



Her Majesty's  
Inspectorate of  
Probation

**MODERNISING CRIMINAL JUSTICE CONFERENCE,  
15 JUNE 2022 – RECENT PROBATION INSPECTION  
FINDINGS**

**JUSTIN RUSSELL – CHIEF INSPECTOR OF PROBATION**



## A TOUGH TIME FOR PROBATION

Unification was never going to be a magic bullet for the underlying problems facing probation

Twin challenges of Covid recovery and delivering a major structural reform programme

Full Covid recovery still a long way off – significant backlogs (UPW and interventions) and long term impacts on staff and people on probation

Unification still a work in progress – staff morale, workloads, legacy cultural divisions within the service

Longstanding, pre-pandemic problems remain – staffing; management oversight; quality of supervision



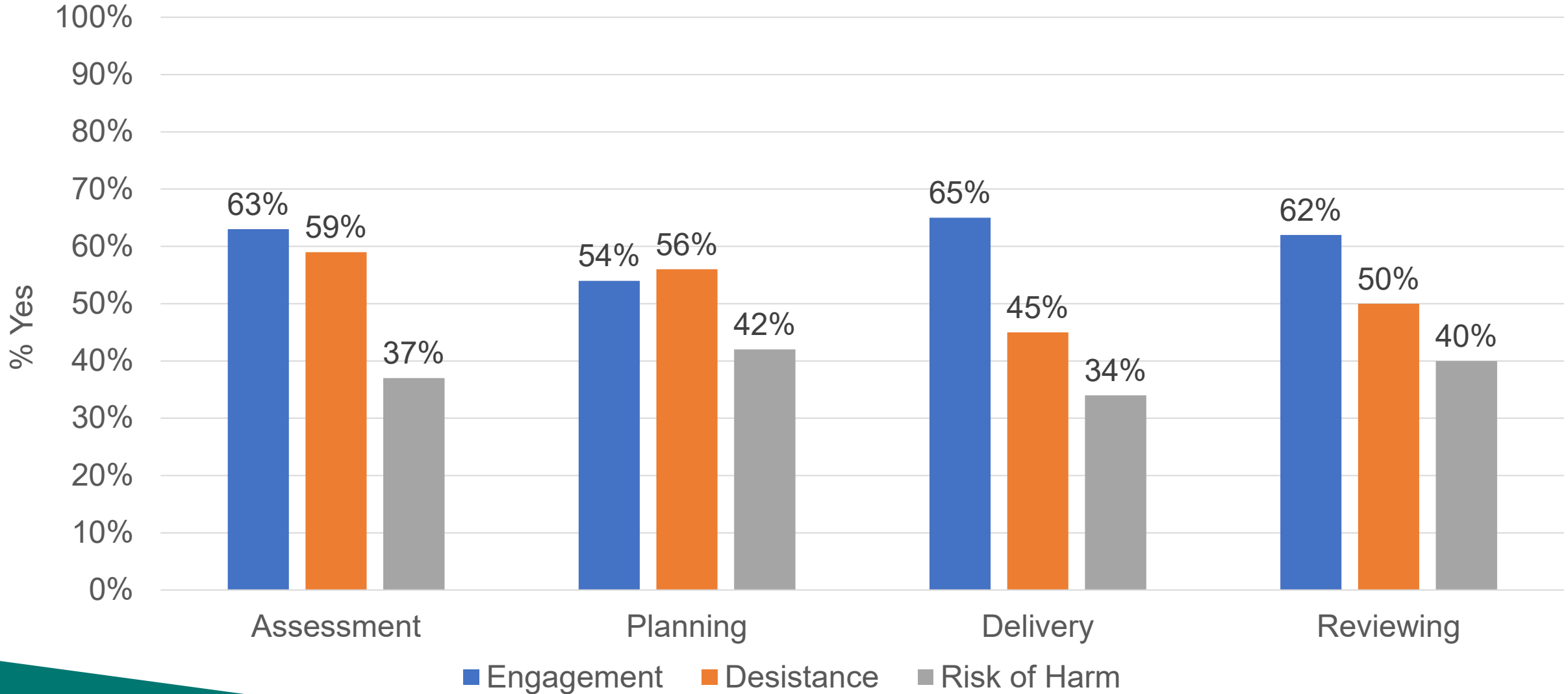
# Leadership and organisational delivery inspection scores since June 2021

	Overall rating		Leadership	Staffing	Services	Information and facilities
Swansea		4				
Gwent		6				
West Sussex		4				
West Kent		1				
Essex North		1				
Northants		9				

inadequate	
Requires improvement	

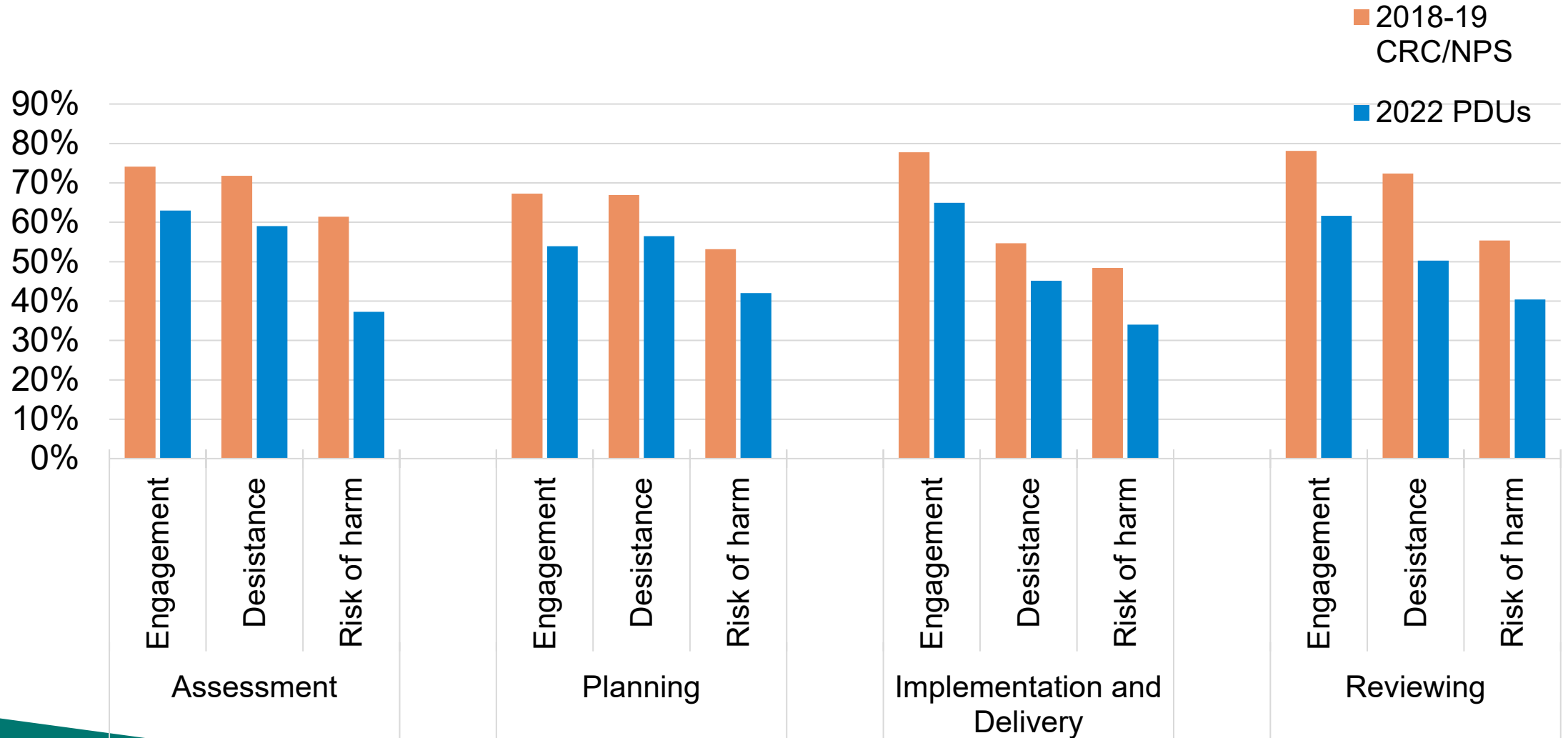


# Quality of individual case work inspected since June 2021 – particular concerns around ‘risk’





# Inspection scores since June 2021 have been lower than pre-unification





## REASONS TO BE MORE CHEERFUL?

More resources being invested after years of austerity – a decent Spending Review settlement

Staffing numbers increasing – 1500 PQUIPS recruited in 2021/22 and a commitment to 1500 more in 2022/23

Additional investment in unpaid work and accredited programme staff

Staff returning to the office and to face to face contact with people on probation and to business as usual delivery

Moving on from a focus on structural reform and Covid to a focus on quality and a single focus of “delivering excellent probation services”

None of this will translate into overnight improvement to the quality of probation supervision but given time and sustained focus and investment I hope to start to see improvements by this time next year