



HM Inspectorate of Probation

Welsh Language Scheme – Annual Monitoring Report for 2022/2023

Introduction

1. This report has been prepared by the Inspector with responsibility for our Welsh Language Scheme and covers the period 01/04/22 to 31/03/23.
2. Her Majesty's Inspectorate of Probation is the independent inspector of probation and youth offending services in England and Wales. Our inspections, reviews, research and effective practice products provide authoritative and evidence-based judgements and guidance. We use our voice to drive system change, with a focus on inclusion and diversity. Our scrutiny leads to improved outcomes for individuals and communities.
3. We receive a delegated budget from the Ministry of Justice, which for 2022/23, is £6.54m.
4. 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.
5. The Inspectorate employs one full time Welsh speaking member of staff, namely the Head of thematic and joint inspections.

Recruitment

6. We continue to seek to increase recruitment of Welsh speakers. We have updated the wording in our job adverts to attract Welsh speakers and make it explicit that we warmly welcome applications from Welsh speaking candidates. We offer Welsh speaking applicants the opportunity to discuss the position in Welsh and we offer to provide the advert and job description in Welsh. One candidate took up the offer of a Welsh language discussion. We continue to make regular use of our established stakeholder relationships in the justice sector in Wales, to promote awareness of our vacancies. As a result of our recruitment drive, we have recruited one Welsh speaking inspector who is due to join the inspectorate in the summer 2023.
7. 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'. We have prioritised the recruitment of Welsh speaking youth justice local assessors and have training scheduled in the autumn 2023.
8. In addition, we have recruited one Welsh speaking fee-paid inspector, whom we will also deploy on inspections in Wales. Furthermore, we plan to extend our mentoring and shadowing scheme to Welsh speakers, through which

current members of our inspection staff team will offer one-to-one support and guidance to candidates throughout the recruitment process.

Service planning and delivery

- 9.** 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.
- 10.** 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 contact the Regional Probation Director, Probation Service - Wales region and Youth Offending Team Managers in Wales at the time of inspection announcement and ask them to inform us in advance whether any of their service users, staff or strategic managers would prefer to be interviewed in Welsh.
- 11.** 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.
- 12.** 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 people on probation's entitlement to access services through the Welsh language.
- 13.** 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

- 14.** We adopted a blended approach of face-to-face and remote inspection activity in 2022/2023 and have continued to inspect probation services and youth offending services both on-site and remotely.
- 15.** We have completed four inspections of youth offending services in Wales during the reporting period, namely Cardiff Youth Justice Service (YJS), Vale of Glamorgan Youth Offending Service (YOS), Blaenau Gwent and Caerphilly YJS and Monmouthshire and Torfaen YOS. The announcement letter, children's information leaflet and consent form, and staff information leaflet were provided in both Welsh and English for the Cardiff YJS and Monmouthshire and Torfaen YOS inspections.
- 16.** Unfortunately, this did not happen for the Vale of Glamorgan YOS or the Blaenau Gwent and Caerphilly YJS inspections. We apologise for this oversight, and we have put in measures to try to make sure this does not happen again, including a meeting being held between the Welsh Language lead and relevant Head of Inspection to confirm what is expected.
- 17.** We had planned to conduct two further youth offending service inspections in Wales. Both asked for their inspections to be paused until we could meet the

demand for interviews to be conducted in Welsh. We agreed to do this and informed both services that improving our Welsh language offer is an organisational priority.

18. We have completed three thematic inspections that have included areas in Wales, namely 'Offender management in custody (pre- and post-release)', 'Work undertaken, and progress made, by the Probation Service to reduce the incidence of domestic abuse and protect victims', and 'Counter terrorism'.
19. No inspection interviews were conducted in Welsh in 2022/2023, which represents a decrease on 2021/22, when we conducted seven interviews in the Welsh language.

The organisation's public image

20. We have commenced work with the Welsh Language Commissioner's office to review and update our Welsh language scheme
21. We use a Welsh language logo for all reports and communications in Welsh.
22. 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.
23. 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.
24. 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, and five reports on youth offending services in Wales.
25. Reports in the Welsh language were published as soon as possible following receipt from external translators, in relation to these inspections. Published reports are also promoted with a bilingual title on twitter.
26. In our inspection of the youth offending service in Bridgend, we found that support from Welsh language speaking staff is offered to all children through Bridgend County Borough Council.
27. In our joint inspection of the youth justice service in Cardiff, we found that the YJS arrangements to respond to the needs of Welsh speakers have improved but remain as a work in progress. The education officer has usefully redesigned the information booklet for children, making it more accessible and clearly stating that they can access services through the medium of Welsh. We saw evidence of work to develop a process map, checklist and workplan to improve the YJS offer in this area. This includes ensuring the matching of YJS Welsh-speaking administrative, case management and leadership staff to Welsh-speaking children. Within the inspected cases, the Estyn inspector found that the YJS and ETE agencies could still improve and promote the value of Welsh as an employment skill in Wales, or to encourage learners who could speak Welsh to use this ability.
28. In our inspection of the youth offending service in Blaenau Gwent and Caerphilly, we found that Welsh language staff and volunteers can access

training courses through the Gwent Safeguarding Board and the Violence Against Women, Domestic Abuse & Sexual Violence Board.

Wider Communications

- 29.** HM Inspectorate of Probation has worked with the Ministry of Justice to procure new translation services, which are more familiar to local services.
- 30.** Requests for Welsh language media interviews are referred to our Welsh speaking senior manager. There have been no such requests, during the reporting period.
- 31.** We have not received any calls or correspondence to our Manchester or London offices through the medium of Welsh during the reporting period.
- 32.** 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.
- 33.** Our pro-active stakeholder engagement approach has included ongoing liaison with criminal justice leaders in Wales, and key stakeholders including Welsh Government, Police and Crime Commissioners and the Wales Centre for Crime and Social Justice (WCCSJ). We are also represented on the Youth Offending Team (YOT) Managers Cymru forum.
- 34.** 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

- 35.** Specific input has been delivered to youth team inspection staff about the history of the Welsh language, our Welsh Language Scheme and inspecting in Wales including delivery of 'inspecting in Wales' training to youth inspectors. 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.
- 36.** The youth inspection team have developed guidance that all team members are expected to be familiar with, prior to conducting an inspection in Wales. We will develop similar guidance will for probation inspection staff.

Future arrangements

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



Tony Kirk
HM Probation Inspector

On behalf of

Justin Russell
HM Chief Inspector of Probation