

## Appendix 4 - Probation in Herefordshire – The New Model:

1. The Ministry of Justice launched Transforming Rehabilitation of offenders in June 2014.
2. The new model divided the work of the Probation Service as follows:
  - i) The Community Rehabilitation Company (CRC) (in Herefordshire run by the organisation People Plus, a private company) became responsible for the supervision of lower risk offenders and for delivering interventions such as unpaid work and group-work programmes including Building Better Relationships (DV programme), the Thinking Skills programme, the Drink Drivers' Programme and RESOLVE (a general violence programme).
  - ii) The National Probation service (NPS) became responsible for managing higher risk offenders and for assessing offenders appearing before the court and then allocating offenders assessed as lower risk at that stage to the CRC. Where risk increases during the course of an order or Licence the CRC are required to risk escalate the case to the National Probation Service for ongoing management,
3. Staff from the NPS team are also responsible for managing all MAPPA eligible cases and for making referrals to MAPPA 2 and MAPPA 3 panels.
4. Both CRC and NPS staff make referrals to MARAC and both are responsible for managing any of their cases subject to MARAC action plans. Both organisations also work closely as participants in the Integrated Offender Management project. All cases managed at MAPPA level 2 or 3 where the offender is a violent offender are also now allocated an IOM police offender manager to reinforce joint working between NPS and police to ensure robust management of the offender. Sex offenders managed at MAPPA levels 2 and 3 are already allocated a police offender manager as they are sex offender registered.
5. CRC and NPS staff work from a shared building in Herefordshire. This is unlike other parts of West Mercia where the CRC and NPS are now in separate accommodation. A shared building has enabled continuing good relationships between the two organisations and any potential disagreement can be resolved at the earliest opportunity. Information sharing is facilitated so that courts and partnership agencies can be provided with a speedy and accurate picture. CRC and NPS run joint meetings and training events for Herefordshire magistrates.
6. There is always room for improvement in co-working arrangements. CRC have now developed the capacity to provide a full range of offender rehabilitative group-work interventions and the NPS are in turn developing their capacity to make full use of those interventions by recommending them to courts as part of sentencing and using them as Licence conditions on NPS prison releases as appropriate. The CRC are also offering a mentor service to all Herefordshire prisoners at Hewell and Featherstone prisons. Awareness about the opportunities offered under this scheme is rising in the NPS team and therefore it will be more effectively used in future for NPS supervised prisoners.

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