Opening words

I am pleased again to issue this regular newsletter to those whose work we inspect, and other interested parties.

Inspection programmes

We are continuing to make good progress on our main inspection programmes, with arrangements on each running to schedule. The core case inspection of youth offending work - under which we are inspecting key aspects of youth offending work in all 157 YOTs over a three year period from April 2009 - has been running for nearly a year. We have completed inspections in the first three English regions.

On inspection of adult offending work, our new offender management inspection programme – OMI 2 – started in September 2009. We have completed inspections in the first region (East of England) and started inspections in the South East region.

We continue to be strongly involved with thematic work, jointly with other inspectorates, both in respect of adult offending and youth offending. On adult offending we published in December 2009 the report we led on mentally disordered offenders and we will be publishing in the Spring the reports of the joint thematics we led on indeterminate sentences for public protection and sex offenders. On youth offending, we are co-ordinating the overall programme of thematics, and have had substantial involvement in each of the four thematics carried out this year.

We continue to give a prominent focus in our inspection programmes to the closely related issues of public protection and safeguarding work (see section below). Among other things we published in November 2009 the result of the special case inspections in London undertaken following concerns arising from the Sonnex case.

More details on all our programmes are set out inside this newsletter.
**Plans for 2009-10 and 2010-11**

More information about our work and approach for the current year is set out in our Plan for 2009-10 on our website, as link [here](#). Our Plan for 2010-11 is under preparation and will appear on our website in April.

As part of our Plan, we contribute substantially to joint inspection work with both the Criminal Justice, and other, inspectorates. 90% of our inspection work in 2009-10 is within the jointly-owned Joint Inspection Programme. The Criminal Justice Inspection Business Plan for 2009-11 is also available on our website, as link [here](#).

More generally, information on all our work is set out on our website:

http://www.justice.gov.uk/inspectorates/hmi-probation/

**Comprehensive Area Assessment (CAA)**

We are full partners in the Comprehensive Area Assessment of local areas, led by the Audit Commission. The CAA was launched fully in December 2009, and we were pleased to participate in the launch event. More information about the CAA and our involvement is set out inside the newsletter.

**Government paper on “Putting the Front Line First”**

We have noted the publication by the Government of the paper “Putting the Front Line First: smarter government” in December 2009. We note the intention in the paper to review the work and coverage of inspectorates across the public sector, and we are discussing the work of HMI Probation with those taking forward this review. We note that one of the intentions indicated in the paper is that inspection and other assessment frameworks should only include what is really needed to guarantee quality. We strongly agree, and believe that HMI Probation’s approach to inspection - which focuses on work which cannot readily be measured by means other than inspection - is fully in line with this.

**Work in New Zealand**

Over the course of the last year I have felt privileged and pleased to have been providing advice as a member of an ‘Expert Panel’ to the New Zealand Department of Corrections on the development of their probation work. This has involved visits to New Zealand which I have found informative and stimulating as well as enjoyable. I believe that some of the developments which the New Zealand service is taking forward could also inform developments in England and Wales.

**Staffing changes**

We are very pleased to welcome the following colleagues who have joined us as HM Inspectors on secondment:

- Helen Davies, from the Youth Justice Board
- Richard Pearce, from Hampshire Probation
- Helen Rinaldi, from HM Prison Service

We are also very pleased to welcome Binn Purewal of Birmingham Youth Offending Service who is working with us for six months under the ACCELERATE programme, and Sadika Khanom who has joined our support service team in our Manchester office.

We are very sorry to bid farewell to the following colleagues who have left us: to Rose Burgess on her retirement (see below); to Jude Kelman as HM Inspector; and to Roy Akins as Practice Assessor.
We are also bidding temporary farewell to Krystyna Findley, who has been responsible for the OMI programme. Krystyna has gone on secondment for a year with the Probation Service in New Zealand. During this time Sally Lester is covering her responsibilities as Assistant Chief Inspector.

**Rose Burgess’ retirement**

In January 2010 we extended our very best wishes to Rose Burgess on her retirement as HM Inspector. Throughout her career, Rose has made a major contribution to both adult and youth offending work as a practitioner, manager and inspector. Prior to joining HMI Probation in 2002 she held posts in West Yorkshire Probation, Berkshire Probation, Slough Youth Offending Team, and as Director of Community Justice with the Youth Justice Board. She also served as the Chair of the Association of Black Probation Officers. In her seven years with HMI Probation she has made a very important contribution to our work. We marked Rose’s retirement with an event at our staff conference on 17 November. We wish her all the very best for a long and happy retirement.

We look forward to continuing to work with you.

Andrew Bridges  
HM Chief Inspector of Probation  
February 2010
Inspecting Adult Offending

Offender Management Inspections

Following the completion of the first Offender Management Inspection Programme (OMI) in 2009, our new Offender Management Inspection programme – OMI 2 – started in September 2009, and is running to schedule. The programme will entail visits to all NOMS areas and trusts over a 3 year period from September 2009.

OMI 2 reports published so far are:

<table>
<thead>
<tr>
<th>Area</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Norfolk</td>
<td>15/12/2009</td>
</tr>
<tr>
<td>Bedfordshire</td>
<td>12/01/2010</td>
</tr>
<tr>
<td>Suffolk</td>
<td>09/02/2010</td>
</tr>
</tbody>
</table>

The published reports can be found on the OMI 2 reports page of our website here.

We have also completed the OMI 2 inspections in Essex, Hertfordshire and Cambridgeshire. The reports on each of these will be published in the Spring of 2010.

OMI 2 inspections due to take place during February 2010 to October 2010 are:

<table>
<thead>
<tr>
<th>Area</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surrey</td>
<td>22/02/2010</td>
</tr>
<tr>
<td>Sussex</td>
<td>22/03/2010</td>
</tr>
<tr>
<td>Thames Valley</td>
<td>19/04/2010</td>
</tr>
<tr>
<td>Hampshire</td>
<td>10/05/2010</td>
</tr>
<tr>
<td>Kent</td>
<td>07/06/2010</td>
</tr>
<tr>
<td>Derbyshire</td>
<td>28/06/2010</td>
</tr>
<tr>
<td>Leicestershire &amp; Rutland</td>
<td>19/07/2010</td>
</tr>
<tr>
<td>Lincolnshire</td>
<td>06/09/2010</td>
</tr>
<tr>
<td>Northamptonshire</td>
<td>04/10/2010</td>
</tr>
<tr>
<td>Nottinghamshire</td>
<td>25/10/2010</td>
</tr>
</tbody>
</table>

In addition to this inspection of offender management in each criminal justice area, we also work with HMI Prisons on the inspection of offender management in individual prison establishments. We contribute to the HMI Prisons report on the establishment. We will also be publishing, around mid-2010, a composite report on all the inspections of offender management in individual establishments during September 2009 to March 2010.

Following completion of the first OMI programme we have carried out analyses of the aggregate findings, including analyses by diversity, and plan to publish these in March 2010.

A key element of our offender management inspections is inspection of the assessment and management of offenders’ Risk of Harm to others – see also the section on “Public Protection and Safeguarding” below.

As in the last two years, we have agreed with the NOMS Agency that in 2009-10 some of our key results from offender management inspections will be incorporated into the IPPF (Integrated Probation Performance Framework) – the main performance mechanism for probation areas used by the NOMS Agency – in order to produce a comprehensive picture of performance across probation areas. We are discussing with NOMS their plans for changes to the Probation Performance Framework for the longer term.
Joint Thematic Inspections

All our current thematic inspection work is carried out jointly with other CJ and other inspectorates, and accordingly is also contained in the CJ Joint Inspection Business Programme. Some of this work focuses just on adult offending work, some of it solely on youth offending work (see the IYO Programme), and some on both.

On adult offending, in December 2009 we published the report of an inspection led by HMI Probation on Mentally Disordered Offenders. This report - which also involved HMI Constabulary, HMI Court Administration and HM CPS Inspectorate - is available here. We plan to publish during Spring 2010 the reports of two other joint thematic inspections which we led during 2008-09 – on Indeterminate Sentences for Public Protection (Phase 2), and on Sex Offenders.

During 2009-10 we are also contributing to joint inspections led by other CJ inspectorates. We have also led a scoping study on women and the criminal justice system.

We are developing plans, with the other criminal justice inspectorates, for the joint inspection programme in future years. This work is taking account of the results of a very useful consultation event which the criminal justice inspectorates held with interested parties on 14 September 2009.

Inspecting Youth Offending (IYO)

IYO - Core Case Inspection

The Core Case Inspection (CCI) programme started in April 2009 and is progressing well, to schedule. The inspections in the North West, North East and South West regions are now completed.

CCI reports published in the last 6 months are listed below:

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>Lancashire</td>
<td>05/08/2009</td>
</tr>
<tr>
<td>Rochdale</td>
<td>12/08/2009</td>
</tr>
<tr>
<td>Stockport</td>
<td>19/08/2009</td>
</tr>
<tr>
<td>Halton &amp; Warrington</td>
<td>19/08/2009</td>
</tr>
<tr>
<td>Wirral</td>
<td>26/08/2009</td>
</tr>
<tr>
<td>Manchester</td>
<td>02/09/2009</td>
</tr>
<tr>
<td>Bury</td>
<td>09/09/2009</td>
</tr>
<tr>
<td>Trafford</td>
<td>09/09/2009</td>
</tr>
<tr>
<td>Knowsley</td>
<td>09/09/2009</td>
</tr>
<tr>
<td>Bolton</td>
<td>23/09/2009</td>
</tr>
<tr>
<td>Blackpool</td>
<td>23/09/2009</td>
</tr>
<tr>
<td>Wigan</td>
<td>23/09/2009</td>
</tr>
<tr>
<td>Liverpool</td>
<td>23/09/2009</td>
</tr>
<tr>
<td>Tameside</td>
<td>07/10/2009</td>
</tr>
<tr>
<td>Oldham</td>
<td>07/10/2009</td>
</tr>
<tr>
<td>Blackburn</td>
<td>14/10/2009</td>
</tr>
<tr>
<td>Cheshire</td>
<td>14/10/2009</td>
</tr>
<tr>
<td>North Tyneside</td>
<td>25/11/2009</td>
</tr>
<tr>
<td>Northumberland</td>
<td>25/11/2009</td>
</tr>
<tr>
<td>Gateshead</td>
<td>09/12/2009</td>
</tr>
<tr>
<td>Newcastle upon Tyne</td>
<td>16/12/2009</td>
</tr>
<tr>
<td>South Tyneside</td>
<td>16/12/2009</td>
</tr>
<tr>
<td>Stockton-on-Tees</td>
<td>06/01/2010</td>
</tr>
<tr>
<td>Sunderland</td>
<td>06/01/2010</td>
</tr>
<tr>
<td>Hartlepool</td>
<td>13/01/2010</td>
</tr>
<tr>
<td>Darlington</td>
<td>20/01/2010</td>
</tr>
</tbody>
</table>
The reports can be found on the CCI reports page on our website [here](#).

We have also completed the CCI inspections in North Somerset, Plymouth, Dorset, Torbay, Bristol, Bath & North East Somerset, Somerset, Swindon, South Gloucestershire, Wiltshire, Neath Port Talbot and Merthyr Tydfil. The reports on each of these will be published by the end of June 2010.

CCI inspections due to take place during March 2010 to June 2010 are:

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
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<tbody>
<tr>
<td>Ceredigion</td>
<td>01/03/2010</td>
</tr>
<tr>
<td>Newport</td>
<td>01/03/2010</td>
</tr>
<tr>
<td>Bridgend</td>
<td>08/03/2010</td>
</tr>
<tr>
<td>Gwynedd &amp; Ynys Mon</td>
<td>08/03/2010</td>
</tr>
<tr>
<td>Rhondda Cynon Taff</td>
<td>22/03/2010</td>
</tr>
<tr>
<td>Conwy and Denbighshire</td>
<td>12/04/2010</td>
</tr>
<tr>
<td>Wrexham</td>
<td>12/04/2010</td>
</tr>
<tr>
<td>Powys</td>
<td>26/04/2010</td>
</tr>
<tr>
<td>Caerphilly and Blaenau Gwent</td>
<td>26/04/2010</td>
</tr>
<tr>
<td>Cardiff</td>
<td>24/05/2010</td>
</tr>
<tr>
<td>Flintshire</td>
<td>24/05/2010</td>
</tr>
<tr>
<td>Swansea</td>
<td>14/06/2010</td>
</tr>
<tr>
<td>Torfaen and Monmouthshire</td>
<td>14/06/2010</td>
</tr>
<tr>
<td>Pembrokeshire</td>
<td>21/06/2010</td>
</tr>
<tr>
<td>Carmarthenshire</td>
<td>21/06/2010</td>
</tr>
<tr>
<td>Vale of Glamorgan</td>
<td>28/06/2010</td>
</tr>
</tbody>
</table>

**IYO – joint thematic inspections**

During 2009-10 four thematic inspections relating to youth offending are taking place covering gangs (led by HMI Prisons), prevention work (led by HMI Constabulary), alcohol misuse and offending (led by the Care Quality Commission), and court work and reports (led by HMI Probation, who are co-ordinating the thematic inspection programme and are also participating in the other three inspections). Fieldwork for the gangs, alcohol misuse, and prevention inspections is completed and it is planned to publish each of the reports by summer 2010. Fieldwork for the court work and reports inspection is currently taking place, with the report planned to be published in autumn 2010.

**Public Protection and Safeguarding**

*Public Protection* and *Safeguarding* work are both integral to our core inspection practice, because they are work which is not readily measured by any means other than inspection. Accordingly they are key examples of where and how inspection uniquely adds value, and we have given a prominent focus to these closely-related areas of work - which on occasions attract considerable and very understandable public concern - in recent years.

We continue to focus on these subjects in our main area inspection programmes. The CCI inspections provide, as headline scores in the reports, the proportions of both *Public Protection* and *Safeguarding* work which have been done ‘sufficiently well’. And the OMI 2 inspections provide, as one of the key headline scores, the proportion of *Public Protection* work done ‘sufficiently well’.
On occasions, at the request of Ministers, we carry out a specific inquiry. In November 2009 we published the report of a set of special case inspections in London, undertaken at the request of the Justice Secretary because of concerns arising from the NOMS review of the Sonnex case. Our report is available here.

We continue to make available the *Risk of Harm Inspection Module* (RoHIM), among other things, as a tool to enable self-assessment in local areas by practitioners and managers. Material on RoHIM is available here. An updated version is piloted and will be available during Spring 2010.

In December 2009 we published, mainly for probation and YOT managers, a briefing document on Safeguarding, as a reminder of messages from the third Joint Chief Inspectors’ report on Safeguarding published earlier, in 2008. This is available here.

We continue to liaise with, and provide advice to, other bodies with an involvement in Public Protection and Safeguarding work, particularly NOMS and the Youth Justice Board. In this connection we also liaise with the National Safeguarding Delivery Unit, and attend the post-Laming Implementation Board.

A position paper which sets out in more detail our stance on *Public Protection and Safeguarding* is available on our website here. Further information on our work on these issues is on our website here.

**Comprehensive Area Assessment (CAA)**

As full partners in the Comprehensive Area Assessment of local areas, we are contributing to each assessment our key inspection findings, especially those from the core case inspections of youth offending work. We are also relaying relevant performance information from the YJB and NOMS, together with our commentary.

More information about the CAA is available from the Audit Commission website here, and on the Oneplace website which contains CAA assessments, available here.

**Other work**

During 2009-10 we have by invitation carried out inspections in the Isle of Man, both of youth offending work and of offender management. The report of the inspection of youth offending work was published in October 2009 and is available here. The report of the inspection of offender management is planned to be published in March 2010.

We are also contributing to a joint inspection, led by HM Inspectorate of Court Administration, of the military courts. The report is due to be published in Spring 2010.

**Diversity**

Our overall aim continues to be “*Working to remove improper discrimination in the Criminal Justice System.*” To this end we aim to integrate best Diversity practice into our inspection methodology and into our own staffing practices. Our Diversity Action Plan for 2009-10 is here.

Our inspection programmes continue to place high importance on diversity issues. Among other things they enable us to analyse key results by diversity characteristics to identify any issues where cases are being handled disproportionately in relation to diversity. In this connection, as indicated we plan to publish main aggregate results from the OMI programme by diversity, in March 2010.

We continue to work to our Welsh Language Scheme, which has been approved by the Welsh Language Board. This is available in Welsh here and in English here.

Further information on our approach to diversity is on our website here.
QA Strategy

We recognise that an independent Inspectorate needs to offer assurance that the work it does is carried out to the highest standards, to ensure that the work we inspect is scrutinised fairly, and inspection findings reached through a consistent and transparent process.

We therefore have in place a Quality Assurance Strategy to examine a range of elements of our inspection process, to ensure that they reach consistently high standards, particularly in our judgements and our data production.

We have updated the Strategy to cover the period 2009-12. It is accompanied by a Quality Assurance Action Plan, and a Quality Management Action Plan, each for 2009-10.

The Strategy is applied to each of our inspection programmes. It is made up of the following parts, designed to cover each of the main aspects of our work and processes:

- diversity
- selection of case samples
- questionnaires to service users
- training of Probation Area and Youth Offending Team assessors
- assessment of cases
- interview groups and meetings during inspections
- data analysis
- report writing
- report editing
- report production.
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