

HMI Probation News

Incorporating:
Joint Inspection of Youth Offending Teams



Issue 04

February 2005

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Foreword

Welcome to this latest issue of our newsletter to probation areas, YOTs and others with whom we work to keep you informed of progress in our inspection programmes.



Inspection Programmes

We continue to make good progress on the three regular "area" inspection programmes - the ESI and YOT inspection programmes, and also our contribution to the *Supporting People* inspection led by the Audit Commission. We have now inspected, to schedule, over half of all probation areas under the ESI, and are engaged on inspection of the fourth of the six thematic topics which we are covering in the ESI programme. We published some initial aggregate results from the ESI in November 2004, and will be publishing further analyses in future as we seek to make the best use of the information we have gathered.

On the YOT inspection programme we are on schedule to complete some 30 inspections during the current year. We are also planning for the next major new phase, from September, when we run our inspections alongside the Joint Area Reviews of Children's Services now being developed, which Ofsted will lead.

On *Supporting People*, we will contribute to about 40 inspections in 2004-05. We have just published a summary of our findings to date on probation areas' involvement in the *Supporting People* programme.

Alongside the thematic element of the ESI, an increasing proportion of our thematic work takes the form of joint work with other Inspectorates. More details on this and all our programmes are given below.

New Inspection Arrangements

We are continuing to develop, in association with our colleagues in HM Inspectorate of Prisons, the methodology for inspecting offender management. The methodology will be based generally on that of the ESI, and we are currently piloting aspects of it. We are planning that an inspection programme of offender management - which will of course also take account of the new sentences introduced in the Criminal Justice Act 2003 - will start in May 2006, following the end of the ESI programme.

We also aim to find ways of keeping in touch with the myriad of local perspectives, both in Probation Areas and in Youth Offending Teams and Services, across England and Wales. Although the time and resources we have are obviously finite, we do welcome contact with all the people with whom we work (our "stakeholders"). In particular I have started making informal visits to each of the 42 Probation Areas, as part of my personal aim to 'keep in touch'. The early visits have been most useful, and I look forward to more.

Staffing changes

We are very pleased to welcome the following people who have recently joined us:

Ian Menary as an HM Inspector, from South Yorkshire Probation Area

Jane Attwood, as an HM Inspector. Jane is a YOT manager who has been seconded to the Prison Service

Jude Holland, as an HM Inspector. Jude has been a Senior Psychologist with the Prison Service

Jo Bergdahl, as a Practice Assessor, on secondment from Suffolk Probation Area.

Nikki Shave, as a Practice Assessor, on secondment from Hampshire Probation Area.

Margaret Butler, as personal secretary to the Chief Inspector and management group.

We look forward to continuing to work with you.

Andrew Bridges
HM Chief Inspectorate of Probation.

Statement of Purpose and Code of Practice

We have recently updated our statement of purpose and Code of Practice, mainly to reflect the Home Office's new objectives, and the Government's ten principles of inspection. These are available, as are all our reports, on our website

http://www.homeoffice.gov.uk/justice/probation/insp_prob/index.html

Effective Supervision Inspection Programme (ESI)

The ESI Programme started in June 2003. All 42 probation areas are being inspected over a three year period, with areas of similar characteristics (in terms of size and population density) inspected in the same year to facilitate comparisons in performance.

The reports we have published so far are listed below:

Cheshire	(20/02/04)
County Durham	(13/07/04)
Cumbria	(21/12/04)
Derbyshire	(24/11/03)
Essex	(06/04/04)
Gloucestershire	(01/02/05)
Greater Manchester	(02/11/04)
Gwent	(13/07/04)
Hampshire	(25/03/04)
Hertfordshire	(29/03/04)
Kent	(18/03/04)
Lancashire	(10/03/04)
Leicestershire & Rutland	(24/11/03)
Merseyside	(12/10/04)
Norfolk	(17/08/04)
Northumbria	(25/01/05)
Nottinghamshire	(25/11/03)
South Wales	(03/08/04)
Staffordshire	(10/08/04)
Suffolk	(02/11/04)
Teesside	(02/06/04)
West Midlands	(16/09/04)

The published reports can be downloaded in PDF format from the ESI Report page of our website [here](#).

We have also completed inspections of Dyfed-Powys, Wiltshire and North Wales, and follow-up inspections of Hampshire and Hertfordshire. These will be published shortly.

Inspections due to take place during February to June 2005 are:

- W. Yorks Week 2 w/c 21/02/05
- S. Yorks Week 1 w/c 07/02/05
Week 2 w/c 28/02/05
- Lincolnshire Week 1 w/c 14/02/05
Week 2 w/c 07/03/05
- S. Wales Follow Up w/c 07/03/05
- London Week 1 w/c 04/04/05
Week 2 w/c 25/04/05
- Humberside Week 1 w/c 18/04/05
Week 2 w/c 09/05/05
- Staffordshire Follow Up w/c 02/05/05
- W. Mercia Week 1 w/c 23/05/05
Week 2 w/c 13/06/05
- Warwickshire Week 1 w/c 06/06/05
Week 2 w/c 27/06/05
- Northamptonshire Week 1 w/c 20/06/05
- W. Midlands Follow Up w/c 27/06/05

The ESI has produced a substantial amount of information about the quality and effectiveness of NPS work when analysed across a number of areas. On 30/11/04, we published an inspection findings report, "Aggregate results for the first 14 probation areas" which highlighted key initial results across areas inspected so far. It is available from the Inspection Findings page of our website [here](#).

The ESI also includes a thematic element. In the first seven areas this was Employment and Basic Skills (EBS) (report published 06/02/04); in the next seven it was domestic violence (report published 29/06/04); in the next set of inspections it was racially motivated offenders (published 01/02/05). For the set of inspections currently taking place, the thematic element is offender accommodation (to be published in May); and for the following set it will be enhanced community punishment/unpaid work (planned to be published in December).

Other Area Inspections

We published a further follow-up inspection of the London Probation Area on 20/07/04.

We have carried out an inspection of the Isle of Man Probation Service, and the report was published on 08 February. We have also participated in an inspection of the Northern Ireland Probation Service.

Supporting People

We are working on the 'Supporting People' inspection programme with the Audit Commission taking the lead, and participation from the Commission for Social Care Inspection (CSCI). The inspection programme started in September 2003 and will cover all 150 administering local authorities over a 5-year cycle. All 42 Probation Areas will be subject to inspection at various points during the programme.

To date, reports have been published on:

Blackpool	Brent
Bury	Calderdale
Cheshire	Coventry
Derby	Dudley
Doncaster	Ealing
East Ridings of Yorkshire	Ealing
Enfield	Halton
Gloucestershire	Herefordshire
Lancashire	Leicester
Leicestershire	Lincolnshire
Liverpool	Luton
Manchester	Middlesborough
Newham	Northampton
North Tyneside	Nottinghamshire
Nottinghamshire	Oldham
Rutland	Somerset
Staffordshire	Sunderland
Wirral	Wokingham

The reports can be found on the Supporting People page of our website [here](#).

Inspections due to take place during February to June 2005 are:

Hull	w/c 21 Feb 05
Buckinghamshire	w/c 21 Feb 05
South Tyneside	w/c 21 Feb 05

Havering	w/c 21 Feb 05
Darlington	w/c 28 Mar 05
Peterborough	w/c 28 Mar 05
Croydon	w/c 28 Mar 05
Bracknell Forest	w/c 28 Mar 05
Luton (re-inspection)	w/c 02 May 05
Southampton	w/c 02 May 05
Tower Hamlets	w/c 02 May 05
Devon	w/c 02 May 05
Lancashire (re-inspection)	w/c 06 June 05
Bath & NE Somerset	w/c 06 June 05
Hammersmith & Fulham	w/c 06 June 05
Southend-on-Sea	w/c 06 June 05

We have published (27/01/05) an Inspection Findings which describes the key findings to date for NPS from the Supporting People programme, which is available to download [here](#)

Thematic Inspections of the NPS

As indicated, under the ESI thematic element, the report of the inspection of racially motivated offenders was published, along with a supplementary Inspection Findings summary, on 01/02/05.

The inspection of offender accommodation is now underway; and this will be followed by the inspection of enhanced community punishment/unpaid work.

The report of the short thematic inspection of the movement of offender cases between areas was published on 21/09/04.

The report of the follow-up of our earlier inspection of the Diploma in Probation Studies (DipPS) programmes which was published on 09/08/04.

The report of the thematic element of the ESI on domestic violence was published on 29/07/04. We also produced an extensive literature review on publications that focus on the many aspects of domestic violence, which is available as a pdf from our website.

An increasing proportion of our thematic work is now undertaken jointly with other CJ and other inspectorates:

- We are leading a joint inspection on sex offenders, which is underway. This will be followed by a more general joint inspection of

public protection. Fieldwork in the sex offender inspection is taking place in the following areas:

- Norfolk 17/01/05
- Gwent 31/01/05
- Merseyside 14/02/05
- Devon & Cornwall 28/02/05
- W. Yorks 07/03/05

- We are also participating in a joint inspection on enforcement. The fieldwork has taken place in the following areas:

- S. Wales 06-08/12/04
- Cumbria 13-15/12/04
- Northumbria 16-17/12/04
- West Mercia 06-07/01/05
- Derbyshire 10-11/01/05
- London 13-14/01/05

- We have been involved in joint area inspections in Surrey and North Yorkshire, which focused on pre-sentence work

- We are also involved in further joint work on Children's Safeguards

- We are working with the Prisons Inspectorate on arrangements for inspecting resettlement, in the context of the developing plans for inspection of offender management

Published thematic reports can be found [here](#), and the inspection findings page of our website can be found [here](#).

YOT Inspections

The YOT inspection programme started in mid 2003 and is covering all 155 YOTs in England and Wales over a 5 year period. The inspection is being undertaken jointly by nine criminal justice and other inspectorates, led by HMI Probation.

The programme will run alongside and complement the Joint Area Reviews of Children's Services now being developed, which Ofsted will lead.

We published the annual report on the first phase of the YOT inspections on 10/09/04.

Reports published to date are:

- Cardiff (04/08/04)
- Conwy & Denbighshire (30/04/04)

County Durham	(04/08/04)
Coventry	(26/01/05)
Enfield	(10/11/04)
Halton & Warrington	(31/03/04)
Havering	(21/06/04)
Lambeth	(26/01/05)
Lancashire	(22/07/04)
Leicestershire	(08/09/04)
Medway	(19/01/05)
Milton Keynes	(20/04/04)
Neath Port Talbot	(10/11/04)
Sheffield	(26/04/04)
Slough	(25/08/04)
Stoke-on-Trent	(01/09/04)
Oxfordshire	(27/10/04)
Suffolk	(27/10/04)

The reports can be found on YOT Inspection report page on our website [here](#).

We have also completed inspections in Cumbria, Islington, Salford, Stockport, Thurrock and North Tyneside. These reports will be published shortly.

YOT inspections due to take place during February to June 2005:

- Bristol Week 2 w/c 07/02/05
- Worcestershire & Herefordshire Week 2 w/c 21/02/05
- Wrexham Week 2 w/c 14/02/05
- Barking & Dagenham Week 2 w/c 28/02/05
- Devon Week 1 w/c 07/02/05
Week 2 w/c 07/03/05
- Sefton Week 1 w/c 14/02/05
Week 2 w/c 04/04/05
- Somerset Week 1 w/c 21/02/05
Week 2 w/c 11/04/05
- Derby City Week 1 w/c 28/02/05
Week 2 w/c 18/04/05
- Walsall Week 1 w/c 07/03/05
Week 2 w/c 25/04/05

- Wiltshire Week 1 w/c 11/04/05
Week 2 w/c 09/05/05
- Sandwell Week 1 w/c 18/04/05
Week 2 w/c 23/05/05
- York Week 1 w/c 25/04/05
Week 2 w/c 06/06/05
- Rochdale Week 1 w/c 25/04/05
Week 2 w/c 06/06/05
- Hackney Week 1 w/c 09/05/05
Week 2 w/c 13/06/05
- Northumberland Week 1 w/c 23/05/05
Week 2 w/c 20/06/06
- Merton Week 1 w/c 06/06/05
- Buckinghamshire Week 1 w/c 20/06/05

YOT Annual Report Launch 10/09/04

We were determined that the first YOT annual report would be different and would signal that this was a new inspection programme, focusing on children and young people. At the time of writing the report, we had information from 11 of the 15 inspections to be undertaken in the first stage of the programme. We decided to use it as an opportunity to disseminate some key messages about the way that YOTs were working.

By and large, our message was a positive one. Although there was considerable variation in the management arrangements of the YOTs inspected, the majority were well established in the local authority structures, and we were encouraged by the leadership provided by individual Chief Executives and Management Boards. The contribution of partner organisations differed considerably, however, but in those areas where staff had been appropriately seconded, we found a dynamic mix of committed and hard working people.

Inevitably, the effectiveness of the interventions used by the YOTs depended on the quality of the initial assessments. It was very apparent that, whilst some workers were using ASSET well, others regarded it as no more than a bureaucratic exercise and did not understand its potential in providing a structured framework for intervention. We were especially concerned by the confusion, evident in all the YOTs inspected, over identification of risk of harm. Despite all

the triggers in the form, a full risk of harm assessment was completed in only a third of all relevant cases.

Work with victims also varied. One of the main problems faced by YOTs was to obtain contact details of victims within a reasonable timescale. The quality of engagement with victims then depended on the priority given to this area of work by the YOT, and we saw some excellent work in some teams as well as encountering others who were clearly struggling with the concept of restorative justice.

We decided to include as many quotes from the children and young people interviewed during the course of the inspection to personalise the points being made and emphasise that it was their welfare that the YOTs were trying to promote. Similarly, the size and paper of the report was chosen to suggest a school notebook. We had the same colours and font for the annual report as for the performance reports, to maintain consistency and, by continuing to use *Verdana*, our commitment to diversity with a choice of lettering recognised as accessible to a wide range of people.

The launch was a great success and thanks must go to all those involved in the preparation and the day itself. About fifty people attended, including the minister and representatives from the YOTs, YJB and colleague inspectorates. Paul Goggins not only gave a very supportive speech but also stayed to answer a range of questions from the audience, and, importantly for those of us from Manchester, praised the choice of venue of the Bridgewater Hall. All in all, it felt like the publication of the report marked a real achievement on the part of everyone who had worked on the programme. All we need to do now is repeat it next year!

Liz Calderbank



(L-R) Paul Goggins, Liz Calderbank, Andrew Bridges

Details on all current HMI Probation inspections programmes can be found [here](#).

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