

Transforming Rehabilitation

We have been talking to our partners, providers and those we provide services to, about the changes to the Probation Service in the future.

In May the government announced they were reforming probation services as part of their Transforming Rehabilitation programme. The reforms will mean that Kent Probation ceases to exist from the 1st April, 2014.

In its place will be a new National Probation Service for England and Wales and 21 Community Rehabilitation Companies.

Kent is in a Community Rehabilitation Company that covers the Kent, Surrey and Sussex area.

The National Probation Service will be responsible for high risk offenders, MAPPA cases, public protection decisions, advice to the courts, victim liaison and approved premises.

The Community Rehabilitation Company will be responsible for low and medium risk offenders, through the prison gate services, accredited programmes, community payback, most integrated offender management offenders and new short-term prisoners on their release.

An element of the Community Rehabilitation Company fee will be subject to payment by results.

There will also be legislative changes so that every offender who is released from custody will receive a minimum of 12 months statutory supervision and rehabilitation on their release. This will therefore include new work with short-term prisoners.

The prison estate will also be re-configured to establish resettlement prisons in local areas.

We have recently delivered presentations to the Kent Community Safety Partnership and Kent Joint Chiefs about these changes.

We will continue to individually brief our partners, providers and those we provide services to on the Transforming Rehabilitation programme.

We will also look at arranging an event for partners, providers and those we provide services to, later in the year when we have further details to share with you about these changes.

Success Story: Francis A National Award Finalist

The public has voted Francis, a former gang member who has set up his own charity to help others, as the winner of the No Offence Inspirational Award.

Francis was one of 12 on the initial award shortlist that was subject to a public vote. He picked up nearly half of all the votes (900 of 2,000 public votes).

See page 2 for his full story.

Reducing Re-offending

We have refreshed the Kent and Medway Strategic Plan for Reducing Re-offending 2012-2015.

The refreshed plan has been presented at both the Kent and the Medway Community Safety Partnership meeting for discussion and endorsement.

The plan formalises the shared aims and ambitions of all the agencies with a statutory responsibility to reduce re-offending including details of the priority groups they will target and priority interventions.

The Countywide Reducing Re-offending Board will oversee the implementation of the plan.

We will post a copy of the plan on the Kent Probation website very soon.



Francis's Inspires
at National Awards
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Victims satisfied
with Kent Probation
work
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Partners work
together to improve
victim services
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Inspirational: No Offence! Awards



The public has voted Francis, a former gang member who has set up his own charity to help others, as the winner of the No Offence Inspirational Award.

Francis was one of 12 on the initial award shortlist that was subject to a public vote. He picked up nearly half of all the votes (900 of 2,000 public votes). He was invited to the awards ceremony last night (3rd October) along with two other finalists.

Francis used his experiences of the criminal justice system to set up a charity to tell others about his offending, his experiences of prison and how he has improved his life chances, to inspire others to do the same.

Francis's story began when he was only a very young boy. At the age of 7 he moved to the UK from Africa. At school the other children bullied and teased Francis. He felt like an outsider.

In his teenage years, Francis decided to join a gang. This gave him a new sense of belonging and also made him feel like people were looking up to him. He says that he was totally caught up in the gang.

"I knew what I was doing in the gang was wrong. My parents hadn't brought me up that way, but I just put up shutters to the crime and switched off to get through it. I was basically living the movie the 'Godfather'. There were drugs and there were guns. I didn't know how to break away."

Francis did finally manage to break away but it came at a huge price. The courts had convicted him of a serious offence and they had sentenced him to 14 years in prison.

Going to prison for the first time was a huge shock from Francis. Inside and with lots of time to think about his actions, he came to the decision that he never wanted to end up in prison again and he certainly didn't want to rejoin the gang he had been part of.

Instead, Francis wanted to use his time constructively and started studying for a degree in social work. This meant that when the parole board finally released him on a licence with Kent Probation, and having graduated, he was able to find a job in a residential unit for clients with learning disability.

Still full of determination, Francis started as a Support Worker and worked his way up to a management position

within a few years.

While enjoying his new found success, Francis was not content with having turned his life around, but he also wanted to help others like him.

He founded a charity 'Reform, Restore and Respect'. The work of 'Reform, Restore and Respect' is a multi-strand strategy involving both preventative and responsive elements.

The Charity's aim is to reach young people and adults who may be involved or about to be involved in criminal activity or join gangs.

The Charity also advises those already convicted of the consequences and ramifications of being involved in serious criminal behaviour. The Charity has a desistance element at its core with practical and advisory strands as well. The work of the Charity includes presentations by serving prisoners which adds to the legitimacy of the interventions.

So far the charity has delivered over 30 presentations to schools and other groups.

Francis said: "As a gang member I was lucky that I didn't end up dead. I am truly grateful to have the opportunity to share my experiences with others and to help them to see that they too can turn their lives around as I have done."

Francis is one of our many inspirational success stories, read how others have turned their life around at <http://www.kentprobation.org/index.php?page=37>.

Community Payback Challenge

Community Payback has decorated a three bedroom house from top to bottom over a couple of days in a 'Anneka Rice' type challenge.

The Home Support Network requested the help of Community Payback as they needed the work done before an individual they were supporting with learning disabilities moved in.

Kent Probation organised for groups from Medway and Gravesend to undertake the work over a few days.

Rachel Perry from the Home Support Network said: "The house looks amazing, the garden was such a transformation too, we could not believe it. We were very impressed with the work Community Payback completed."

Two Probation Staff Honoured for Innovation and Partnership Working at National Probation Awards

Two members of staff from Kent Probation were honoured for their exceptional work at the annual National Probation Awards.



The awards, set up to recognise and reward the commitment, hard work and professionalism of probation staff, were announced in July. Two of our staff were highly commended and invited to the awards ceremony as finalists.

Communications Developer, David Mattison, based at Headquarters in Maidstone (pictured right), was highly commended in the Innovation category for his work developing a complete room booking system, so staff could better manage their workflow and any unexpected visitors.



Community Payback Supervisor, Jean Foskett, working in Gravesend and Dartford was highly commended in the Working in Partnership category for strengthening partnerships with police, local government and the media by raising the profile of Community Payback and increasing public confidence.

They were both presented with certificates by Jeremy Wright, Parliamentary Under Secretary of State for Justice in July.

Offender Work Recognised with Green Flag Award



A Faversham beauty spot kept clean and tidy by Kent Probation's Community Payback teams has won the prestigious Green Flag Award, the national standard for parks and green spaces.

The Gunpowder Oare Country Park, a historic park, is open to the public with a number of marked woodland trails. The Community Payback teams have worked at the park since March, helping to cut back shrubs and overgrown vegetation.

Paul Jessett Chairman of the Friends of the Oare Gunpowder Works says they have made a real difference to the park and wanted to pass on his thanks in light of their contribution to this recent accolade.

Mr Jessett said, "I am very impressed by what the groups have achieved. We have received excellent feedback from the council and from members of the public about the recent transformation. "

The Mayor of Swale raised the Green Flag at the beauty spot in August.

High Sheriff of Kent Impressed by Court and Mental Health Work

Court Work and mental health initiatives have impressed the High Sheriff of Kent, Lord Colgrain, on a recent visit to Kent Probation.

In August, the High Sheriff of Kent met with Director of Central and West Kent, Tracey Kadir, Chief Executive, Sarah Billiald and Director of Corporate Services, Adrian Baillieu.

He spoke to staff responsible for Approved Premises, Programmes, Offender Management, Mental Health and Maidstone Magistrates and Crown Courts.

The High Sheriff said: "Today's visit was very useful, there is an enormous amount of positive thinking. An attitude of 'half full' not 'half empty'.

Kent Probation is leading the way with new initiatives and this is really great, for example the speed of response in court is impressive."

He also said he was very impressed with Kent Probation's mental health initiative - "it is helpful to the individuals, courts, hospitals and prisons."

Kent Probation was selected by the Ministry of Justice to deliver mental health services with the Kent and Medway Partnership in the community last year.

Criminal Justice Agencies Propose Victim Improvements

Criminal Justice agencies have been working together to explore how victim services can be improved in Kent.

The Kent Police and Crime Commissioner and the Kent Criminal Justice Board cosponsored a victim services design event to evaluate the strengths and weaknesses of current service provision and consider how to improve victim services.

The objectives of the design event were to:

- identify opportunities to improve the overall satisfaction of victims and their experience of the services they have received.
- understand the gaps in service provision and identify actions to mitigate or resolve them.
- make recommendations to the Police and Crime Commissioner on future commissioning options for victim services in Kent.
- identify opportunities to improve existing victim services, to make them more efficient, effective and streamlined.
- create a programme to enable the full and sustainable implementation of identified opportunities for improvement.

Sarah Billiald, our Chief Executive and also Chair of the Kent Criminal Justice Board, launched the three-day event at the end of July.

The event involved mapping out all victim services in Kent so that agencies could see what is being delivered and where gaps in provision exist. It ended with an out brief where the agencies presented their proposals to Anne Barnes the Police and Crime Commissioner.

A number of representatives from Kent Probation, Witness Services, the Crown Prosecution Service, Kent Police, Victim Support and counselling services, attended the event. Kelly Thomson, Senior Probation Officer with responsibility for our Victim Liaison Team, attended on behalf of Kent Probation. Tracey Kadir, Director of Central and West Kent, also attended the out brief session.

The proposals the agencies made included better information sharing protocols, collocation of victim teams, and a new Victim's Co-ordinator to span all the Criminal Justice agencies.

David Jedrzejewski, KCJB Programme Manager, said: "We were incredibly pleased with how the event went and the Police and Crime Commissioner and the KCJB members are equally as pleased. There was a great deal of thought, energy and time put in to the event and that was perfectly clear as we went through the out brief."

Victims Satisfied with Services

Victims say they are happy with the way Kent Probation's Victim Liaison Team has worked with them.

Between January and May 2013 we asked 30 victims to complete a survey about the victim liaison service they received. They were asked to rate how satisfied they were with different elements of the service on a scale of one to four. One standing for very satisfied and four meaning very dissatisfied.

Out of the responses, 100% said that they were very satisfied that the victim liaison officer understood their needs and 93.3% said they were very satisfied with the overall service they received (none were dissatisfied).

Victims were also all satisfied that they could express their views and opinions, with 96.7% responding that they were very satisfied in this respect.

Senior Probation Officer, Sonia Harris said: "The Victim Liaison Team always strive to give the best service they can to the victims they work with and I am very pleased by the results of this survey. They show that victims feel the team have consistently provide an outstanding service to victims on behalf of Kent Probation."

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- **Day in a Life..** •
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- You can now read a number •
- of day in the life features •
- on our staff on our website •
- <http://www.kentprobation.org/index.php?page=39>. •
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- You can find out about the •
- work of a: •
- - Senior Probation Officer •
- - Case Administrator •
- - Victim Liaison Officer •
- - Probation Officer •
- - Community Payback •
- Supervisor •
- - Receptionist •
- - Integrated Offender •
- Manager Officer •
- - and Volunteer Mentor •
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