



Summary note of the RR3 Future Regime Design SIG meeting

Friday 20th January 2023, 10:00 – 13:00 via Zoom

Attendees:

Anne Fox, Clinks (Chair)
Olivia Dehnavi, Clinks
Bronte Jack, Clinks
Andy Keen-Downs, Pact
Andy Mouncey, Run for your life CIC
Cara Mohan-Carr, Children Heard and Seen
Christina Hall, Lincolnshire Action Trust
David Morgan, Entrepreneurs Unlocked CIC
Ian Curnow, Konnect Communities
Ian Merrill, Shannon Trust
Joanne Vance, New Beginnings North
Jon Collins, Prisoners' Education Trust
Khatuna Tsintsadze, Zahid Mubarek Trust (SIG co-sponsor)
Neil Grutchfield, Synergy Theatre Project
Paul Grainge, Recoop
Penny Parker, StandOut
Peter Dawson, Prison Reform Trust
Vicki Markiewicz, Change Grow Live (SIG co-sponsor)
Zahra Wynne, Revolving Doors

Officials:

Chris Gunderson, Head of Future Regime Design Team, HMPPS
Ruth Boyd, Head of Stakeholder Engagement, HMPPS Communications Team

Apologies:

Selina Sasse, the Prison Phoenix Trust
Thomas Wright, Phoenix Futures
Rebecca James, The National Literacy Trust Raheel Mohammed, Maslaha
Joanne Vance, New Beginnings North

1. Welcome and introductions

1.1. Anne Fox welcomed the group and explained the purpose of the Reducing Reoffending Third Sector Advisory Group (RR3) Special Interest Group (SIG). This SIG on Future Regime Design will run alongside the HMPPS Future Regime Design programme, setting up meetings where required, to provide advice to officials from Ministry of Justice and HM Prisons and Probation Service (MoJ and HMPPS) on the progress and details of the Future Regime Design programme. It is expected that there will be at least three meetings of this SIG to run alongside the programme, due to end April 2023. This is the second meeting, the first was held in September.

1.2. Going forward, Anne Fox will be chairing this SIG and Bronte Jack, Policy Officer at Clinks, will be providing Secretariat support.

1.3. Anne Fox explained that Francesca Cooney who holds the Education seat on the RR3 is leaving Prison Education Trust and so that seat is up for recruitment, and she will no longer be a part of the SIG. We are very grateful for her contributions to the RR3. Vicki Markiewicz who holds the Substance misuse seat on the RR3 will take over her role as the SIG co-sponsor alongside Khatuna Tsintsadze.

1.4. The summary note from the previous meeting can be found here:

1.5. There will be an in-depth report at the end of the SIG timeline, following the final meeting in July, which will demonstrate the ideas contributed, what was considered, and what made it into the final version alongside any reflections, lessons learned or things that could not be taken forward and the reasons why.

2. **Overview – Chris Gunderson, Head of Future Regime Design Team, HMPPS**

2.1. Chris Gunderson gave a presentation on updates for the Future Regime Design Programme. The Future Regime Design project is a reform programme that intends to deliver transformation to the regime, activities and services in prisons. The work of the team has emerged from Covid-19, with the opportunity to change things for the better as we transition out of the pandemic.

2.2. The output of the Future Regime Design Team's work will be the new National Regime Model. There is a deadline of April 2024 to develop the National Regime Model. The model is a national structure that supports prisons to design and deliver regimes that meet the new HMPPS vision of "time well spent."

2.3. One of the key questions for today's meeting was, **if a prison is creating its regime vision annually, what could voluntary sector activity look like within that vision?**

2.4. The Tiered Regime Model is a change to the current model. While the prison governor will fill in the activities of the regime, HMPPS will set the structure of the regime through the tiered model.

2.5. Currently, regime sits between many different functions in prisons. Going forward, the Head of Reducing Reoffending in every prison will be the strategic lead for regime activity. The experience of people in prison, the response to the quality measures, and making sure people in prison are receiving their plans will all sit with the Head of Reducing Reoffending. Capacity needs to be added to that role for this to work. Thus, sitting alongside them is the new role of Head of Education, Skills and Work who will sit on the Senior Management Team and will be an education professional and will take on responsibility for the design of those specialist areas in a prison. They design and own those parts of the regime.

2.6. A new quantity measure will record the totality of the new purposeful activity definition. It will also measure the prison against its own local forecast rather than a national target, so the prison is judged on actual achievement of its stated delivery plan.

2.7. A new quality measure will record the implementation, intent and impact of the activities provided to each person. This will be overseen by Prison Group Directors. This will measure: how well the regime model responds to the prison's needs assessment of its population and local evidence base; the mechanisms of regime – whether it is safe, sufficient, fair; the impact on individuals – whether the regime meets their identified needs.

2.8. Equality, diversity, and inclusion are a factor in these measures. The prison must ensure through its regime delivery that there is fair access to activities, including a specific measure of the prison's response to protected characteristics.

3. **Design session**

3.1. Chris Gunderson tabled a series of questions which were sent out to the group shortly in advance of the meeting. Here is a summary of the responses to those questions and further points raised by members:

1. What are the opportunities for the voluntary sector to engage with the annual local regime design process as we envisage it?

Lived experience

- It will be incredibly important for prisoners themselves to be involved in this process - there may be a role for voluntary sector specialists in this area in facilitating and supporting this.
- Voluntary sector organisations may often be good at getting prisoners and families to contribute to this planning process.
- Could organisations who work with people with recent lived experience of prison feed into this - their views will be essential due to their experience of prison but also resettlement. Set up lived experience focus groups.
- As there is a drive for co-production in the plans, it would be a great way to engage the voluntary sector to draw prisoners engaged in interventions now to feed in what would work for them.

Engagement

- It would be helpful to have an engagement mechanism to feed into the National Regime Design as this will shape the 'blueprint' that will inform local regime design.
- It would be helpful for there to be some kind of 'guidance' for governors to ensure voluntary sector providers are consulted in a meaningful way.
- How will National Health Service England (NHSE), Health care, or local authorities support the National Regime Model? They are a key interface for many in our sector and pivotal in well-being, person-centred support, and social prescribing.
- Link to Family Strategies that all prisons are required to have in place - regular family forums for co-production and feedback into regime design.
- For continuity of care – settlement, regime, resettlement - build greater collaboration between health, reducing reoffending, Family Services and others - for care pathways.
- A call out by the new Heads of Reducing Reoffending and Heads of Education, Skills and Work to meet existing and potential voluntary sector providers in person. An opportunity to identify gaps.
- Could there be a website or platform where services are showcased and described (similar to the Clinks' Members area) or the old Department of Work and Pensions DPS menu of services which was searchable.
- There is a group of charities working with Porticus, and a measurement, evaluation and learning partner (Confluence) called 'Positive Pathways from Prison Network'. The group is supported by Clinks and the Criminal Justice Alliance.
- Routes2Change programme Advisory Board. Over three years of development work in how to operationalise Farmer recommendations into regimes. Pact can share learning.
- Ensuring that prisons set up partners meetings as part of this process.
- If every prison is going through this process, engaging with everyone could be hugely resource intensive for voluntary sector orgs. Need a mechanism to make it manageable.
- Practitioner tools have been developed within the sector. For example, Pact are happy to share our Family & Significant Other/Relationship Triage model.
- Supporting People After Remand or Conviction (SPARC) model in Prison reception a keepsake plus completed by voluntary sector practitioner which includes identified and addressed needs including children, elderly care, pets, etc.

2. What are the opportunities for the voluntary sector to engage with the quarterly review process?

- As a sounding board on design, implementation, and delivery stages.
- Our experience is that currently there isn't a regular gathering and reporting to prisons, so it is important to equip Head of Reducing Reoffending to gather and sift evidence and to set realistic ambitions for what is relevant and useful.
- Prison Group Directors meet with Governors regularly. Include a slot for voluntary providers to share learning, practice, and feedback.
- Need to be careful that this process, done quarterly, does not become too onerous for voluntary sector organisations or prison staff.

3. Are these opportunities deliverable through the existing engagement framework? What are the challenges and opportunities?

- Opportunity could be voluntary sector re-design activities that contain in cell and on wing elements in combination with fixed activity windows if additional onsite staff support possible.
- For the voluntary sector, give access to the Governor or Head of Reducing Reoffending so that they can showcase their work.
- Vital to ensure that prison's functional needs (such as kitchens, cleaning, etc.) don't also impact tier 2 activity negatively.
- Opportunity should come from additional resource (Head of Education, Skills and Work)
- Challenge is gap to close between where we are now and the future.
- Challenge is developing a "personalised" plan to stop clashes of appointments - and developing the regime to allow for access to foundation services alongside tiers 1 and 2.
- Opportunity could be voluntary sector re-design activities that contain in cell and on wing elements in combination with fixed activity windows if additional onsite staff support possible.
- No one on HMPPS staff takes responsibility for the list of who works in the establishment. Needs strong administrator role.

4. Other general points, please note the model is now well advanced, we still have scope to change it, but we need to focus on how the voluntary sector engages with it, rather than features of the model.

- Role of our sector engagement throughout the journey process. Prior to prison through to resettlement.
- The design of the measures is as important as deciding what they are tracking. HMPPS needs to make this a collaborative process. The detail is crucial.
- As an observation - a quarterly review seems like a potentially very onerous frequency that might mean resources spread thinly. Both prisons and voluntary sector organisations reporting.

The following points were raised and not answered within the timeframe of the meeting:

- A challenge and clarification - are prisoners paid for tier 1 activities and unpaid for tier 2? If so, then there is a risk of disincentivising participation in tier 2 activities which should be addressed.
- Tier 1 and 2 pay issues need further exploration, big risk to equality and undermining key starting principle of 'right activity at the right time'.
- There is a question of how DPS will be used alongside the new regime planning and rollout?
- If informed from joint strategic plan, doesn't an element of the annual or quarterly plan need joint objectives, ownership and accountability, thinking NHSE, healthcare, or the local authority?

- How will prisons ensure that there is equity between tier 1 and tier 2 offerings if it is about what's right for an individual?
- Voluntary sector organisations in London prisons experience being "squeezed" by education providers pulling contractual privilege. How can HMPPS ensure equity of treatment for the voluntary sector?).
- NHSE and local healthcare care contracts and local authority support. Can it change to enhance our interface with social prescribing, etc.?
- (DPS) - and importantly, being an organisation that doesn't work through the DPS how do organisations like us ensure we are involved in the annual planning process?
- Question 1 feels more like a question for HMPPS to tell the voluntary sector. Relevant here is also that the voluntary sector covers organisations of hugely different sizes - how can HMPPS ensure that smaller orgs are heard?
- Tier 2 activities as "enablers to Tier 1 activities" - are these explicit objectives or aspirations?

5. Close

Chris Gunderson invited people to get in touch with him with anything further and said that he would answer any questions that the meeting didn't have allow time for via email and the answers would be circulated with the minutes.