



Her Majesty's Inspectorate of Probation

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Welsh Language Scheme – Annual Monitoring Report for 2021/2022

Introduction

- 1.** This report has been prepared by the Inspector with responsibility for our Welsh Language Scheme and covers the period 01/01/21 to 31/03/22.
- 2.** Her Majesty's Inspectorate of Probation promote excellence in probation and youth offending services across England and Wales. We do this through independent inspections, recommendations, research, and effective practice guidance. We receive a delegated budget from the Ministry of Justice, which for 2021/22, is £6.56m.
- 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.** The Inspectorate employs one full time Welsh speaking member of staff, namely the Head of thematic and joint inspections.

Recruitment

- 5.** We continue to seek to increase recruitment of Welsh speakers. Our job adverts make it explicit that we warmly welcome applications from Welsh speaking candidates, and we 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 regular use of our established stakeholder relationships in the justice sector in Wales, to promote awareness of our vacancies.
- 6.** Alongside our efforts to recruit Welsh speakers, we are working with the Probation Service – Wales region and Youth Offending Teams in Wales to recruit and train Welsh speaking 'local assessors'. As a result, we have trained a Welsh speaking probation service local assessor whom we have deployed on a thematic inspection 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 seek to provide at least one Welsh speaking Inspector on our core youth and adult inspection programmes in Wales. We have contacted the Regional Probation Director, Probation Service - Wales region 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 children's and persons on probation entitlement to access services through the Welsh language.
11. 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

12. We adopted a blended approach of face-to-face and remote inspection activity in 2021/2022 in line with UK and Welsh Government guidance. We have continued to inspect probation services remotely using video and tele-conferencing technology, and youth offending services both on-site and remotely.
13. We have completed four inspections of youth offending services in Wales during the reporting period, namely Swansea Youth Justice Service (YJS), Neath Port Talbot Youth Justice and Early Intervention Service (YJ & EIS), Bridgend YJS and Cardiff YJS. The announcement letter, children's information leaflet and consent form, and staff information leaflet were provided in both Welsh and English for the Swansea, Bridgend, and Cardiff YJS inspections.
14. Unfortunately, this did not happen for the Neath Port Talbot YJ & EIS inspection. We apologise for this oversight, and we have put in measures to make sure this does not happen again, including a scheduled meeting between the Welsh Language lead and relevant Head of Inspection to make clear what is expected.
15. We have conducted two inspections of local Probation Delivery Units (PDUs) in Wales, namely Swansea, Neath Port Talbot PDU and Gwent PDU. Information leaflets for probation practitioners and the practitioner survey were provided in both English and Welsh.
16. In our regional review of the probation service – Wales region, the information sheet for regional staff and staff survey were provided in both Welsh and English. Four members of staff completed the survey in Welsh.
17. We have completed seven thematic inspections that have included areas in Wales, namely 'Community-based drug treatment', 'work to prepare for the unification of probation services', 'the criminal justice journey for individuals with mental health needs', 'the use of electronic monitoring', and 'girls in custody', 'youth education, training and employment (ETE) and 'multi agency public protection arrangements (MAPPA)'. We also completed a Joint Inspection of Child Protection Arrangements (JICPA): Neath Port Talbot County Borough Council, Swansea Bay University Health Board, Probation Service – Wales region and South Wales Police.

18. The total number of inspection interviews conducted in Welsh in 2021/2022 is seven, which represents a decrease on 2020, when we conducted fourteen interviews in the Welsh language.

The organisation's public image

19. We use a Welsh language logo for all reports and communications in Welsh.
20. 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 our Welsh language scheme. As such, Welsh speaking inspectors are clearly identified on their name badges.
21. We have updated our website to give greater prominence to the dedicated Welsh language page, which includes information about the inspectorate, our reports, consultations, corporate documents, and career opportunities in Welsh.
22. Reports on our inspections in Wales are published in parallel in Welsh and English. During this reporting period, we have published four thematic inspection reports relating to England and Wales, reports on two youth offending services in Wales, one regional probation review, two local Probation Delivery Units and a joint inspection of child protection arrangements in Neath Port Talbot, led by CIW.
23. 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.
24. In our inspection of the youth offending service in Powys, we found that no data is recorded or analysed by the YJS on preference for a Welsh language service. We were assured that services could be delivered in the Welsh language, but without any audit trail for this we could not be sure this was being provided consistently.
25. In our pilot joint inspection of child protection arrangements, we noted an active offer was available for those who wish to communicate in Welsh and across education services there was a strong commitment to delivery of support services through the medium of Welsh. The local authority run clubs for Welsh speaking pupils.
26. We found the Swansea, Neath Port Talbot PDU's equality and diversity action plan is comprehensive and covers objectives around supporting the development of the Welsh language.
27. In our Probation Service - Wales regional review, we identified Her Majesty's Prison and Probation Service (HMPPS) in Wales Welsh language scheme as a key strength. The scheme is promoted actively to staff, including opportunities for staff to improve their Welsh language skills. We noted an increased confidence of staff to communicate in Welsh.

Wider communications

28. 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.
29. Requests for Welsh language media interviews are referred to our Welsh speaking senior manager. There have been no such requests, during the reporting period.

30. 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.
31. During this reporting period we have kept in touch with partner Inspectorates, including liaison to promote the development of joint thematic inspection arrangements in Wales. We have also fostered links with voluntary sector providers in Wales through our representation on the 'All Wales Criminal Justice Forum'.
32. Our pro-active stakeholder engagement approach has included ongoing liaison with criminal justice leaders in Wales, and key stakeholders including Welsh Government and Police and Crime Commissioners through our Probation Service – Wales regional review. We are also represented on the Youth Offending Team (YOT) Managers Cymru forum, where we promote opportunities for Welsh speaking YOT staff to be trained as local assessors to support our core programme and thematic youth inspections in Wales.
33. 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.

Staff training and development

34. Specific training has been delivered to inspection staff about the history of the Welsh language, our Welsh Language Scheme and inspecting in Wales. 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

35. Covid-19 has had no effect on our commitment to providing at least one Welsh language speaker, where requested, on our core and thematic inspection programme in Wales.

Future arrangements

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



Tony Kirk

HMI Probation Inspector

On behalf of

Justin Russell

HM Chief Inspector of Probation