



## **Her Majesty's Inspectorate of Probation for England and Wales: Welsh Language Scheme – Annual Monitoring Report for 2019**

### **Introduction**

1. This report has been prepared by the Inspector with responsibility for our Welsh Language Scheme and covers the period 01/01/19 to 31/12/19.
2. Her Majesty's Inspectorate of Probation (HMI Probation) is the independent inspector of youth offending and probation services in England and Wales. We report on the effectiveness of work with adults and children who have offended. We operate from our headquarters in Manchester and our office in London and our annual funding for 2019/20, is £6.24m.
3. During 2019, one Welsh speaking member of staff left the organisation due to gaining promotion to a management role in a Youth Offending Team in Wales. The Inspectorate now employs one full time Welsh speaking senior manager and a Welsh speaking fee paid Inspector.
4. The organisation, led by HM Chief Inspector of Probation is committed to fulfilling our responsibilities under the Welsh language scheme. Under our approved scheme we are committed to ensuring, in accordance with the Welsh Language Act 1993, that in the conduct of our inspections in Wales, we will treat the Welsh and English languages on a basis of equality.

### **Recruitment**

5. We continue to seek to increase recruitment of Welsh speakers. We have updated our job adverts to make it more explicit that we warmly welcome applications from Welsh speaking candidates and offer Welsh speaking applicants the opportunity to discuss their application in Welsh. We also offer to provide the advert and job description in Welsh and continue to make use of our established stakeholder relationships in the justice sector in Wales, to promote awareness of vacancies.

### **Service planning and delivery**

6. We design and implement inspections in Wales of both youth and adult offending work, sometimes jointly with other relevant inspectorates. These include the Care Inspectorate Wales (CIW), Estyn, Health Inspectorate Wales (HIW) and Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). In so doing we promote our Welsh language scheme and are similarly cognisant of other inspectorate's schemes.
7. We have committed to providing at least one Welsh speaking Inspector on our core youth and adult inspection programmes in Wales. When we announce our

inspections we ask inspected agencies to inform us in advance whether any of their service users, staff or strategic managers would prefer to be interviewed in Welsh.

8. Our thematic inspections look at specific areas of youth and adult offending work across England and Wales. When this includes inspection of an area in Wales, we also ask in advance whether anyone would prefer to be interviewed in Welsh in order that a Welsh speaking Inspector can be provided as required.
9. Our core inspection of youth and adult offending work in Wales include a focus on how well the inspected organisation has identified and responded to the preference to access services in Welsh. The discussions that take place with staff also serve to promote the importance of recognising service user entitlement to access services through the Welsh language.
10. Information requested by HMI Probation in advance of inspection can be submitted in either Welsh or English. During the reporting period, all such submissions were made in English.

### **Inspections delivered in Wales**

11. We have completed one inspection of probation services in Wales during the reporting period, namely the Wales Community Rehabilitation Company (CRC). The announcement letter, information leaflet for staff and practitioner survey were provided in both Welsh and English. Six interviews in the Wales CRC inspection were conducted in the Welsh language.
12. We have completed three thematic inspections that have included areas in Wales, namely 'Youth resettlement', 'Integrated Offender Management' and 'Serious Further Offences'. Four interviews were conducted in Welsh in the 'Integrated Offender Management' inspection.
13. We have joined HMI Prisons on inspections of adult prisons, namely HMP Cardiff and with CIW, Estyn, HIW and HMICFRS to undertake a pilot Joint Inspection of Child Protection Arrangements (JICPA) in Newport. No interviews were conducted in Welsh by HMI Probation.
14. The total number of inspection interviews conducted in Welsh in 2019 is ten, which represents a reduction on 2018, when we conducted two inspections of youth offending services in Wales.

### **The organisation's public image**

15. We have reviewed our logos for HMI Probation and concluded that the logo including our organisation name in both English and Welsh was no longer fit for purpose as it is difficult to read in some contexts, for example in social media communications. We introduced two new logos, including a Welsh language logo for all reports and communications in Welsh. We wrote to the Commissioner to notify him of our change of logo.
16. Our name badges are in bilingual format as is the business card of our Head of Thematic and Joint Inspection, Inspector with lead responsibility for the HMI Probation Welsh language scheme and fee paid Welsh speaking Inspectors.
17. Reports on our inspections in Wales are published in parallel in Welsh and English. During this reporting period, we have published two joint thematic inspection reports relating to England and Wales, reports on two youth offending services and

two probation services in Wales. Welsh language reports were available at the same time as our English language reports in relation to these inspections. Published reports are also promoted with a bilingual title on twitter.

18. We shared relevant extracts from our published reports in response to an enquiry from the commissioner's office on "how well inspected organisations in Wales identify and respond to the preference to access services in Welsh".
19. We published our Annual report on the inspection of youth offending services in England and Wales in Welsh and English.
20. We considered publishing the 'Annual report of the Chief Inspector of Probation', and the '2018/19 inspections of probation services: summary report' in Welsh and English. The way the annual report was constructed, rendered the cost of bi-lingual publication prohibitive. We have learned from this and are committed to ensuring that future such reports will be published in Welsh and English.

### **Wider communications**

21. HMI Probation has continued to use the Ministry of Justice's approved translation service. We have supplied our translation provider with a list of commonly used terms to aid consistency and will continue to monitor the quality of this service.
22. Requests for Welsh language media interviews are referred to our Welsh speaking senior manager. Two Welsh language radio and one television interview were conducted during the reporting period.
23. We have not received any calls or correspondence to our Manchester or London offices through the medium of Welsh and we have not received any complaints in respect of our Welsh language scheme.

### **Staff training and development**

24. There has been no specific training delivered about our Welsh Language Scheme or inspecting in Wales, during this reporting period. All new staff continue to receive, as part of their induction, an Equality and Diversity overview which incorporates our responsibilities and commitments regarding inspecting in Wales.
25. The Inspector with lead responsibility for our Welsh Language scheme has reminded all staff of their duties under our scheme through publishing advice and guidance in our staff bulletin.
26. During this reporting period we have continued to liaise closely with the Welsh Government through meeting with the relevant Minister and officials responsible for justice policy and community safety. We have also maintained regular attendance at 'keep in touch' meetings with Welsh Government Officials and partner Inspectorates, including liaison to promote the development of joint thematic inspection arrangements in Wales.
27. Our pro-active stakeholder engagement approach has included contributing evidence to the Commission on Justice in Wales and ongoing liaison with criminal justice leaders in Wales. We continue to identify opportunities to further our understanding of devolved arrangements for adult and children's services, as they apply to our role in inspecting probation and youth offending services. To this end, we are in the process of confirming arrangements for our Director of Strategy and Head of Thematic and Joint Inspection to meet with relevant officials.

28. We have consulted on our new approach to probation and youth inspection and in conjunction with our Diversity and Inclusion group, will seek to ensure that our inspection framework and programme continue to fulfil the requirements of our Welsh Language Scheme.Future arrangements

### **Future arrangements**

29. Tony Kirk, HMI Probation Inspector, will continue to have lead responsibility for our Welsh Language scheme, reporting to HM Chief Inspector of Probation.

A handwritten signature in black ink, appearing to read 'Tony Kirk', with a large circular flourish on the left side.

**Tony Kirk**  
HMI Probation Inspector

On behalf of  
**Justin Russell**  
HM Chief Inspector of Probation