



Probation News

May 2021 – issue 35

Foreword by Hannah Meyer, Executive Director, Reducing Reoffending Partnerships and Accommodation

Hello and welcome to this edition of Probation News.

I'm sure that this has been a significant week for many of you as COVID restrictions have been lifted further. I hope that you have had the chance to get out and about and see friends and family.

As restrictions are eased, we continue to drive forward probation recovery. We're delivering more unpaid work and Accredited Programmes and continue to increase the number of home visits. It's great news that, in Approved Premises, we closed the last outbreak earlier in the week. A big thank you again to everyone for their work during this challenging time, but in particular to AP staff who have genuinely been on the front line of our response during the last 14 months.

The 26 June – the date on which our new unified Probation Service begins operating – is now fast approaching. We have today announced that we will be renaming our part of HMPPS - from 26 June we will be simply the Probation Service. You can read more [at this link](#) about the reason for the change and how embedding a new, inclusive culture needs to be at the heart of unification.

It's great to welcome colleagues from Seetec, who have now had their e-mails and data migrated to new MoJ laptops and smartphones.

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More than 50% of colleagues joining the Probation Service form CRCs, supply chain and parent organisations can now be reached through @justice e-mail accounts.

It's also worth highlighting the recent HMI Probation report about our preparations for the unification of probation services. The report recognises that the programme is being led well and that good progress is being made to ensure continuity of services.

In the Reducing Reoffending Partnerships and Accommodation (RRPA) Directorate, our cross-Government programme to cut crime and reduce reoffending is now well underway. A new Community Accommodation Service has been set up, bringing together Approved Premises and Bail and Support Services with a new service for prison leavers without stable accommodation in five regions. Our Accelerator Programme is

hiring staff to test new approaches to reducing reoffending in 16 prisons. Our Approved Premises Expansion Programme, to create 200 new places in APs by 2023, is progressing well.

I'd urge all Black, Asian and Minority Ethnic staff to complete this [joint HMPPS, NAPO, UNISON and RISE survey](#) about their experience of working in the NPS. We'll use the results to build a more inclusive and a fairer service. It's great that nearly 700 people have already taken part and the deadline has now been extended to 24 May. Please do also take the time to look at the latest 'Let's Talk' toolkit about 'intersectionality' – how race, class, gender, and other characteristics “intersect”, with one another and can affect the way we are perceived and treated.

Hannah Meyer

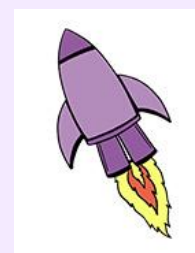
Executive Director, Reducing Reoffending Partnerships and Accommodation

Probation Reform, Workforce & Recovery Programmes

What's new on the Welcome Hub?

Thousands of colleagues have discovered there's something for everyone on the Welcome Hub. Here's a selection of recent updates you may like to check out:

- Induction checklist of actions - [Your induction checklist](#)
- Post transfer learning plan – [Your post transition learning](#)
- What to expect from your transfer email – [What to expect from your transfer email](#)
- Pensions – [Understanding how your pension will change](#)
- User guides - [Tech rollout & MS Teams telephony](#)
- Information assurance actions– [Information Assurance Actions](#)
- Staff engagement event schedule – [Series of engagement events](#)
- Never miss an update - check the [New on the Welcome Hub](#) page.



Please keep your feedback coming via the [Contact](#) page on the Welcome Hub. We love to hear what you like about the Hub and how we can make it work better for you.

Reform and Workforce Programmes Update

Tech rollout surpasses half-way milestone

A warm welcome to colleagues at Seetec who are the latest to have had their emails and data migrated to new MoJ laptops and smartphones.

Their addition to the MoJ network means more than 50% of colleagues joining the Probation Service from CRCs, supply chain and parent organisations can now be reached through @justice email accounts and Microsoft Teams on their new equipment.

Colleagues at RRP will be next to join the 4000 plus who have already made the tech transition, followed by teams at ARCC and MTC, who will cutover in June.



See the Welcome Hub for:

- [Tech rollout overview](#)
- [Tech rollout timeline](#)
- [What's in your tech delivery](#)

- [New Microsoft Teams telephony service](#)
- [User guides for new kit and MS Teams telephony](#)

CRC staff declaration of equality protected characteristics – Completing your diversity declaration data on SOP

Staff declarations

A key ambition for transition is that incoming staff feel comfortable to provide diversity data so we can continue analysing the data to understand the experiences and outcomes for staff and develop data driven action plans. CRC staff across all lines of the business and grades are encouraged to declare their diversity declaration data on SOP once they have access.



Your diversity data does not automatically transfer from the CRCs due to UK GDPR regulations which means that any diversity information held about yourself by your CRC employer can't be shared or transferred to HMPPS. The only diversity information that we are able to receive from your CRC employer is your gender and your age, as these are needed and used for payroll and pension purposes. Declaring your diversity remains optional and is entirely your choice but we hope you will recognise the benefits of doing so.

Why is declaring diversity data important?

Diversity is not just a moral imperative or a tick box exercise. Ensuring that we have a diverse workforce which is inclusive to everyone, because of and not despite of their background, will be a key foundation to our continuing success.

Creating a **more diverse workforce** where everyone feels included is a key objective within the [Probation Workforce Strategy](#). We are building an environment that creates diversity and promotes equality to help support a unified and purpose-driven culture for the Probation Service. We will tackle racism and other forms of discrimination where it exists in the service and we will ensure the workforce is equipped and supported to do the same.

HMPPS, and the Civil Service more generally is committed to diversity and inclusion, and policies and procedures are designed with this in mind. However, without complete information about the equality protected characteristics of our staff, we don't know how inclusive we really are or where we need to make improvements.

In order to ensure that discrimination, both direct and indirect, is eliminated, and that every employee is receiving fair treatment, we need to know who makes up our workforce. To do this, the service is being held to account to increase the rates of diversity declaration and will be providing regular progress updates on the declaration rates across the probation staff group.

Inequality is something that our staff have reported they still experience. We recently published the [Probation Equality, Diversity, Inclusion and Belonging Action Plan](#). The plan forms part of the robust action we have committed to taking to challenge and change this culture by working closely with the [HMPPS Diversity and Inclusion Team](#) and the [Race Action Programme \(RAP\)](#), understanding and addressing the key challenges experienced by all staff and taking full account of their different needs in our and Race Action Plan processes and policies.

Probation Workforce Equality, Diversity, Inclusion and Belonging Action Plan

Why do I need to declare my protected characteristic information on SOP?

- We use this information to meet our responsibilities as an employer, including our duties under the Equality Act 2010. It is through having this information that we can understand the make-up of our workforce.
- It helps us to monitor how well we are treating people and also to help monitor whether our workforce reflects the wider society we serve.
- The information provided also helps us to plan for and provide workplace adjustments for our disabled staff.
- It is important that all staff check and update their information, even if you think that this doesn't apply to you. It is only by having everyone's equality protected characteristic information that we can understand the make-up of our staff.
- It will also allow us to provide more accurate information and analysis in the annual HMPPS Staff Equalities Report, which is published each November, e.g. in relation to performance markings, grievances, and promotion rates.

You can find more information about declaration on the [Welcome Hub](#)

Understanding your post transition learning



Learning will continue to take place after day 1 of the new Probation Service and this learning will vary for different roles.

Like the [pre-transition learning](#), the majority of the learning will be available as digital resources (videos, factsheets, FAQs, checklists), allowing you to build on your current level of knowledge and skills at a time and pace that will suit you.

All post transition learning will be accessed via My Learning, linked from the [Welcome Hub](#). This learning may also be useful for staff currently in the NPS, especially those recently recruited or temporary staff.

Whilst the learning materials are not yet available (and won't be available until late June) we have highlighted the [learning pathways for varying roles](#) on the Welcome Hub.

The Welcome Hub includes learning pathways for the following roles / areas of work:

- Corporate services staff
- Interventions management
- Case Administrators
- Probation Services Officers
- Probation Officers
- Senior Probation Officers
- Unpaid work staff
- Assistant Chief Officers (ACOs)
- Resettlement staff

Please note that where you have already completed the learning listed for your role and it is evidenced on your learning record, there will be no need to repeat it.

Induction checklist for CRC, Parent and Supply Chain organisation staff



To help you understand exactly what you need to do before and after your transition, there is a new induction checklist on the Welcome Hub. The checklist contains the actions and information that you will need to get you ready to work effectively within the Probation Service. It includes things like:

- Getting yourself set up on SOP (Single Operating Platform)
- Booking Accommodation and Travel for Work
- Pre and Post Transfer Learning
-

Don't forget, we also have a page specifically explaining [actions for Line Managers](#), which provides important updates as well as a checklist of activities that managers need to do pre-transfer. The information on this page may also be useful for line managers in the NPS, especially those recently recruited into a managerial role. This includes:

- Checking your team hierarchy on SOP.
- Supporting your team to complete essential pre and post transfer learning.
- Encouraging your team to register for EQUIP and book an EQUIP briefing session.

View this information and more on the [Welcome Hub](#).

Understanding the National Agreement



In June, staff who are directly employed by a CRC and transferring to the new Probation Service will **move on to NPS terms and conditions after transfer**, as agreed in the National Agreement.

We have recently released new communications that explain the [National Agreement](#), who it covers and what it means.

The National Agreement is only applicable to those who are directly employed by a CRC. It does not apply to those of you who are employed by a Parent or Supply Chain organisation as your current pay and contractual terms and conditions, unless agreed otherwise through negotiation and consultation discussions, will remain the same.

The key elements covered on the [new National Agreement page](#) include:

- Pay Assimilation and Protection
- Allowances
- Hours of Work
- Travel and Subsistence
- Annual Leave and Other Leave
- An opportunity to read the full National Agreement documentation

Read the full National Agreement pages [here](#) and please talk to your current employer or Trade Union if you have any questions.

What to expect from your transfer email



In mid-late June, everyone who is joining the new Probation Service from a CRC, Parent or Supply Chain organisation will receive a [transfer email](#) that will welcome you to the new Probation Service as well as outline your key terms and conditions of employment upon transfer (things like your salary, job title, hours of work, location etc).

To help you understand what you can expect, we have created a new page on the Welcome Hub that explains **all you need to know about your transfer email**, in advance of you receiving it. The type of information that is contained within your email will vary depending on your circumstances, so please read the [what to expect from your transfer email page](#) on the Welcome Hub.

Engagement events for transferring staff

Before welcoming you to our new Probation Service on 26 June, we wanted to tell you about a [series of engagement events](#) we're running to support you through your transfer.

The events will complement the content on the Welcome Hub by providing more information on key topics or bespoke support for some groups of staff. This means not all the events will be relevant to you. The events will be 30 - 60 minutes long and cover the following topics/staff groups:

- Corporate Services staff
- Unassigned staff
- Pay, competency-based pay progression, and National Agreement (for staff covered by the National Agreement)
- What the transfer means for me? (for staff not covered by the National Agreement)
- Transferring line managers event to support the [Line Manager pack](#).

There will be an opportunity to ask questions and make comments via Slido before each event, so we can tailor the content to your needs. Slido is an interactive app where you can ask questions anonymously, and vote for the questions you like most.

The first event is for Corporate Services staff on 26 May at 3.45pm. You can join this event by clicking [here](#).

An invite for this event, and the others, will also be sent to you by email by your current employer. This will explain how to join the events and access the Slido beforehand.

Role alignment update from Jim Barton and Sonia Flynn

Late last week, Jim Barton and Sonia Flynn sent a letter to current employers aimed at those of you who are going through the role alignment process. Many of you will have seen this as your current employer will have shared it but for those of you that haven't, we have made the full letter available on the [Welcome Hub here](#).

We have included some extracts from the letter below:

“First, we wanted to say that we're sorry that for some of you the letters didn't give you the level of clarity you were after, and we understand that this has caused some worry and anxiety. We know this is particularly true for the group of staff who received a letter saying that you were not yet matched to a role or incorrectly matched.”

“The most important thing we want to highlight is that not being matched to a role doesn't mean that there isn't a role for you in the future organisation. Our organisation is growing and we absolutely need all of you and your skills and experience to make our new unified organisation a success. The teams within the regions or within NPS national, HMPPS or MOJ want to engage with you to help you find the right role match for you, taking in to account your skills and experience.”

You can read full letter which explains the next steps that staff who have not been aligned to a role on the Welcome Hub.

Competency Based Framework (CBF) Update

Managers are asked to hold your 'opening conversations' and **update SOP by 14th June**, which is a slightly extended deadline. As a reminder, you can download the CBF Guide and

the CBF Record from the [SSCL MyHub](#), or visit the [Welcome Hub](#) for more information. If you have any questions, please email cbf-enquiries@justice.gov.uk.

We're also holding briefings for managers: the next is taking place on **Thursday 20 May at 1.30pm**. [Download the calendar invite for the 20th May](#) and we'll circulate a recording for those who aren't able to join.

Finally, we're carrying out research on the CBF (see story below) during the trial year: please email rita.quigley@digital.justice.gov.uk if you are interested in taking part.

CBF Research – we want to hear your views

As you take the opportunity to explore the framework and engage with the process during the trial year of the Competency Based Framework (CBF) we want to hear your views and concerns so that we can develop our guidance and approach ahead of the CBF being linked to pay progression.

We are using your feedback collected from the [CBF Enquiries](#) mailbox, your comments and questions from CBF events and briefings, as well as conducting research to gain insight into how the CBF is being used and received.

The findings from our pre-launch research have highlighted:

- Greater emphasis needed that CBF has been designed to be 'light-touch' and to not add excessively to workloads.
- A need for clarity that CBF is not linked to performance and is not replacing existing performance measurement in any way.
- Requests for specific line manager guidance on how to engage with CBF.
- More information is required on the timeline for CBF impacting pay progression.
- Positivity about the rollout of CBF as an opportunity for staff to demonstrate, in a tangible way, that they are highly skilled in a wide variety of areas.

We have noted all of the issues raised, have begun to address some and will continue to do so in the coming weeks.

Interested in providing feedback on the CBF?

Rita Quigley, Senior User Researcher, will continue this research over the coming weeks and months, and welcomes all who wish to take part. The research will be very light touch and won't take up much of your time, but it will go a long way to ensuring that CBF is rolled out in an efficient and effective way for all.

If you'd like to take part in any of the research, please sign up at <https://eu.surveymonkey.com/r/CBFRound2> or email Rita directly at rita.quigley@digital.justice.gov.uk

Recovery Programme Update

We continue to drive forward probation recovery and have seen further indications of increases in delivery rates. Unpaid work delivery has risen to 65% and Accredited Programme delivery has risen to 56% of pre-Covid levels.

We continue to work with your senior leaders and Trade Union colleagues to increase delivery wherever it is safe to do so based on local circumstances. Some home visits have already recommenced and the recently announced easing of national restrictions will shortly further increase our capacity to visit more people at home. All regions are now resuming oral fluid drug testing. Last week we re-introduced polygraph examinations once again across England. These are being scheduled regionally based on local circumstances, with over 175 tests expected to take place in May.

81 sites are now delivering Lateral Flow testing. We are moving our on-site testing model to 'take home' testing. All sites have now been onboarded, guidance created, and briefings provided to local leads. Test kits are now on site and by next week all NPS sites will have set up take home testing.

Once again, thank you for supporting the Recovery Programme.

All Staff Event

We held our latest All Staff Event on 11 May, with a record number of staff joining the event – a big thank you to everyone who joined. A recording of this event and the supporting output pack will be made available to staff shortly via My Learning. We welcome feedback on the event and are interested to hear your thoughts on how the event was and how we can further improve future sessions – a [short survey](#) is available for all staff who attended to complete.

Have Your Say:

Many thanks for your recent questions about the programmes. Please find the latest frequently asked questions [here](#). If you have anything you want to ask us, please email us on: strengthening.probation@justice.gov.uk and we'll respond to your questions next time

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COVID-19 update

Visit the [COVID-19 page to find all internal and external advice and guidance](#) . These pages are frequently updated with the latest relevant news about COVID-19:

Please read: [Home testing update](#)

All staff should ensure they are familiar with the information which is being issued on COVID-19 through their teams and centrally and follow this guidance. Please do speak to your line manager if you have any questions. For staff unable to access the intranet, please contact the [HMPPS Communications team](#) should you require copies of any of the information.

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HMIP Thematic Review into the work to prepare for the unification of probation services

Her Majesty's Inspectorate of Probation (HMIP) published its [thematic review into the work to prepare for the unification of probation services on 14 May 2021](#).

Amy Rees, Director General of Probation said: "I am delighted that HM Inspectorate recognised that the transition programme is being led well nationally and regionally.

"Despite the challenging environment that our staff find themselves in as a result of the COVID-19 pandemic, the inspectorate found good progress has been made to ensure the continuity of supervision and support for people on probation.

"Importantly, HMIP recognised that work is well underway to ensure offices, IT and other logistics are in place from day one with training plans in place to up-skill staff in new systems to manage a mix of low-, medium- and high-risk cases in the longer term.

"26 June 2021 is a huge milestone for us, when we bring together NPS and CRC professionals to create our new probation service. I look forward to us being able to build together the very best organisation to deliver excellent probation services."

While the report announced we are on track towards realising the new model on 26 June, it also highlighted some areas where improvements are required and work is underway to address these:

- we have now awarded 108 of the 110 contracts under the Dynamic Framework
- we are working to ensure a new workload measurement tool and tiering framework is developed by the end of 2021
- we will ensure that we pool NPS and CRC data to inform future commissioning strategies
- we are investing in a longer term programme of work to support the creation of an inclusive new organisational culture
- we are reviewing the roles and responsibilities in the unified model relating to resettlement to ensure there is a clear strategic oversight at national and regional level

Sonia Flynn, Chief Probation Officer said: “I am very proud that the inspectorate were struck by the commitment, motivation and tenacity of staff supporting the delivery of transition. It is a complex change programme and we are excited and focused on coming together as one probation service from 26 June 2021.”

Jim Barton, Director, Senior Responsible Officer – Probation Reform Programme said: “I am pleased that HMIP’s assessment endorses our readiness for transition in June. This is the result of a huge amount of work from staff across the MoJ, NPS, CRCs and their parent organisations. I would like to thank everyone involved.”

All probation staff are encouraged to read [the action plan published on GOV.UK](#)

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HMPPS, NAPO, UNISON & RISE Survey of NPS Black, Asian and Minority Ethnic staff – Deadline extended to 24 May

A joint message from Amy Rees (Director General Probation and Wales), RISE, NAPO and UNISON

We have had a fantastic response to the survey so far, with nearly 700 staff taking part. We hope that Black, Asian and Minority Ethnic staff who have not yet completed the survey can do so by the new closing date of 24 May. As further promoted by Amy Rees at this week’s NPS staff event, your views are very important and will allow us to better understand your experience of the workplace. We intend to use the results to build a more inclusive, fair and non-discriminatory National Probation Service.

We wish to apologise that when we launched the questionnaire, we missed out an option for Muslim staff to properly record their religion in the survey. This was the result of accidental oversight. Thanks to those who raised this with us – we have now corrected it – and we are sorry for any upset that this may have caused.

We want to reassure any Muslim staff who completed the survey before we corrected the mistake that, if they identified their religion in the open dialogue box option, we will ensure that your religion is accurately recorded in the final analysis.

We have extended the closing date for the survey to **Monday 24 May**.

The survey takes about 20 minutes to complete and we advise participants to set aside enough time to fill in the survey in one sitting.

All staff who self-identify as being Black, Asian or Minority Ethnic and who work for the NPS are invited to [complete the questionnaire](#).

Keeping your information secure

Your survey responses are anonymous and nothing you say will be linked to you personally. We intend to publish a summary of the results, which may include some written comments made in response to the open dialogue questions, but we will do this

anonymously. Please help us to keep responses anonymous by not referring to your job title, work location, details of service users, cases, the names of any individuals or any other information which could identify you.

By completing the survey, you give permission for HMPPS, RISE, Napo and UNISON to analyse your responses and publish summaries of them (without attributing them to individuals).

The questionnaire should take no more than 20 minutes to complete, and if you prefer not to answer a question, you can simply skip it and move on to the next question.

The survey opens today (26th April) and will be available to complete until **5.00pm on the 17th May**.

Sources of Support

We know that you may have provided information to one or more of our organisations about issues of race previously and that doing so takes time and energy. For some people doing so may surface feelings of distress, trauma or frustration.

If completing the survey raises any concerns or difficult issues for you, the following sources of support are available:

- **HMPPS Employee Support Line** 0800 019 8988 (open 24 hours a day, 7 days a week).
- **HMPPS Tackling Unacceptable Behaviours Unit** helpline 0300 131 0052 (Mon – Fri 9am – 5pm)
- **RISE: Racial Inclusion & Striving for Equality (RISE) staff network** – Contact RISE_HMPPS@justice.gov.uk
- **NAPO:** members should speak to their local branch in the first instance contact info@napo.org.uk for local branch contacts.
- **UNISON:** members should speak to their local branch in the first instance <https://www.unison.org.uk/my-unison/find-your-branch/> or by calling UNISON Direct on 0800 0857 857 **Monday to Friday: 8am to 7pm**

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Next ‘Let’s Talk’ Toolkit Launches

Jo Farrar, Senior Race Champion for HMPPS, has launched [the latest ‘Let’s Talk’ toolkit](#) designed to start conversations in your teams. She said:

“As your senior race champion, I am passionate about diversity and inclusion. The Let’s Talk series of toolkits and events from the Diversity and Inclusion (D and I) team is a chance for teams to hold meaningful conversations across prisons, probation, youth custody and headquarters about diversity and promote inclusion for all.”

The [HMPPS People Plan](#) supports the [HMPPS Business Strategy](#), both of which clearly identify our commitment to inclusion for all our staff and people in our care.

One of the five objectives in the People Plan is “Creating a more diverse workforce where everyone feels included”. The Let’s Talk series provides toolkits to help conversations with staff on a number of topics.

Let’s Talk about Intersectionality

[This month Let’s Talk focuses on Intersectionality](#) describes how race, class, gender, and other individual characteristics interact, or “intersect”, with one another and overlap to shape our lived experience. This is unique to each person; some of our characteristics result in disadvantage and some grant us privilege in society.

By understanding each other’s perspectives, we can see our struggles are interwoven and we can work together to create an inclusive and fair society for all.

I will facilitate Let’s Talk with my team and ask HMPPS leaders to encourage staff to put time aside to hold these important conversations and provide feedback to the D and I team.

Jo Farrar

Senior Race Champion for HMPPS

HMPPS CEO and Second Permanent Secretary, MoJ

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New Domestic Abuse Act

On 29 April the Domestic Abuse Bill achieved Royal Assent and has been signed into law. The bill is now an Act.

[Landmark Domestic Abuse Bill receives Royal Assent - GOV.UK \(www.gov.uk\)](#)

The Domestic Abuse Act will provide further protections to the millions of people who experience domestic abuse and strengthen measures to tackle perpetrators. It has been an incredible journey – started 4 years and 3 months ago by the personal minute from Theresa May to the then Home and Justice Secretaries (“the ultimate aim is to deliver a Domestic Violence Bill to...include further measures to tackle these terrible crimes”).

What does the Act include?

For the first time in history there will be a wide-ranging legal definition of domestic abuse which incorporates a range of abuses beyond physical violence, including emotional, coercive or controlling behaviour, and economic abuse.

The measures include important new protections and support for victims ensuring that abusers will no longer be allowed to directly cross-examine their victims in the family and civil courts, and giving victims better access to special measures in the courtroom to help prevent intimidation – such as protective screens and giving evidence via video link.

The Home Office have created a number of short and easy to read [factsheets](#) available on gov.uk with an overview of the Act and more detail on the individual measures, including the pilot of polygraph for high risk domestic abuse offenders on licence. They explain why they are needed and what impact they will have.

When does the Act come into force?

The Act will begin to be implemented across criminal justice systems and agencies later this year. We will keep you updated on implementation of relevant measures and what this means for HMPPS staff.

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7 Minute Briefing - Polygraph

Polygraph examination is used by the Probation service to support the effective management of licences. This briefing provides Probation Practitioners with the key information required to manage individuals who meet the criteria for Polygraph examination.

- EQuIP; [7 Minute Briefing - Polygraph](#)
- My Learning; [7 Minute Briefing - Polygraph](#)

All our 7 Minute Briefings can be found on EQuIP by searching for '7 Minute Briefing'.

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Upcoming Insights Events

[What Drives Men Convicted of Stalking?](#)

26th May 1230-2 pm. Dr Rachael Wheatley presents the findings of her doctoral research with men in custody convicted of stalking to explore what drove their behaviour and how can practitioners respond to this.

[Manchester Crime and Justice Film Festival: Gun Fingers: "It's Not a Game"](#)

26th May 5-6:00pm. Simon Melbourne, Writer and Director, and Fiona Curran Director of Arts, Koestler Arts. This short film examines the phenomena of 'gun fingers'; how children innocently point their fingers and pretend to shoot each other, but when they aren't much older, some of those children end up with real guns in their hands and the game becomes fatal.

[Stalking - A Professional Practice Clinic](#)

8th June. 11:30am - 1:00pm. Join Dr Rachael Wheatley and colleagues to explore the behaviour and management of ex-partner (rejected typology) stalkers. **Open to front line probation practitioners only**. Please note that tickets will only be issued to justice.gov or CRC e mail account holders.

www.hmppsinsights.co.uk. **A bit about us:**

HMPPS Insights brings people together from across the Criminal Justice System to learn, share, connect and celebrate the excellent and innovative work that we do. We are delighted to bring you a range of exciting virtual events, videos and blog articles, created by you, for you. Let's learn from each other, share experiences and ideas, and develop relationships across the system.

All our virtual events are free to attend and are open to all staff working in the Criminal Justice System. You will be asked to provide your work email address when you register.

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HM Inspectorate of Probation – Assistant Inspector Secondments

HM Inspectorate of Probation is recruiting for Assistant Inspectors (11 posts available on two-year secondments).

Please view the [HMIP job advert](#) for more information.

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OASys Bulletin

The OASys Bulletin provides information about upcoming changes to OASys that are important for practitioners. Our May 2021 edition includes:

- information on upcoming changes to Section 1
- a screenshot of changes made to a number of questions in Section 1 as some will be removed and others refined
- updated Termination Guidance which is now available on EQuIP. This document outlines the circumstances when a Termination OASys should be completed, broken down by sentence type
- information on future improvements including changes to SARA

Practitioners can find out further information on these changes in the May bulletin on the [OASys and Assessment Intranet page](#).

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Guidance published on managing people convicted of sexual offences

[New guidance has been added to the HMPPS intranet](#) that sets out how staff should work with people who have been convicted of sexual offences

The guidance sets out how staff should work with this cohort in a way that supports effective rehabilitation, whilst ensuring that any risk is managed robustly.

It brings together much of the work that already takes place, including existing requirements and advice, as well as improvements that have been delivered more recently. Importantly, it recognises the vital importance of effective partnership working with service providers and other agencies, including Through the Gate services, agencies providing rehabilitation services and public protection partners.

The guidance follows [a report from HMI Probation](#) that set out the need for HMPPS staff to have a clearer understanding of the organisation's approach to working with this group of offenders.

The guidance will be updated and reviewed as new research is published and the nature of sexual offences evolves. A series of user-friendly guides for different groups of staff have also been produced to sit alongside the full document, including one [for probation staff at this link](#). A programme of engagement with relevant frontline staff will be rolled out over the coming months.

For further information about the guidance contact Mark.Farmer1@justice.gov.uk

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HMPPS Exceptional Delivery Model Action Plan

HMPPS has published its [action plan](#) in response to Her Majesty's Inspectorate of Probation "[A thematic review of the quality and effectiveness of probation services recovering from the impact of exceptional delivery models](#)".

All staff are encouraged to read the [action plan](#)

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EQuIP update

EQuIP Briefing dates and recent updates can be found on the intranet [HMPPS EQuIP Group Page](#)

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