



Reducing Reoffending Third Sector Advisory Group (RR3)

Via Zoom

Tuesday 13th December 2022

Attendees:

Jess Mullen, Clinks (Chair)
Bronte Jack, Clinks (Secretariat)
Adam Moll, Social Interest Group
Alasdair Jackson, Recycling Lives
Bernie Bowen-Thomson, Safer Wales
Carolyn Houghton, Rethink Mental Illness
Dez Brown, Spark2Life
Francesca Cooney, Prisoners Education Trust
Ellie McNeil, Liverpool and Sefton YMCA
Khatuna Tsintsadze, Zahid Mubarek Trust
Lisa Dando, Brighton Women's Centre
Martin Blakebrough, Kaleidoscope
Paul Grainge, Recoop
Peter Atherton, Community led initiatives CIC
Peter Dawson, Prison Reform Trust
Vicki Markiewicz, Change Grow Live

Officials:

Bettina Crossick, Head of Third Sector Engagement and Grants Programme, HMPPS
Stephen O'Connor, Deputy Director for Probation Policy, MoJ
Alice Adamson, Deputy Director for Reducing Reoffending Interventions, Operations, and Investment, HMPPS
Sarah Jarvis, Head of Rehabilitation Reform, Rehabilitation System Team, HMPPS
Tracy Hughes, Rehabilitation System Team, HMPPS

Apologies:

Helen Dyson, Nacro
Josh Stunell, bthechange CIC
Pippa Goodfellow, AYJ
Tracy Wild, Langley House Trust

1. Welcome and introductions

- 1.1. Jessica Mullen announced that this would have been Tracy Wild's last meeting, as her term on the group has ended, and thanked Tracy for her contribution. Recruitment for the Housing seat on the RR3 will commence in January 2023.

1.2. Jessica introduced Sarah Jarvis, Head of Rehabilitation Reform, and Tracy Hughes from HMPPS' Rehabilitation System Team, who will be outlining the next steps in the rehabilitation strategy.

2. Rehabilitation Strategy – Sarah Jarvis, Head of Rehabilitation System Reform, and Tracy Hughes, Rehabilitation System Team, HMPPS

2.1. Sarah Jarvis and Tracy Hughes gave a presentation outlining the next steps in the rehabilitation strategy.

2.2. In the presentation, Tracy Hughes explained that the aim of their work was to understand how stakeholders perceive rehabilitation, and how they can broaden HMPPS' message beyond the belief that only certain types of rehabilitation work. She explained the general attachment to psychological types of rehabilitation, however it is crucial that the importance of other forms is not overlooked.

2.3. The team's aim is to achieve a more coordinated approach, ensuring whole agency commitment, implementing services with excellency and having the internal structure. They want to ensure needs assessment are robust, as well as crafting new solutions.

2.4. They are seeking to define what rehabilitation means, from an operational and service delivery perspective, so that they can see what needs to be designed and commissioned. In essence, broadening the interpretation of rehabilitation to a whole system and whole person approach.

2.5. The aim is to ensure that what people experience both externally and internally is consistent across the system, and is fair, procedural just and meets their needs. They also want to have a learning approach to rehabilitation so they can adapt and evolve to changing needs and evidence. They want to set out better systems to enable learning from the expertise of service providers.

2.6. In relation to transparency, they want to be more proactive about how HMPPS can engage with providers and invest to ensure better rehabilitation.

2.7. Tracy Hughes asked members of the RR3 a series of questions on how HMPPS can improve the way they work:

- What does engagement with HMPPS look like for you currently? With HMPPS central? With the regions? With local teams?
- What would you welcome from us to improve your experience?
- What ways could we improve how we invest in voluntary sector partnerships to deliver rehabilitation activity?

2.8. Jessica Mullen wanted to clarify how this project fits in structurally and timeline-wise with other work across HMPPS, such as future regime design and community rehabilitation services commissioning.

2.9. Sarah Jarvis responded that the challenge has been to map relevant bits of work that HMPPS commissions and designs. The team have attempted to join up those structures and networks of all colleagues leading on different projects, however noted this is a work in progress.

2.10. Adam Moll commented it was promising to see a linking in with local reducing reoffending partnerships and asked if this would be extended to include Integrated Care Boards. He noted that this will help to add to the budget for health care commissioning for prison leavers, however if this is well integrated, it could reduce potential avenues for the voluntary sector to pursue funding and that would disproportionately impact

smaller organisations. He asked if there were any thoughts on how this could be approached. He also commented that the HMPPS frequently refer to robust well-evidenced commissioning, but often the resource isn't there in contracts to sufficiently evaluate it and asked how the long-term effectiveness will be known, because when contracts end the analysis ends.

- 2.11. Sarah Jarvis explained that they are not looking to add burdens to opportunities for investment in future provision, the role is about enabling colleagues in regions and localities to provide a clear framework which can provide consistency. Part of this is to further stimulate innovation where are gaps present.
- 2.12. Alice Adamson explained that in terms of investment, they are promoting more flexibility regionally, to enable better decision-making. Another focus is on giving services power regionally, making sure they have the tools. She acknowledged the frustrations surrounding HMPPS commercial processes, and the teams hopes to find ways to combat this.
- 2.13. Tracy Hughes vocalised that evaluation can be a complex space and HMPPS are trying to be more transparent and work towards a shared understanding of what evidence-based means. She acknowledged that lots of smaller providers do not have the resource capacity to do that evaluation. She wants to find a more innovative approach to evaluation, such as proving that resources are “not failing” which is more resource efficient and timely.
- 2.14. Vicki Markiewicz commented that her relationships with HMPPS have always been positive around drug and alcohol intervention. She called for a mapping of the whole picture, both operationally and strategically, to help establish where the voluntary sector can feed in on a needs analysis of what might support people's rehabilitation within the prison environment, but also underpin that with regime design and in the community.
- 2.15. Dez Brown asked if people on remand had been considered within this framework. He then asked if there had been any evidence-based work looking at the impact of faith or spirituality and the relevancy of this to the “whole person approach”. He asked for an update about the progress around the young adult cohort and the link to maturity if this area is being considered within prisons and if there is a strategy to address those needs.
- 2.16. Sarah Jarvis mentioned that the framework will consider people at all stages of their journey in the criminal justice system and added that needs analysis methodology is a crucial piece of work and focus for her team. They are working closely with the HMPPS Future Regime Design Team on this and thinking about how they can reflect a person's whole journey through different stages of the system. She stated she will think about how they would like to involve the voluntary sector more.
- 2.17. Tracey Hughes commented on faith and other key things that provide people with a sense of belonging and recognised the value faith can bring to rehabilitation. In relation to young adults and maturity, Tracey highlighted available accredited programmes and toolkits around this area but noted the need for focus on this group. The team are trying to be clear about how areas of service delivery need to be adapted to different cohorts in relation to rehabilitation requirements.
- 2.18. Peter Dawson added that the central framework looks good. He referenced a recent Prison Reform Trust report, [Making Progress? What progression means for people serving the longest sentences](#), which he felt would be relevant. He asked about the handling and sharing of personal data in the context of the framework, and stated that

despite good commissioning, without effective information sharing processes the framework could become obsolete.

- 2.19. Paul Grainge asked for an update on the use of peer-support models. He noted operational pressures and how difficult these are making the delivery of face-to-face rehabilitation interventions within prison estates.
- 2.20. In relation to information sharing, Sarah Jarvis stated the team are keen to improve this. She highlighted the Lived Experience Team, who are working with the Rehabilitation System Team at HMPPS to help them understand how systems are experienced by people.
- 2.21. Tracey Hughes concluded the team have strong evidence that peer support is vital for a lot of specific cohorts, such as young adults and people with certain convictions such as those convicted of sexual offences. They feel this is an area they will be embracing and want to understand how they can do this well.
- 2.22. Bettina Crossick added that the Third Sector Strategic Partnership Board can be used as a space to establish where the dots need to be joined up and to provide a voice for the voluntary sector in relation to this framework and some of the points raised in this meeting.

3. Priorities for Prison and Probation – Damian Hinds, Minister of State for Prisons, Parole and Probation, Ministry of Justice (MoJ)

- 3.1. Jessica Mullen welcomed Minister Damian Hinds to the meeting and thanked him for attending.
- 3.2. The Minister introduced his main priorities in his new role. He referenced his previous roles in security, education and employment, adding that in relation to the immediate issue of safety he wants to ensure there is adequate capacity and staffing within the criminal justice system to make it function effectively. Beyond that, he understands the need to help people become contributing members of society, by ensuring access to employment, stable accommodation, alcohol and drug treatment as well as facilitating pro-social relationships and a sense of community.
- 3.3. The Minister praised the voluntary sector and the great work it does to support people in contact with the criminal justice system.
- 3.4. Jessica Mullen invited members to express areas they think should be a priority for the Minister.
- 3.5. Khatuna Tsintsadze referenced the thematic review into [the experiences of adult black men in prison](#) published by HM Inspectorate of Prisons (HMIP), and how persistent racial discrimination is a barrier to effective rehabilitation and resettlement outcomes. She asked what the Minister's priorities are in reducing racial disparities in prison and what proactive work the voluntary sector can do around this issue. She stated that there are many voluntary organisations, including those in the RR3, that would like to support the MoJ in improving the outcomes for racially minoritised people in prison.
- 3.6. The Minister expressed recognition of the importance of such thematic inspections and welcomed the report. He added that he needs to spend more time going through the details of the report but mentioned recruitment and the need for a diverse workforce.
- 3.7. Jessica Mullen added her reflections on the HMIP report, which she felt highlighted the role of voluntary organisations led by and for racially minoritised people. She noted the potential role of Clinks in facilitating contact between the Minister's office and the MoJ more broadly, and those voluntary organisations, to address some of the challenges raised in the report.
- 3.8. Adam Moll thanked the Minister for his recognition of the importance of adequate staffing levels and added that recruitment and retention is a major issue for both the

statutory and voluntary sector. He asked how the sector can incentivise people to join this area of work and do if the MoJ could consider additional opportunities for those with lived experience to deliver work within the voluntary sector.

- 3.9. The Minister expressed the valuable input and perspective of those with lived experience and commented on the need for the MoJ to be open to including those with lived experience, however, did not have a definitive solution. In relation to recruitment, he expressed the need to understand how to overcome some of these issues.
- 3.10. Vicki Markiewicz asked how the RR3 and its specialism seats can connect with the Minister to support him in achieving his aims.
- 3.11. The Minister expressed that he is keen to engage.
- 3.12. Dez Brown encouraged the Minister to engage with Lord Michael Hastings, Baroness Patricia Scotland, and Revd Paul Cowley, who are at the centre of innovative work around transforming prisons, which the HMIP report refers to.

4. Updates

- 4.1. Stephen O'Connor reflected on the HMIP Report already mentioned and welcomed any feedback on the report. He gave an update on recruitment within the Probation Service, adding that the numbers of people joining the trainee probation officer (PQiP) programme is promising. He invited the RR3 to think about the impact of staff leaving.
- 4.2. Jessica Mullen stated that the next RR3 quarterly meeting will take place in person in March 2023 and suggested that it would be helpful if the Minister were invited to this.
- 4.3. Bettina Crossick gave an update on the priority for Amy Rees, Director General Chief Executive of HMPPS, to provide more frontline staff in HMPPS. The department are trying to facilitate better join up between the Prison and Probation Service as well as regionalisation, which will help link in local voluntary organisations. She will speak with HMPPS Heads of Reducing Reoffending in January 2023, to discuss their partnership approach with the voluntary sector. There is an opportunity to include Phil Copple, the Director General Operations, HMPPS, in discussions with the voluntary sector around Operation Safeguard, staffing, regionalisation and some of the topics discussed in this RR3 quarterly meeting.
- 4.4. Vicki Markiewicz spoke with Simon Marshall, Deputy Director of Rehabilitation and Support Services Group at HMPPS, on how the RR3 can come together on different elements of the health agenda, including mental health and older people, to represent a more unified voice within health and social care. Vicki added that it might be an idea to bring together health areas for a future RR3 meeting.
- 4.5. Paul Grainge asked for an update on the HMPPS older persons strategy.
- 4.6. Stephen O'Connor highlighted the launch of HMPPS Problem Solving Courts in 2023, which include substance misuse courts and a female offending court. He added that Out of Court Disposals could be a useful agenda item for the RR3.
- 4.7. Jessica Mullen mentioned that Clinks has set up meetings to facilitate a join up between the RR3 seat for women's services and Clinks' staff leading the Women's Network and sitting on the MoJ's Women in the Criminal Justice System Expert Group, and a similar group which joins up Clinks' Race and Justice Network with Dez Brown and Khatuna Tsintsadze. She added a similar model might be useful around health.
- 4.8. Jessica Mullen gave an update on the Future Regime Design Special Interest Group and stated this has been different to other RR3 SIGs in that the group are working with the MoJ on a project that is in the early design stages. It has been agreed that a summary note will be published from each meeting, and then when the SIG has closed, a document will be published with all relevant advice the SIG gave and how these actions have been followed up. The next SIG meeting will focus on the role of the voluntary sector within regime design.

- 4.9. Alasdair Jackson mentioned the successful work with the MoJ's New Futures Network and Employment Boards, and how the voluntary sector can get more involved with this. It has been agreed that Anne Fox, CEO of Clinks, will join the next National Employment Board Chair's meeting. An Innovation Fund will also be sent out to the wider voluntary sector.
- 4.10. Vicki Markiewicz drew together a focus group with representatives of the substance misuse sector and commissioners to discuss the MoJ's and HMPPS' substance misuse agenda for the community and prisons. A follow-up meeting took place with the MoJ to provide feedback, to influence and discuss details around what therapeutic interventions will look like within prisons. The area of main critical scrutiny was on how money will be spent in relation to the drugs strategy, which has been confirmed as funding for treatment facilities, staffing and testing. She wants to seek further clarity on NHS England's commissioning capacity for additional therapeutic intervention which is separate funding. At the next RR3 quarterly meeting she hopes to provide an update on MoJ's blueprint for drug-free prison wings and incentivised drug-free living units (ISFL units).
- 4.11. Jessica Mullen had a conversation with Anna Lacey, Deputy Director for Female Offenders and Health Policy at MoJ, who will provide further information on how this money will be spent, which can then be shared with the wider voluntary sector.
- 4.12. David Morgan met with the Prison Minister to discuss entrepreneurship and how this can support rehabilitation. He asked Clinks to support him in avoiding duplication of work within this space and how he can support the wider sector.
- 4.13. Jessica Mullen confirmed this was her final RR3 meeting, following her resignation from Clinks. Clinks will update the RR3 group on how meetings will move forward.