

# HMI Probation News

Incorporating:  
Joint Inspection of Youth Offending Teams



Issue 05

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## Foreword

This is the latest issue of HMI Probation's newsletter to probation areas, YOTs and others with whom we work to keep you informed of progress in our inspection programmes.

## Inspection Programmes

We are continuing 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 two-thirds of all probation areas under the ESI.

On the YOT inspection programme we are on track for the next major new phase, from September, when we run our inspections alongside the Joint Area Reviews of Children's Services which Ofsted will lead. We plan to complete some 30 inspections during 2005-06.

Among other developments, we are also about to start a piece of inspection work on the use of OASys: this reflects the importance we attach to OASys as an essential tool of effective offender management, and to its comprehensive use in the NPS.

More details on all our programmes are given below.

## Our Plan for 2005-2006

Underlying our inspection programmes, our Plan for 2005-06 "*Still Improving Quality*" is available on our website and sets the basis of our approach - both to measure fairly and accurately the performance of the organisations we inspect, and to engage effectively with these organisations so as to maximise the likelihood of improved performance.

## New Inspection Arrangements

We are continuing to develop, in close association with HM Inspectorate of Prisons, the methodology for inspecting work with offenders in future, in the context of NOMS. We plan to

start an inspection programme of offender management in May 2006, following the end of the ESI.

The Government has announced the intention to move towards the creation of a single Inspectorate for the CJS, and issued a consultation document. I strongly support this intention, and we have published a short paper "*Inspecting the Criminal Justice System: Starting from First Principles*" setting out principles on which to base the planning for a single inspectorate. We favour a radical approach of starting from first principles as to what a combined Inspectorate should cover, rather than starting with the current position of the five separate Inspectorates.

We also published last month a case study "*Assessing the Costs and Benefits of Inspection: a Case Study*" which challenges the view - often expressed, particularly in the context of plans for future inspection arrangements - that inspection activity generally is disproportionately high. The study shows that in the example considered, substantial benefits were achieved at a cost that was very low in relation to the total budget of the organisation over the time period concerned.

These two papers, and our other reports, are available on the HMI Probation website.

## My appointment

My appointment as HM Chief Inspector of Probation has been extended until 31 March 2007. I am very pleased at this opportunity to continue to take forward the work of HMI Probation at a time of major but exciting change, and to contribute to plans for future inspection of the CJS.

## Staffing changes

We are very sorry to bid farewell to Mary Barnish, Jackie McAvoy and Eileen O'Sullivan who have left us at the end of their appointments as Inspection Officers, to Kam Kaur, who is leaving to join a consultancy firm, and to Mary Taylor, our finance manager, who has retired. We are very grateful to each of these colleagues for their major contribution to our work in different ways, and wish them well for the future.

We are very pleased to welcome Biju Appukuttan as Mary Taylor's successor as finance manager.

We look forward to continuing to work with you.

Andrew Bridges  
HM Chief Inspector of Probation.

## Complaints Procedure

We have recently updated our complaints procedure. This, along with our Code of Practice, is available, as are all our reports, on our website

<http://www.homeoffice.gov.uk/justice/probation/inspprob/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)
Dyfed-Powys	(22/03/05)
Essex	(06/04/04)
Gloucestershire	(01/02/05)
Greater Manchester	(02/11/04)
Gwent	(13/07/04)
Hampshire	(25/03/04)
Hampshire (Follow-up)	(15/02/05)
Hertfordshire	(29/03/04)
Hertfordshire (Follow-up)	(15/02/05)
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)
Wiltshire	(08/03/05)

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

We have also completed inspections of North, South and West Yorkshire, North Wales and Lincolnshire, and follow-up inspections of Gwent and South Wales probation areas. These will be published shortly.

Inspections due to take place during April to September 2005 are:

- 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  
Week 2 w/c 18/07/05
- W. Midlands Follow Up w/c 27/06/05
- Bedfordshire Week 1 w/c 05/09/05
- Cambridgeshire Week 1 w/c 19/09/05

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), and in the next set, offender accommodation (planned to be published in May). For the set of inspections currently taking place, the thematic element is enhanced community punishment/unpaid work (planned to be published in December). For the final set of ESI inspections the thematic element will be substance misuse.

Following our inspection in 2004 of the movement of offender cases between areas, we have now started to assess the quality of work in each area in a small separate sample of transferred cases, for comparison with the quality of work in the main sample of cases which have not transferred. We will publish the results following the end of the ESI programme.

We will also be carrying out a short piece of inspection work on use of OASys, and plan to publish the report on this in Autumn 2005.

## Other Area Inspections

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 management of sex offenders in Northern Ireland. We will also undertake an inspection of Jersey Probation Service week commencing 04/07/05.

## 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 Riding 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
Telford & Wrekin	Wiltshire
Wirral	Wokingham

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

Inspections due to take place during April to September 2005 are:

Croydon	w/c 04 April 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
Gloucester (re-inspection)	w/c 11 July 05
Wakefield	w/c 11 July 05
Hillingdon	w/c 11 July 05
Poole	w/c 11 July 05
Liverpool	w/c 15 Aug 05
Bedfordshire	w/c 15 Aug 05
N. Lincolnshire	w/c 15 Aug 05
Reading	w/c 15 Aug 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 report of the inspection of offender accommodation will be published in May 05.

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

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

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

- We led a joint inspection on sex offenders during the first part of this year, the results of which we aim to publish in June. This will be followed by a more general joint inspection of public protection.
- We also participated in a joint inspection on enforcement, led by the Magistrates' Courts Service Inspectorate
- We have been involved in joint area inspections in Surrey and North Yorkshire, which focused on pre-sentence work. The report of the Surrey inspection, led by the Crown Prosecution Service Inspectorate was published 03/03/05. We will be participating in future joint inspections, the next one being Merseyside (week commencing 09/05/05)
- We are also involved in further joint work on Children's Safeguards, and will be publishing our report in May.
- 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.

Phase 3 of the programme, starting in July, will run alongside and complement the Joint Area Reviews of Children's Services now being developed, which Ofsted will lead. This represents a major change.

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)
Cumbria	(30/03/05)
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)
North Tyneside	(02/03/05)
Oxfordshire	(27/10/04)
Salford	(02/03/05)
Sheffield	(26/04/04)
Slough	(25/08/04)
Stoke-on-Trent	(01/09/04)
Oxfordshire	(27/10/04)
Suffolk	(27/10/04)
Thurrock	(09/03/05)

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

We have also completed inspections in Barking & Dagenham, Bristol, Devon, Islington, Merthyr Tydfil, Salford, Stockport, Tower Hamlets, Worcestershire & Herefordshire and Wrexham. These reports will be published shortly.

YOT inspections due to take place during April to September 2005:

• Sefton	Week 2 w/c 04/04/05
• Somerset	Week 2 w/c 11/04/05
• Derby City	Week 2 w/c 18/04/05
• Walsall	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 20/06/05
• Merton	Week 1 w/c 06/06/05 Week 1 w/c 04/07/05
• Buckinghamshire	Week 1 w/c 20/06/05 Week 1 w/c 18/07/05
• Bournemouth & Poole	Week 1 w/c 04/07/05 Week 2 – for two weeks commencing 26/09/05
• Staffordshire	Week 1 w/c 18/07/05 Week 2 – for two weeks commencing 26/09/05
• Calderdale	Week 1 w/c 25/07/05 Week 2 – for two weeks commencing 26/09/05
• Wirral	Week 1 w/c 25/07/05 Week 2 – for two weeks commencing 26/09/05
• Doncaster	Week 1 w/c 19/09/05
• Hillingdon	Week 1 w/c 26/09/05

## Staff Contact Details

HMI Probation has offices in London and Manchester

### London Office:

HM Inspectorate of Probation  
Second Floor  
Ashley House  
2 Monck Street  
London  
SW1P 2BQ

### General Enquiries

Tel: 020 7035 2203

Fax: 020 7035 2237

Email: [HMIP.enquiries@homeoffice.gsi.gov.uk](mailto:HMIP.enquiries@homeoffice.gsi.gov.uk)

### Manchester Office:

HM Inspectorate of Probation  
6th Floor  
South Wing  
Trafford House  
Chester Road  
Stretford  
Manchester M32 0RS

**Tel (YOT):** 0161 869 1301

**Tel (Other):** 0161 869 1300

**Fax:** 0161 869 1350

Our website address is:

<http://www.homeoffice.gov.uk/justice/probation/insprob/index.html>

### HMI Probation Staff

#### HM Chief Inspector of Probation

Andrew Bridges 020 7035 2203

#### HM Assistant Chief Inspectors of Probation

Youth Offending Team Inspection Programme

Liz Calderbank 0161 869 1301

Effective Supervision Inspection Programme

John Hutchings 0207 035 2234

Thematic Inspections

Alan MacDonald 0161 869 1300

Support Services and Development

Peter Ramell 0207 035 2233

#### Inspectors

Jane Attwood 0161 869 1300

Helen Boocock 0161 869 1300

Mark Boothe 020 7035 2222

John Browne 0161 869 1300

Trevor Brunton 0161 869 1300

Rose Burgess 020 7035 2217

Helen Cash 020 7035 2221

Ben Clark 020 7035 2231

Julie Fox 0161 869 1300

Jude Holland 0161 869 1300

Sally Lester 0161 869 1300

Shirley Magilton 020 7035 2224

Ian Menary 0161 869 1300

Joy Neary 0161 869 1300

Nigel Scarff 020 7035 2217

Joe Simpson 020 7035 2219

Andy Smith 020 7035 2218

Ray Wegrzyn 0161 869 1300

Kate White 020 7035 2216

### Full-Time YOT Inspectors

Rhona Bradley 0161 869 1301

Steve Glass 0161 869 1301

Yvette King 020 7035 2231

Mike Mullis 0161 869 1301

### Practice Assessors

Jo Bergdahl 020 7035 2215

Suki Binning 020 7035 2221

Penny Davies 0161 869 1300

Stephanie Mason 020 7035 2211

Nikki Shave 020 7035 2210

### Programme Manager

Andy Bonny 0161 869 1300

### Inspection Admin Manager

Lynn Carroll 0161 869 1300

### YOT Support Staff Manager

Grace Dickin 0161 869 1301

### Media & Publications Officer

Zach Rathore 0161 869 1300

### Information Manager

Kevin Ball 0161 869 1300

### Assistant Information Manager

Nick Read 0207 035 2208

All staff can be contacted by:

**firstname.surname@homeoffice.gsi.gov.uk**