



Her Majesty's Inspectorate of Probation

Expression of Interest

Background

Her Majesty's Inspectorate of Probation is the independent inspector of youth offending and probation services in England and Wales. We report on the effectiveness of probation and youth offending service work with adults and children. We inspect these services and publish inspection reports. We highlight good and poor practice and use our data and information to encourage high-quality services. We are independent of government and speak independently.

In 2021/2022 we will be conducting a thematic inspection exploring education, training and employment provision for children in the youth justice system in England & Wales. As part of this inspection we will be reviewing cases, interviewing practitioners, managers, partner organisations and children and their families.

The role

As part of inspection team, the successful organisation will work collaboratively to develop and lead the children and families feedback element of this inspection. We are looking for an organisation with a proven track record of engaging with children and their families.

As a minimum, we want to comment on:

- the challenges encountered by children and their families when trying to access education, training and employment
- what works well and identify effective practice
- how services can achieve the best outcomes for children

The organisation will be a part of the inspection team and will be required to attend a range of meetings both in the lead up to fieldwork and during inspection. We will include at least six youth offending services in this inspection with fieldwork occurring in the weeks commencing:

29 November 2021, 06 December 2021, 31 December 2021, 10 January 2022, 17 January 2022 and 24 January 2022 inclusive.

The successful organisation will be responsible for capturing and analysing the experiences and views of children and their families. The organisation must be willing to take full responsibility for the coordination and support of their staff team in the lead up to and during the inspection fieldwork.

Organisation specification

The successful organisation must: -

- have a robust approach to safeguarding, risk management, confidentiality and data protection
- be able to support their staff team, to contribute to the planning and preparation of the inspection, by attending relevant meetings arranged by the lead inspector
- provide support and oversight to their staff team before, during and after the fieldwork phases of the inspection, to ensure the successful implementation of the children and families engagement element of the inspection
- assist their staff team where required, to design any inspection products and materials needed to gather the views and experiences of children and their families
- provide an analysis report of the findings from children and their families feedback on conclusion of the fieldwork and help interpret our wider findings against the feedback received.

Experience and knowledge

We require the staff team to have lived experience of the criminal justice system and a range of expertise and understanding of:

- how to engage effectively with children and their families
- educational systems
- coordinating and carrying out projects aimed at understanding the views and experiences of children and their families
- the specific needs of children and families with protected characteristics,
- how to work effectively as part of a team and communicate effectively with people from a diversity of different backgrounds

Application process

Please send, an Expression of Interest (EOI) including contact details and CV(s) of the individuals who will form the staff team to the lead inspector at HMIP.Enquiries@hmiprobation.gov.uk. The EOI should set out, in a maximum of 2000 words, your reasons for applying and how your organisation and the individual(s) to be deployed meet the above specification. Where relevant, please provide examples of your involvement in similar work. Please note that any text more than 2000 words will be disregarded.

Selection Process

The selection procedure shall consist of an assessment of the applications against the specification and an interview.

Deadline for applications

The deadline for applications is noon 14 October 2021. We regret that any applications received after the deadline will not be considered.

Applications, and any queries about this process, should be sent to:
HMIP.Enquiries@hmiprobation.gov.uk

Selection and interview process

The selection procedure will consist of an assessment of the applications against the specification and an interview.

Interviews will be conducted on 21 October 2021 by video conferencing and will consist of an opening question inviting you to introduce your organisation (maximum of five minutes), followed by subsequent interview questions.

To discuss this opportunity further please contact:

Mike Ryan, Lead Inspector-, Michael.Ryan@hmiprobation.gov.uk or 07971 450833

Karen Kendall, Participation Lead-, Karen.Kendall@hmiprobation.gov.uk or 07583 038782