



HM Prison &
Probation Service

Action Plan Submitted: 12th July 2023

A response to: A thematic inspection of work undertaken, and progress made by the Probation Service to reduce the incidence of domestic abuse and protect victims

Report Published: 4th July 2023

INTRODUCTION

HM Inspectorate of Prisons (HMIP) and HM Inspectorate of Probation for England and Wales are independent inspectorates which provide scrutiny of the conditions for, and treatment of prisoners and offenders. They report their findings for prisons, Young Offender Institutions, and effectiveness of the work of probation, and youth offending services across England and Wales to Ministry of Justice (MoJ) and His Majesty's Prison and Probation Service (HMPPS). In response to the report HMPPS / MoJ are required to draft a robust and timely action plan to address the recommendations. The action plan confirms whether recommendations are agreed, partly agreed, or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provide specific steps and actions to address these. Actions are clear, measurable, achievable, and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the GOV.UK website. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measurable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There must be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There must be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.



ACTION PLAN: A thematic inspection of work undertaken, and progress made by the Probation Service to reduce the incidence of domestic abuse and protect victims

1. Rec No	2. Recommendation	3. Agreed/ Partly Agreed/ Not Agreed	4. Response Action Taken/Planned	5. Responsible Owner	6. Target Date
His Majesty's Prison and Probation Service should:					
1	Publish a domestic abuse strategy for the Probation Service and review progress against it regularly	Partly agreed	<p>This recommendation is partly agreed as HMPPS do not intend to have separate strategies for different offence types.</p> <p>HMPPS set out the overarching strategic direction to rehabilitation in the HMPPS Rehabilitation Strategy which is due to be published internally shortly. This strategy sets out a commitment across prisons, probation, and the youth custody estate to create the best conditions for successful rehabilitation, to reduce reoffending and protect the public.</p> <p>How this applies to different cohorts, including the domestic abuse (DA) cohort will be set out as part of the ongoing work to ensure HMPPS invest in the right provision of services, adjusting the service approach to groups where the evidence tells us there are differing offending-related needs and risks.</p> <p>HMPPS will review progress of our work to ensure that:</p> <ul style="list-style-type: none"> • Staff are equipped to work with DA perpetrators • The right interventions are available and being used • Risk is accurately assessed based on information from other agencies and • Plans include work with partner agencies to keep victims safe 	<p>Deputy Director, Reducing Reoffending, Interventions, Operations and Investment</p> <p>Domestic Abuse Lead</p>	<p>September 2023</p> <p>September 2023</p>
2	Ensure that all people on probation who require an intervention receive one; monitor the delivery of all interventions and analyse attrition rates and shortfalls against potential need	Agreed	Targeting of interventions is based on an agreed evidence-informed methodology. The HMPPS strategic approach to rehabilitation will be focused on improving the approach, targeting appropriate services for the right people at the right time, based on latest available evidence of effectiveness. As part of this strategic approach, HMPPS is also working to improve overall data quality and partnering to prioritise appropriate interventions more consistently, including	Deputy Director, Reducing Reoffending, Interventions, Operations and Investment	March 2024



			<p>Accredited Programmes and Structured Interventions for relevant individuals based on their eligibility and the risks they pose.</p> <p>HMPPS will also produce performance information reports to support active monitoring and analysis of Accredited Programmes' attrition rates and effective targeting practices.</p> <p>As part of this long-term programme of work there is a data improvement plan for interventions in place led by the Ministry of Justice (MoJ) which will:</p> <ul style="list-style-type: none"> • Get data right by addressing data quality and data management issues • Use our data better by enabling all staff to easily access high-quality data • Build a data culture by investing in data and improving data literacy across staff. <p>HMPPS will:</p> <ul style="list-style-type: none"> • Collect and monitor performance management data • Review and analyse data relating to need, demand, access and attrition • Add interventions specific data into the DA Dashboard to drive performance via the National Domestic Abuse Reference Group. 	<p>Deputy Director, Effective Practice and Service Improvement Group (EPSIG)</p> <p>Deputy Director, Reducing Reoffending, Interventions, Operations and Investment</p> <p>Deputy Director, Reducing Reoffending, Interventions, Operations and Investment Deputy Director, Effective Practice and Service Improvement Group (EPSIG)</p>	<p>March 2024</p>
3	Ensure that all actual and potential victims of domestic abuse are identified accurately and that timely and effective actions are taken to protect them at each stage of the sentence management process	Agreed	<p>To support practitioners to identify those who pose a risk of domestic abuse and to work with partners to keep victims or potential victims safe, HMPPS have reviewed and improved relevant training on both domestic abuse and risk assessment and management.</p> <p>To ensure information from partner agencies can feed into the identification of domestic abuse risk and risk management action HMPPS have increased resource and strengthened process to improve information sharing.</p>	<p>Director of Public Protection</p> <p>Domestic Abuse Lead</p>	<p>Complete</p> <p>Complete</p>
4	Ensure that all probation practitioners and managers are familiar with and work	Agreed	The 'virtual in person' Domestic Abuse training has references to the DA Policy Framework throughout. So that	Deputy Director, Probation Workforce Programme	December 2024



	in accordance with the domestic abuse policy framework		<p>practitioners who have not yet experienced the new learning will find it easier to access a place quickly, HMPPS have outsourced its delivery. This will see an increased number of participants from May 2023 until December 2024.</p> <p>Probation regions will take additional steps to promote staff attendance on the training and will monitor the number of completions via monitoring information returns and through the management line.</p> <p>Public Protection Group will re-promote available products to support the use of the Domestic Abuse Policy Framework (DAPF) such as the trailer and the video walk through available on My learning.</p> <p>Each RPD will include a specific domestic abuse event as part of their programme of protected learning time. A senior lead from each region will provide updates to the National Domestic Abuse Reference Group.</p>	<p>Domestic Abuse Lead</p> <p>Director of Public Protection</p> <p>Domestic Abuse Lead</p>	<p>August 2023 and bi-monthly thereafter</p> <p>September 2023</p> <p>December 2023</p>
5	Ensure that decisions taken under the prioritisation framework for sentence management red-amber-green status, maintain partnership working and intervention delivery to protect domestic abuse victims	Agreed	A review and refresh of the Prioritisation Framework is planned to complete in November 2023. The recommendation will be incorporated into this review activity. In the interim, the current iteration of the framework remains in place.	Deputy Director, Probation Workforce Programme	November 2023
6	Develop a comprehensive system to manage requests for disclosures of past perpetrator behaviour to new partners in relation to domestic abuse, including decision making, delivery and recording, through a route which provides appropriate support and safeguarding for those receiving information	Agreed	HMPPS have issued comprehensive guidance, flow chart and recording instructions on how probation practitioners work with partner agencies to ensure that new partners are provided with the right information, primarily through the police led Domestic Violence Disclosure Scheme. The guidance for the scheme has been placed on a statutory footing and is clear that all disclosures must be accompanied by a robust safety plan, tailored to the needs of the victim or potential victim and based on all relevant information.	Director of Public Protection	Complete
7	Review their national information-sharing agreement with the National Police Chief's Council, to ensure that it closes the current loophole that allows police	Agreed	The Information Sharing agreement has already been redrafted and the new version is currently being considered by the National Police Chief's Council (NPCC).	Director of Public Protection	Complete



	forces to refuse probation enquiries about information on domestic abuse incidents (eg past call outs) involving a person under probation supervision				
8	Ensure all DASOs are fully equipped for their role and trained to a high standard using the nationally recognised Independent Domestic Violence Advisor training.	Partly agreed	<p>This recommendation is partly agreed as there is a need to distinguish between the roles of Domestic Abuse Safety Officers (DASOs) and Independent Domestic Violence Advisors (IDVAs).</p> <p>As part of the Domestic Abuse Safety Officer (DASO) Project Plan a National DASO Training package is being developed to ensure that DASOs are fully equipped for their role and trained to a high standard. HMPPS are commissioning a bespoke DASO training package in 2023 with the rollout of the training package to DASOs across the 12 regions in 2024.</p>	Deputy Director, Reducing Reoffending, Interventions, Operations and Investment Deputy Director	March 2024
The probation service should:					
9	Develop local multi-agency training and awareness-raising events with partner agencies. This should support probation practitioners and managers to develop their understanding of the complexity of domestic abuse, the roles of other agencies that can offer support and information in managing domestic abuse cases and the changes introduced under the Domestic Abuse Act 2021, which recognise children affected by domestic abuse as victims	Agreed	<p>The probation service will do more to support probation practitioners and managers to develop their understanding of the complexity of domestic abuse, the roles of other agencies and to recognise children affected by domestic abuse as victims. The probation service has:</p> <ul style="list-style-type: none"> Revised domestic abuse training offer (e-learning, face to face (including virtual attendance), and local reflective practice approaches) to include a focus on multi-agency working and on children as victims as set out in the Domestic Abuse Act 2021. <p>The probation service will:</p> <ul style="list-style-type: none"> Work with a specialist domestic abuse agency to develop a product to provide additional focus on the role of other agencies and navigating local the multi-agency landscape. Continue to develop staff understanding of the complexity of domestic abuse through the ongoing 	Director of Public Protection	<p>Complete</p> <p>March 2024</p> <p>Annually with next events November 2023</p>



			<p>delivery of annual campaigns e.g., 16 Days of action events which brings in expertise from partners, academics, and those with lived experience.</p> <ul style="list-style-type: none"> • Commission a more sophisticated intermediate/advanced learning package to form part of core expectations for Continuous Professional Development for all practitioners. 		March 2024
10	Ensure that timely and accurate exchanges of information are supported through local agreements and active relationship management with the police, children's social care services, perpetrator services, specialist domestic abuse services, and other relevant organisations	Agreed	<p>The Chief Probation Officer (CPO) will hold a national conversation with relevant NPCC Police leads to establish support for ongoing negotiation between Probation and Police at local/regional level and continued effective partnership working.</p> <p>The probation service will support and monitor improvement of information sharing via:</p> <ul style="list-style-type: none"> • Updating recording guidance • Sharing examples of success and good practice • Using nationally established data sets to track an improvement trajectory – driven by leads at National Domestic Abuse Reference Group, and by the Child Safeguarding Working Group. 	<p>Chief Probation Officer</p> <p>Domestic Abuse Lead and Children's Safeguarding Lead</p>	<p>October 2023</p> <p>Reviewed monthly</p>
11	Ensure that all practitioners complete high-quality assessments and reviews in domestic abuse cases that fully analyse information from specialist assessment tools, such as the spousal assault risk assessment (SARA), and all available information from other agencies	Agreed	<p>The Probation Service is already taking action to improve risk assessment and management in response to HMIP inspections. This includes the recruitment of additional staff and updated training. Better quality assessment of domestic abuse perpetrators is a key element of this. Since the inspection the Probation Service have:</p> <ul style="list-style-type: none"> • Launched an updated Spousal Assault Risk Assessment (SARA) learning product setting out what makes a good assessment. <p>The probation service will further support the quality of assessments by:</p>	Director Public Protection	Complete



			<ul style="list-style-type: none"> Monitoring and driving up SARA completion rates via the DA dashboard at the National DA Reference Group. Including the guidance on using Offender Assessment System (OASys) to assess domestic abuse as a product to be promoted at DA protected learning time event (see action 4). Regional Performance and Quality teams will set targeted improvement activity based on Regional Case Audit Tool (RCAT) findings from DA cases. 	<p>Domestic Abuse Lead</p> <p>Director Public Protection</p> <p>Performance and Quality Lead</p>	<p>August 2023 and bi-monthly thereafter</p>
12	Ensure that the respective roles and responsibilities of sentence management and programme teams, including domestic abuse safety officers are clear. This should include the responsibility to prepare people on probation to attend programmes, to share information and to support risk management throughout sentence delivery.	Agreed	<p>As part of the DASO Project Plan the DASO Practitioner Manual is being reviewed and updated. This will add clarity to the roles and responsibilities of DASOs to create a consistent service for DASO clients across the 12 regions.</p> <p>HMPPS will have first draft of the DASO Practitioner Manual available at the end of July 2023 and a final version will be available by the end of 2023.</p>	Deputy Director, Reducing Reoffending, Interventions, Operations and Investment	December 2023

Recommendations	
Agreed	10
Partly Agreed	2
Not Agreed	0
Total	12

