



Probation News

June 2021- issue 36

Foreword by Ian Barrow, Executive Director of Probation Workforce Programme

Welcome to the first summer 2021 edition of Probation News. I hope you got to meet June with sunny weather and good company over the Bank Holiday weekend, and with more venue options available as restrictions begin to ease all over the country.

It is now less than a month before the much anticipated 'Day 1' which will mark the unification of Probation Services, so this edition of the news is mainly dedicated to materials and resources that will help make it as seamless as possible for all of you. Please take your time to read through the latest updates.

As always, I would also want to encourage any of you that have questions, feedback, and/or concerns to reach out to our [dedicated mailbox](#).

There are also a couple of milestones to celebrate in the world of the Probation Workforce Programme. Last year, we made a commitment to increase our recruitment rates to meet increasing demand on the service by having a thousand learners in place over the 2020-21 year.

I am very happy to confirm that we have reached this target, and even surpassed it (since the final figure of PQiP learners stands at 1007). Huge thanks and credit goes to the dedicated staff and teams that made it happen, and welcome to all those who joined us since last year. We will continue the work to ensure your learning and practice experience gives you the necessary knowledge, skills, and confidence to become full-fledged probation practitioners.

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We are also in full swing of the CBF pilot year, and have a number of events and communications issued continuously, covering work so far and answering your questions. Please continue to look out for those as well as having conversations with your managers. We want to fully utilise this pilot year, resulting in the framework that directly benefits your day-to-day duties and your personal development.

This edition also has some information on deep-dive research into CBF, with a chance for you to offer your views.

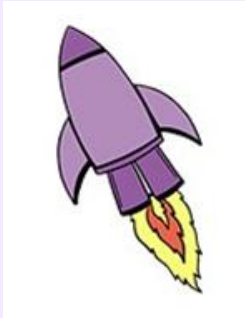
In the Probation Business Recovery Programme, work continues on further increasing levels of UPW delivery, group activities, and office visits. Next big step is to strive towards shifting Regions to Green RAG status, steered by local circumstances and Regional leadership and decision-making.

Ian Barrow

Executive Director, Probation Workforce Programme

Probation Reform, Workforce & Recovery Programmes

New on the Welcome Hub



The Welcome Hub continues to offer something for everyone. Here's a selection of recent updates you may like to check out:

- [Role alignment discussions](#)
- [Role alignment appeals](#)
- [Shaping Commissioned Rehabilitative Services](#)
- [Workload Measurement Tool](#)
- [Unified Tiering Model](#)

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.

All staff call – 28th June 4pm

[Click here to join our all staff call on 28th June.](#) Amy Rees and Jo Farrar are looking forward to speaking to as many of you as possible at our first **unified Probation Service** team meeting.

Previous all staff event

We had record attendance at this event on the 11 May, thank you to those who were able to join and even bigger thanks for all your questions! You can access a link to the recording, output pack and themed questions and answers below.

- NPS link here: <https://mydevelopment.org.uk/course/view.php?id=7200>
- CRC link here: <https://mydevelopment.org.uk/course/view.php?id=7229>

Staff transferring to the unified Probation Service

Getting ready for day 1 (for transferring staff)



We are just over three weeks away from day 1 and we are getting closer to the creation of our new unified Probation Service. This is an exciting but busy time for everyone and so we want to make sure you have all the information you need to feel supported through this important milestone.

To prepare you as best as possible for Day 1, we would recommend that you take some time before day 1 to browse the Welcome Hub, you can see what has been added most recently by visiting [the New on the Welcome Hub](#) page.

In particular, the [induction checklist](#) will help you to understand what actions you need to complete before, during and after transfer. This page also gives guidance about where you can find information about specific topics, such as accessing your employee details on SOP or how to access staff benefits.

Your new region or your future team are likely to provide you with local level induction information, including local structures, contacts and opportunities to meet your new team and manager (if applicable).

Transferring staff engagement events

We would like to remind you that we are running a series of [engagement events](#) for transferring staff to support you through your transition. Some of these events are relevant to all transferring staff and some are for specific staff groups. The next events in the schedule are:

Tuesday 8th June, 10am – 11am - Pay, Competency-Based Pay Progression (CBF) and the National Agreement (for staff covered by the National Agreement. **To attend this event, please simply [Click here to join.](#)**

Wednesday 9th June, 10am – 11am – What the transfer means for me for staff not covered by the National Agreement. **To attend this event, please simply [Click here to join.](#)** Your current employer will send you the invitations to the relevant events. [Read more here.](#)

Your transfer email



As advised in Issue 35 of Probation News, everyone who is joining the new Probation Service from a CRC, Parent or Supply Chain organisation will receive a [transfer email](#) on or around 14th June. This email will be sent to your Justice.gov.uk email accounts and will contain important information you will need to read.

Learn more about what to expect on the [Welcome Hub.](#)

How you will be paid in June



If you are transferring to the Probation Service from a CRC, Parent or Supply Chain organisation on 26th June, how you will be paid in June and July will be slightly different to what you are used to.

We have been working closely with your current employers and by the 28th May they will have sent us some important data that will enable us to set up the June payroll.

Thank you to current employers and the team for their work on this. Learn more about the arrangements for June and July pay on the [Welcome Hub.](#)

If you experience a change to your pay date as a result of the transfer (i.e. you are currently not paid on the last working day of the month), you are able to apply for a mid-month pay advance for the months between July and September 2021. Find more information on how to apply and eligibility criteria on the [mid-month pay advance page](#) on the Welcome Hub.

Role alignment update

Most people who will be transferring in June have now received an alignment to a role or team within the Probation Service, HMPPS or MOJ. However we understand that role alignment remains front of mind and is causing some anxiety and frustration - particularly for those of you that have not matched to a role and for those of you in corporate and support services roles.

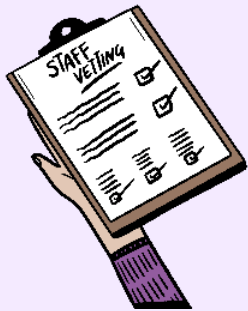
Two areas in particular that we know have caused confusion are the appeals process and the next steps for people who haven't been aligned to a role. To help give further clarity, we have created some additional pages on the Welcome Hub covering these two topics:

1. [Appeals](#) – including the appeals timeline, appeals criteria and other key questions answered.
2. [Role alignment discussions](#) – explaining who will be having a discussion, when and what to expect from the conversation.
- 3.

We hope that you find this information useful.

On the 26th May we ran an event for corporate and support services staff. We received a high number of questions and comments during this event and we are working through providing responses to these queries. When we have the answers ready we will publish them on [this page](#) on the Welcome Hub.

Vetting update



We know some of you in CRCs, Parent and Supply Chain organisations are worried about the progress of your Employee Checks and Security Vetting because you have not received a response or acknowledgement since submitting your documents for the vetting checks.

If you have sent your documents as outlined in the [guidance on the Welcome Hub](#), please be reassured that **we are working our way through a current backlog of submissions** and you do not need to resend your documents (unless specifically asked to by a member of our vetting team).

You will receive an email inviting you to complete a security questionnaire once your documents are reviewed. Once received, guidance for completing your security questionnaire can be found on the [Welcome Hub Employee Checks and Security Vetting Page](#).

We are prioritising the Employee checks to make sure that all employees have the right to work in the UK and that they meet the Civil Service Nationality requirements. If you believe you do not meet the Civil Service Nationality requirements, please discuss this with your current employer; information about the Civil Service Nationality requirements can be found here [Civil Service Nationality rules](#). Please be aware, if you are a European Economic Area (EEA) or European Union (EU) National, you can check the guidance on applying for the EU Settlement Scheme (EUSS) [here on the Welcome Hub](#). The deadline to complete the application is 30th June.

While we focus on the Employee Checks, this may mean that your security vetting is completed after transfer – if this happens, please don't worry as this **will not prevent you from transferring** into the new Probation Service on 26th June, the security vetting outcome of each case will be considered individually when checks are completed.

Ways of purchasing and paying

Some transferring staff – particularly UPW staff and staff who administer petty cash – will need to be aware of ways of purchasing and paying in the new Unified Probation Service Probation including the use of Government Procurement Cards (GPC), fuel cards, petty cash, travel warrants and the Travel for persons on Probation policy.

More information is available on [the Welcome Hub](#). Briefing sessions will also be held in June further guidance will be published shortly

National Standards, Performance and Quality

Latest news on National Standards, the performance framework, blended supervision, the probation operation delivery model and approved suite of probation practitioner toolkits can now be found on the [Welcome Hub](#)

- Transitional National Standards are being agreed for implementation following the end of CRC contracts on the 25th June 21. However, these will remain suspended (as current ones are now) for as long as Exceptional Delivery Models (EDMs) are in place.
- The Performance Framework and National Standards do not apply whilst the EDMs are in place.
- In terms of the approach to blended supervision, the expectation is one of continuation whilst the EDMs are in place.
- The Probation Operational Delivery (POD) model is a way of structuring operational teams to effectively and efficiently facilitate working with People on Probation (PoPs) and is a flexible element of design. The POD model will be implemented after Day 1, with implementation timescales differing across regions to account for local variation.
- The Approved Suite of Probation Practitioner Toolkits will be available from Day 1. Rolldown of non-approved materials will commence from Day 1, with new cases and relevant change activity utilising ASPPT. Inflight cases will be managed using professional judgement, with SPO endorsement if they continue to use non-approved materials.
- A staff guidance document is being developed and will be available from Day 1, on how to use NSIs to record toolkit RAR delivery toolkits

CRC Staff Declaration of Equality Protected Characteristics

Once you have access to your HR record on SOP, please [complete](#) your staff declaration of equality protected characteristics.

Attracting and retaining a diverse workforce that better reflects the diversity of our society and people on probation is one of the key objective of the [PW EDI&B Action Plan](#)

UK GDPR regulations have prevented diversity data from being provided to HMPPS as part of CRC staff transition.

The [Staff induction checklist](#) and line managers induction checklist on the Welcome Hub explains what you need to do and why this self-declaration is important.

Managers & Senior Leaders: Please ensure staff are given time and support to update their details on SOP

Questions & Support

- Regional Equality Managers and regional staff network leads can provide support if required
- Monthly reports will be shared with RPD's
- Any questions email the team at PW.EDIB@justice.gov.uk

All training & learning

Commissioned Rehabilitative Services – training now available

From 26 June there will be a range of services available from specialist external providers to meet key areas of rehabilitative services. Contracted providers of these services will work closely with probation practitioners and community interventions teams to ensure the best outcomes for people on probation.

A new 'Refer and Monitor an Intervention' digital service will enable Commissioned Rehabilitative Services (CRS) to be searched and selected for referrals.

Your L&D

A new CRS Learning Pack highlights what is new, what is expected and includes practical tools and guidance.

Resources have been divided into two sections: 'Best Practice around Commissioned Rehabilitative Services' (CRS) and 'How to use the new Digital system (Refer and Monitor) to support CRS delivery'

- Learning will involve familiarisation with these resources and for OM Staff, Court Staff and ETTG Staff, completion of a Knowledge Check. This Check can be taken multiple times until passed
- OM staff, ETTG Staff and CRS Change Champions will need to access the full learning content.
- Court, Administrators, Interventions, UPW and various other non-operational staff will need to access a select blend of the learning products. This includes for UPW Staff, Interventions Staff and various other non-operational staff a CRS general overview course.

A full list of non-operational staff and requirements are listed on the [Welcome Hub](#) and a more detailed breakdown of what you will need to complete is available in MyLearning.

Staff in Greater Manchester region are not required to take this learning package and will be contacted separately on the bespoke training designed for Greater Manchester Integrated Rehabilitative Services (GMIRS) roll out.

Next steps and availability and further information

The learning package is now accessible via My Learning with staff groups required to complete it before June 26.

Current NPS staff will need to [Register](#) on myLearning and can [access the learning here](#)

CRC staff moving to the Unified Probation Service will be required to access the Non-Directly Employed (NDE) Section of myLearning. Follow the online instructions.

Probation Practitioners will have access to the Refer and Monitor digital system from 12 June. You may wish to take this section of the training before then, but the benefits in terms of ease of use will be more apparent once you can log in.

Further information on Commissioned Rehabilitative Service can be found on the [HMPPS Intranet](#) and [Welcome Hub](#)

[Read an interview with Deborah James](#), one of the Programme Team who brought operational experience to help shape CRS and the Refer and Monitor Service. We asked what benefits staff should expect to see.

NEW online Workload Measurement Tool (WMT) staff tutorial and Unified Tiering Model video

A new, 20 minute [Workload Measurement Tool online tutorial](#) is now available on the Welcome Hub for all HMPPS staff and CRC colleagues who are transferring in to the Probation Service, plus a new [five minute video introducing our Unified Tiering Model](#).

The Workload Measurement Tool (WMT) is a helpful mechanism for managing workloads, reflecting the very different workloads associated with cases of different complexity through the Unified Tiering Model. The WMT tool assists Senior Probation Officers in allocating cases to Probation Officers, Probation Service Officers and PQiPs – people in our trainee probation officer programme in sentence management roles – by showing their current workload, available capacity and balancing workload out among their teams.

The Unified Tiering Model was launched in early May to introduce methodology to represent probation's role to assess, protect and change. The WMT is updated daily from Monday to Friday, taking the sentence and tier details from nDelius and exporting this data to the WMT. Each case within the WMT is automatically allocated points, dependant on the sentence and tier; this accrues to the Probation Practitioner's overall caseload and capacity at that point in time.

The WMT is a supportive tool for Senior Probation Practitioners to enable allocation decisions and balance workloads across their teams; it is also used at a strategic management level to inform workforce planning and key decisions.

Discover more through EQuIP and:

- [Workload Measurement Tool Staff FAQ](#)
- [Workload Measurement Tool User Guidance](#)
- [Unified Tiering Model April Regional Team Briefing](#)

- [Unified Tiering Model Staff FAQ](#)
- [Unified Tiering Model Staff Guidance Document](#)

NEW Structured Interventions Practice Manual

The [Structured Interventions Practice Manual](#) supports practice alignment with our end state [Structured Interventions Operating Model](#). This manual was circulated for consultation in April and incorporates consultation feedback and a list of Structured Interventions agreed for delivery in each region up to Day 1 and beyond. Click on a new [video](#) to discover how Structured Interventions sit alongside other interventions.

The [Structured Interventions Practice Manual](#) will be supported by a Delius advice note that provides more detailed referral and monitoring guidance and pre Day 1 steps to re refer cases from existing non statutory interventions to new non statutory interventions. Probation practitioners will receive information on the Delius advice note from their Regional Operational Leads before Day 1.

A revised version of the Structured Interventions Practice Manual will be released in January 2022. This document will provide more information about a consolidated Approved Suite of Structured Interventions developed in collaboration with regional representatives. It will also contain details about new performance and quality frameworks for Structured Interventions which will take effect from April 2022.

EQuIP is the portal for all technical, professional and guidance documents, including all documents and advice notes related to our In House Interventions.

Please contact [Jason Morris](#) if you have any queries about Structured Interventions.

Unpaid Work – New Instruction + Community Payback Operations Manual + Accident, Incident and Near Miss Reporting

An updated Unpaid Work Probation Instruction and [Community Payback Operations Manual](#) have been prepared to inform Day 1 planning and delivery of the Unpaid Work Requirement.

These documents describe the changes in practice resulting from the unification of probation providers in June 2021 and provide detailed guidance on the new operating model, mandatory requirements and good practice.

If you have any queries about the Unpaid Work Probation Instruction and / or the [Community Payback Operations Manual](#), please contact Simon.Cope@justice.gov.uk, Senior Policy Manager, Reform Programme.

From Day 1, Unpaid Work supervisors will be required to record and report all accidents, incidents and near misses that occur on an Unpaid Work placement within 24 hours, using a [new process](#) and [form](#). Please see EQuIP for full details. If you have any queries about reporting accidents, incidents and near misses, please contact Paul.Hughes@justice.gov.uk, Divisional Lead Health Safety Fire.

New Activity Hubs

CFO Activity Hubs have now launched in community locations that offer tailored support for offenders - particularly those who are considered disadvantaged, face multiple barriers to employment and those that are not fully supported by existing programmes.

Find out more - visit the [Welcome Hub](#)

Our estate is ready for Day 1

The Probation Reform Programme's Estates team has delivered a number of projects to ensure our unified estate, encompassing over 677 holdings, is ready for Day 1.

The remainder of CRC sites will transfer in to the Probation Service on Day 1; we are undertaking identified security works at a small number of CRC sites in advance of Day 1; and all CRC sites will be onboarded on to MoJ property and facilities management – full details are in the [NPS Employee Facilities Management Guide](#) and [NPS FM Change Regional Spreadsheet](#).

Key risks related to the physical security status of incoming CRC buildings have been identified and assessed; mitigating works will be completed.

CRC signage will be removed from Day 1 and a temporary sign will be distributed to all sites during the week commencing 14 June. We are planning to issue new ID badges to all Probation Service staff; we are prioritising issuing ID badges for Day 1 to staff who are transferring to the Probation Service and new staff; [our Lone Worker Safety Devices, Panic Alarms and ID Badges Notice](#) offers full detail.

For more information, please click on to the new [June 2021 Estates Staff FAQ](#) and [Estates June 2021 Regional Team Briefing](#).

Post Day 1, key Estates delivery includes: the Estates Strategy, which encompasses the modernisation of our new unified estate and critical spending on, and delivery of, maintenance projects; improving accessibility and security through the development and application of new tools to help identify requirements at an individual site level and support any future move to mixed caseloads; and permanent signage for our unified estate.

Tech rollout close to completion

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

They join colleagues from PeoplePlus, Purple Futures, Sodexo and Seetec in now being contactable through @justice email accounts and Microsoft Teams on new equipment.

Colleagues at ARCC and MTC have received their new equipment and are now making final preparations for their cutover. Welcoming them to the MoJ network will bring closure to the activity that will have provided more than 7500 colleagues with the tools they need to succeed in the new probation service.

See the Welcome Hub for:

- [What's in your tech delivery](#)
- [Update your details in the Global Address List](#)
- [User guides for new kit](#)

Telephony rollout underway

We have started to introduce Microsoft Teams Voice telephony across CRC premises transferring into the Probation Service.

Colleagues in Purple Futures and RRP now have access to a range of telephony enhancements, working in the office, at home, or on the move, using their new laptops, smartphones or office equipment.

ARCC and Seetec will be the next parent organisations to fully switch over to this latest collaboration technology, followed by Sodexo in the coming weeks.

The phased rollout will run beyond 26 June so we can minimise any impact to our colleagues and people on probation and ensure our teams can effectively communicate the change of contact numbers to stakeholders at local and national levels.

See the Welcome Hub for:

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

'Changing Places'

This is a new section promoting vacancies in HMPPS.

North East

- [Head of Unpaid Work](#)
- [Deputy Head of Probation Delivery Unit](#)

East of England

- [Probation Officer, South Essex](#)

Kent, Surrey & Sussex

- [Probation Officer, Isle of Sheppey](#)

National roles

Senior Operational Manager (Band 6) and Business Manager, to help set up and embed the Foreign National Coordination Hub. These roles will have a national reach as it will offer support to all Regions, rolling out the FNO Concentrator Model, whilst building relationships with key stakeholders focusing on strategic and operational issues that underpin our response to effectively manage Foreign National Offenders with Home Office Interest.

This is an exciting opportunity to be part of the solution to improve the experience of the Criminal Justice System for the thousands of Foreign National Offenders with HOI on probation, whilst working closely with the Home Office FNO Return Command and HMPPS Foreign National Policy.

- [Senior Operational Support Manager – Foreign National Office](#)
- [Business Manager – Foreign national Office](#)

[Business Manager in Electronic Monitoring team](#) – 12 months maternity leave (Band 5)

Applications close 4th June. Contact [Catherine Bulmer](#) if you have any questions.

People Survey – ‘Spotlight On’ Actions & Initiatives that make the Probation Service a better place to work.

Do you feel proud to work for the Probation Service? Do you feel informed about the changes taking place across the Probation Service? How is your wellbeing; are you coping?

These are just some of the questions posed in the civil service wide People Survey which took place in October 2020.

This survey gives us all a chance to provide feedback about what it is like to work in HMPPS. Our views influence actions locally and nationally across all levels of the organisation; identifying areas where we can improve, as well as where progress is being made with the overall ambition of helping us all do our jobs to continue to change lives.

Initial analysis of your responses highlighted two key areas which our Director General Amy Rees and her Executive team are going to focus upon across the **Probation Service**, namely:

- A collective commitment to take action as a result of what people shared, and
- A commitment to drive a learning culture where inclusion and wellbeing are at the forefront of our efforts.

Amy has also encouraged regional leaders to engage with their staff groups and focus on the areas of improvement that were most important to their teams.

“Through our collective commitment we will drive a learning culture across the Probation Service with inclusion and wellbeing at the forefront”

Amy Rees

Director General of Probation &
Wales

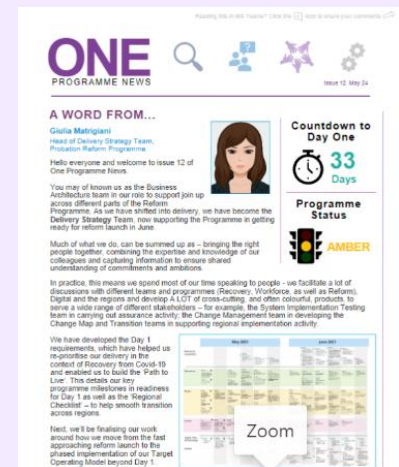
Actioning the feedback

It is important we feel confident that the feedback we provide in this survey results in action, and teams across the Probation Service are working on taking forward the actions identified and developing initiatives to address some of these areas of work.

This is the first in a series of articles on initiatives put in place as a direct result of our responses to the 2020 People Survey. First up we have...

Probation Reform 'One Programme'

The **Probation Reform Programme** is a big team of people from all functions and areas of the MoJ and HMPPS. In response to feedback in the 2020 People Survey, the team developed a **'One Programme' action plan** to enhance ways of working with a particular emphasis on better information sharing (see *pic of the One Programme Newsletter*), support for wellbeing, and creating opportunities to help people connect with each other. The team are also working with colleagues to help shape the future culture of the new Probation Service after NPS & CRC staff come together in June. Well done to the many people involved in bringing this initiative to life.



“With a Programme of this size, pace and complexity, it has been important that we set up initiatives and processes to enable everyone to feel supported and connected, especially as we haven’t been able to be together in person over the past year.”

Spencer Draper

Programme Director, Probation Reform Programme

Next time: We'll take a look at the work going on across Approved Premises and in HMPPS in Wales, and what they're doing to learn from their staff feedback.

Competency Based Framework (CBF) Conversations to be completed

The CBF is a new way to progress up your pay scales, and the trial year has already begun for NPS staff. Your pay progression will remain contractual during this trial year.

NPS Staff

Managers are asked to hold initial CBF conversations and update SOP (our HR system) by **14 June 2021**.

Find more information:

- Download the CBF Guide and the CBF Record on the [SSCL MyHub](#)
- Watch the CBF Launch Event on MyLearning: [CBF launch event \(NPS access link\)](#)
- Read our FAQs on the [SSCL MyHub](#)

Managers can find more information:

- Watch the [CBF Manager Briefing here](#). We'll circulate a Q&A shortly.
- Or read our '[Opening Conversations for Line Managers](#)'
- [Download this guide to updating SOP](#)

CRC Staff

Your trial year will start once you have transferred into the Probation Service, and we'll hold briefing sessions once you've transferred. Managers are asked to hold initial CBF conversations after 26th June and will be asked to update SOP by 31 August 2021.

Find more information:

- Watch the CBF Launch Event on MyLearning: [CBF launch event \(CRC access link\)](#)
- Read more on the [Welcome Hub](#)

CBF Research – share your views

As part of the trial year we are conducting research to ensure the CBF is fit for purpose. The research will be very light touch and won't take up much of your time but will go a long way to ensuring the CBF is rolled out in an efficient and effective way for all.

If you're interested in getting involved and sharing your experience please contact Rita Quigley, Senior User Researcher – rita.quigley@digital.justice.gov.uk

Or sign up to take part at <https://eu.surveymonkey.com/r/CBFRound2>

Recovery Update

Assisted by the lifting of some national restrictions on 17 May, we continue to drive forward the recovery of probation services with the intention to return services as and when we are able to do so, recognising that the lifting of remaining restrictions will be required to achieve this fully. The overall trend in Unpaid Work and Accredited Programme delivery, as well as face to face contact with people on probation continues on an upward trajectory.

Thank you to everybody for all the efforts in driving recovery forward, we recognise the ongoing work this requires and remain grateful to all teams – thank you!

In line with government advice it continues to be essential to proceed with caution as the health and safety of our staff, people on probation and the wider community remains paramount. The new variant of concern becoming more prevalent in some regions of the country has caused adjustments to local guidance in the community in these areas.

As such, Regional Probation Directors are considering carefully how to continue to deliver services safely and effectively whilst minimising risk of infection in those identified areas. They will of course be in touch with relevant staff groups directly about this if necessary.

We would strongly encourage staff to engage with regular testing as this is an effective way to keep track of possible outbreaks and minimise infection. Home testing kits are now available to you for use in over 90 sites across the country. If for any reason you cannot access these, there are alternatives:

Community Testing – All Local Authorities are offering local community testing sites, where you can go and take a supervised test. Most Local Authorities also offer a community collect option, where you can pick up a box of tests to use at home. A full list of sites can be found [here](#).

NHS Test and Trace sites – Regional and Local Test Sites are situated across the country, with the majority of sites operating a collection model. On a morning, sites will conduct symptomatic PCR testing, but will provide an LFD collect service on an afternoon.

Pharmacy Collect–Thousands of pharmacies across England have signed up to offer Pharmacy Collect. You can go into a participating pharmacy and pick up a free box of tests to use at home. NHS England's [site finder](#) allows users to search for nearby pharmacies who offer this service.

Education –Secondary and college students are already being given tests to use at home twice a week, throughout term-time and the holidays.

LFD Direct–For people who can't access tests through the above routes, you can order a box of tests online or via 119, which will be delivered to your home.

The following link explains surge testing and how this approach will help. Surge testing for new coronavirus (COVID-19) variants - GOV.UK (www.gov.uk) Please engage fully with this in your area if requested to do so. If you require further information please [e-mail](#).

We look forward to further improvement in weeks to come and thank everybody for their efforts and support in the recovery journey so far.

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.probaton@justice.gov.uk and we'll respond to your questions next time.

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COVID19 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:

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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Probation Day - 21 August

With unification fast approaching, want to take a moment in the summer to celebrate our work, the vital contribution we make to the Criminal Justice System and the lives we change to by launching our first ever **Probation Day**.

21 August marks the 114th Anniversary of [the Probation of Offenders Act 1907](#). The Act provided, for the first time, a statutory foundation of the probation service. This is the date we have chosen for the first-ever Probation Day and to celebrate, reflect and talk with pride about the work we do.

Our working group, including Trade Union colleagues, is mapping out a week of national and regional events leading up to 21 August, with a focus on our work with victims and people on probation, our partners and staff stories.

We want Probation Day to be an annual chance to really shout about the work we do, so please put the date in your diary and look out for more details on the intranet about the events and how you can get involved.

This is our opportunity, two months after unification, to pause, celebrate our achievements and look ahead to the future direction of our new organisation. It is also our opportunity to raise awareness of our work with our partners and the public and even to encourage more people to think about working in probation in the future.

There is a huge amount of work going on across our organisation, not just getting ready but also keeping services running as we recover from the pandemic and begin to return to the new normal. I am proud of everything you are doing to continue to deliver services during these extraordinary times.

Amy Rees

DG Probation & Wales

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Hestia Battersea's first anniversary: London's only female Approved Premises

Jo Farrar joined over 18 stakeholders on Monday 24 May to reflect on the first year of Hestia Battersea - London's only female Approved Premises (AP).

Hestia Battersea was due to formally open last year but due to the COVID-19 pandemic, the opening had to be postponed until 13 January 2020.

An independent AP, Hestia Battersea works closely with HMPPS and other services to ensure that sentence plans are delivered, and residents are supported to reach their goals. The AP is a fully refurbished six bedroom property staffed 24 hours a day, 365 days a year.

Upon arrival each resident is allocated a keyworker who works with them to identify their goals and progress through weekly key work sessions

Jo Farrar, Second Permanent Secretary, Ministry of Justice and Chief Executive Officer of HMPPS said: "I want to say a huge thanks to Hestia Battersea and to all those in HMPPS who have contributed to getting it up and running. It has been a tough year, but the leadership and the dedication of our staff and partners has been truly impressive.

"We have kept our doors open so that we could continue to accommodate and support people under our supervision who have the most complex problems. Our Approved Premises staff have been a lynchpin in our response to COVID over the last year and will continue to be as we recover. Everyone should be very proud of their achievements.

"It is important to mention that one of the principles of HMPPS Strategy is to transform through partnerships. It is heartening to know that we have a strong partnership with Hestia and this AP is a much valued resource."

Jo Farrar was joined by Patrick Ryan, CEO of the charity Hestia, which manages the Hestia Battersea AP and he said: "Hestia's strong and collaborative partnership with the MoJ enabled us to collaborate and to open an Approved Premises in London for women who need it.

Our knowledge and experience of working with women with complex needs, and our trauma informed approach, allows us to address vulnerabilities around domestic abuse, substance misuse and mental health, while our experience within the criminal justice system enables us to meet the needs of public protection."

Hannah Meyer, Executive Director, Reducing Reoffending Partnerships and Accommodation further added: "The opening of Hestia Battersea is an important landmark in the development of our accommodation provision. Our Approved Premises Expansion Programme is on track to deliver an additional 200 beds over the next two years. So far we have delivered 58 beds with a further 26 available next month when we open Eden House – the first new approved premises in over thirty years.

Hestia is the type of model that we wish to grow as we expand the Approved Premises estate; we firmly believe in transforming through partnerships.

It means that as we expand our partnerships and co-ordinate services - those in our care can access the right support at the right time to help them on their rehabilitation journey.."

Further information

- [Take a tour of Hestia Battersea](#)
- [Hear what Hestia Battersea residents have to say](#)

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SARA Changes

Within the passing of the 'landmark' Domestic Abuse Act, HMPPS has made key public commitments on improving the identification and risk assessment of domestic abuse perpetrators and also on their effective management.

HMPPS has committed to continuing to use SARA v2 in the short term although a longer term aim will be to have a more integrated domestic abuse assessment.

A package of measures has been developed to help upskill staff to be able to use SARA v2. These measures will include:

- A teams event and briefing presentation to advise local domestic abuse leads of the background to the changes being made;
- A briefing video to upskill staff to be able to clearly understand SARA and the coding process (approx. 25 minutes);
- A case study to practice a SARA completion.(approx. 1 hour);
- Changes within OASys to support improved use of SARA; updating the OASys SARA to version 2 coding items;
- Removing the Delius version of SARA as Court / YOT staff should now invoke a SARA manually within an OASys RoSHA where required.

Please click [here](#) to read more about the measures being taken and the background to these changes

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Help shape the new MAPPS system

You may be aware that a new IT system is being developed to support multi-agency public protection work (e.g. under the MAPPA or MARSOC frameworks).

The team developing the new system – called MAPPS - is keen to get input from people who may be the MAPPS users of the future. They want to show early designs of the system to its future users now (well before the system is launched), take on board any feedback, and make any necessary changes to make sure that the new system will be effective and easy to use. Once the new system is introduced, the existing system, ViSOR, will be switched off.

If you are involved in any way in multi-agency public protection work or if you think you are likely to be in the future, your feedback could be really valuable in informing the design of MAPPS.

You can help by signing up to take part in the research, which will begin in June and run through the summer. The link below contains more information, and an option to sign up. If you fill in the form linked to below, you won't be committing to take part in the research. Instead you will simply be giving the Home Office Digital Research Team permission to send you more information about how you could participate.

If you are interested, you can sign up at any point up to the end of August.

However, it would help the MAPPS team greatly if are able to let them know of your interest **by 10 June**

Link to sign up: <https://www.homeofficesurveys.homeoffice.gov.uk/s/HJAITO/>

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7 Minute Briefing – Women’s Estate Case Advice & Support Panel (WECASP)

The Women’s Estate Case Advice and Support Panel (WECASP) centrally supports a small number of complex cases in women’s prisons. This briefing provides Probation Practitioners with some key information on its principles and shares tips on how to best support and engage with the WECASP process when they have a case known to the team.

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

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

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Case Transfers – Don’t Forget To Count

There is strong evidence from desistance research highlighting the benefits of people on supervision working with the same staff as often as possible. Whilst recognising that some case transfers cannot be prevented it is important for managers to be aware of how many staff transfers a case might have had during time on supervision or licence.

Changes to Delius transfer screen were made in 2019, following a SFO, to allow staff to quickly check the history of previous transfers. Further to a more recent high profile SFO it is worth further reminding staff of the ability to be able to quickly check the history of transfers and for managers to be cognisant of this process

On the Consolidated Offender Transfer Request screen, a History hyperlink has been added to the results table at the far-right hand side on the row for the offender responsibility. Using this [hyperlink](#) will take the user to the ‘Transfer History’ screen.

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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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