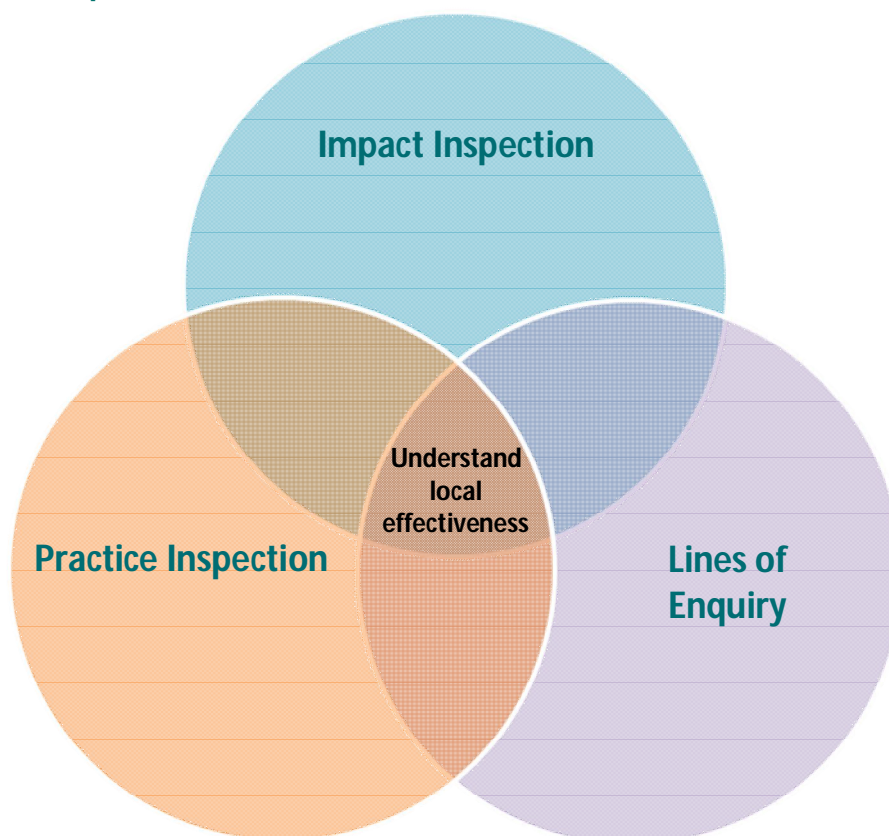


HMI PROBATION: QUALITY & IMPACT INSPECTION MODEL

The three-dimensional model of inspection

- HMI Probation independently inspects and aids improvement in the effectiveness of all probation services **to protect the public from harm and reduce reoffending**.
- The new inspection model provides a multidimensional picture of probation effectiveness by combining **assessment of quality** of work to protect the public and reduce reoffending with **evaluation of impact** on offenders.

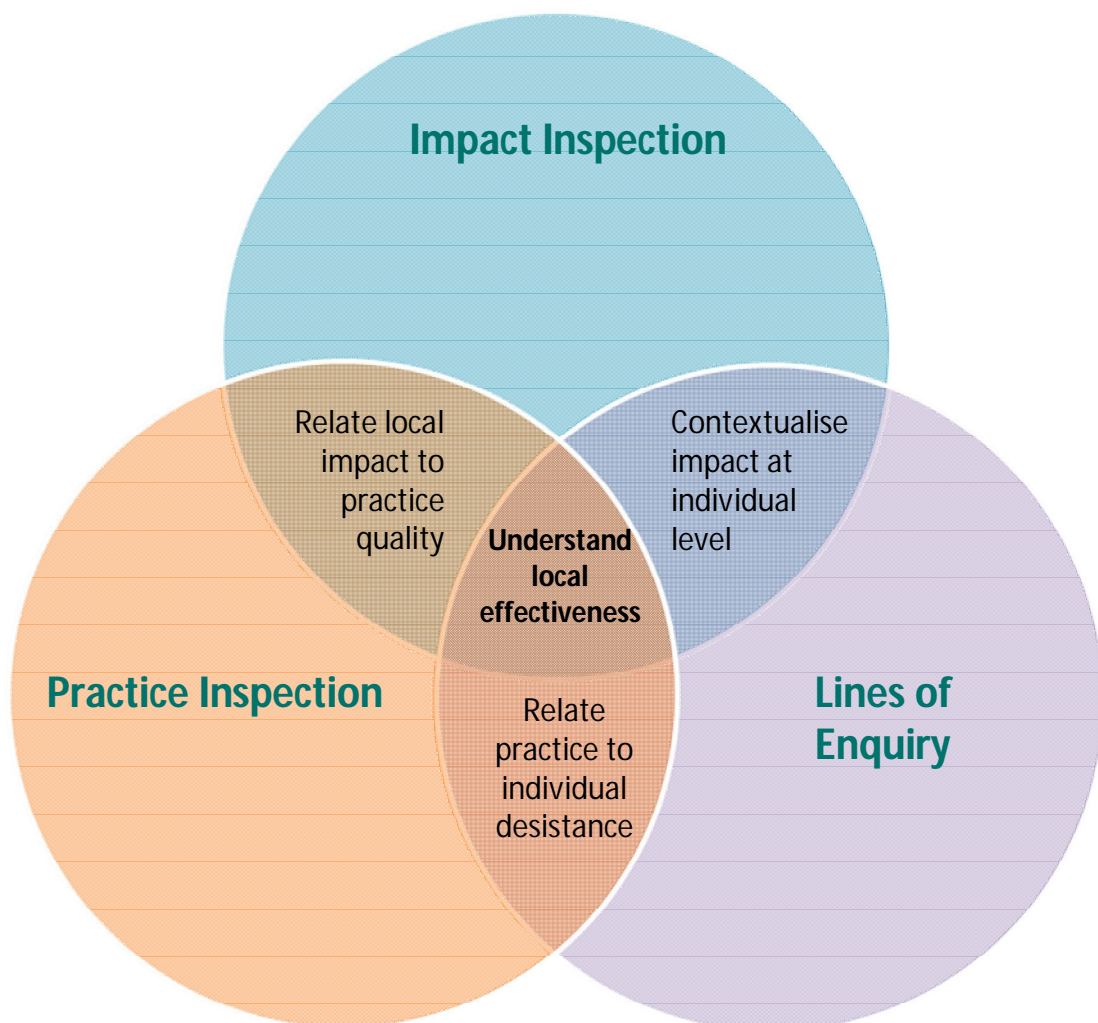


- The picture of local effectiveness is found through **three dimensions of inspection**:
 1. **Impact inspection**: evaluates current offender outcomes in a local area, by providing judgements of impact. Impact indicators show whether reoffending is reduced, the public is protected from harm and individuals are abiding by their sentence.
 2. **Practice inspection**: assesses the contributions to effectiveness of service user engagement, assessment and planning, delivery of interventions, reviews of the work, and leadership, management and partnership arrangements. It provides judgements of practice quality in relation to outcomes.
 3. **Lines of enquiry**: investigate system-wide barriers and enabling factors to desistance, highlighting system innovation and issues.
- This three-dimensional approach means that quality and impact are analysed at the levels of local population, agency and individual to give a **whole-system picture**.

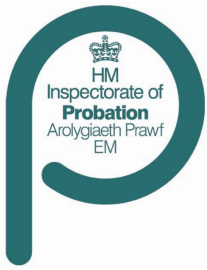
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Extra understanding where the dimensions meet

- Added value is achieved by **synthesising the analysis** from the three inspection dimensions (the Venn diagram overlaps) to fully understand the levels of local effectiveness:
 - **Impact + Practice Inspection** - compares the relative impact of different aspects of delivery.
 - **Impact Inspection + Lines of Enquiry** - traces the journeys of individual offenders through the criminal justice system to contextualise local outcome patterns.
 - **Practice Inspection + Lines of Enquiry** - highlights the place of policy, leadership and local practice factors in individual desistance, including diversity issues.



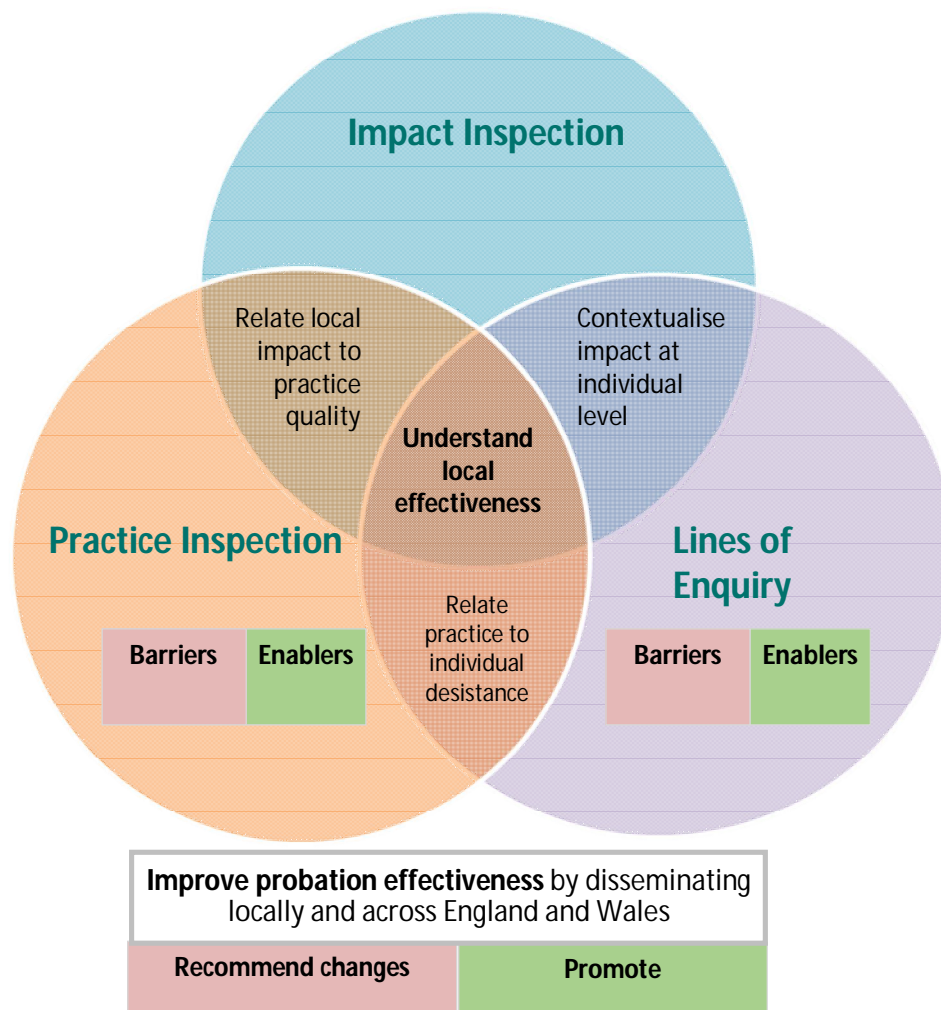
- **Tracking impact** from collated inspections over time can add a key **'fourth-dimension'** to the model. By linking our assessment of practice quality to much longer-term impact, we can tell the relative difference that aspects of probation delivery make to developmental desistance journeys. Such knowledge can inform the focus of future practice inspections.



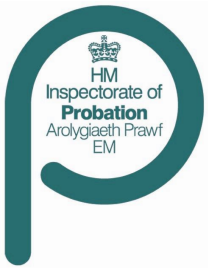
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Driving local and national improvement

- Findings and **recommendations are directed at all levels** of each responsible organisation on the offender's journey as necessary. Agencies respond with agreed action plans for improving effectiveness. Progress against these plans and subsequent offender impacts will be monitored and followed-up as appropriate.
- Any barriers to individual impact will be addressed with suggested changes – informed by our knowledge base comprising research, inspector experience, and promising practice we have found elsewhere.



- Enablers found on inspections can help build a library of innovative enabling practice. Identified factors and accompanying recommendations can help agencies in other geographical areas better understand their own impact and learn lessons, even before their own inspections.
- This model will build the knowledge base of (1) what delivery factors have most impact overall in the current context, and (2) innovative enabling practice that makes a difference to individuals' desistance. Widespread dissemination of this evidence of 'what works in practice' aids **improvement in probation effectiveness** across England and Wales.



HMI PROBATION: QUALITY & IMPACT INSPECTION MODEL

Full model

