enterprise for Employment** scheme to **support ex-offenders** with violent convictions into both employment and self-employment.

Avril Grant, AVision CEO, said: *"Many of our service users have the transferable skills needed for entrepreneurship, they just lack the support needed to get their ideas off the ground. We are pleased to be able to collectively provide them with the enterprise support they have been missing."*

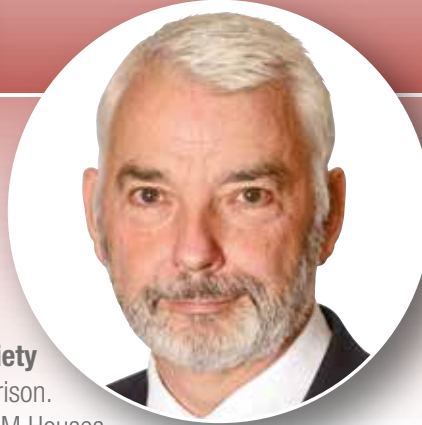
Whilst this programme will support ex-offenders to find employment, most of its support is focused on helping those individuals maintain employment. The project has so far supported almost 20 people into employment and self-employment since it started.

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**HAMPSHIRE POLICE
 AND CRIME COMMISSIONER**

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**INTEGRATED OFFENDER MANAGEMENT
 AND SUPPORT FOR FEMALE OFFENDERS**



MICHAEL LANE
 Hampshire Police and
 Crime Commissioner

Michael Lane commissions a wide range of services to reduce reoffending. One of the most successful is the **Integrated Offender Management (IOM)** houses, run by the **Society of St James**, which supports those leaving prison. These have support workers based in three IOM Houses in Gosport, Portsmouth and Southampton, which provide 20 bed-spaces. These IOM houses are primarily for **offenders leaving prison with a substance misuse** issue, and they encourage healthy lives free from crime and substance abuse.

Mr Lane said: *“The support and advice provided by all the services I fund to reduce reoffending are vital in helping people leaving prison to make the right choices in the future, realise their potential and avoid falling back onto their previous path and reoffending.”*

IOM staff provide incentives to reward positive changes. For example, there is the offer of one of the larger bedrooms when things are going well, such as managing a budget better. Staff offer support to adhere to the **‘no drug and alcohol’** rules and a minimum standard of expected behaviour. Residents must comply with a weekly timetable of meaningful activities and engage with peer mentors. Activities include sports and leisure, accredited courses, and life skills.

Whilst there is a strong ethos around ongoing and intensive support, residents are sometimes evicted if they cannot obey the rules. This helps residents who really want to change as they may also be supported by peers who are more positive.


Figures supplied by the police showed residents in the IOM houses have a 50% reduction in reoffending.

ACROSS THE THREE IOM HOUSES (BETWEEN JULY AND SEPTEMBER 2020):

All were accessing or engaged with treatment services

 10 residents were in voluntary work

 15 were in training

 7 were in paid employment



**INTEGRATED
 OFFENDER
 MANAGEMENT**



Nicky Wilsenham, Director of the Society of St James said: *“The support received from the PCC’s office is invaluable and allows staff to offer a trauma-informed, strength-based approach to individuals with a history of homelessness and/or substance misuse issues.*

“Individuals with complex needs are given a place of safety to begin to address underlying issues. Wrap-around support and exceptional partnership working have contributed to a significant reduction in crime and positive move on to sustained independent living.”

SUPPORTING FEMALE OFFENDERS

Woman and Desistance Engagement (WaDE) are an **Out of Court Disposal** that provides intervention for female offenders in Eastern Hampshire. WaDE provides an alternative to court and aims to **tackle the source of women offending** in a workshop setting. Due to Covid-19, these sessions are now being conducted over the telephone.

The PCC’s office created a **report for Hampshire’s Local Criminal Justice Board** regarding his plans for achieving better outcomes for vulnerable females within the justice system. It provides the status of female offenders on a national and local level. It also covers the projects and initiatives that the PCC and other partners will deliver to support vulnerable women in the criminal justice system.

The PCC’s office is producing its version of the **Ministry of Justice Female Strategy**. It focuses on how the PCC can provide support for vulnerable women within the policing area by:

- Improving awareness and understanding of gender differences in the criminal justice system.
- Improving the awareness and understanding of the importance of adopting a trauma-informed approach to female offenders.
- Improving access to support services.
- Supporting criminal justice agencies and support services to adopt the trauma-informed practice.

HAMPSHIRE
& THE ISLE OF WIGHT
CRIMINAL JUSTICE BOARD
Criminal Justice System: working together for the public



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ESSEX POLICE, FIRE AND CRIME COMMISSIONER

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BROADENING HORIZONS TO REDUCE REOFFENDING IN ESSEX



ROGER HIRST
Essex Police, Fire and Crime Commissioner

A partnership project is reducing reoffending and helping vulnerable people get the support they need to broaden their horizons and improve their lives.

The **“Horizons” project**, part-funded and supported by the Police, Fire and Crime Commissioner for Essex, is based on the **Making Every Adult Matter** approach. It provides direct support to a small cohort of people with multiple, complex and compounding needs who, due to their lifestyles, find it difficult to access support services in the traditional way.

Roger Hirst, PFCC for Essex said: *“Our vision is to create safe and secure communities that become the bedrock to build success and wellbeing for all. The Horizons project is a shining example of that because it breaks that cycle of reoffending and demonstrates what can be achieved by **local health and justice agencies working in partnership.**”*

Recognising they may need access to a range of services, such as Victim Support, substance misuse and assistance with mental and physical health, each person is given bespoke help.

There are no thresholds for entry on the scheme other than a **history of offending**, substance misuse, homelessness, or mental health issues. Everyone identified is then **case managed and navigated through the myriad of help available** such as social care, housing, health, and other support services. Leisure activities and peer support groups are also integral to helping people manage lives more effectively - ultimately reducing the likelihood of further offending.



THE PROJECT IS DELIVERED BY PHOENIX FUTURES

Emily Watson, Full Circle Service Manager said: *“Phoenix Futures are really proud to have been approached to deliver and develop this innovative project across Essex. We have shown that providing an intensive, persistent and consistent approach can support individuals to achieve better outcomes and make positive changes to their lifestyles and behaviours.”*

One male client said: *“They actually got someone out to actually sit and talk to me and find out what the problems were and give me a kick when I needed to go to appointments. If it wasn't for... (case worker) I wouldn't have even got my appointment at Colchester sorted out for me to see Dual Diagnosis.”*

A female client said: *“(My case worker) talks to me like ‘you don't want to go back, you want a better life.’ She helped me get a place.”*



**PHOENIX
FUTURES**

MEASURING SUCCESS:

- In one area, the original cohort of 11 individuals was able to maintain engagement with the service for the full 12 months. Eight out of the 11 were housed in either temporary or permanent housing, or accessed supported mental health housing.
- There was a marked improvement in self-reported health and wellbeing, including reduced admissions to mental health units and hospital, and better adherence with medication. The average self-reported score for health and well-being increased over the course of the project. Overall Quality of Life improved, on average, from 5.6 at initial assessment to 14.4 at the end.
- Offending behaviour was reduced, with no clients self-reporting offending behaviour at the 12-month review.

Mr Hirst said: *“By engaging with people with the most complex needs, supporting them to access services and resources that will reduce the likelihood of them offending in the future, it means less crime and fewer victims.”*

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DYFED-POWYS POLICE AND CRIME COMMISSIONER

22

REFRESHED OFFENDER MANAGEMENT PROGRAMME



DAFYDD LLYWELYN
Police and Crime
Commissioner,
Dyfed-Powys

Following a recent refresh of the **Home Office** and **Ministry of Justice's Neighbourhood Crimes Integrated Offender Management (IOM) Strategy**, Dyfed-Powys PCC Dafydd Llywelyn has confirmed funding in partnership with the **National Probation Service** to support a new strategy for IOM. This will ensure direct support is available to offenders to help reduce reoffending, and therefore reduce victimisation.

In line with the IOM strategy, the **focus will be on neighbourhood crime**: robbery, burglary, theft, and vehicle theft. Currently, neighbourhood offences have the highest levels of reoffending of any offence types and make up a high proportion of overall reoffending.

Mr Llywelyn said: *"Reducing neighbourhood crime is a priority. We know that many of these offenders have multiple, mutually reinforcing criminogenic needs, including substance misuse, housing and employment needs, and mental health issues."*

"Integrated Offender Management aims to support offenders to desist from crime by helping to meet these underlying needs."

The funding will enable **two existing perpetrator interventions to be rolled out** across the entire force area. This will include extending an online perpetrator intervention pilot for service provision in rural areas, recognised as a leading area of work across Wales. The pilot was initially launched in Powys, but will now be accessible across all of Dyfed-Powys.

Aligned to this is the **Choices Perpetrator Intervention**, delivered by **Threshold Domestic Abuse Services**, which will also be accessible across the entire force area.

Natalie Hancock, Regional Violence Against Women Domestic Abuse and Sexual Violence Advisor has organised all these schemes. She said: *"Addressing the abusive behaviours of perpetrators is fundamental to keeping victims, survivors and children safe across Mid and West Wales. These interventions overcome the barriers of rurality and isolation and ensure we operate in a safe capacity consistently across the region. This investment supports the **emphasis on early intervention and prevention** as a key contributor in our response to Violence Against Women Domestic Abuse and Sexual Violence."*

Gemma Jones, IOM Coordinator for Dyfed-Powys Police said: *"This funding is vital to enable offenders to access bespoke interventions that they would not be ordinarily eligible for. It will cover anything from access to specific counselling services to home starter-packs and cognitive-behavioural interventions that support changes in attitudes, beliefs, and values around their offending behaviour."*

DATA

- 22 individuals were de-selected from the IOM scheme between January 2020 and January 2021 because of their pathways to crime being partially or fully stabilised.
- This generated a 'cost of crime' saving of £121,873*, providing clear evidence that investing in pathway support and provision for offenders drives down crime, victimisation, and cost to the community.

Mr Llywelyn said: *"I have confidence that the programme that we are investing in here in Dyfed-Powys will have a significant impact on re-offending rates and, as a result, ensure that we protect the public and create safer communities within Dyfed-Powys".*

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CHESHIRE POLICE AND CRIME COMMISSIONER

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CHESHIRE'S 'REMDI' WOMEN'S CENTRES



DAVID KEANE
 Police and Crime Commissioner,
 Cheshire

Cheshire Police and Crime Commissioner David Keane is supporting schemes which divert women from the criminal justice system and has provided funding to support the development of a number of Women's Centres across Cheshire.

They bring support services together to work with females to address their complex needs and protect the community by reducing their risk of reoffending.

Mr Keane said: *"The reasons why women commit crime can be extremely complex and are often significantly different to why men commit crime. Furthermore, the implications for women interacting with the criminal justice system can be devastating, in particular the impact on the family."*

REMDI WOMEN'S CENTRES

One of the projects running from the Women's Centres is a restorative justice programme delivered by Remedi. This enables offenders to think about the choices they make and supporting them to make positive changes.

The innovative programme works with female offenders to address the root causes of their crime, including poverty, domestic abuse or sexual abuse, or drug or alcohol abuse. It is being used as an alternative to the traditional criminal justice process and sees case workers work closely with the offenders to develop appropriate practical solutions to address their offending.



Chloe* is a prolific shoplifter who was referred to the scheme during lockdown. She has received one-to-one support with health and financial issues which led to her offending. She's also received support to cope with loneliness and boredom and looking into volunteering opportunities. Since she started working with Remedi, she has not offended and she has been able to stop her regular drug use.

Lisa Gill, manager of Remedi in Cheshire, added: *"During the restorative programme, the victim will also be invited to provide their thoughts and explain how the crime has affected them.*

"They may also take part in a face-to-face meeting with the offender to help them both understand the impact of the crime and prevent this happening again in the future."

Mr Keane said: *"This project is not about letting offenders 'off lightly'. It's about addressing the complex needs of offenders without resorting to costly prison sentences.*

"In the case of female offenders, they can have major implications for children, whilst often doing little to address the problems women face which are often the root cause of the crimes.

"This approach seeks to intervene early to address needs, prevent reoffending, and maintain the family environment."

ENGAGE

Mr Keane has also recently launched a scheme working with perpetrators of domestic abuse to change their behaviour and protect families.

The Engage programme aims to affect the behaviour change of offenders by working with the whole family to understand and address their needs to tackle underlying issues and reduce further incidents.

He added: *"We need to do more to support families through these challenging times and we have to work with the perpetrator of the crime in order for them to understand the physical and emotional impact their behaviour is having on their partners and the entire family.*

"The aim is to improve behaviour and keep the family together but even if they split and co-parent, the scheme will stop the perpetrator reoffending with a different family."



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LANCASHIRE POLICE AND CRIME COMMISSIONER

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SUPPORTING ORGANISATIONS THROUGH A DEDICATED REDUCING REOFFENDING FUND



CLIVE GRUNSHAW
Police and Crime Commissioner,
Lancashire

Lancashire's Police and Crime Commissioner, Clive Grunshaw, has committed to supporting reducing reoffending work, supporting organisations best placed to help offenders **break the cycle of crime** and utilise a **trauma informed approach** that addresses their root causes.

The Commissioner launched his **dedicated fund** in 2018 after seeing an opportunity to help groups already working with offenders to increase their impact and support new and innovative projects in being delivered.

Mr Grunshaw said: *"Reducing reoffending is a key priority in my Police and Crime Plan and by addressing the issues that often lead to offending, it is possible to help people avoid going back into the criminal justice system and the financial and societal costs this brings."*

Over £600,000 has been granted to 35 projects in almost three years across Lancashire since the fund was first opened. In the 2019/20 financial year alone, **14 projects were invested in** and more than 900 individuals supported.

Using a trauma-informed approach, projects focus on community integration, tackling substance abuse such as drugs or alcohol, and addressing negative behaviours.

They also offer support and guidance with mental health and both individual and group support, whilst signposting to additional support which individuals may benefit from.

SOCIAL ENTERPRISE - THE FOXTON CENTRE

An example of the work that is supported through the Reducing Reoffending Fund is the development and growth of a social enterprise which utilises reclaimed wood and pallets, upcycling them into alternative products such as birdhouses, shelves, and tables to sell to the public.

£20,000 enabled the Foxton Centre, a charity based in Preston, to expand the enterprise into its own dedicated premises and increase the training and education opportunities available to those engaged in the project, who often come from a repeat offending background and are potentially homeless. It allows them to gain new skills, engage in other support provided by the centre and move away from criminality.

Foxton Centre Chief Executive Jeff Marsh said: *"We are pleased to receive the support of the Police and Crime Commissioner for this innovative project. The funding will assist in establishing our social enterprise which is designed to provide hands-on opportunities for work experience for our service users."*

INDEPENDENT CHAIR - A NEW ROLE

To support this work, help to identify projects that can bring the most benefit to the county with additional funding, and also oversee the local reducing reoffending boards across Lancashire, the PCC funded the creation of a new role to drive consistency and continuous improvement in support of ex-offenders.

The **Independent Chair of Reducing Reoffending Boards** works to ensure that the PCC's Police and Crime Plan priorities are being met, in relation to ending the cycle of offending.

TACKLING REOFFENDING IN LANCASHIRE

Mr Grunshaw is committed to addressing reoffending and understands that by addressing the root causes through the Reducing Reoffending Fund and supporting local organisations, this can be done in a targeted and cost-effective way.

He said: "Policing alone cannot prevent people reoffending and I know from seeing projects that have received funding in the past the real difference they can make. They help people turn their lives around and avoid returning to a life of crime, which makes our communities safer as a result."

USEFUL LINKS:

<https://www.lancashire-pcc.gov.uk/grant-funding/lancashire-reducing-reoffending/>

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sam.cudworth@lancashire-pcc.gov.uk



Reducing Reoffending Fund
2019/20

Over 900
individuals supported,
through 14 local projects

PROJECTS SUPPORTED

- 1.** Promote integration into the community to tackle substance abuse such as drugs or alcohol
- 2.** Tackle negative behaviour and break the cycle of reoffending
- 3.** Use a trauma informed approach that looks at the root causes of offending
- 4.** Support with mental health and other potential key triggers
- 5.** Provide access to mentoring through 1 to 1 and group sessions

THAMES VALLEY POLICE AND CRIME COMMISSIONER

25

'PATHWAYS TO EMPLOYMENT' AND 'THROUGH THE PRISON GATE'



ANTHONY STANSFELD
 Thames Valley Police and Crime Commissioner

Employment charity and social enterprise **Aspire Oxfordshire** supports vulnerable and marginalized people facing homelessness, poverty, disadvantage, and other complex barriers. **Pathways to Employment**, one of their flagship programmes, is funded by the Office of the Police and Crime Commissioner for the Thames Valley.



This funding and collaboration have also enabled the development of Aspire's **Through the Prison Gate project**, which operates a Thames Valley-wide approach to supporting those leaving custody across Oxfordshire, Buckinghamshire, Milton Keynes, and Berkshire.

Anthony Stansfeld, Police and Crime Commissioner for Thames Valley said: *"I am pleased to provide funding to support Aspire's 'Pathways to Employment' and 'Through the Prison Gate' programmes.*

"When we reduce reoffending by those released from custodial sentences, crime drops dramatically. Savings to the police, the prison service, and the public, are considerable."

In October 2019, Aspire embedded **Employment and Development Workers** across Thames Valley to provide **specialist support for people leaving custody**. Working alongside probation officers, Aspire supports people to navigate services and opportunities in their local area, to meet their education, training, employment development, housing, and personal development needs. The success of this project is a critical part of a wider strategy to reduce reoffending in Thames Valley.



Support includes the opportunity to participate in employment development activities and work experience on Aspire's enterprise services - with clients joining while on Release on Temporary Licence from **HMP Spring Hill**, as well as during their rehabilitation in the community on release from custody.



Paul Roberts, Chief Executive Officer for Aspire Oxfordshire said: *"We're proud to collaborate with the Office of the Police and Crime Commissioner for Thames Valley to improve access to fulfilling development opportunities and secure housing for prison leavers on our Pathways to Employment and Through the Prison Gate programmes.*

"We champion a community-led approach to positively impact the lives of those resettling in our communities, ensuring the personalised support they need is available from day one."

In December 2020, Aspire co-hosted **'From Day One'**, a virtual conference alongside the Office of the Police and Crime Commissioner and Thames Valley Partnership. The 'From Day One' vision was developed to raise awareness and encourage greater partnership between local stakeholders - particularly housing providers and employers - to improve access to employment opportunities, secure housing, and personal development support for prison leavers.

SUHAIL'S STORY



Suhail started his placement in December 2019, joining Aspire on Release on Temporary Licence whilst in custody at HMP Spring Hill. With no housing support in place for when he was due to leave prison during the first Covid-19 lockdown, Aspire supported Suhail to acquire temporary accommodation on his release, find paid employment, and secure stable housing and benefit entitlements.

Suhail said: *"Whilst in custody, Aspire helped me to gain work experience with their landscaping and gardening team and I really enjoyed this work. Aspire have gone out of their way to help me, securing longer-term accommodation in Oxford and finding furniture for my room, following my custody release. They have helped me to find a part-time job, so I am now settled and appreciate everything done for me."*

OUTCOMES:

- **Activity 1:** Engaged 61 offenders in custody across the Thames Valley. Participants developed positive behaviour strategies and increased ambition for future prospects (eg employment and independent living).
- **Activity 2:** Supported 148 clients with employability support, sports activities, housing advice, access to substance misuse support, and links to inclusive employers. 43 were supported into employment, and 59 supported with housing.
- **Activity 3:** Engaged over 50 employers, and 18 partner agencies, to expand new employment and support opportunities.



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WILTSHIRE AND SWINDON POLICE AND CRIME COMMISSIONER

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JOINT WORKING PARTNERSHIP WITH PROBATION SERVICE TO HELP OFFENDERS



ANGUS MACPHERSON
 Wiltshire and Swindon Police and Crime Commissioner

Wiltshire and Swindon Police and Crime Commissioner, Angus Macpherson, has been working to help offenders re-enter society after prison, to prevent reoffending. This work includes rehousing offenders once out of prison, and stopping domestic abuse perpetrators reoffending.

Mr Macpherson said: *“With my office leading on the coordination of several initiatives with partners, we can directly help those who need the support when it comes to reintegrating offenders back into society so they can be given a chance to start again.”*

HOUSING

The Office of the Police and Crime Commissioner (OPCC) co-commissions with the **Bristol, Gloucestershire, Swindon and Wiltshire Community Rehabilitation Company (BGSW CRC)**, an **Offender Housing Support Worker**. That individual sits in **Wiltshire Council Housing Team** providing a proactive and direct join-up between housing and the criminal justice systems.



Martin Parker, the OPCC's Commissioning Manager (Criminal Justice and Reoffending)

said: *“The work we do with the CRC is one of the many important strands to help an offender - often out of an institutionalised place like prison - adjust back into society by supporting them with their basic human needs, like a place to live.”*

“The OPCC works with all the criminal justice agencies on this project, as well as the housing team, Department of Work and Pensions, Public Health, and the local clinical commissioning group.”

DOMESTIC ABUSE

The OPCC has a service level agreement with the **National Probation Service (NPS) for England and Wales South West** to co-commission a **Domestic Abuse Serial Perpetrator Integrated Offender Management (DASP IOM) service**. This is aimed at those perpetrators who have not met the criteria for court-imposed programme sanctions or where the issues of domestic abuse have not come to the attention of the courts.



Maria Milton, the OPCC's Victims and Vulnerability Commissioning Manager said:

“This new development is welcome, building on existing local work helping to keep victims of domestic abuse safe by addressing prevention.”

GOOD WORK REFLECTED BY PARTNERS:



Amanda Murray, Senior Operational Support Manager with Wiltshire and Gloucestershire Local Delivery Unit Cluster and NPS, said: *“The addition of a separate Offender Housing Support Worker for Wiltshire and Swindon Councils has been very beneficial.*

“That all the agencies are meeting weekly to discuss the housing needs of our service users is proving invaluable. Both roles have strengthened the relationships across the partnership and have improved outcomes for our service users.”

Richard Temple, Assistant Chief Officer for the BGSW CRC, said: *“The Housing Support Worker provides us with the valuable link between Offender Managers and the local authority and gives us specialist advice and support. This enables us to locate available accommodation in an efficient manner as well as helping staff to understand the complex housing landscape more thoroughly. Service users are benefiting from this post and it is a valuable part in reducing reoffending.”*

An **Offender Housing Support Worker** is currently being piloted, with key performance indicators. Since the role started, 92 offenders have been contacted and worked with. In addition, the role is becoming a single point of contact for housing related matters for NPS and BGSW CRC staff.

Meanwhile, the DASP IOM aims to reduce incidents of domestic abuse by focusing on changing the behaviours of perpetrators to cut reoffending and protect the public. The DASP IOM behaviour change support, funded through this agreement, is anticipated to build up to supporting up to 25 IOM perpetrators a year.

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