



# Probation News

June 2021- issue 37

## Foreword by Chris Jennings, Executive Director of Wales and Public Protection Group

Hello and welcome to this month's issue of Probation News. As we approach June 26, I thought it would be interesting to share the perspective of a member of staff in Wales who transferred over from the CRC when we transitioned Offender Management into the NPS in December 2019. **Judith Magaw, Head of Reducing Reoffending in Wales**, has kindly shared some of her experience moving across and the work she does now:

I transferred over to the NPS as an ACO in December 2019, as part of the unification of Offender Management in Wales. When I first found out about the transfer I, along with many staff in my PDU had mixed emotions. There was excitement at the prospect of unification of Offender Management, there was sadness at separating out from our intervention colleagues and a nervousness and anxiety around what working in the NPS and being part of the Civil Service would be like. I also wondered how I and my colleagues would be accepted into already established teams.

The first weeks following transfer were intense, there was new IT to become familiar with, new systems and processes to learn and lots of training. However, the anxieties and nervousness I had disappeared within days of transfer. Ian Barrow, our RPD at the time, led from the front and ensured that inclusivity ran through the organisation. The NPS staff were incredibly welcoming and helpful. There was always someone to answer questions and the opinions of those who had transferred were actively sought and experience that was brought from the CRC was valued.

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It was astounding to see how quickly new teams bonded and by February/March 2020 it was difficult to know who were former NPS or CRC employees.

One of the greatest surprises for me in joining the NPS was the wealth of opportunities that are available. As part of the transfer I became the Head of Reducing Reoffending for the NPS in Wales. In February 2020 I was given the opportunity to be part seconded to Hannah Meyers, Reducing Reoffending, Partnership and Accommodation directorate.

In this role I act as the Wales link, ensuring that when we are developing our services we consider the differences in Wales due to the devolved government. Engaging in this work has been a fantastic opportunity for me to understand how HMPPS in Wales works with the wider directorates and policy teams in both HMPPS and MOJ.

In February 2021 I commenced a MSc in Management for future leaders at Henley Business School via the service. This has been another great opportunity for me to build on my skills and knowledge and secure a theoretical understanding to help develop my leadership skills for the future.

My advice to those transitioning over in June is don't be afraid to ask questions and take advantage of the incredible amount of opportunities that there are within the organisation.

You will find lots of information on unification in this issue and don't forget there is a wealth of information on the Welcome Hub as well so do check it out if you haven't already. We look forward to bringing the probation service together on the 26 June. See you then.

**Chris Jennings**

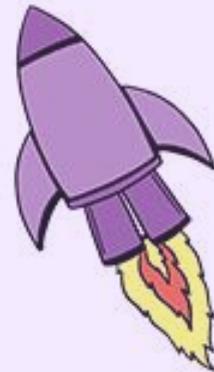
Executive Director of Wales and Public Protection Group

# Probation Reform, Workforce & Recovery Programmes

## New on the Welcome Hub

In case you missed them, here's a selection of recent updates on the Welcome Hub:

- [Understanding Authority Systems](#)
- [Journey to achieving our Target Operating Model](#)
- [Understanding Non-Standard Contracts](#)
- [Offender Management in Custody \(OMiC\) model](#)
- [Ways of purchasing and paying](#)
- [Glossary of acronyms](#)
- [Resettlement – Event FAQs](#)



Never miss an update - check the [New on the Welcome Hub](#) page.

## Reform Programme update

### Update on Job Evaluation - Jim Barton, Probation Reform Programme

An update from Jim setting out what happens when an existing job description changes or a new job description is created. Read Jim's update [here](#) on recent activity in relation to job evaluation with a particular focus on some newly designed roles.

Three roles have been evaluated which have resulted in outcomes below what the Programme had envisaged:

- Unpaid Work Operational Manager / Band 4
- Programme Manager / Band 4
- Treatment Manager / Band 3

The Programme does not accept the outcome which we believe significantly understates the complexity and importance of these roles. We are now progressing appeals against all three outcomes and we will update you on the outcome of the appeal when it is known. We anticipate that the appeals will conclude by early August 2021.

A session was held on **Thursday 17 June at 4 pm** for the interventions staff impacted. For those who could not attend, the recording will be made available. A letter and FAQ document have also been issued to all relevant staff via your senior leaders. Further engagement events are being planned and details will be shared as soon as possible.

### Update on transfer letters

Transfer letters are being sent out this week (via email) and many of you will have already received your letters. During our payroll preparations we have noticed some small inaccuracies in the staff salary information that has been included in the letters. We are working with current employers to check and amend this data. This means that **some of you**

**will have your letter reissued by the end of this week**, or early next week at the latest. If your letter is being re-issued you will receive a cover note with the new letter explaining why you are receiving a second letter.

You can learn more about the transfer letters and how to raise a query or concern with them [here](#).

### **Unified Tiering Model calculation change**

We have refined the way in which tiering calculations are done in our Unified Tiering Model. This has resulted in a small number of cases which were initially incorrectly scored Tier A being changed to Tier B. These changes were applied on 28 May 2021 and were reflected in the Workload Measurement Tool (WMT) for 1 June. Relevant Unified Tiering guidance has been amended to reflect the *Assess and Protect calculation* to ensure only Tier A includes Very High RoSH and/or MAPPA level 2/3 cases – please see the Staff Guidance and Tiering / Case Allocation Framework which can be found in [EQuIP](#).

### **Performance Framework Briefing Note**

The briefing note 'Performance Framework Unified Probation Service' has been placed on Equip to provide staff with an overview on the unified performance framework [Performance Framework Unified Probation Service](#). The note sets out the metrics that will be introduced from Day 1 of the unified model. Delivery measures will be monitored as management information whilst EDMs are in place, with target levels implemented over time as set out in the note. It also describes the approach to assessing quality in new quality measures, and sets out the measures for each area of service delivery including those that will be introduced after Day 1 as probation reform moves into transformation and benefits can expect to be realised. When they are available, links to National Standards and the Nutshell Guide will be embedded in the briefing note to give operational staff easy access to the documents related to performance.

### **Commissioned Rehabilitative Services (CRS) and Refer and Monitor Digital Service (R&M) Training**

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

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.

Further information on CRS and R&M - including what groups of staff need to do what training - can be found on the [HMPPS Intranet](#) and [Welcome Hub](#)

[Read an interview with Deborah James](#), one of the Programme Team who brought her operational experience to help shape CRS and the refer and monitor digital service.

## **Commissioned Rehabilitative Services (CRS) Pre-Day One Referrals**

For a limited number of cases with urgent rehabilitative needs, it is possible to make a referral to the new Commissioned Rehabilitative Services providers prior to going live on 28 June 2021. This is to minimise a gap in these cases receiving the services they need.

CRS providers do not commence service delivery until this date but can prioritise these referrals and ensure they have initial appointments as close as possible to this date.

Further information on pre-day one referrals can be found on the [Welcome Hub](#)

## **Tech rollout completed**

A warm welcome to colleagues at ARCC and MTC who have had their emails and data migrated to new MoJ laptops and smartphones.

Welcoming the teams to the MoJ network significantly progresses progress with the main rollout activity that has set up more than 7500 colleagues with the tools they need to succeed in the Probation Service.

Our Digital, Data and Technology (DDAT) team is now working with all parent organisations to ensure any colleagues who were unable to be included in the initial rollout of laptops and smartphones are quickly provided with these.

If you have not received your new kit, we recommend speaking with your parent organisation to check your name has been included on an exceptions list and supplied to our DDAT team. If this has happened, please be patient as the team is currently working through a large volume of cases.

If your parent organisation hasn't included you on an exception list, please ask them to rectify this as a matter of urgency. The DDAT team will then handle this request as soon as they can.

Guides to [help you with your new tech](#) and [update your details in the Global Address List](#) are available on the Welcome Hub.

## **Role Alignment Update**

Almost all of transferring colleagues have been matched to a role as part of the role alignment process and we would like to thank you for your engagement with this over recent months. We know some of you are still having individual discussions about your role for day 1 and there is an update about this and the progress on appeals below.

### **Role alignment discussions**

The vast majority of you who aren't matched to a role for day 1 have had your individual discussions to consider the role you will be undertaking from day 1 – even if it's a temporary arrangement – and who you will report to for support and guidance.

The outcomes from these discussions for those of you who align to the various MOJ functions/business areas, will be shared with you from 17<sup>th</sup> June. Outcomes for roles in the Probation Service (NPS) and HMPPS, will be shared with you from 18<sup>th</sup> June.

You can find out more information about the timeline and what you need to know about these discussions on the dedicated [Welcome Hub page](#).

## Role alignment appeals update

The deadline for appealing any role alignment to Probation Service regions, HMPPS and national Probation Service teams has now passed (4 June). Thank you for submitting your appeals. We will be working through these between now and the end of July. You can find more information about the process on the [role alignment appeals page](#) on the Welcome Hub.



For those of you aligned to the MOJ corporate functions / business areas, the deadline for you to appeal is 9 July. We will be working through these from the 10 July until the end of July. We will be working through all the appeals we have received as quickly as possible but if you don't hear about your appeal outcome before transfer, don't worry -you will transfer with your original role alignment outcome (including no-match outcomes) and your appeal will be heard after transfer. This won't impact upon the appeal panel's decision. Any role or pay changes as a result of the appeal decision will be made retrospectively.

If you still have questions or concerns about how the role alignment process affects you, please refer to the [role alignment](#), [appeals](#) and [one to one discussions](#) pages on the Welcome Hub. Q&A from the recent Corporate Services staff event contains information that may be relevant to all staff - read them [here](#).

## Information for people on non-standard contracts

For those of you who will be transferring to the Probation Service from a CRC, Parent or Supply Chain organisation who are employed in a role with a non-standard contract, we have generated a space on the [Welcome Hub](#) to answer questions you may have about how your role will transfer. This covers roles which fall under the categories of:

- Sessional / casual workers
- Zero Hour contracts
- Secondments
- Temporary 'acting / promotion' arrangements
- Dual contracts

We hope this information will be helpful to you. If you have any further queries, we would encourage you to speak to your current employer in the first instance.

## SSCL Contact Centre -new support option for transferring staff

From 28 June 2021, SSCL will be adding a new option to their Contact Centre phone line to support staff joining the unified Probation Service who have pay related queries. This new option will be announced first when staff ring the Contact Centre.

Contact Phone Number: 0345 241 5351.



## Q & A Responses from Corporate Services event

On 26 May we held a staff engagement event for those of you in CRC, Parent and Supply Chain organisations working in Corporate Services or support roles. We would like to thank all of you who attended and the contributions you made to the event.

We received a large number of questions and comments before and during the event which we have now answered on the [Welcome Hub](#).

If you were unable to attend the Corporate Services event, or any of the events that may have been relevant to you, you can access a recording of the event on the [Welcome Hub here](#).

### Achieving our Target Operating Model (TOM)

Our journey to becoming a unified Probation Service won't finish on the 26 June. The next phase of the change will see us continuing to evolve towards achieving our organisational structures that were outlined in the [target operating model](#).

Whilst the vast majority of people will continue to do the same role in the same location after we form our new organisation on the 26 June, some staff will experience a change. This is because we will need to ensure we have the right number of people compared to available posts across our new organisation.

Achieving our organisational structures will take time and this work will take place between June 2021 and April 2022. It's important to highlight that where applicable, this phase of the change will apply equally to all Probation Service staff, whether they are existing NPS staff or transferring in from a CRC, PO or SC organisation.

Over the coming weeks your regions will share the structures they will be evolving towards. For those of you transferring to MOJ functional leadership teams, your organisational structures have been uploaded to the [Welcome Hub](#) as part of induction packs specific to the team you will transfer to.

You can find more information about achieving our organisational structures on the [Welcome Hub](#).

### EU/EEA Citizen Settlement Scheme – All impacted NPS and Transferring Staff

Following “Brexit”, if you are an EU, EEA or Swiss citizen, you and your family need to apply to the EU Settlement Scheme (settled and pre-settled status) to protect your right to live and work in the UK.

Even if you have lived in the UK for many years, or you have a UK permanent residence document, you still need to apply to the EU Settlement Scheme for settled or pre-settled status. You do not need to apply if you have indefinite leave to remain or you are an Irish citizen, but you can if you want to.

The deadline to apply to the EU Settlement Scheme is 30 June 2021. You need to complete a short [online application form](#). Detailed guidance is located on the [Apply to the EU Settlement Scheme \(settled and pre-settled status\)](#) page.

If you are transferring into the Probation Service from a CRC, Parent and Supply Chain organisation this does not affect your transfer. Information has been provided on the [Vetting page](#) on the Welcome Hub.

# Workforce Programme Update

## People Survey Initiatives

In this series of articles, we spotlight the actions and initiatives that have been established in answer to staff feedback from last year's People Survey. This week we focus on the great work taking place across the organisation on Wellbeing aimed at making the Probation Service a better place to work.

As the wellbeing lead for HMPPS, Chris Jennings, Executive Director HMPPS in Wales and Public Protection Group, is passionate about this topic and the difference it can make to the work and lives of staff. "In light of the impact of Covid-19, wellbeing has become even more important than it already was", said Chris.

[Mental Health Allies](#) is a programme that previously only existed in MoJ where a network of trained Mental Health Allies (MHAs) have been active for over 3 years. Roll out in HMPPS had been purposely tentative due to the size of the organisation and the unique and challenging areas of work. Chris made sure the recruitment and training of HMPPS allies was one of the first priorities for the newly formed HMPPS Wellbeing group at the first meeting he chaired in December 2019.

The impetus for rolling out the recruitment and training took on a new lease of life as a result of last year's employee survey and the effects of the pandemic. It has now been adopted nationally and goes from strength to strength providing all manner of support to staff.

There are over 1100 recruited '[allies](#)' across HMPSS ready and waiting to support those who need it with over **300 MHAs within Probation** supported by a network of regional SPOCs (single points of contact). Each region within Probation, has an established structure and process to manage wellbeing. Seven of the regions are currently supported by a network of designated People Leads identified to pick up the Health and Wellbeing portfolio for each region. The aim is for the other five regions to follow shortly.

These leads will be the central point of contact for all wellbeing support, guidance and information and, alongside the HR wellbeing leads, have responsibility for disseminating information. Many delivery units have a volunteer health and wellbeing champion. The work of the wellbeing leads will be done hand in hand with HR and in some regions with staff engagement leads and psychology.

If you like more information or to get involved you can contact the team via email, or go to [intranet/support/mental-health-allies](#).

**Next edition** we focus on the work taking place across **Approved Premises**.

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*"However you choose to participate in wellbeing initiatives, please do not forget the power of talking. A simple chat with a colleague, someone you know, a friend or family member can make such a difference."*

**Chris Jennings**

Executive Director HMPPS in  
Wales and Public Protection  
Group

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## Recovery Programme Update:

We continue to drive forward probation recovery, whilst closely monitoring the emerging backdrop of the new COVID variants of concern. Regional Probation Directors in affected areas continue to monitor the situation carefully and where required adjust delivery levels in response. We are pleased to report that there has been a fall in the percentage of backlog cases of unpaid work during this reporting period with delivery currently at 67% of pre-pandemic levels.

The proportion of contacts with people under supervision carried out as office visits has also increased. We continue to be very grateful for the professionalism and commitment of all staff during the pandemic.

All National Probation Service offices are currently open although some are still delivering a limited service in line with carefully considered local circumstances. 206 sites are providing home testing facilities for staff which is a further increase on the last reporting period. All Approved Premises are currently open with no reported outbreaks. Accredited Programme delivery has shown very encouraging progress and currently stands at 60% of pre pandemic levels. This is an increase of 15 percentage points.

Whilst much of the evidence points to good progress towards full recovery, we continue to proceed cautiously in line with government advice and with the health and safety of both probation practitioners and people on probation in mind. Please once again accept our thanks for your support and ongoing contributions to the recovery programme.

In recent months much progress has been made towards recovering services and moving back towards full operational capacity. At the core of this progress has been the collaborative and disciplined response of staff towards complying with safety measures recommended and in some cases mandated by government. This is important because the health and safety of staff and those in our care is always our prime consideration. To this end we are happy to report that free COVID home testing facilities are available in the vast majority of probation workplaces.

Regular self -testing has been shown to be one of the most effective ways of tracking and controlling rates of infection. As self – testing is now easily accessible to all probation employees, we strongly recommend that the same disciplined and professional approach be adopted by staff members in this regard.

We ask that all staff please adopt a personal regime of regular self -testing using the facilities provided. This is especially important given the recent prevalence in some areas of the new variant of concern called the “Delta Variant.” Indeed the government considers this sufficiently important that as you are aware, a four week pause on lifting restrictions has been put in place. Contributing in this way by self -testing and ensuring you report the results will help control infection rates provide very valuable data which will inform later decision making. If you require further information please speak to your line manager.

## 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](mailto:strengthening.probaton@justice.gov.uk) and we'll respond to your questions next time.

## Join our Welcome call – 28 June 4pm

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



This a great opportunity for you to ask questions to our most senior decision makers and we'd love to hear these in advance the session - you can submit your questions [here](#) and we will answer as many as possible on the day.

We'd also ask that you hold some time for our first full All Staff event as a unified Probation Service. This is set to take place on **6 July, 1:30-2:45pm** and we are hoping to be joined by the Lord Chancellor, Robert Buckland. Watch this space for a joining link

### **Permission for Secondments or Loans- Sonia Flynn, Chief Probation Officer**

Secondments or Loans have always been great opportunities for career development across HMPPS. However due the challenges of unification and the uncertainty about future staffing numbers I have instructed managers to adopt a more cautious approach to releasing staff. I would ask if you are thinking about applying for a secondment opportunity always check at the earliest opportunity with your line manager as this will avoid disappointment of an application that cannot be pursued.

As we move out of transition and into steady state, I am confident the Regional Probation Directors will be able to establish workforce planning which supports Secondment or Loan arrangements. I am also working closely with Ian Barrow Executive Director Workforce Programme to review our national approach to Secondments, because in some circumstances I believe the release of a permanent job advert is a more transparent or fairer approach to securing candidates for National teams or programmes roles

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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:

Update 16/06/2021

[COVID update: lifting of restrictions](#)

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 News – don't miss out subscribe now

Probation News is a fortnightly publication for the whole of the probation service. A fortnightly update that features news from probation leaders, updates about probation practice and the latest developments in the probation reform, workforce and recovery programmes.

It's a dedicated news bulletin for staff irrespective of whether you worked in community rehabilitation companies, or the National Probation Service.

Delivered direct to your inbox Probation News is a critical tool in finding out what's happening within the Probation Service.

To receive your dedicated Probation News subscribe using this [link here](#) – and don't miss out on the edition dedicated to the unified service due out on the 30 June.

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## Top tips – How to access The Probation Service logos, brand guidance and templates

New to the Probation Service and want to use the correct logos, branding and templates? You'll find everything you need on the [Style and Branding page on the HMPPS intranet](#). There are a whole host of logos and templates for each part of the agency. The logos are the right resolution for printing.

If you have any branding or style questions, please email us at: [hmppscommunications@justice.gov.uk](mailto:hmppscommunications@justice.gov.uk)

Please use the Firefox browser to view this page and download any files.

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## Refresher sessions for Probation Practitioners on AAMR

Alcohol Abstinence Monitoring Requirement (AAMR) was rolled out in Wales in October last year and went live in England on 31 March 2021.

These briefings have been arranged to give Probation Practitioners an understanding of the key factors to be considered when managing someone subject to an AAMR. The sessions will cover what to do when you receive a new case, how alcohol monitoring works, alert management, the breach process and we will also address the key themes that have arisen since the introduction of AAMR.

Four webinar briefings have been arranged to take place at the end of June/beginning of July via **Microsoft Teams (each session covers the same content so feel free to dial in to any one of the four)**. There will be plenty of opportunities to ask questions.

The link below will be used for all four briefings so please save the link in your calendars for one of the following sessions. If you have any queries please email [emchange@justice.gov.uk](mailto:emchange@justice.gov.uk)

Probation Practitioner AAMR briefing schedule		
Session 1	29th June - 14:00-15:00	<b>The link is the same for all four sessions:</b>  <a href="#">Click here to join the meeting</a>  <b>Or call in (audio only)</b>  +44 20 3855 5093,,990394983# United Kingdom, London  Phone Conference ID: 990 394 983#
Session 2	1st July - 9:30-10:30	
Session 3	5th July - 14:00-15:00	
Session 4	7th July - 9:30-10:30	

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## Not to be missed - upcoming Insights Online virtual events

Over the next month Insights Online has a whole host of exciting and informative sessions planned to help share knowledge and experience with fellow criminal justice sector professionals.

HMPPS Insights Online brings people together from across the criminal justice system to learn, share, connect and celebrate the excellent and innovative work that we do. Insights is 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 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.

[Risk Management and Community Involvement](#) **28th June with Professor Kieran McCartan** and Andrew Bates. Community engagement in the reintegration of people convicted of an offence. Looking at community attitudes, how they are formed by media, politics, and experience, and how they can be changed. This will also look at messaging and communication techniques in risk management and if they are working effectively.

[Virtual Visit to Parliament: MOJ Oral Session](#) **29th June with Stephen Hubbard, Briefing and Correspondence Team HMPPS**. A virtual visit to see the Oral Justice questions at Westminster where ministers are held to account. Stephen will introduce you to the jargon and procedures before patching you in live to view the session and will be on hand to answer any questions.

[Stalking - Basics for Practitioners](#) **16th July with Dr. Rachael Wheatley, HMPPS Forensic Psychologist, and colleagues**. An overview of stalking typologies and motivational factors, risk and responsibility factors. These are essential for informing practitioner assessments, engagement sessions, and risk management planning. This will cover options for engagement and signposting and resources to help case management. There will also be a question and answer session.

Learn more at [www.hmppsinsights.co.uk](http://www.hmppsinsights.co.uk)

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## Modernising Criminal Justice Conference – 23 June 2021

On 23 June 2021 Modernising Criminal Justice will bring together 500+ policy leaders, justice professionals and government officials to share their insights and strategies for driving transformation in criminal justice and stopping the cycle of reoffending during these unprecedented times.

The programme will cover the latest funding and policy updates, as well as leading case studies in diversionary schemes, digital policing, reducing recidivism, community reintegration and much more.

Speakers include:

- Amy Rees, HMPPS Director General for Probation and Wales
- Alex Chalk MP, Parliamentary Under Secretary of State and Assistant Government Whip of Ministry of Justice
- David Ormerod QC (Hon), Professor of Criminal Justice University College London
- Charlie Taylor, HM Chief Inspector of Prisons, HM Inspectorate of Prisons for England and Wales
- Justin Russell, HM Chief Inspector of Probation, HM Inspectorate of Probation
- Assistant Commissioners Nick Ephgrave QPM, Front Line Policing HQ & NPCC, National Lead Criminal Justice, Metropolitan Police Service
- Martin Jones, CEO The Parole Board for England and Wales

Probation staff can register for a [free pass to the conference](#)

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## #HiddenHeroes: The beautiful game, wellbeing and securing employment

HMPPS is seeing the fruits bear of partnership working as we approach the unification of our Probation Service when it comes to the Twinning Project.

The Twinning Project is a partnership between HMPPS and professional football clubs with the objective of twinning every prison in England and Wales with a local professional football club.

The project has been in existence for three years but it has taken its first steps to working with those in our care in the community.

The aim is to engage approximately 100 people in prison per year in each of the 114 prisons in England and Wales in football-based programmes to improve their mental and physical health, wellbeing and obtain a qualification which will help improve their life chances and gain employment on release.

This has now been extended to prison leavers and those on probation.

Two well-established football clubs, Aston Villa and Birmingham City, have partnered with the Probation Service in the Midlands and are offering a limited number of people on probation the opportunity to gain a Football Association level 1 football coaching qualification.

Matt Britton, Skills and Employability Manager, Staffordshire and West Midlands, Probation Service, said: "The course is going really well and the participants are really engaged, keen and motivated to learn. All participants have varying backgrounds but they all share a desire to learn and have a love of football.

"The coaching staff involved at Aston Villa and Birmingham City are great and all involved in the project are learning from each session. It is great to see the enthusiasm within the group and the ability to participate and learn.

"Following his involvement in the course, one participant has been offered and taken up a job with Birmingham City as a part-time personal trainer, which is a hugely encouraging outcome."

Hilton Freund, Chief Executive of the Twinning Project, said: "We have a long-standing relationship with HMPPS and it is fantastic that our work with those in prison has extended to those on probation and in the community."

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## SSCL Contact Centre support for CRC transferring staff

From 28 June 2021, SSCL will be adding a new option to their Contact Centre phone line.

A dedicated line (Option 7) has been created to support staff joining the Department from the Community Rehabilitation Companies as part of the Probation Reform Programme.

The line should only be used by staff joining the Department from CRCs to escalate pay related queries. This new option will be announced first when staff ring the Contact Centre. All other options will remain unchanged:

Option 1 – Pay / HR queries

- Option 2 – Overpayments
- Option 3 – Leave
- Option 4 – Absence Management.
- Option 5 – Exits and Leavers
- Option 6 – all other queries

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## 7 Minute Briefing – Gypsy, Roma & Traveller Experiences

As part of Gypsy, Roma & Traveller awareness month (June 2021) we have reviewed our 7 Minute Briefing on Gypsy, Roma & Traveller Experiences with the support of the Traveller Movement. This briefing aims to assist practitioners in tackling the prejudice that the GRT community face.

EQUIP; [7 Minute Briefing – GRT](#)  
My Learning; [7 Minute Briefing – GRT](#)

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## 7 Minute Briefing – Ex-armed services personnel

In support of Armed Forces Day (26 June 2021) we are releasing a 7 Minute Briefing focusing upon ex-armed services personnel. The briefing aims to improve practitioner knowledge and understanding to ensure the best outcomes for ex-armed services personnel on probation.

EQUIP; [7 Minute Briefing – Ex-ASP](#)  
My Learning; [7 Minute Briefing – Ex-ASP](#)

All our 7 minute briefings can be found on EQUIP by searching for '7 Minute Briefing'.

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## Domestic Abuse –increases during football season guidance and support

In light of the Euro 2021 tournament, please remember that evidence has demonstrated an increase in domestic abuse incidents during such events. HMPPS recognises that for some members of staff, this may create a difficult and unsafe home environment. If you are experiencing domestic abuse please reach out for support. Attached is the [HMPPS Domestic Abuse Guidance for Employees and Managers](#), containing reminders of the support available to staff, with further details available on the following sites:

- <https://intranet.noms.gsi.gov.uk/policies-and-subjects/hr/helping-you-at-work/domestic-abuse>

- <https://www.gov.uk/guidance/domestic-abuse-how-to-get-help> .

You can also contact the [Safe Space Forum](#) who can provide information on your options. The Safe Space Forum is a staff led support forum and they also offer support to line managers supporting a member of their team. You can contact them by emailing [safespaceforum@justice.gov.uk](mailto:safespaceforum@justice.gov.uk) and someone will be in touch – you can communicate via email or they can arrange a time for a Teams/Skype meeting or speak on the phone. If you are at immediate risk please contact the police on 999. The following message, referencing Euro 2021, was published in the most recent Safe Space Update:

“We also wanted to highlight, with the start of Euro 2021 (delayed due to COVID-19), that there is evidence to support that domestic abuse increases during football seasons and many local domestic abuse services run campaigns to raise awareness of support services available such as this message from Cheshire East Council: [08/06/2021 - Council and partners give domestic abuse the red card \(cheshireeast.gov.uk\)](#) and the campaign ‘Show domestic abuse the red card’ by Wakefield Council: [Show domestic abuse the red card - Wakefield Council](#).

Women’s Aid works with national footballing bodies, sports media, football clubs, Police and players to raise awareness and reduce domestic abuse: [Football United Against Domestic Violence - Women's Aid \(womensaid.org.uk\)](#). If you would like to find out about local domestic abuse agencies in your area please do get in touch with Safe Space Forum or [find your local victim support agency here.](#)”

Should you have concerns that anyone on your caseload may be at an increased risk of experiencing or perpetrating domestic abuse, please refer to the 2020 [Domestic Abuse Policy Framework \(DAPF\)](#) for further guidance on managing this risk.

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## New Polygraph Policy Framework due to be published end of June

The new Polygraph Policy Framework replaces PI 53/2014 and PSI 36/2014.

For individuals convicted of sexual offences, polygraph examinations will continue as before, focusing on those assessed as posing a high or very high risk of re-offending and a high risk of harm. The Counter Terrorism and Sentencing 2021 Act extends this provision to include those convicted of terrorist or terrorist connected offences assessed as presenting a high or very high risk of harm.

The new Policy Framework will be published at the end of June.

If you have any questions or queries about the new polygraph policy framework please email the Assessment and Management of Sex Offenders team at [amso@justice.gov.uk](mailto:amso@justice.gov.uk).

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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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