



Sentencers'



An update about the new Thames Valley CRC

What is the Thames Valley Community Rehabilitation Company?



CEO Paul Gillbard

A newsletter from Thames Valley Community Rehabilitation Company's operational leadership team to update Thames Valley sentencers on recent changes to probation.



Denise Butt, Head of Public Protection and Partnerships, including Courts



Gabriel Amahwe, Head of Operations South (Berkshire)



Stephen Czajewski, Head of Operations North (Bucks, Oxon, MK)



Graham McCartney, Head of Business Development

As everyone is aware, probation was split in June 2014. Thames Valley Probation Trust, like the 34 other probation trusts in England and Wales, was dissolved.

In its place, a new, smaller National Probation Service was created. The NPS has responsibility for all high risk cases, all MAPPA cases (those under the Multi-Agency Public Protection Arrangements) and for court and victim work.

All other probation work goes to us – the new Thames Valley Community Rehabilitation Company (TV-CRC).

TV-CRC is one of 21 CRCs developed in England

and Wales. At present, we are wholly owned by NOMS, which is part of the Ministry of Justice.

Next year, we will be contracted out to a successful bidder, who will take on the time-limited MoJ contract (7 years), under strict guidelines and rules, which means under-performance or any difficulties in meeting the standards can easily be addressed.

The same staff who belonged to Thames Valley probation are now working for TV-CRC.

We have divided our business into 2 'clusters': North (Oxfordshire, Buckinghamshire and Milton Keynes) and South (Berkshire).

We will continue to offer specified activities, offending behaviour programmes (including domestic abuse), unpaid work and all other Requirements, but recommendations to the court on what we deliver will be made by staff from the National Probation Service (NPS).

In addition, we are gearing ourselves up for the legislative changes (under the Offender rehabilitation Act), which include the end of SARs and Supervision Requirements, the introduction of the Rehabilitation Activity Requirement (RAR) and provision for 'through the gate' services for those sentenced to less than 12 months, who will be on licence to us for a year following release.

The quality standards we carry into TV-CRC include our role as a Stonewall Diversity Champion and our Disability Two Ticks.



Specified Activity Requirements – what’s staying and what’s not.....

All Specified Activity Requirements (SARs) will be replaced when the changes to the Offender Rehabilitation Act take place (which is expected later this year or early 2015) and the new Rehabilitation Activity Requirement (RAR) comes into force.

TV-CRC is already thinking ahead and is working out how we can keep the best of the SARs and adapt them to become ‘activities’ under the new RAR. As part of this process, we have decided NOT to continue with Right With Money and Back on Track. These will no longer be recommended to courts but those who are currently subject to either will, obviously, continue until they complete.

We will not lose the content of these two SARs altogether though. We will take the best features and incorporate them into our new-look ‘activities’ after the legislative changes.

We are KEEPING the following SARs, which NPS report writers CAN recommend to courts until further notice:

-  Managing Alcohol Related Aggression (MARA), Thinking Ahead for Women, Restorative Justice, Employment, Training and Education Activity Requirement (ETEAR).

The following SARs are phasing out after current completions and will NOT be recommended to the courts in future:

-  Right with Money, Back on Track.

THE IMPORTANT MESSAGE IS: DON'T WORRY.

Detailed information has been provided to NPS report writers, with up-to-date and accurate detail, suitability criteria, exclusion criteria etc so you can be confident

Offending Behaviour Programmes: Update

Two offending behaviour programmes will continue to be run by TV-CRC.

The first – **Thinking Skills Programme (TSP)** – changes little, but a larger number of service users can be referred by way of a Programme Requirement recommendation in a pre-sentence report.

The second offending behaviour programme is the accredited **Building Better Relationships (BBR)**. It will be phased in as a replacement for Community Domestic Violence Programme (CDVP). Those currently on CDVP will complete but BBR will take over when all the materials are ready and everyone is trained. We will send update information to NPS report writers and have an updated sentencers’ bench book and on the sentencers’

section of our website, www.thamesvalleycrc.co.uk. This concentrates only on *delivery* of sentences.

This change, from CDVP to BBR, shouldn’t affect report writers’ recommendations, as there is now no need to name the programme when making a Programme Requirement recommendation.

There will be one, continuous TSP ‘rolling programme’ in both the North and South. These will be at Talisman House, Bicester and Greyfriars House, Reading.

There will be two continually rolling BBR programmes, at Milton Keynes, Bicester, Reading and Slough. This means start dates will be much more readily available. Additional closed groups may be run according to local demand and available resources.

FOCUS ON

E T E A R

Each copy of our TV-CRC Newsletter will highlight a different intervention that we offer.

This issue concentrates on Employment, Training and Education.

The ETE Advisors are based in both the North and South, in the ASIST Teams, but working with service users in both ASIST and PRIME teams.

While individual ETE Advisors report to their cluster SPO, TV-CRC's ETE Manager, Sarah Mayson will have oversight of the whole ETE operation and directly line manage staff involved in the Job Deal contract.

Sarah is based at Talisman House, Bicester.

While the organisation of what we do may seem complex, the service itself is straightforward. Where need is identified in any of the three areas – employment, training or education – help can be given.

A snapshot of ETE success....

- ETEAR target of 240 successful completions by end of March were completed by February 2014
- Won a National Careers Service best case study award for the Rail Track (PTS) course which ran in Milton Keynes with 11 of the 12 offenders now working on the rails. One is a supervisor!
- Literacy course for high risk offenders not able to access community learning ran in Bucks demonstrating equality and diversity.
- Construction and food safety courses were run in Oxford – 14 qualifications gained with 4 employment outcomes, including an apprenticeship.



ABOVE: Sarah Watson, Tracy Lant and Lorraine Harbage receive their 2013 Staff Awards for outstanding contributions from CEO Paul Gillbard, left, and Board Chair Malcolm Fearn, right

Feedback from a Probation Officer to an ETE Advisor:

I just wanted to pass on some comments I had today from A, about the work you have been doing with her. She rang to inform me that she got the job as a delivery driver for Sainsbury's. She sounded happier than I have ever heard her.

She said that since working with you she has gained a lot of confidence with regards to employment and has felt 100% supported by you in your sessions. She said that she felt at ease working with you, which coming from A, is incredibly high praise!

She said that you are friendly and professional and have helped her a great deal. She said she feels that you listen to her, advise her and do as you say you will. Overall I think that the work you have completed with A has been incredibly beneficial for her and has given her the boost that she needs.

Considering all the barriers that she has previously put in place to stop herself from gaining employment, even just attending the first appointment with you was a massive achievement for her let alone actually getting a job. The fact that you have managed to engage her is a massive step in the right direction!! Thanks for all your help with A, as I am aware she can be quite a challenge.

Staff Awards



ETE Manager Sarah Mayson, above, has just been awarded her assessor qualification for City & Guilds' Level 4 diploma in Advice & Guidance



ETE staff work tirelessly to promote the positive outcomes of the work they do. Tracy Lant, above, and Sarah Mayson, left, are pictured at the Howard League for Penal Reform awards event. The team was (again) nominated, for the ETE category, which they won in 2012.

What's in a name? Confusion or common sense?

At the final bi-annual Thames Valley Probation/ Sentencers Forum on May 8, 2014, the concern was raised that magistrates knew little about the Thames Valley Community Rehabilitation Company and who would be working with the offenders sentenced to Community Orders, Suspended Sentence Orders and the new, under 12 month custody licences.

We were able to reassure those present – and ask them to pass on to all their bench colleagues – that the staff in question will be the same trained and qualified staff from the (former) Thames Valley Probation - they just have different job titles.

Rather than cause confusion and refer to everyone as 'Offender Managers' (which is the language being carried forward by the National Probation Service and the National Offender Management Service), we have decided that staff working with service users in the TV-CRC will be called by their qualified role titles – Probation Officers (POs) and Probation Services Officers (PSOs).

This should further allay fears – and rumours – that unqualified staff from 'a private company out to make money' are taking over these jobs. Collectively, all TV-CRC staff who hold cases will be known as Supervising Officers.

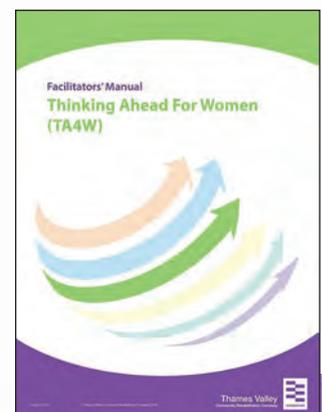
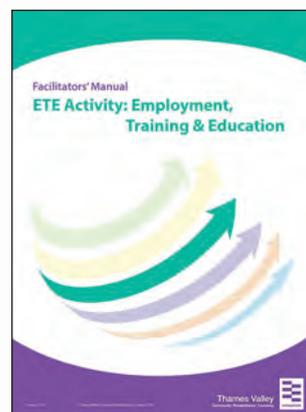
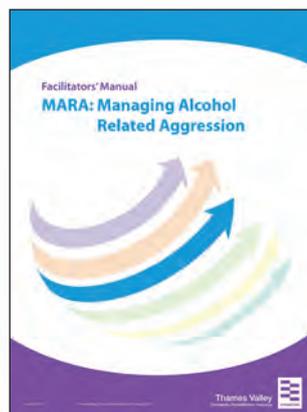
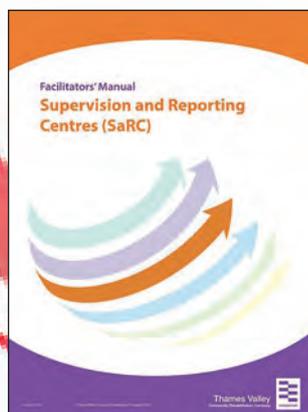
It will also make it easier to distinguish between NPS staff and TV-CRC staff in reports and meeting minutes etc.

Staff working in particular areas, or specialisms, such as Employment, Training and Education (ETE) will be known as, for example, Probation ETE Advisor, or Probation ETE Administrator. This is to distinguish them from partner agency ETE workers, which cut across Thames Valley (such as the Job Deal contract with Serco).

Our specialist managers, who have extensive qualifications in their own fields of work, will continue to have their area of specialism in their titles, e.g. Payroll Manager, Communications Manager etc.

In the same vein, we have decided (alongside many other CRCs) to refer to offenders as 'service users' when dealing with them face-to-face. This builds on the desistance work we have been doing for the past few years, working on the SEEDS model (which stands for Skills for Effective Engagement, Development and Supervision).

Being able to motivate someone to change has more of an effect if they engage. Dropping the 'label' of 'offender' gives people the opportunity to step away from their previous life and move forward more positively. So, we shall use service user in leaflets and other literature aimed at them, but retain 'offender' when appropriate, particularly when dealing with victims of crime or the general public. Let's see if it has an effect before we're judged on this.



A few of the Activities' materials...COMING SOON....

A new bench guide...about delivery

All the changes that have taken place in probation can be hard to grasp in one go.

While TV-CRC does not have a presence in court, we can only let you know what we deliver as sentencing options through newsletters, lunchtime and special events (we're hoping to organise a sentencers' conference in the near future).

However, we have decided to amend the current probation bench guide to reflect what actually happens with each of the sentencing options' delivery, rather than specifically being about the criteria for selection.

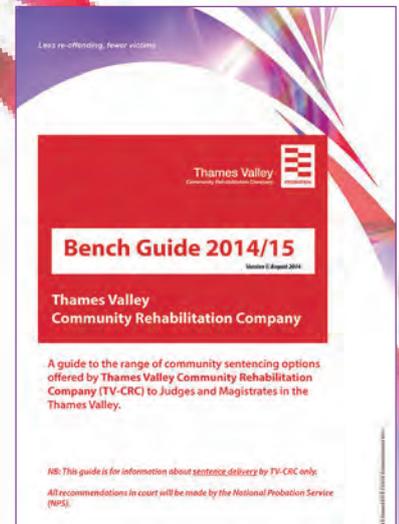
So, the new TV-CRC Bench Guide will be with you shortly, both as a hard copy and

as an electronic download (which you can put on your tablet device) via our new website.

The website has a section called 'Information for Sentencers' and contains a copy of the bench guide and other useful information on what we offer to the courts.

The website address is:
www.thamesvalleycrc.co.uk

In time, the NPS will issue materials for sentencers too, although these are likely to be in relation to court practice, rather than details of the interventions and delivery that we, TV-CRC, offer.



The TV-CRC Bench Guide, which is available on our website

Visit our website:

www.

thamesvalleycrc.co.uk

(www.thamesvalleycrc.co.uk)

What's happening with DRRs and ATRs?

DRRs will be supervised by those in TV-CRC's PRIME and ASIST Teams, North and South, in partnership with local agencies and using treatment options available in each locality.

There is unlikely to be much difference in the way they are supervised or run, with the exception of progress reviews for the courts, as these will have to be delivered by NPS staff, not the probation officers and probation service officers working directly with those on the DRRs.

Initially, it's expected that TV-CRC will provide a detailed report to the NPS offender manager to pass on to

the court, although it may be that the supervising officer from TV-CRC will accompany the service user to court and be available to answer any direct questions the Magistrates/Judge may have. We will have to work together on the details as we move forward into the new arrangements.

As with DRRs, ATRs will be run by TV-CRC, working alongside partner agencies and tapping into local treatment providers and resources as they exist across Thames Valley.

In addition, both DRR and ATR service users will be able to access the Supervision Centres (see next page for details).

This will expand the service and link/signpost people to the most appropriate additional support.

To complement the four SARs we're carrying forward into RAR Activities (*will we ever lose our love of acronyms??!*), we are developing a new young persons' toolkit to prepare them for full participation in their order. It's aimed at all 18-25 year olds but primarily those coming from YOTs on to adult community sentences or into the criminal justice system for the first time.

How does the new split work? Like this:

Ministry of Justice/ National Offender Management Service

Commissions work via central contract. Payment dependent on results.



Thames Valley Rehabilitation Services

Private Company

Responsibilities

Management and supervision of:

- All offenders, except those assessed as high risk or those who come under the Multi-Agency Public Protection Arrangements (MAPPA)

Delivery of:

- Integrated Offender Management
- Domestic Abuse programmes
- General Offending programmes
- Activities designed to reduce re-offending (as part of the new Rehabilitation Activity Requirement)
- Unpaid Work
- DRRs/ATRs

National Probation Service

Part of Civil Service

Responsibilities

Management and supervision of:

- High Risk of Serious Harm offenders in the community or custody
- All MAPPA offenders
- Victim Liaison Service
- Approved Premises

Delivery of:

- Court services, including all pre-sentence reports, breaches/enforcement (both for NPS and TV-CRC cases)
- Recalls (as above)
- Risk assessments and allocation of all cases to either NPS or TV-CRC
- Sex offender treatment programme

Continuous liaison and communication

Where there is actual or likelihood of escalation of Risk of Serious Harm, a case will be immediately transferred to NPS

Both TV-CRC and NPS will be responsible for maintaining liaison and service level agreements with partnerships, both statutory and non-statutory across Thames Valley to effectively reduce re-offending