

Community Chaplaincy Adding Value in a Post TR world

- 1 Our role
- 2 How we perform that role
- 3 How we demonstrate added value of that performance

We need to **START ANSWERING NOW** to position ourselves with:

- CRCs as Partners & Funders
- Full Range of other Funders (Charitable Trusts, Governmental, Individual)
- Supporters

Topics

- 1 Adding Value - Introduction
- 2 Highlights of TR World - relevant to us
- 3 Provision - Example from Working Links Provision Summary
- 4 Shaping the View – Mentoring as part of provision
- 5 Mentoring in the New World
- 6 Effective Mentoring Requires: Why? How?
- 7 Points from Prospects for Desistance Agenda – Criminal Justice Alliance
- 8 Adding Value – Our Conclusions

Highlights of TR World - relevant to us

- 1 TR will be alongside 100% of those sentenced who we serve
- 2 Gradual Build Up to large volumes of the less than 1 year sentenced when
 - everyone will have “probation officer & support”
- 3 80% of those leaving will have 12 Weeks in Resettlement Prison focused on resettlement
- 4 CRCs have **LESS MONEY** for **FAR MORE**
- 5 CRCs aim to be efficient with measurable, target driven focus on material pathways
- 6 CRCs likely to be process not person orientated
- 7 CRCs see mentoring provision as voluntary (perhaps 10% starting with High Risk)
- 8 CRC’s view of what mentoring is may / will not be the same as ours!
- 9 CRCs are big and prefer dealing with other big organisations

CRC Provision

Example from Working Links Provision Summary

(3 slides)

CRCs TR Solutions – 4 Key principles

- 1 Deliver reductions in reoffending
 - integration – right service, right time, right place for offender
(through Community based Case Manager with end-to-end oversight – custody & outside for some 60 offenders)
 - End to end journey & positive relationships between case manager and offender
 - supporting professional judgement of case managers to shape to individual needs
- 2 Protect the public
 - robust risk management,
 - effective case management,
 - good communication
- 3 Deliver the sentences of the court by:
 - volumes to meet sentence expectations
 - maximising compliance
- 4 Ensure efficiencies over life of contract by
 - timely implementation sustaining performance
 - progressively shifting to substantial PBR, once the integration and transformation of the CRCs is complete.

Based on WL

Core service provided through the CRC

Stages

- Basic Custody Screening Tool (BCST) => Resettlement Plan
- Address Immediate Resettlement Needs including
 - finance, accommodation, employment, sex workers domestic violence
- Modular Resettlement Support – see *below*

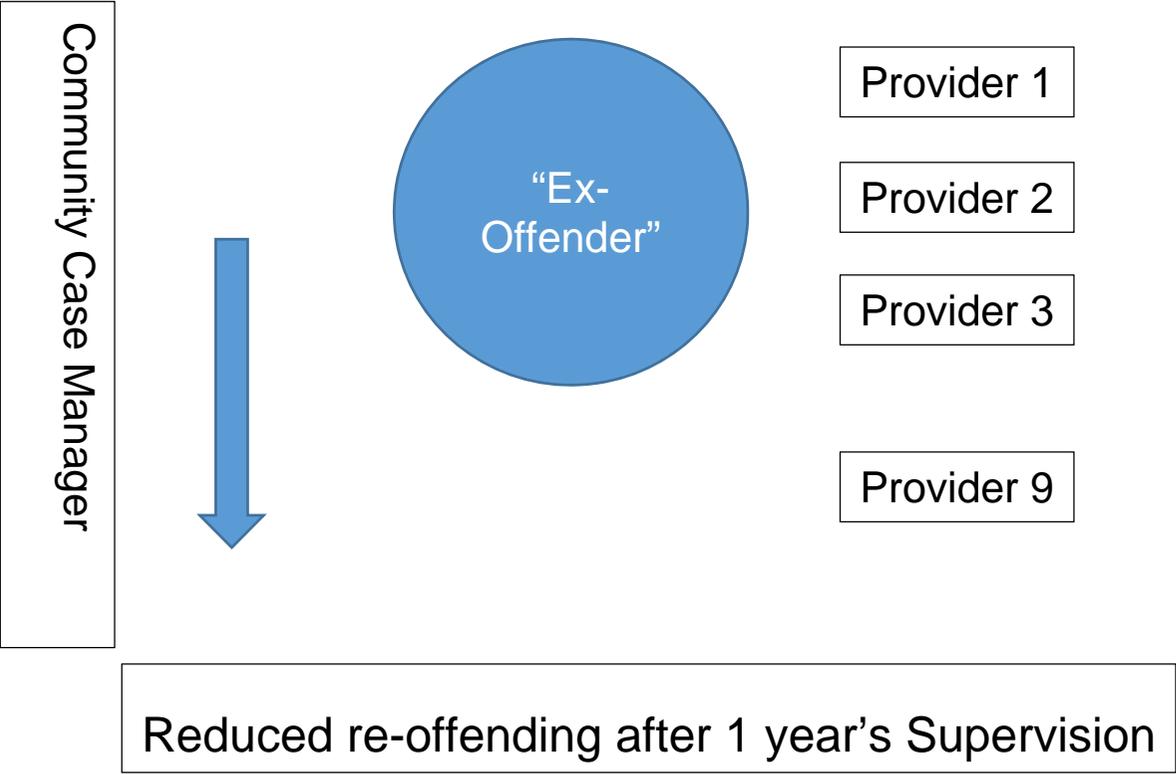
Based on WL

Modular Resettlement Support

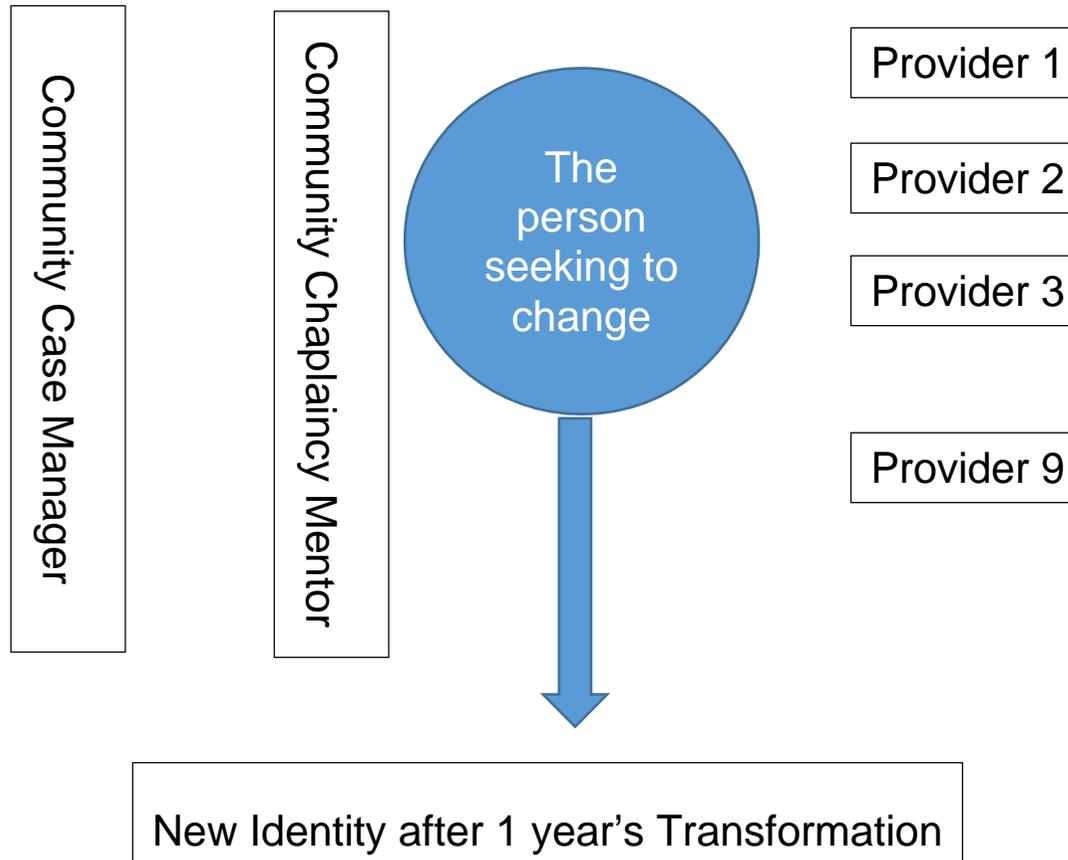
- **accommodation** – incl. course on good tenancy
- **employment** – module how to source options on release links to Work Programme ESF NOMs programmes
- **finance, benefit and debt** – module on financial planning, advice and help on how to access benefits prior to release
- **health** – workshop – appropriate healthcare, accessing GPs etc to ensure continuance of healthcare provided in custody
- **family and relationships:** short course, on how to build supportive networks in community for integration **assisted by Mentor** where appropriate

Based on WL

CURRENT CRC VIEW OF PROCESS



WE NEED SHAPE THAT VIEW



And this means ENGENDERING PARTNERSHIP

Mentoring in the New World

1 How might effective mentoring change?

- Not the primary provider of material needs – advocacy but not provision
- Greater focus on the person and support of their fundamental change to new life
- Advocate on lapses – especially in licence period

2 Challenges from the changes

- Loose opportunity of building trust through provision
- More difficult to gain access / attention in prison early in their journey
- Need to gain acceptance by CRC Case Manager we are working alongside

EFFECTIVE MENTORING REQUIRES CLOSE ALIGNMENT TO DESISTANCE THEORY

WHY

- 1 it supports the way we have done things
- 2 It has voice and research money
- 3 It is respected if not followed / implemented by NOMS
- 4 It is respected by the more knowledgeable Charitable Trusts
- 5 We can learn from it
- 6 Easy to Explain Position: Working for secondary (long term) desistance will be an understood added value to TR Processing and potential contributor to reoffending RESULTS
 - NOMS
 - Trusts & Other funders
 - CRCs

EFFECTIVE MENTORING REQUIRES CLOSE ALIGNMENT TO DESISTANCE THEORY

SOME HOWS

- 1 Ensure Community Chaplaincy Chaplains and Managers are familiar with Desistance Theory
- 2 Ensure Mentors (paid and volunteers) understand and are guided by its findings
- 3 *Manage Risk* – to gain Trust
- 4 Build into our measurement, evaluation, reporting and continuous improvement
- 5 Refer to it consistently to all funders and supporters

Desistance Characteristics

Drawn from Prospects for a Desistance Agenda – Criminal Justice Alliance

- 1 TRUSTING RELATIONSHIP - not just interventions & programmes
- 2 O focussed - and to become O led
- 3 Process must support O's change (versus attempt to change O)
- 4 P & O key task: Maintenance of Motivation and Hope
- 5 P supports change and is broker to wider services to meet needs
- 6 P & O focus on positives not weaknesses & negative behaviour
- 7 Positive use of Assets
- 8 Discovering Personal Agency and Building Social Capital
- 9 Importance of Families

Result of 20 interviews

Civil servants, politicians, academics & senior Public & Vol Sector

Advantages Perceived

- Makes Common Sense
- Importance of Relationship - Practitioner & Offender
- Plan & Motivation must be offender Led
- Reducing unnecessary Bureaucracy

Barriers

- Lack / Ignorance of Evidence
- Often runs counter to Management of Risk
- Doesn't fit with streamlined performance target practice
- Some concepts intangible - aggravated by multiple theories
- Lack of fit with Penal Populism

NOTE Reports sees potential of “Desistance” as a name being misused as a Catch-All phrase to impress.

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