

HM Inspectorate of Probation



# Effective Supervision Inspection

of the  
National Probation Service for  
England and Wales

Inspection Findings 4/05:  
Aggregate results for the 29  
probation areas inspected in  
2003/2004 and 2004/2005

  
Home Office

## KEY FINDINGS

- This is our second Findings from the Effective Supervision Inspection (ESI) programme, reporting on aggregate results for the 29 probation areas inspected in 2003/2004 and 2004/2005 – about two-thirds of the National Probation Service (NPS).
- Overall, the results show a reasonable level of performance in broad terms, but also indicate that there is still considerable scope for improvement in specific aspects of the work. For about three-quarters of key measures of performance considered in this Findings, 60% or more of all offender cases sampled were rated sufficient or excellent ('above the line'). However for less than a third of the key measures were 75% or more of all cases rated sufficient or excellent ('above the line').
- In less than two-thirds of cases (63%) had a satisfactory risk of harm assessment of the offender been done at the start of supervision. There is a recurring need for improvement in the assessment and management of the risk of offenders causing harm to others.
- In about three-quarters of all cases, appointments and work sessions were arranged in accordance with national standards.
- For most of the measures relating to the delivery of interventions, the proportions of cases with satisfactory work were around 80% or more.
- In only about 55% of all cases was work relating to victim issues satisfactory.
- In 45% of all cases there was satisfactory evidence of a positive change in offenders' attitudes, beliefs and behaviour at the time of inspection (usually nine to ten months into supervision).
- In aggregate across the 29 areas, the quality of offender assessment scored 67%, the quality of interventions 77%, and the initial outcomes (based on the information available) 73%. The overall weighted score was 73%.
- When results were analysed by diversity characteristics of offenders, for the majority of the measures there were no significant differences. However where there were differences:
  - results for women offenders were relatively better than for men, particularly on the carrying out of appropriate interventions, and the direction of work and resources to reintegration
  - results for white offenders were relatively better than for minority ethnic offenders. In particular, supervision plans and interventions for minority ethnic offenders were likely to be relatively less sensitive to diversity, and reintegration issues to be less well addressed
  - results for disabled offenders were somewhat better than for others
  - results for older offenders were somewhat better than for younger.

Some of these issues are of concern and will be considered further in subsequent Findings.

- Of the four groupings of areas considered, where results differed, the 'Medium Size, Higher Density' grouping tended to show the best results, and the Metropolitan areas the weakest.

## FOREWORD

This is the second Inspection Findings containing information from our Effective Supervision Inspection (ESI) programme. As well as assessing the work of the individual probation areas, we believe that through the ESI we are building up an important body of information about probation work overall and the factors that contribute to effectiveness.

This Findings presents aggregate results for the first 29 areas we have inspected, comprising about two-thirds of the probation areas in England and Wales. These results include analyses by ethnicity and other diversity characteristics of offenders which we are not usually able to consider in reports on individual areas in view of the small numbers of cases often involved. The results also include work with offenders assessed as posing a high risk of harm.

Some of the results raise matters which may need further consideration, and we are putting them forward to facilitate consideration, both by practitioners and by policy makers. Overall, the results show a reasonable level of performance in broad terms, but also indicate that there is still considerable scope for improvement in specific aspects of the work. Among other things there is a need for improvement in the assessment and management of the risk of offenders causing harm to others, on which we have commented elsewhere. We welcome the action which the National Probation Directorate (NPD) is taking to address this important issue.

We will be publishing further Findings in due course, both on the issues covered in this Findings and on further analysis of ESI results.

**ANDREW BRIDGES**  
**HM Chief Inspector of Probation**  
**October 2005**

## BACKGROUND

HM Inspectorate of Probation (HMI Probation) is currently inspecting all the 42 probation areas that comprise the National Probation Service for England and Wales, under the ESI programme – a three year programme that began in June 2003. For the purpose of making some comparison between probation areas, they have been divided into six groupings or ‘families’, grouping together those with similar characteristics in terms of size and population density. Areas in the same grouping are visited in the same year in order to facilitate comparisons within the group.

A report on each area is published at the time of the inspection. We are also publishing aggregate results from the ESI across a number of areas, in the form of Inspection Findings. The first of these – with aggregate results for the first 14 areas inspected – was published in November 2004. This second Inspection Findings now reports on aggregate results across the 29 NPS areas inspected in the ESI during 2003/2004 and 2004/2005, which therefore represent about two-thirds of the NPS as a whole.

The main element of the ESI is the scrutiny of a random sample of offender cases – usually 100 cases, rising to 160 for large Metropolitan areas – which have been under supervision by the probation area for approximately nine to ten months. The cases sampled cover both community orders and licences on release from custody. Cases are assessed on defined inspection criteria focusing on:

- the quality of the **assessments** carried out on the offender
- the quality of the **interventions** carried out with the offender
- the **initial outcomes** of the interventions, both in relation to criminogenic factors such as employment, accommodation and substance misuse, and also whether there has been any reduction in the risk of harm and the likelihood of reoffending.

For each case, the scrutiny includes an examination of the case file and an in-depth interview with the case manager, based on a defined set of questions which reflect the inspection criteria. For each question, the main assessment is whether the work in that case is ‘excellent’ or ‘sufficient’ (‘above the line’), or whether it is ‘not sufficient’ or ‘poor’ (‘below the line’).

This assessment, based on the case file and interview with the case manager, is our main source of evidence on the quality of work with offenders. Some evidence is also available from interviews with offenders, and with other people significantly involved in the supervision.

## **RESULTS PRESENTED IN THIS FINDINGS**

Results are presented for the 3,125 individual offender cases sampled across the 29 areas inspected in 2003/2004 and 2004/2005. These areas represent four of the HMI Probation area groupings as above, except that the Metropolitan group excludes the London Probation Area whose inspection was carried out at the start of 2005/2006. The areas covered by this Findings, in terms of the groupings, are:

<b>Metropolitan Areas</b>	<b>Large Size, High Density</b>	<b>Medium Size, Higher Density</b>	<b>Small Size, Low Density</b>
Greater Manchester	Essex	Cheshire	Cumbria
Merseyside	Hampshire	Derbyshire	Dyfed-Powys
Northumbria	Kent	County Durham	Gloucestershire
South Yorkshire	Lancashire	Gwent	Lincolnshire
West Midlands	Nottinghamshire	Hertfordshire	Norfolk
West Yorkshire	South Wales	Leicestershire & Rutland	North Wales
		Staffordshire	North Yorkshire
		Teesside	Suffolk
			Wiltshire

The 3,125 sample is a very large one on which to conduct analysis, and has a confidence interval of +/-2% at the 95% confidence level.

Results are shown for a number of key questions from the defined set used in the scrutiny of cases (as above), and are the proportion of cases where work was rated ‘sufficient’ or ‘excellent’ (i.e. ‘above the line’) for that question.

The Findings present results for these key questions for the 29 areas in aggregate:

- for all the cases overall (Table 1)
- for cases assessed as posing a high risk of harm to others (Table 1)
- by offender gender (Table 3), ethnicity (Table 4), disability (Table 5) and age (Table 6)
- by the four ‘family’ groupings (Table 7).

The tables indicate (see footnote to Table 1) whether the difference between results is statistically significant at the 0.1%, 1% and 5% levels, respectively. Other differences are likely to have arisen by chance.

The Findings also present scores for the main aspects of NPS work, for the 29 areas in aggregate (Table 2), and by individual area (Graphs 2-4).

## **OVERALL FINDINGS AND HIGH RISK OF HARM CASES**

### **Results from scrutiny of the case file and interview with the case manager**

Table 1 shows results for all the cases overall, and for high risk of harm cases, based on the scrutiny of the case file and interview with the case manager:

- for the majority (20 of the relevant 27) of the key questions considered, 60% or more of all cases were rated sufficient or excellent (i.e. 'above the line')
- however for only eight of the 27 questions (less than a third) were 75% or more of all cases rated sufficient or excellent
- in less than two-thirds of cases (63%) had a satisfactory risk of harm assessment been done at the start of supervision. This proportion varied substantially – from 20% to 85% – across individual areas. In this connection it is also of note that the proportion of cases with satisfactory risk of harm assessment was considerably higher (69%) where OASys had been used, compared to where it had not been (56%)
- in less than a half of relevant cases had a satisfactory reassessment of risk of harm been undertaken following an incident which might give rise to concerns
- in 71% of all cases (and 77% of high risk of harm cases) a satisfactory likelihood of reoffending assessment had been undertaken
- in 77% of all cases, appointments and work sessions were arranged in accordance with national standards
- for most of the questions relating to the delivery of interventions, the proportions of cases with satisfactory work were around 80% or more
- in only about 55% of all cases was work relating to victim issues satisfactory
- in 45% of all cases there was satisfactory evidence of a positive change in offenders' attitudes, beliefs and behaviour, at the time of inspection (nine to ten months into supervision for most offenders). Perhaps not surprisingly, this proportion was lower for high risk of harm cases
- in 77% of high risk of harm cases, changes in risk of harm were identified and managed satisfactorily
- at the time of inspection, 79% of all offenders had not been reconvicted of an offence committed since the start of the supervision. The proportion for high risk of harm cases was broadly similar
- in 68% of all cases, initial supervision plans were satisfactorily sensitive to race and diversity issues. In 85% of all cases, the delivery of interventions was sensitive to race and diversity issues.

**TABLE 1 – 29 key measures of probation supervision**

	All cases		High risk of harm cases		Significance <sup>1</sup>
	% above the line	n	% above the line	n	
Satisfactory risk of harm assessment at start of supervision?	63%	3,122	65%	564	
Satisfactory risk of harm assessment at least every 16 weeks?	29%	3,053	40%	553	***
Satisfactory risk of harm assessment following significant incidents?	45%	764	57%	278	***
Satisfactory likelihood of reoffending and criminogenic factors assessment?	71%	3,104	77%	560	**
Appropriate interventions identified to address offending and reintegration?	71%	3,101	69%	563	
Initial supervision plan sensitive to race and diversity issues?	68%	2,394	68%	448	
Initial supervision plan integrates MAPPA (or other risk management) action plan?	–	–	44%	329	
Appointments/work sessions arranged to national standards?	77%	3,116	79%	565	
Judgements on absences appropriate?	84%	2,695	89%	420	**
Appropriate interventions carried out?	68%	2,527	68%	545	
Appropriate reason for not proceeding with accredited programme?	70%	943	73%	219	
Appropriate action to implement additional order requirements?	79%	1,203	81%	348	*
Victim issues addressed?	54%	2,223	64%	536	***
Work to raise awareness of victim?	53%	1,885	62%	511	***
Work and resources directed at reintegration?	80%	2,549	82%	518	
Delivery of interventions sensitive to race and diversity issues?	85%	2,276	88%	419	
Consideration given to methods likely to be most effective with the offender?	82%	3,104	85%	563	
Interventions and level appropriate to risk of harm?	85%	3,106	77%	562	***
Changes in risk of harm identified and managed?	62%	1,197	77%	383	***
Appropriate action on public protection issues?			80%	130	
No conviction for (further) offence(s) since commencement of order or licence?	79%	2,711	77%	493	
Progress on first priority criminogenic factor?	64%	2,850	58%	535	**
Progress on second priority criminogenic factor?	59%	2,559	53%	518	**
Progress on third priority criminogenic factor?	53%	2,087	48%	460	*
Progress where thinking skills are first priority criminogenic factor?	62%	776	55%	197	
Progress where alcohol misuse is the first priority criminogenic factor?	67%	486	56%	59	
Progress where drug/solvent misuse is the first priority criminogenic factor?	70%	371	76%	37	
Evidence of positive change in offenders' attitudes, beliefs and behaviour?	45%	2,421	36%	545	***
Offender compliant with conditions of order or licence?	66%	2,847	72%	527	**

<sup>1</sup> That is, how likely it is that the differences between high risk and all cases were due to chance alone (\*\*\* being <0.001 or highly statistically significant, \*\* being <0.01 or very statistically significant, and \* <0.05 or achieving statistical significance).

MAPPA = Multi-Agency Public Protection Arrangements.

## Results from offender interviews

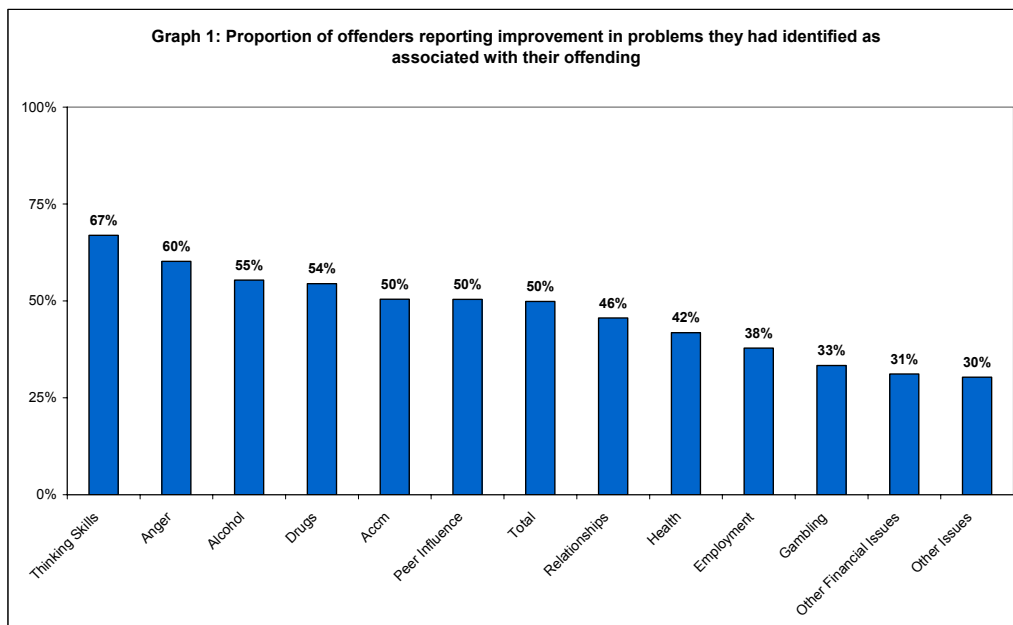
We interviewed the offender in 770 of the cases scrutinised across the 29 areas about the factors which had led to their offending.

Of these, the large majority (89%) reported problems as associated with their offending, and 79% reported more than one problem. In total, 1,940 problems were reported in the 770 interviews.

Most commonly offenders reported problems with alcohol (15%), thinking skills (14%), managing relationships (13%), anger (9%) and drug misuse (9%).

72% of the offenders who reported a problem considered that the probation service had provided at least some help with at least one of their problems, and 65% said that there had been some improvement in at least one of the problems.

When analysed by individual problem, for 50% of all the problems reported, the offender reported some improvement. Graph 1 shows a breakdown of this proportion by type of problem. The proportion where an improvement was reported varied considerably between types of problem, and was considerably higher for thinking skills, anger and substance misuse than for employment, gambling and other financial issues.



## SCORES FOR MAIN ASPECTS OF NPS WORK

### Scores for the 29 areas in aggregate

For each area inspection, scores are calculated for each of the inspection criteria, and from these scores are calculated for the main sections of the inspection noted above – the quality of **assessments**, the quality of the **interventions** and the **initial outcomes** of the interventions. The scores are based mainly on the scrutiny of the case file and interview with the offender manager, including the results for the key questions set out in Table 1, but also take account of results from interviews with other people significantly involved in the supervision, and with the offender where available. The scores are published in the report on the area.

We have now calculated a set of scores, in a similar way, for the 29 areas in aggregate. The areas represent about two-thirds of the NPS, and so provide a reasonable indication of the performance of the NPS as a whole.

The scores are shown in Table 2.

*TABLE 2 – ESI scoring for the National Probation Service*

<b>Quality of assessments</b>	
B1: assessment of risk of harm	57%
B2: assessment of likelihood of reoffending	77%
B3: case management	64%
B4: documentation	75%
<b>Score for quality of assessments</b>	<b>67%</b>
<b>Quality of interventions</b>	
C1: managing attendance and enforcement	85%
C2: delivering appropriate supervision	70%
C3: diversity needs	83%
C4: responsivity	78%
C5: management of risk of harm	70%
<b>Score for quality of interventions</b>	<b>77%</b>
<b>Quality of initial outcomes</b>	
D1: interventions delivered with desired outcomes	67%
D2: improvements are sustainable	66%
D4: interventions demonstrate value for money	82%
<b>Score for initial outcomes</b>	<b>73%</b>
<b>Overall score for quality of assessments, interventions and initial outcomes</b>	<b>73%</b>

The results therefore show aggregate scores for quality of assessments, interventions and initial outcomes of 67%, 77% and 73%. The overall weighted score is 73%.

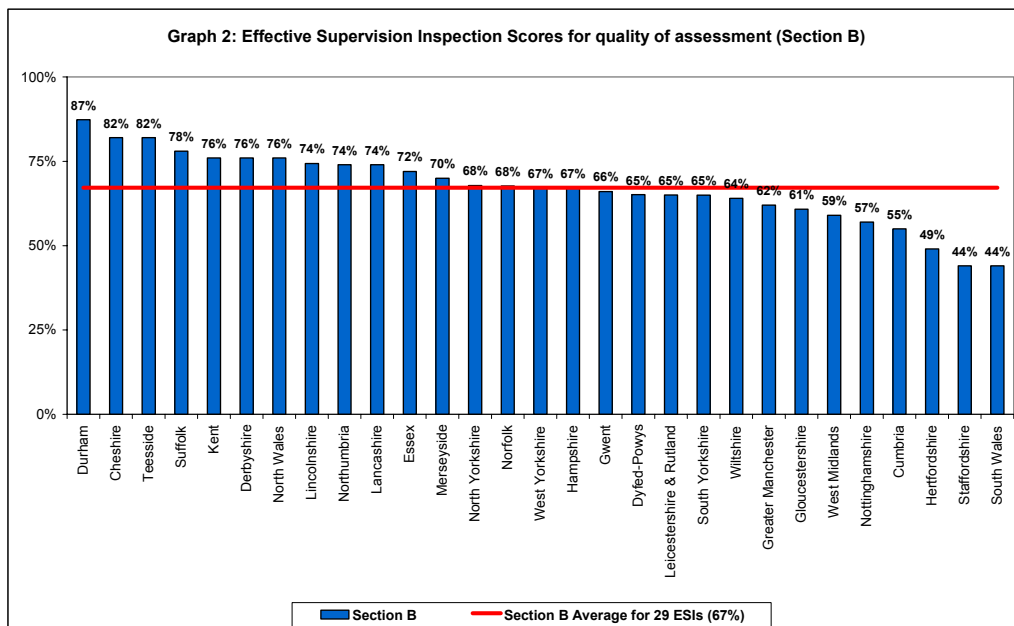


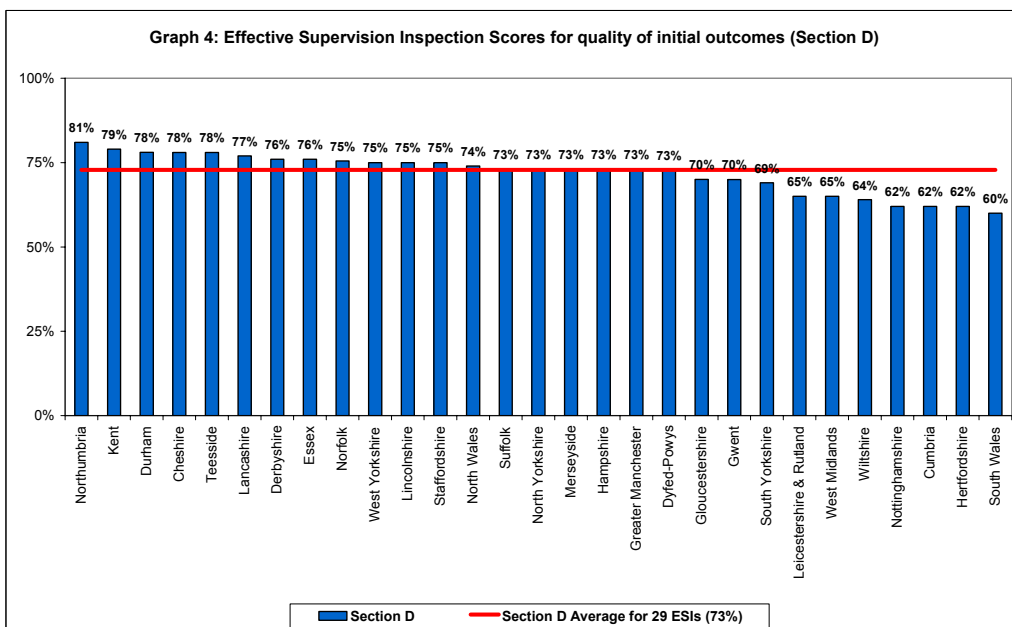
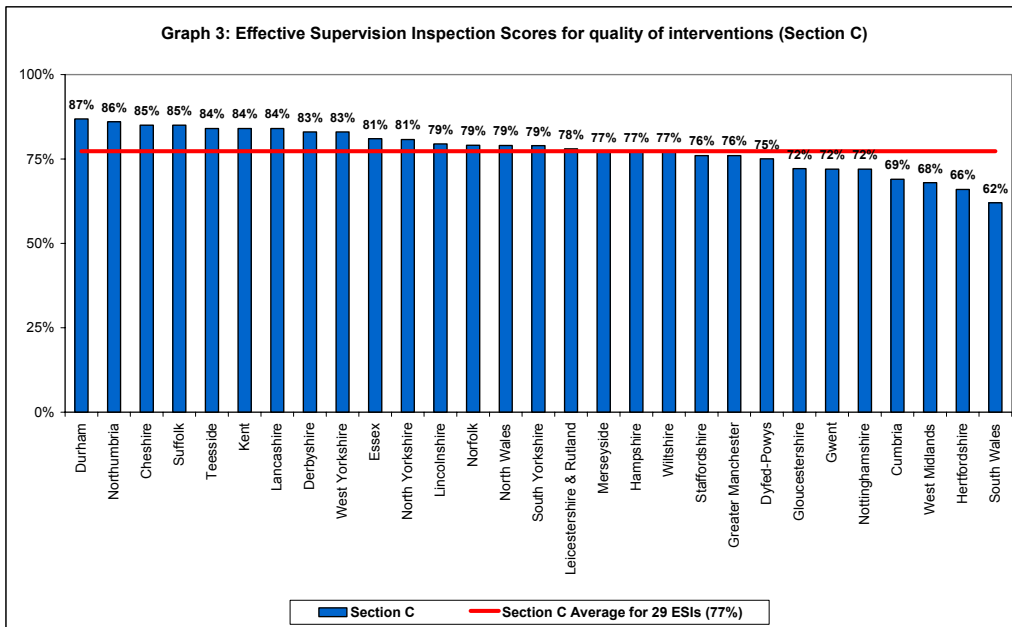
These results show relatively high performance on interventions, particularly on managing attendance and enforcement. They show relatively poor performance on the quality of assessments of risk of harm, in line with the results noted in Table 1.

In interpreting the results, it should be borne in mind that the information on initial outcomes is based on what is available on the case at the point at which we carry out the inspection, but that this is necessarily somewhat limited and provisional. We plan to complement these results by considering also OASys scores at the end of supervision, and two year reconviction rates, as longer term outcome measures.

### Scores by individual area

Graphs 2-4 show the scores for each of the main sections (quality of assessment, quality of interventions and initial outcomes) by individual area. The results show greater variation between areas for quality of assessment than for quality of interventions.





## **RESULTS ANALYSED BY DIVERSITY CHARACTERISTICS**

### **Introduction**

Diversity is a key issue for probation practice, and it is therefore very important to analyse our data by gender, ethnicity, disability and age to facilitate consideration as to whether the quality of supervision varies by these factors.

Tables 3-6 are based on analysis of the aggregate results for the 29 areas for the key questions used for Table 1, by gender (Table 3), ethnicity (Table 4), disability (Table 5) and age (Table 6). **However, to avoid excessively detailed analyses, it should be noted these tables only show results for those questions for which there were statistically significant differences with respect to the diversity characteristic concerned.**

### **Table 3: Findings by gender**

- For 16 of the 29 measures, there were no statistically significant differences by gender of the offender.
- However for each of the 13 measures where there were significant differences by gender, the results for women offenders were better – i.e. a higher proportion of cases rated sufficient or excellent (‘above the line’).
- This was markedly so for carrying out appropriate interventions, directing work and resources at reintegration, and the appropriateness of interventions and their level to the risk of harm.
- In part some of these differences may reflect differences between the supervision of orders and licences, and between violent and non-violent offences. However further analysis, allowing for these factors, suggests that nonetheless some of the differences by gender do remain.
- Women also demonstrated more evidence of positive change during their supervision than men.

**TABLE 3 – Key results by gender of offender<sup>(1)</sup>**

	Female		Male		Significance
	% above the line	n	% above the line	n	
Satisfactory risk of harm assessment at start of supervision?	68%	411	62%	2,710	*
Satisfactory likelihood of reoffending and criminogenic factors assessment?	78%	406	70%	2,698	**
Appropriate interventions identified to address offending and reintegration?	78%	408	70%	2,692	**
Appropriate interventions carried out?	77%	339	66%	2,187	***
Work and resources directed at reintegration?	88%	352	78%	2,196	***
Consideration given to methods likely to be most effective with the offender?	87%	407	81%	2,696	**
Interventions and level appropriate to risk of harm?	92%	407	84%	2,698	***
Changes in risk of harm identified and managed?	71%	140	61%	1,057	*
Progress on first priority criminogenic factor?	68%	373	63%	2,476	*
Progress on second priority criminogenic factor?	68%	346	58%	2,212	***
Progress where drug/solvent misuse is the first priority criminogenic factor?	81%	69	68%	339	*
Evidence of positive change in offenders' attitudes, beliefs and behaviour?	53%	329	44%	2,091	**
Offender compliant with conditions of order or licence?	72%	368	66%	2,478	*

<sup>(1)</sup> Results are only shown for those questions for which there were statistically significant differences with respect to gender.

#### **Table 4: Findings by ethnicity**

The following results are based on 257 black and minority ethnic offenders in the samples across the 29 areas. This – amounting to 8.4% of the whole sample – is sufficiently large to allow robust statistical analyses seeking any differences between the broadly defined White Groups (including White Irish) and Minority Ethnic Groups\*.

#### **Findings**

- For the majority of the measures (21 of 29) there were no statistically significant differences by the ethnicity of the offender. Within this, there were no statistically significant differences between broad ethnic groups in relation to initial outcomes of probation supervision.
- However for each of the eight measures where there were differences, the results for white offenders were relatively better.
- In particular, the proportion of minority ethnic cases where work and resources were satisfactorily directed to reintegration (69%) was noticeably lower than for white cases (81%). Similarly, supervision plans, and interventions, for minority ethnic offenders were both likely to be relatively less sensitive to diversity issues.
- Minority ethnic offenders were also relatively less likely than white offenders to have had satisfactory consideration given to effective methods; to have had a satisfactory likelihood of reoffending assessment; or to have received a satisfactory risk of harm assessment every 16 weeks (although this is a generally poor aspect of supervision for all offenders).
- These results raise issues of concern which we will be considering further both with NPD and in subsequent Findings.

**TABLE 4 – Key results by ethnicity of offender<sup>(1)</sup>**

	White Groups		Black & Minority Ethnic Groups		Significance
	%	n	%	n	
Satisfactory risk of harm assessment at least every 16 weeks?	30%	2,742	21%	249	**
Satisfactory likelihood of reoffending and criminogenic factors assessment?	72%	2,786	63%	255	**
Initial supervision plan sensitive to race and diversity issues?	69%	2,097	56%	241	***
Appointments/work sessions arranged to national standards?	78%	2,795	70%	257	**
Appropriate action to implement additional order requirements?	79%	1,090	70%	91	*
Work and resources directed at reintegration?	81%	2,291	69%	203	***
Delivery of interventions sensitive to race and diversity issues?	87%	1,987	75%	236	***
Consideration given to methods likely to be most effective with the offender?	83%	2,785	75%	256	**

<sup>(1)</sup> Results are only shown for those questions for which there were statistically significant differences with respect to ethnicity.

\* including the categories of Black/Black British, Mixed Heritage and Asian/Asian British.

**Table 5: Findings by disability**

14% of our sample were recorded as having a disability. Disabled offenders were more likely to be older than non-disabled offenders, the former having an average age of 36 compared to the non-disabled average age of 31 years. Disabled offenders were more likely to be on post-release supervision than non-disabled offenders (21% to 16%), were more likely to be sex offenders (14% compared to an average of 8%) and twice as likely to be high risk of harm offenders (32% compared to an average of 16%).

**Findings**

- For the large majority of the measures (24 of 29) there were no statistically significant differences between disabled offenders and others.
- However for each of the five measures where there were differences, the results for disabled offenders were relatively better.
- In particular, changes in risk of harm were satisfactorily identified and managed in 73% of disabled cases compared to 59% of non-disabled cases. This may reflect the relatively higher proportion of disabled offenders who are high risk of harm, as noted above.
- The results for directing work and resources at reintegration, and giving consideration to work and methods likely to be most effective, were both also better for disabled offenders than non-disabled.

**TABLE 5 – Key results by disability status of offender<sup>(1)</sup>**

	Disabled		Not Disabled		Significance
	% above the line	n	% above the line	n	
Appropriate reason for not proceeding with accredited programme?	77%	159	68%	761	*
Work and resources directed at reintegration?	85%	377	78%	2,077	**
Delivery of interventions sensitive to race and diversity issues?	89%	364	85%	1,817	*
Consideration given to methods likely to be most effective with the offender?	87%	418	81%	2,569	**
Changes in risk of harm identified and managed?	73%	211	59%	943	***

<sup>(1)</sup> Results are only shown for those questions for which there were statistically significant differences with respect to disability status.

**Table 6: Findings by age of offender**

- We found a strong correlation between age and disability with likelihood of being disabled rising with age. 15% of disabled offenders were over 50 compared to 6% of non-disabled offenders.
- There were no significant differences by type of supervision or offence type in regards to age.
- For convenience we have grouped offenders into 17-24 years, 25-49 years and 50+ age brackets.

**Findings**

- For the large majority of the measures (24 of 29) there were no statistically significant differences between disabled offenders and others.
- The five measures where there were statistically significant differences by disability status were the same as those by age. This may be because risk of harm is a factor behind these results.
- For each of the five measures where there were differences, the results for older offenders were relatively better than for younger.

**TABLE 6 – Key results by age of offender<sup>(1)</sup>**

	17-24		25-49		50+		Significance
	% above the line	n	% above the line	n	% above the line	n	
Appropriate reason for not proceeding with accredited programme?	66%	258	71%	616	77%	60	*
Work and resources directed at reintegration?	78%	756	80%	1,590	84%	183	**
Delivery of interventions sensitive to race and diversity issues?	88%	679	84%	1,412	90%	162	*
Consideration given to methods likely to be most effective with the offender?	82%	964	81%	1,894	88%	216	**
Changes in risk of harm identified and managed?	58%	356	62%	743	75%	84	***

<sup>(1)</sup> Results are only shown for those questions for which there were statistically significant differences with respect to age.

## **RESULTS ANALYSED BY 'FAMILY' GROUPING**

We have four HMI Probation 'Family Groups' represented in our sample of 3,125 cases from 29 areas. They are:

- ▣ Metropolitan Areas (excluding London) – with 27% of cases
- ▣ Large Size, High Density areas – with 19% of cases
- ▣ Medium Size, Higher Density areas – with 26% of cases
- ▣ Small Size, Low Density areas – with 28% of cases.

The NPS areas in each grouping are shown on page 3.

Results are in Table 7 overleaf. Again, these are only shown for those measures where there were statistically significant differences.

### **Findings**

- ▣ For 14 of the 29 measures there were no statistically significant differences between groupings.
- ▣ The group showing the relatively strongest performance was the 'Medium Size, Higher Density' group. This group had the highest results for 10 of the 15 statistically significant measures.
- ▣ The Metropolitan group showed the relatively weakest performance overall, having the lowest ratings on eight of the 15 statistically significant measures of quality.
- ▣ The 'Small Size, Low Density' group showed the relatively next weakest performance, with nine of the 15 measures coming in second to lowest of the four family groupings.



**TABLE 7 – Key results by HMI Probation Family Group**

	Metropolitan		Large Size, High Density		Medium Size, Higher Density		Small Size, Low Density		Significance
	% above the line	n	% above the line	n	% above the line	n	% above the line	n	
	Satisfactory risk of harm assessment at start of supervision?	59%	835	62%	587	70%	813	62%	
Satisfactory risk of harm assessment at least every 16 weeks?	20%	811	33%	575	42%	792	24%	875	***
Satisfactory risk of harm assessment following significant incidents?	40%	179	53%	167	50%	187	39%	231	**
Satisfactory likelihood of reoffending and criminogenic factors assessment?	67%	834	67%	583	75%	808	75%	879	***
Initial supervision plan sensitive to race and diversity issues?	64%	653	70%	432	72%	627	65%	682	**
Appointments/work sessions arranged to national standards?	71%	834	81%	586	86%	809	72%	887	***
Judgements on absences appropriate?	79%	735	84%	499	91%	697	82%	764	***
Appropriate interventions carried out?	66%	681	65%	429	72%	609	67%	808	*
Appropriate reason for not proceeding with accredited programme?	63%	211	67%	165	69%	244	77%	323	**
Appropriate action to implement additional order requirements?	81%	370	69%	200	83%	256	79%	377	**
Changes in risk of harm identified and managed?	64%	275	67%	231	56%	360	62%	331	*
No conviction for (further) offence(s) since commencement of order or licence?	82%	831	79%	482	76%	512	77%	886	*
Progress on third priority criminogenic factor?	51%	591	58%	306	60%	525	48%	665	***
Progress where thinking skills are first priority criminogenic factor?	57%	335	64%	119	70%	193	58%	326	*
Offender compliant with conditions of order or licence?	68%	764	67%	533	70%	730	62%	820	**

## **THE ROLE OF HMI PROBATION**

HMI Probation is an independent Inspectorate, originally established in 1936 and given statutory authority in the Criminal Justice Act 1991. The Criminal Justice and Court Services Act 2000 renamed HMI Probation 'Her Majesty's Inspectorate of the National Probation Service for England and Wales. HMI Probation is funded by the Home Office and reports directly to the Home Secretary.

### **Home Office Objectives**

HMI Probation contributes primarily to the achievement of Home Office Objective II:

- more offenders are caught, punished and stop offending, and victims are better supported
- and to the requirement to ensure that custodial and community sentences are more effective at stopping offending. We also contribute to the achievement of Objective III through scrutiny of work to address drugs and other substance misuse, and to other relevant criminal justice system and children's services objectives.

### **Role**

- Report to the Home Secretary on the work and performance of the National Probation Service and Youth Offending Teams, particularly on the effectiveness of work with individual offenders, children and young people aimed at reducing reoffending and protecting the public
- In this connection, and in association with HM Inspectorate of Prisons, to report on the effectiveness of offender management under the auspices of the National Offender Management Service as it develops
- Contribute to improved performance in the National Probation Service, the National Offender Management Service and Youth Offending Teams
- Contribute to sound policy and effective service delivery by providing advice and disseminating good practice, based on inspection findings, to Ministers, Home Office staff, the Youth Justice Board, probation boards/areas and Youth Offending Teams
- Promote actively race equality and wider diversity issues in the National Probation Service, the National Offender Management Service and Youth Offending Teams
- Contribute to the overall effectiveness of the criminal justice system, particularly through joint work with other criminal justice and Government inspectorates.

### **Code of Practice**

HMI Probation aims to achieve its purpose by:

- undertaking its work with integrity in a professional, impartial and courteous manner
- consulting stakeholders in planning and running inspections and regarding reports
- forming independent inspection judgements based on evidence
- the timely reporting and publishing of inspection findings and recommendations for improvement
- promoting race equality and wider diversity issues in all aspects of its work, including within its own employment practices and organisational processes
- developing joint approaches with other Inspectorate and Audit bodies to ensure a coordinated approach to the criminal justice system

The Inspectorate is a public body. Anyone who wishes to comment on an inspection, a report or any other matter falling within its remit should write to:

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