



# Her Majesty's Inspectorate of Probation

## **Her Majesty's Inspectorate of Probation for England and Wales: Welsh Language Scheme – Annual Monitoring Report for 2020**

### **Introduction**

1. This report has been prepared by the Inspector with responsibility for our Welsh Language Scheme and covers the period 01 January 2020 to 31 December 2020.
2. Her Majesty's Inspectorate of Probation (HM Inspectorate of 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 receive a delegated budget from the Ministry of Justice, which for 2020/2021, is £6.36m.
3. The organisation led by the HM Chief Inspector of Probation is committed to fulfilling our responsibilities under the Welsh language 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, as outlined in our approved Welsh language scheme.
4. During 2020, our Welsh speaking fee paid Inspector left the organisation. The Inspectorate now employs one full time Welsh speaking member of staff, namely the Head of thematic and joint inspection.

### **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 the position 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.
6. Alongside our efforts to recruit Welsh speakers, we are working with the National Probation Service in Wales and Youth Offending Teams in Wales to recruit and train Welsh speaking 'local assessors'. This should enable us to deploy Welsh speaking assessors when conducting our core and thematic inspections in Wales.

## **Service planning and delivery**

7. We design and implement inspections in Wales of both adult offending and youth offending work, sometimes jointly with other relevant inspectorates. These include the Care Inspectorate Wales (CIW), Estyn, Healthcare 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.
8. Once we have recruited and trained Welsh speaking inspectors or local assessors, we will provide at least one Welsh speaking Inspector on our core youth and adult inspection programmes in Wales. We have contacted the Regional Probation Director, National Probation Service in Wales and Youth Offending Team Managers in Wales and asked them to inform us in advance whether any of their service users, staff or strategic managers would prefer to be interviewed in Welsh.
9. 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.
10. 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.
11. Information requested by HM Inspectorate of 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**

12. We suspended face-to-face inspection activity in March 2020 in line with UK and Welsh Government guidance, and since then we have continued to inspect probation and youth offending services remotely using video and tele-conferencing technology.
13. We have completed one inspection of youth offending services in Wales during the reporting period, namely Cardiff Youth Justice Service (YJS). The announcement letter, young people's text survey information leaflet and sentencer questionnaire were provided in both Welsh and English. One interview in the Cardiff YJS inspection was conducted in the Welsh language.
14. We have completed three thematic inspections that have included areas in Wales, namely 'Probation recall culture and practice', 'the work of Youth Offending Services during the Covid-19 pandemic, and 'Exceptional Delivery Model arrangements in probation services in response to the Covid-19 pandemic'. No interviews were conducted in Welsh in the thematic inspections.

15. We worked closely with the probation service in Wales to test and pilot our new inspection methodology. During the course of this work thirteen interviews were conducted in Welsh.
16. The total number of inspection interviews conducted in Welsh in 2020 is 14, which represents an increase on 2019, when we conducted 10 interviews in the Welsh language.

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

17. We use a Welsh language logo for all reports and communications in Welsh.
18. Our name badges are in bilingual format as is the business card of our Welsh speaking senior manager and the Inspector with lead responsibility for the HM Inspectorate of Probation Welsh language scheme. As such, Welsh speaking inspectors are clearly identified on their name badges.
19. Reports on our inspections in Wales are published in parallel in Welsh and English. During this reporting period, we have published five thematic inspection reports relating to England and Wales, reports on one youth offending service in Wales and a pilot joint inspection of child protection arrangements in Newport, led by CIW. 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.
20. In our inspection of the youth offending service we found that arrangements to respond to the needs of Welsh speakers were not good enough. We recommended that the local authority develop effective strategies to encourage children who speak Welsh to access services in their preferred language.
21. In our pilot joint inspection of child protection arrangements, we found that the multi-agency approach to supporting and safeguarding vulnerable pupils who receive their education in Welsh medium schools, was reactive and not strategic enough.
22. We published our Annual reports on the inspection of youth offending services and probation services in England and Wales in Welsh and English.

### **Wider communications**

23. HM Inspectorate of 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.
24. Requests for Welsh language media interviews are referred to our Welsh speaking senior manager. Welsh language radio interviews were conducted in relation to our report on the central functions supporting the National Probation Service and on Cardiff youth offending service, during the reporting period.
25. We have not received any calls or correspondence to our Manchester or London offices through the medium of Welsh during the reporting period and we have not received any complaints in respect of our Welsh language scheme.

26. During this reporting period we have continued to liaise closely with the Welsh Government through meeting with the relevant officials responsible for justice policy and community safety. We have also kept in touch with partner Inspectorates, including liaison to promote the development of joint thematic inspection arrangements in Wales and updating our Memorandum of Understanding in how we work with the HIW.
27. Our pro-active stakeholder engagement approach has included 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.
28. We have consulted on our new approach to probation and youth inspection and will seek to ensure that our inspection framework and programme continue to fulfil the requirements of our Welsh Language Scheme.

### **Staff training and development**

29. Specific training has been delivered to inspection staff about our Welsh Language Scheme and 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.

### **Impact of Covid-19**

30. As reported in our completed thematic study questionnaire, Covid-19 had no effect on our ability to commit to providing at least one Welsh language speaker on our core inspection programme in Wales.

### **Future arrangements**

31. Tony Kirk, HM Inspectorate of Probation Inspector, will continue to have lead responsibility for our Welsh Language scheme, on behalf of HM Chief Inspector of Probation.

A handwritten signature in black ink, appearing to be 'Tony Kirk', written over a horizontal line.

#### **Tony Kirk**

HM Inspector of Probation

On behalf of

#### **Justin Russell**

HM Chief Inspector of Probation