

The magazine of the Probation Institute

# PROBATION

Issue 13: September 2019

*Quarterly*

IN MEMORY OF  
PROFESSOR PAUL SENIOR





# PROBATION *Quarterly*

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# Welcome

We have chosen to dedicate this issue of Probation Quarterly to the memory of Professor Paul Senior who died in July 2019.

In addition to our usual range of articles, which this time include articles about Service User Engagement, Chemsex and crime, the Confederation of European Probation and three book reviews by practitioners, we are publishing a number of tributes to Paul. We are also re-publishing the article that Paul wrote a year ago for Probation Quarterly when he retired as Chair of the Probation Institute.

In this Welcome, we offer our own personal tributes to Paul.



**Helen Schofield writes:**

I first met Paul when he was chairing Napo Probation Practice Committee circa 1980: articulate, confident and knowledgeable with strong left wing politics.

I don't think I fully understood Paul's passion for Probation and everything that it stands for until the then higher education social work qualification, the Diploma in Social Work, was challenged as the requirement for appointment as a Probation Officer. In 1994 the Conservative Government through Michael Howard and Baroness Blatch threatened simultaneously to remove the qualification requirement for appointment as a probation officer from both social work and higher education and to replace it with a statement of work based competence. The ensuing struggle between Conservative ministers, Napo and the Association of Chief Officers of Probation was resolved by incoming Labour Government in 1997 promising to retain the qualification in higher education but not in social work. As Home Secretary, Jack Straw agreed to introduce the Diploma in Probation Studies. By this time Paul had become the first ever Professor of Probation Studies at Sheffield Hallam University. He was asked to develop the qualification and worked tirelessly to create a specific Vocational Qualification embedded into a Degree.

Without Paul's achievement in enabling the translation of social work theory and practice into probation theory and practice the ethos of probation would have been completely overridden by enforcement and control twenty years ago. Paul went on to lead at Sheffield Hallam one of the three funded Probation Programmes now known as PQIP and to develop the Hallam Centre for Community Justice. Paul shared the huge disappointment of Transforming Rehabilitation. He continued his robust defence of compassionate, empowering approaches to rehabilitation. Although struggling with illness, in 2015 Paul took over as Chair of the Probation Institute which he led with passion to become a stronger, clearer voice for professional recognition, research and post qualification learning. Paul was a brave warrior and champion for Probation. We miss him hugely and it is our responsibility to walk in his footsteps.

**Anne Worrall writes:**

Although our paths had crossed throughout our probation and academic careers, I only got to know Paul well when I interviewed him in 2011 for the research project I was undertaking with Rob Mawby on the occupational cultures and identities of probation workers. His passion for probation work shone through and he was also very supportive of our research and its subsequent publication. Although I am technically breaching research ethics by identifying an interviewee, I'm sure Paul would have been happy for me to disseminate his response to my question about the value of home visits in probation, which demonstrates both his gently self-mocking character and his empathy with offenders and their communities:

*And then, probably after lunch, because I can remember the days we used to have lunch and we'd go and have a beer sometimes, I would set off to my patch. I'd have a few appointments, but I'd also just drive around and I'd see some of the lads on the street and stop and have a chat. And I'd spend most afternoons on my own, without complicated telephone systems, booking in to see if I was still alive and, you know, no one would know where I was really. I'd just go and have cups of tea and talk to people and occasionally have some difficult times. I ran little groups at the school sometimes and we had a report centre out there, so one afternoon a week, I would be there and people would come in.*

But Paul was emphatically not someone who hankered after the "golden age" of probation. His commitment to the Probation Institute was one of the many ways he demonstrated, throughout his life, his desire to be at the forefront of discussion about the future of probation work.

**Helen Schofield** - Acting CEO, Probation Institute

**Anne Worrall** - Editor, Probation Quarterly

# A tribute to **Professor Paul Senior**

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A collection of memories by colleagues and  
friends of Professor Paul Senior

*"I first met Paul during my doctoral studies when he recorded an interview with me for a video to go on the community justice portal – he was immediately supportive and enthusiastic about my research on probation. I then moved to SHU and worked more closely with him through the British Journal of Community Justice – again, his support for early career researchers was really something that stood out for me. I'll never forget the days we spent at the Heaves Hotel discussing probation in preparation for writing the special issue of the Journal which was published in 2016 – his drive and ability to get us working together and, even more impressively, sticking to deadlines was something to behold! The world of probation is undoubtedly poorer without him."*

**Jake Phillips**

*"I knew Paul for over 15 years as a fellow practitioner who had become an academic and who continued to fight ardently for the probation profession. Paul always was generous in his encouragement of others, and his contributions to maintaining high standards and quality in probation practice are well known. He published numerous articles and books/chapters to promote these standards and challenged government policies which undermined probation officer autonomy and skill. He will be sadly missed particularly in this climate where people of principle are increasingly rare. The last time I saw Paul reinforced my high estimation of him and I had great respect for his bravery, particularly at the last Portal lecture which he kindly chaired despite being very unwell. He had so much pride in enabling communication between academics, policy makers and practitioners."*

**Wendy Fitzgibbon**

*"He was a friend to many people and his legacy is huge. The world of probation is much diminished with his passing. He was a great doer and I remember the weekend in the Lakes where he guided us to produce much thoughtful discussion and eventually the edition of the British Journal of Community Justice. A truly great and strong, brave person."*

**Anthony Goodman**

*"Paul was a giant of the probation world for so long and his wisdom and insight will be very much missed. I entered higher education from probation to teach on the DiPS in 2001 at Newport. At that time we ran the programme on behalf of Sheffield Hallam and Paul was very kind to me, encouraging and supportive and did a great deal to ease my way into the academic world. I will always be very grateful for this."*

**John Deering**

*"A few years ago, Paul was a guest speaker at our yearly conference (when we were Humberside Probation Trust), Paul's slot was just before lunch – he was simply captivating. It was the first, and only time that no one actually wanted to finish for lunch – I could have listened to him all day – he is one of only a handful of people I would have liked to invite to a dinner party."*

**Sue Beulah**



*"At all stages of my probation career – as practitioner, teacher and researcher – I have admired the determined and practical way that Paul championed the profession, its practice, its expertise and its values. I was fortunate to work alongside him on two projects: as part of the editorial board of the British Journal of Community Justice and in the development of the Probation Institute. On a personal level, the more I came to know Paul the more I appreciated his kindness and wisdom. I felt very privileged to be part of the group that met, at Paul's invitation, for two days at the start of 2016 to talk about probation. The challenge now, in a world without Paul, is to ensure that conversations about the 'essence of probation' continue loudly and clearly."*

**Jane Dominey**

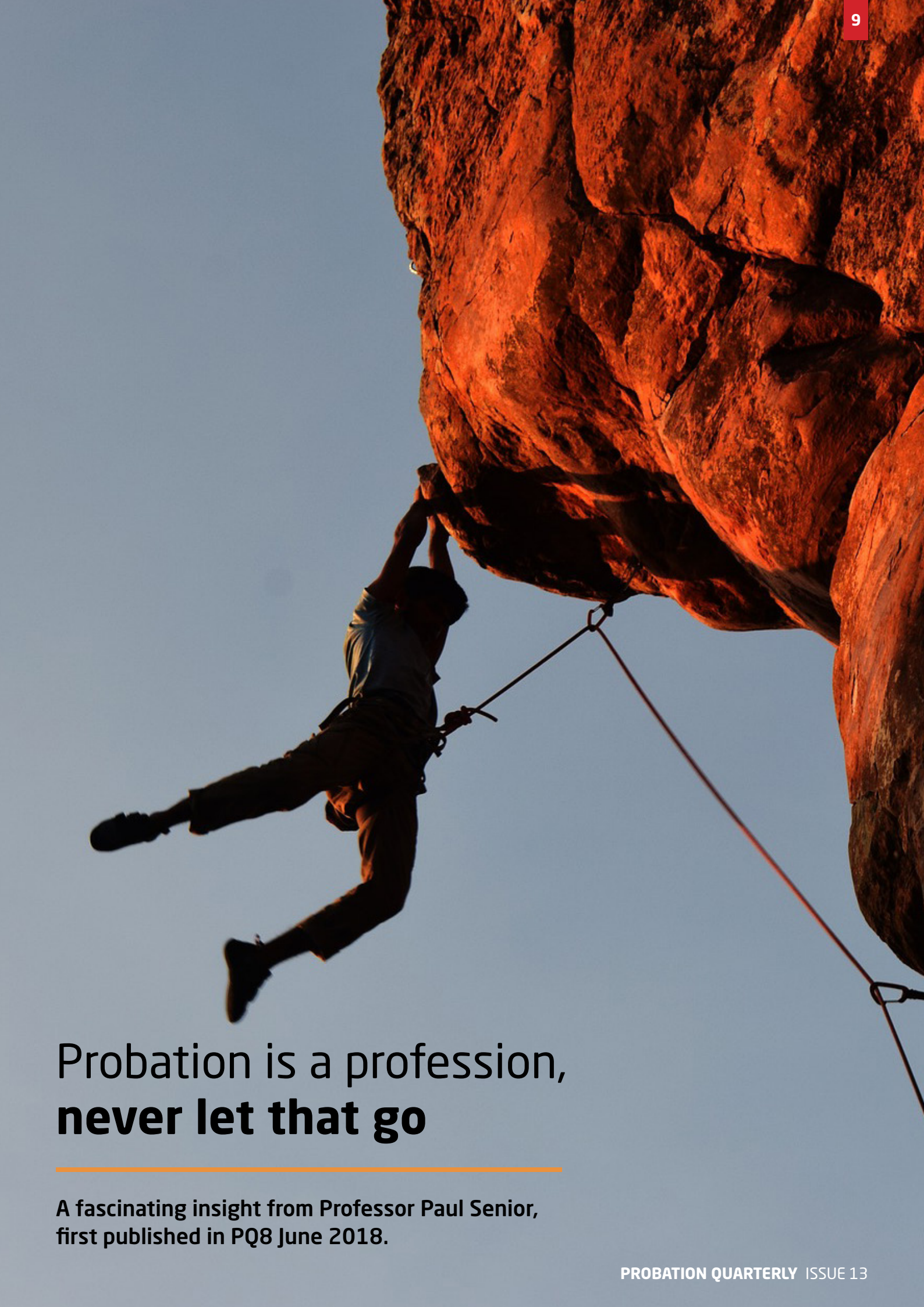


*"Paul Senior played a central role in the delivery of the new Diploma in Probation Studies in 1999. This followed a successful campaign, in which I was centrally involved, to resist the then Home Secretary, Michael Howard's, decision to end the requirement that probation officers hold a recognised professional qualification. The campaign was successful because of the united front presented by the Central Probation Council, the Association of Chief Officers of Probation and the National Association of Probation Officers. In this campaign, we were greatly assisted by the support of leading academics, notable amongst whom was Paul. When Jack Straw became Home Secretary after the election of the New Labour Government in 1997, he accepted the need to establish a new professional qualification for probation officers."*

*Almost a decade later, to mark the 100th anniversary of the Probation Service, Paul had the idea of 365 members, former members and friends of the Service recalling a memory of their time in Probation and a new reminiscence appearing daily on what Paul called the Community Justice Portal. I was a contributor, but like others, doubted that Paul could find 365 people willing to participate. However, he did and later, 100 of those memories were compiled into a book entitled 'Moments in Probation', which, for me, is a fitting legacy for Paul."*

**Mike Worthington**





# Probation is a profession, **never let that go**

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A fascinating insight from Professor Paul Senior,  
first published in PQ8 June 2018.

In 1997 I submitted a paper to the Home Office regarding the urgent need for a Professional and Regulatory Body in the light of Probation's withdrawal from social work training and its partnership with CCETSW (Central Council for Education and Training in Social Work) and as part of the construction of independent training for probation staff. I was told to remove this paper from discussion as it would cost too much so we proceeded to craft an excellent training, the Diploma in Probation Studies, with only light touch and non-independent oversight from the Home Office.

There have been costs to this approach with uncertainty over qualifications for different grades of staff, whether probation could or should be regarded as a profession, the demise of post-qualifying training and much more. It always felt to me and others a wrong decision to make and there has been a gap ever since.

It has taken a long time since then to create a framework for a body and an organisational home to support these issues in the more uncertain post-TR world, but these issues remain pertinent and are now the central rationale of the Probation Institute. I have been honoured to Chair the Board of the Probation Institute over the past three years in a much-overdue effort to shape an organisation which, through its independence and expertise, can ensure the creation and maintenance of a regulatory framework, a professional body and a centre of excellence. This work remains in progress given the difficult times in which such an organisation has been introduced. In this paper I reflect on my time in this role which I leave in September 2018.

I want to be clear about my reasons for leaving. I was diagnosed in January 2012 with an incurable, ultimately terminal, cancer. I have had a lifetime commitment to the profession and to the maintenance of professional standards of probation practice, having actively resisted attempts to de-professionalise the job against political pressures over many years. Through a range of guises - Probation officer, Chair, NAPO Professional Committee, CCETSW Council, joint appointment in training between probation and university, designer and implementer of the DipPS and researcher and probation academic - I have tried for over 40 years to support the best in probation. Jan 2012 was not a good month for me but it was disastrous for probation as the TR paper was published then. Like many others I campaigned against the changes and spent time attending rallies, speaking at events, tweeting endlessly and submitting papers. My paper to the 16th Bill McWilliams Memorial Lecture in 2014 'Privatising Probation: the death-knell of a much-cherished public service?' (P Senior, (2016) Howard Journal, 55, 414-431) attempted to capture many of the critical features of this change. I took it personally having worked on making probation practice robust and effective since I started as a probation volunteer in 1975. As the new arrangements came into being in 2014 with a bifurcated service delivery model comprising the public sector National Probation Service and 21 Community Rehabilitation Companies I promoted the construction of a professional development framework working with others, most notably, Helen Schofield and Mike McClelland. The danger of this split was that professional standards would become inconsistent and there appeared to be no attempt to insure against this. This framework would eventually be adopted by the Probation Institute (PI).



The PI came into existence rather hurriedly, supported by a steering group of professional associations and unions, at an inauspicious time for it to be an easy ride. From the outset it sought to shape its identity and its independence through its members, its representative groups and committees and ultimately through its national Board. Though arguments have remained strong for such a body (nothing had been put in place since I had attempted to do so in 1997) it had to fight critiques from across the spectrum from ministers, unions and disgruntled and disillusioned probation staff. At a time of job insecurity and cutbacks it did not secure sufficient membership to grow the organisation quickly but recognition that it filled a gap ensured the PI was invited to the table on many professional discussions. I joined the Board in March 2015 and was made Chair in September of that year.

Having spent a lifetime fighting for probation this role has suited me. I took early retirement from Sheffield Hallam University in 2016, driven sadly by ill-health, but this allowed me to focus exclusively on the PI. All the work we have all done in the past few years has been done pro bono with a tireless acting chief executive, an energetic Board and fellows, volunteers and members. We are independent with no external funding outwith project work. I think we have succeeded through a lot of our initiatives to shape our future engagement with the sector.

We worked tirelessly to campaign for a Regulatory Body for Probation and Rehabilitation staff and it now has strong support amongst government, organisations, unions and members and awaits time for legislation which Brexit is blocking on

many fronts. We have published position papers on a range of topics which have contributed to national debate on key issues, submitted written and oral evidence to Justice Select Committees and other committees/enquiries such as the Lammy. Enquiry, we have worked with NPS and CRCs on the development of the new qualifying training, apprenticeships, on equality and diversity issues, on a women's strategy and our Trainees Conferences and our annual Practitioners Conference are well supported.

Through our Research Committee we have successfully promoted practitioner research with the Sir Graham Smith Research Awards, we have strong links with universities through the Academic Advisory Panel chaired by Professor Anne Worrall as well as ground breaking research and e-learning on veterans in the criminal justice system.

This summary of our work does not do justice to the development of a strong sense of purpose in what we can offer both as a bulwark against the isolation and disillusion of probation staff but also to support and promote good practice in the future.

Sadly for me my time is up, and I hate leaving a job incomplete but such is life. The world of probation remains uncertain as we go forward and there are no easy solutions. I am convinced that the PI can contribute to a brighter future for individuals within criminal justice and help deliver practices I remain proud of. Through my PI Honorary Life Fellowship I will continue to dip a toe into the work of the PI and wish the next Chair and the Board every success.



# ASSESSING RISK

A RELATIONAL APPROACH



Stephen Blumenthal, Heather Wood  
and Andrew Williams



As a Probation Officer I consider I am in the 'risk' business; it is the area that others look to us to have some expertise in. Is this person high, medium or low, risk of re-offending, risk of harm? Is this person risky, are they an arsonist, will they commit suicide? When telling others what I do, I enjoy explaining that, of course, releasing a service user who has committed murder is safer than releasing one with shoplifting offences when we are assessing re-offending.

This book offers probation officers, mental health practitioners and other criminal justice practitioners, a methodology to assess and manage risks related to violence and sexual offending. It is based on empirical research, threat assessment, developmental psychopathology, attachment theory, and a relational model derived from psychoanalysis. The authors draw on their experience working with 'high risk' individuals in assessment and treatment at the Tavistock and Portman NHS Foundation Trust. The *raison d'être* of the book is to enhance the ability to make a thorough risk assessment.

As a Probation Officer I will consider how likely an offender is to commit an offence in the future that is going to 'result in physical or psychological harm and from which recovery is going to be difficult or impossible', which is our prescribed test. When it comes to risk assessments, paradoxically, we might feel on safer ground with a service user who has a conviction for murder than one with lesser offences. More often than not some significant time has passed, we have heard their version of events and read the prosecution's case, and we can assess the triggers and the type of dynamic factors that contributed to the offence. Then we are expected to undertake a more psychologically informed enquiry, in order to enable us to reach a judgement about whether this particular individual will do it again.

Most probation officers are familiar with the term 'attachment' and how the attendant theory and/or the offender's history can contribute to understanding risk. There will also be individual feelings about the offender, some of which are generated in his/her presence - what I would call the emotional content. Assessing Risk illuminates how both actuarial scores and the other 'stuff' that goes on between people, the 'psychodynamic', should be used to evidence assessments of risk.

As this book rightly contends from the outset, judgements should be informed by research. My current understanding of existing research is that it indicates that a high proportion of service users who have committed murder do not repeat offend in this way and that a significant majority of non-contact sexual offenders do not go on to be convicted of contact offences. For me and possibly others, this is one of those anti-intuitive things, like not giving rule breakers more rules to break, that makes assessing risk complex. Similarly for me, I have always found it perplexing that the evidence indicates the number of victims, duration of abuse, and details of the offence, are not necessarily linked to further re-offending risks.

I and colleagues find this to be a notoriously difficult area in which to remain rational. We read hideous life-damaging offence descriptions of, for example, sexual offending against a child but because it is a first offence, the offender has maintained long-term relationships and is mature in years they may not be suitable for a sex offender programme, because it may have no impact, since no formal intervention is likely to reduce risk in low risk offenders (I am here talking about a Low Risk assessment on the assessment RMK 2000 used for programme assessment suitability). It can be particularly difficult explaining this to some other criminal justice agencies, prison staff and members of the public.

I found clarification and insight as to how these strands can be unpicked, used and understood in *Assessing Risk*. The research evidence also needs to be considered against what is known about the specific offender in order to be able to make a defensible decision, a bespoke assessment. What are the dynamic risk factors? How stable or under control are they? *Assessing Risk: A Relational Approach* provides a step-by-step process that is all part of the information-gathering required to make a robust assessment. It does this in 14 chapters, each with credible vignettes that conclude with 'Key Learning Points' and 'Implications for Practice' boxes.

The approach highlights the significance of childhood development in understanding violent and sexually violent acts, and the complicated interpersonal processes involved in managing

individuals who have a propensity to violent enactment, it is designed to enhance the capacity to make a thorough risk formulation.

The dynamic processes between people impact on risk and risk perception, and can distort judgement if not recognised and understood. Most recent research including understanding desistance has emphasised the importance of the relationship between practitioner and client, one of the few things for which there is clear evidence of 'what does work'. This book is taking us to a deeper level of what that relationship entails and how it, as well as actuarial scores and documentation, can be harnessed to assess risk and understanding. This may include what practitioners are bringing to the relationship, both helpful and unhelpful, and include taboo areas such as dislike for the service user.





The relational approach cited in the title refers to a particular approach, which at its root is about how we all act according to the relational model we are applying to the world and our relationships. People who persistently try to apply relational models in ways that are inconsistent with prevalent cultural expectations will often become our service users.

*"Relational models in psychoanalysis focus on establishing a healing relationship with the patient, in addition to focusing on facilitating insight. They believe that in doing so, therapists break patients out of the repetitive patterns of relating to others that they believe maintain psychopathology." (Patricia A. DeYoung, Relational Psychotherapies: A Primer 2003 p. 28).*

*"An undue focus on risk can hinder practitioners from providing adequate care to some of the most complex and needy individuals who present services with the greatest challenges. The relational approach presented here, which blends elements of psychology, psychiatry and psychoanalytic thinking into a model for assessing and managing risk, attempts to counter this tendency by offering a more rounded and inclusive approach not just to risk, but to the care and management of challenging service users." (Page 184)*

Assessing Risk is of practical use. It will enhance the skills of professionals to assess and manage risk in a comprehensive and effective way. It also deepens understanding of many of the dynamics at play in the difficult and complicated work we undertake. Highly recommended.

I have been in the service over a decade and have valued the distinct role and culture of previous incarnations of probation. Some things that happen in our service indicate to me the potential for 'rehabilitation' to be subsumed into the control of offenders, based on their risk and the prescriptions of treatment in a penal way. Assessing Risk offers probation professionals an arena to fashion a distinct area of expertise, providing a utilitarian and humane approach. Probation officers get to know offenders and become familiar with the person behind the 'risk'. We know actuarial algorithms of crime relating cause and effect are not the whole picture and can be retributive. Correlation alone cannot assure causality, it is only individual narratives that do that. Assessing Risk provides a blueprint for a psychologically informed non-punishment paradigm with the aim of protecting the public alongside a humane understanding of the individual.



**Martin Wagner**  
Probation Officer

# Multi-agency working in criminal justice: **theory, policy and practice**

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Edited by Aaron Pycroft and Dennis Gough.  
Policy Press, 2019.

Anne Burrell, Practice Teacher Assessor, National  
Probation Service, reviews a recent publication.



**Anne Burrell**

Practice Teacher Assessor  
National Probation Service



On Thursday June 3 2019, the then Justice Minister, David Gauke, announced the reunification of Probation Services Offender Management into the public sector. This policy shift was significant on many levels, and reflected the wealth of adverse appraisal regarding the effects of Transforming Rehabilitation.

So it was with gusto that, on that same day, I opened a new publication edited by Aaron Pycroft and Dennis Gough, both former practitioners with a wealth of experience in the Criminal Justice sector, and now senior academics in the Department for Criminal Justice Studies at Portsmouth University. The book is a second edition, the first dating back to 2010, when the Probation landscape looked very different. The editors identify that there has not been a publication in the interim which seeks to 'focus specifically on multi-agency working in criminal justice from the range of perspectives' (page 1) that they offer in this edition. Moreover - the book is not solely an update, but also seeks to place the current tensions in the criminal justice system, and the specific issues related to the catastrophic consequences of TR, within an analytical perspective.

In this regard, I found the opening chapter by Dennis Gough, which considers the 'governance' of crime control from a political perspective - and with specific reference to Foucault's theory of governance - both accessible and perceptive. For a bewildered, and probably battered, probation practitioner, this entirely readable chapter both sets the scene for the book as a whole, and offers an explanation of how we got where we are today - in particular, the political drive to commercialising formerly public sector tasks and duties.

The book is then presented in five sections, each with a specific focus. The opening chapters aim to describe and evaluate the political context for current criminal justice policy, with particular reference to the impact of neo-liberal policies.

Part II seeks to examine the main multi-agency arrangements for criminal justice. Part III focuses on policing, and includes an interesting chapter on a multi agency approach to terrorism - a highly contested and controversial topic currently. The fourth and fifth sections have a more specific practice focus, looking at aspects of multi-agency work custodial settings, and of community interventions.

The book is clearly aimed at a broad audience, across a range of disciplines. Whilst using theory to ground the analysis, each contributor has drawn heavily on their expertise in current practice issues - for example, the multi-agency management of high risk sex offenders, and the development of the police role in safeguarding children; and integrated care for people caught up in the criminal justice system who experience mental health issues. I particularly appreciated the chapters considering a multi-agency approach to the management and monitoring of 'priority' perpetrators of domestic abuse - which aims to shift the perspective to one of prevention, by focusing on high risk, repeat, perpetrators. Similarly - I enjoyed the chapter intriguingly entitled: 'Culture Club Assemble! The powerful role of multi-agent relationships in prison habilitation,' (not a spelling error!) - a case study of a therapeutic approach adopted in a failing prison, which achieved positive outcomes.

Each chapter includes a helpful synopsis; and also points of 'reflection,' possibly primarily aimed practitioners in training - but which I found interesting, with the capacity to enable even the most jaded of readers to reflect on, and to develop their practice. The chapters conclude with a summary of key learning points, as well as pointers to further reading.

I thoroughly enjoyed this broad-based consideration of a range of multi-agency policies and practices, and recommend this publication to practitioners across all criminal justice settings.

# HMPPS Service User Involvement and Engagement: **Standards of Excellence and Evidence**

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In 2018 HMPPS established the Service User Engagement Advisory Board including statutory and voluntary organisations who should all be prioritising Service User Engagement. The Probation Institute is a member of this group. The Board conducted research into current good practice and lessons learned recently from agencies. A set of Standards of Excellence was then drafted for consultation, produced and launched at a Research Symposium in April 2019. The Standards of Excellence now complete will inform inspection on this critical issue.

A Synopsis of the Research Symposium and the Standards of Excellence are also accessible on the Probation Institute website: [probation-institute.org](https://www.probation-institute.org)

A version of the Standards has been slightly adapted for the prison service.

The Probation Institute will continue to focus on ways of helping practitioners in all agencies to engage and involve service users.





## HMPPS Service User Involvement and Engagement: Standards of Excellence and Evidence (1)

	Standard	Evidence (to include evidence from OSAG, HMIP etc.)
<b>1.</b>	<b>Ensuring service users contribute to their sentence planning and review</b>	
<b>1.1</b>	Staff are skilled and competent in securing service user involvement in their sentence planning and review.	<p>Staff training, development, and supervision methods explicitly include skills and experience needed to successfully involve service users in their sentence planning and review.</p> <p>Evidence of opportunities for service users to be directly involved in staff recruitment, training and development are actively explored, and realised.</p>
<b>1.2</b>	Service users have been actively involved in the development of their sentence plan and its review.	Case file notes clearly identify where service user views have been sought, and fully taken into account, as part of the development of their sentence plan and subsequent reviews.
<b>2.</b>	<b>Securing service user feedback on which interventions most help them, or how they could be improved at a wider level</b>	
<b>2.1</b>	Robust methods for securing good insight into the needs of service users are in place and used regularly.	Evidence of regular use of meaningful opportunities to gain service user insight, such as use of focus groups, one-to-one interviews, surveys, observations, service user journey mapping and other ways of collecting information about service users.
<b>2.2</b>	Opportunities for service user input are provided to enable service users to influence which interventions work best for them and others.	Case file notes, and other written records of work with service users, clearly identify where the views of service users have been sought regarding their own needs and the wider needs of others.

## HMPPS Service User Involvement and Engagement: Standards of Excellence and Evidence (2)

	Standard	Evidence (to include evidence from OSAG, HMIP etc.)
<b>3.</b>	<b>Involving service users in key stages of service design, development and delivery</b>	
<b>3.1</b>	There is clear evidence of the influence and impact of service user involvement on service design, development and delivery at a strategic / organisational level.	<p>There is evidence of service user impact and influence on strategic plans and organisational policies, and on work to design and develop services and activities to deliver and review services</p> <p>There is evidence of how services were changed and improved as a direct result of service user involvement and influence, along with evidence of how this is conveyed back to service users, for their further consideration services.</p>
<b>3.2</b>	Opportunities for service users to assist with service review and development as well as opportunities to co-deliver services are actively sought and realised where possible.	<p>Service users are demonstrably encouraged and supported to participate in service review and development work.</p> <p>Opportunities are provided for service users to develop their confidence and skills in relation to engaging in consultation work, and participating in service development and delivery work.</p> <p>Meaningful service development and delivery roles are sought and offered to service users, for example, peer support and mentoring work.</p>
<b>3.3</b>	A systematic effort is made to engage with a diversity of service users including those from specific and under represented groups, with evidence of a tailored response to their needs (consistent with the Equality Act 2010).	<p>Evidence of how a diversity of service users, including those from specific and under represented groups, have been encouraged to participate and engage.</p> <p>Examples of how needs which were not being met have been identified and addressed and changes made to promote and enable inclusion of all, with systems put in place to monitor.</p>

# Using Computerised Cognitive Behavioural Therapy (CCBT) to work with offenders

Jonathan Hussey, Business Manager, Intervention Consultancy LTD (part of the Red Snapper Group) introduces the Intervention Hub.





Cognitive Behaviour Therapy (CBT) is a therapeutic technique that can help people find new ways to behave and respond by changing their thought patterns.

CBT has been commonly used by probation services across England and Wales to address offending behaviour and it is often used to deliver group work interventions (accredited programmes) and one-to-one work. As an approach, CBT seeks to understand why a person chooses particular behaviours and then identifies ways of replacing these with more positive and pro-social skills and behaviours, with the advantage of empowering service users to take personal responsibility for change (Winstone, 2006:79-81).

Using CBT as an approach to addressing offending behaviour can have huge benefits. For example:

- It can be completed in a relatively short period of time compared to other longer interventions.
- It has measurable outcomes.
- It can provide structure.
- It can be delivered in a number of different formats.

However, there are a number of limitations. For example:

- You need to be able to commit yourself to the whole process from start to finish.
- It often requires individuals to do extra work outside of sessions.
- It is not always appropriate for people with more complex needs.

Despite the adaptability of CBT approaches, probation in England and Wales has historically delivered CBT face-to-face. However, in recent years many organisations outside of the National Health Service (NHS) - where it has been commonly used for a number of years to address

mental health - have progressively started to embrace the adaptability of CBT through Computerised Cognitive Behavioural Therapy (CCBT) which can offer significant benefits.

CCBT is defined as a 'generic term for delivering CBT via an interactive computer interface delivered by a personal computer, internet, or interactive voice response system' (National Institute of Health and Care Excellence, NICE, 2012).

Interestingly, research directly comparing CCBT with face-to-face CBT indicates that CCBT can be as effective as conventional CBT, with no statistically significant difference between the two (Andersson & Cuijpers, 2009). Furthermore, CCBT has been found in meta-analyses to be cost-effective in comparison to conventional interventions, including group treatments (Musiat & Tarriera, 2014). It is therefore interesting that probation services have not adopted CCBT sooner.

While the evidence of CCBT approaches for addressing offending behaviour is still developing, Intervention Consultancy LTD (part of the Red Snapper Group) has developed a platform called the Intervention Hub: [intervention-hub.com](https://intervention-hub.com)

Launched officially in 2019 and used in several probation areas, the Intervention Hub hosts ten programmes. These are:

- The Thinking Skills Hub;
- The Victim Awareness Hub;
- The Domestic Abuse Hub;
- The Cannabis Awareness Hub;
- The Emotional Wellbeing Hub;
- The Anger Management Hub;
- The Alcohol Awareness Hub;
- The Women's Programme Hub;
- The Youth Programme Hub;
- The Education and Employment Hub.

These programmes can be used as a self-help tool or within a professional relationship. Additionally, they can be used on any device such as smartphones, computers, games consoles and internet-enabled televisions. The content of the Hubs is based on the cognitive behavioural model. Although CBT underpins all of the Hubs, they are also informed by other relevant theoretical perspectives.

As of August 2019, the Intervention Hub has welcomed over 2400 users (including custody and community offenders) and the results have been impressive. In July 2019, an independent analysis by Russell Webster found that almost two thirds (63.2%) of participants were assessed as having benefitted from undertaking an Intervention Hub programme, improving knowledge and demonstrating more pro-social attitudes, with a further eighth (11.7%) assessed as having possibly benefitted:

[digitalintervention.co.uk/wp-content/uploads/2019/07/Intervention-Hub-brochure-RW-1.pdf](https://digitalintervention.co.uk/wp-content/uploads/2019/07/Intervention-Hub-brochure-RW-1.pdf)

Different factors can affect the effectiveness of CCBT, such as an individual's learning style, their computer literacy and the environment in which it is undertaken (Santally & Senteni, 2013). Intervention Consultancy LTD has considered these factors when designing its programmes with the inclusion of audio bars, written text, videos, images and exercises that encourage active participation, thus making the programmes accessible to all learning styles.

Another consideration for CCBT approaches includes how professionals and users embrace new technology as this can sometimes increase user anxiety. Service User Feedback is taken from all service users who have completed the Hubs - it is built into all of the programmes. Additionally, Survey Monkey completed online surveys with 10 probation officers; 4 focus groups were conducted with 40 probation officers / probation service officers; and, interviews

were conducted with 2 managers and 2 senior managers. The results have been encouraging. For example:

- 78% of Service Users have indicated that they would recommend it;
- 73% of Service Users have found it useful
- 100% of professionals found it useful for working with Service Users;
- 100% of professionals would recommend using the Intervention Hub.

Comments include:

*"I like the structured format and it helps to keep sessions focused and relevant. The exercises are also clear and help to explain things to participants and use their own examples."*

**Probation Officer**

*"I like the structure it gives to appointments with participants - enabling them to complete meaningful work and contribute towards RAR days."*

**Probation Officer**

*"I like the overall format and that this can be easily accessed independently."*

**Probation Service Officer**

*"As they work through the exercises they have to think about them, so can link their offending behaviour to the modules."*

**Probation Officer**

With the possibility of a reunification era for probation imminent, should CCBT continue to be embraced by probation services, the benefits of this approach are clear. Although it is not an approach for all offenders who require more intensive interventions and risk management, CCBT approaches such as the Intervention Hub make evidence-based structured programmes with measurable outcomes more accessible than ever before.



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# Intervention Hub

# Chemsex: **A new context for crime**

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**Stephen Morris, Chemsex & Crime Lead for HMPPS (London Division), discusses the importance of understanding this emerging concept.**



**Stephen Morris**  
HMPPS



To become aware of a new and unique context of crime is both immensely interesting and anxiety-provoking. This is particularly so when the crimes are associated with a marginalised group, extremes of behaviour, immense vulnerabilities and complexity. These features are the hallmarks of what has come to be known as chemsex-related crime. Several years ago, two high profile cases, widely reported in the national press, put chemsex on the criminal justice agenda - the four murders committed by Stephen Port and the murder of a police officer by Stefano Brizzi. These cases prompted me to examine a number of historical cases with similar features and slowly the evidence started to reveal that a new context of crime was emerging. Later and with more evidence, I was able to suggest that a number of offences are regularly occurring in the chemsex context. With increased awareness and an informed policing approach, some of those involved are coming into the criminal justice system and are becoming our clients in the prison and probation services.

In what follows, I briefly describe some of the features of chemsex and then discuss the responses of the London Division of HMPPS. At the end, I provide some references for readers who wish to follow up on the issues I raise.

The chemsex context brings together several defining features. First is the use of three particular drugs (referred to as chems): Methamphetamine (T, Tina, Crystal, Crystal Meth) Mephedrone (M, Meph, Drone) and GHB /GBL (G, Gina). The use of these drugs takes place in a sexual context and it is the sexual impact that is the main motivating factor. Those involved are almost exclusively gay men, bi-sexual men, men who have sex with men (MSM) and some who identify as transgender. At present the specific features that define chemsex mean that it is less likely to be found in the heterosexual population

or amongst women. In addition, the men involved do not necessarily identify as drug users, may not present at generic drug agencies and are not motivated by the usual features associated with drug use. Chemsex as a behaviour was first identified within sexual health services (Bourne et al. 2014). Since the AIDS epidemic in the 1980s, the marginalised groups affected had established routine and trusting use of sexual health services. Since chemsex is in the main about sexual behaviour, it is not surprising that it was these services that were first in identifying concerns associated with the behaviour. This process also defined it and set it apart from ordinary recreational drug use.

The 'chems' involved are used in any combination to facilitate or enhance sex. The motivating factors are sex lasting for several days, intense sexual arousal and extreme disinhibition. There is little need for sleep or food. Chemsex takes place in private settings and gatherings, referred to as 'house parties' and 'chill outs', which can involve any number of men. Some men will also use chems in a one-to-one situation, alone using pornography or live streaming conference platforms such as Zoom - the latter enabling national and international networking.

The pleasurable and all-consuming experience of chemsex may appear to help in overcoming some of the psychological difficulties experienced by those whose sexuality is not defined as heterosexual. Fear of rejection, internalised homophobia, shame, loneliness, HIV stigma, hate crime, self-loathing, low self-esteem, depression, anxiety and self-harm, despite increased acceptance, still inform a range of psychological distress far beyond that of the heterosexual population. Hardly surprising then that, for many, entering into the world of chemsex becomes compulsive and in a very short time addictive.

This provides some explanation as to why, in the chemsex context, boundaries may be pushed and transgressed and crimes such as sexual assault, rape, viewing images of child sexual abuse, outraging public decency, exhibitionism and bestiality may result. Chemsex distorts reality and blurs boundaries to the extent that victims may sober up, several days later, unsure how they sustained the physical and mental injuries they are left with. For some, sobering up means remembering what they have done to others and wondering how to then live with themselves.

With the exception of drug offences, not all men engaged in chemsex commit other offences. However, the emerging fast-changing picture has evidenced that the chemsex context is providing an easy setting for those who wish to commit a whole variety of offences. The vulnerability of those involved is being exploited due to the fact that many victims will not report their experience to the police for fear of implicating themselves or feelings of shame that make it impossible to talk about the behaviour. Chemsex tends to be a secretive and hidden behaviour. The demographics reveal the involvement of men from all classes and ages, including married men and men in responsible professional careers. Offences are also occurring within episodes of psychosis and paranoia triggered by lack of sleep. It is not unusual for men to be filmed without their knowledge or consent and at a later stage the material is then used to bribe or control them.

Chemsex-related crime, then, is not limited to sexual crime. In the London Division of HMPPS, we have identified over 80 convicted men who have committed offences in the chemsex context.

The greater percentage of these represent non-sexual crimes which include the whole range of violent offences, including significant levels of domestic violence, harassment, stalking, robbery, theft, drug-related offences and murder. It is often apparent that again the offending behaviour relates to disturbed psychological states associated in particular with the use of crystal meth.

In response to my findings the Ministry of Justice provided an Innovation Award and, with the support of my Divisional Director and senior managers, I have been able to devise resources and a framework to enable probation practitioners to respond to the specific needs and risk management issues within chemsex-related crime.

In the London Division we now have:

- A chemsex court assessment to assist in the identification of cases.
- A RAR / Supervision Toolkit providing x36 one-to-one structured intervention session.
- Provision of individual probation officer case consultancy.
- Briefing sessions for all LDUs.
- A monthly professionals peer support group bringing together probation staff, police, sexual health workers, LGBT leaders and independent therapists.
- A Metropolitan Police / HMPPS/ National Crime Agency - chemsex crime strategy group.
- A monthly chemsex crime intelligence monitoring meeting.
- A research project directed by Prof Matthew Weait from Portsmouth University.



As indicated in this article the vulnerabilities experienced by those involved are immense and often hidden. When unaddressed they affect both the causal factors and the consequential harms. There is a tragedy unfolding that may be comparable to the experience of the early AIDS epidemic, not in terms of numbers but in terms of the level of devastation, trauma and loss. If this trend is to be reversed then awareness must engender a compassionate professional response. Otherwise the risk is that prejudice, shaming, homophobic and heteronormative thinking will just repeat the dynamics that have informed the chemsex culture in the first place.

Chemsex crime is an invitation for individual practitioners to revisit the principles of diversity and be courageous enough, if found wanting, to own it and do something about it. Services need to make active links with the LGBT community and not continue to work in isolation. Asking the right questions and using the right language will take many away from their professional comfort zone but that is exactly where it is important to go. Being willing to understand the causal factors, to move beyond judgement and to offer creative responses is essential and with the support of consultancy will help create some of the connectedness, belonging and understanding that is needed when we start to talk about gay sex and drugs.

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A photograph of a desk setup. On the left, a silver laptop is open and sits on a white stand. A gold-colored desk lamp is positioned behind the laptop, casting a warm glow. To the right of the laptop, a small globe is visible. In front of the globe, there are two books: one with a yellow cover and one with a dark cover. A dark blue folder or notebook is in the foreground, slightly out of focus. The background is a textured, light-colored wall.

## Evidence-Based Skills in Criminal Justice: **International research on supporting rehabilitation and desistance**

Edited by Pamela Ugwudike, Peter Raynor and Jill Annison,  
published by Policy Press.

Leeanne Plechowicz, from the NPS and HMPPS in Wales,  
reviews an important book from a practitioner's perspective.



Born out of the CREDOS network (Collaboration of Researchers for the Effective Development of Offender Supervision), this book is packed full of international research and provides very useful and brief summaries of many theories and models that underpin the work that we do in supporting our service users to rehabilitate and desist from offending. Crucially, it also asks what evidence there is that what we are doing works, and when it does, why it is working. What are the barriers for practitioners and what can organisations do to provide our staff with the tools to genuinely make a difference? The emerging international research on the skills being used by practitioners is collated in this book. It is unashamedly broad in scope, providing contributions from a range of criminal justice settings in a variety of countries.

The book is split into three parts. Part 1 sets the scene, considering the relative paucity in evidence-based skills research. I found the following message in Peter Raynor's chapter particularly interesting, given the recent Probation Reform Programme announcement that all offender management will move into NPS responsibility (a decision made since this book was published).

*"When post-truth policies fail, factual research on how to make probation more effective will be needed to support the necessary evidence-based reform" (p57).*

In fact, many parts of this book were especially poignant in the wake of this decision. Chapter 4 by Burke, Millings and Robinson shares findings from research conducted through the Transforming Rehabilitation (TR) period between 2014 and 2015. Lessons can certainly be learned from their research to inform the implementation of the Probation Reform, not least by ensuring a strong focus on relationships between current NPS and CRC staff and, just as importantly, between all practitioners and their service users. We should also take heed from

Rudes and colleagues in Chapter 5, who explore the impact of organisational reform on staff and make useful recommendations for criminal justice organisations managing significant change. They found that poor top down communication can lead to staff cynicism, reluctance to change, and failure to implement processes in accordance with policies. The importance of middle manager buy-in to the change is highlighted, as is the need to focus on core values as a motivational tool. Recognising and celebrating our shared core values for CRC and NPS practitioners will be key to navigating the complexities and sensitivities over the coming years.

Part 2 encompasses eight chapters focusing on the skills utilised by front-line staff, how these are implemented and the theoretical models underpinning them. Whilst some chapters are a little repetitious (with authors on occasion drawing on the same significant evaluations) they provide interesting accounts of the skills practitioners use to build strong relationships with service users and what evidence-based training and support can and should be provided. Given the imminent re-rollout of SEEDs (Skills for Effective Engagement and Development) across the NPS in England and Wales, it is encouraging to read the international evidence-base behind this model of training, the benefits of observing and providing feedback on one-to-one sessions with service users and the value of fostering a culture of reflective practice.

However, my take home point from Part 2 is undoubtedly from Chapter 12 by Fowler and colleagues and their study of the emotional labour probation practitioners invest in their supervisory relationship with their service users. This chapter is a timely reminder of the internal challenges for staff, who possess a dual role as public protector and rehabilitative support for service users. I also found this chapter interesting in light of Offender Management in Custody (OMiC) and would argue that further research is needed on both the dual role of Prison Offender Managers (POMS) and Keyworkers.

Finally, Part 3 focuses on diversity and inclusive practice, with chapters dedicated to youth supervision, collaborative family support, BAME and women service-users. Again, all provided insightful arguments and recommendations to improve practice to these groups that challenge the status quo. However, Hosking and Rico (Chapter 16) particularly grabbed my attention. The value (and challenges) of employing those with lived experience of the criminal justice system to support service users to engage with London Probation Trust, was thought-provoking. Given that the future model of offender management is currently being developed, perhaps now is a good time to consider the potential benefits of expanding this approach?

In summary, this book has achieved two things:

1. It has reminded me of the importance and complexities of the relationship between practitioners and service users and the need to ensure this always remains our organisational focus if we are to have any genuine impact on desistance.
2. It has encouraged me to consider how I could improve my own practice and support those managers and probation practitioners in my LDU to do the same, challenging the status quo where needed.

I am certain there would be something of interest to any probation practitioner, of any grade or organisation, in this book and I would encourage you to take the time to read and reflect upon its insightful contributions.



**Leeanne Plechowicz**  
NPS and HMPPS in Wales

# Case Support Workers

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Julian J Brissett and Peter Dobson, former service users, talk about their new employment in Kent, Surrey and Sussex CRC with an introduction by Claire Jones, Assistant Chief Probation Officer.



impossible



In May 2015, the Service User Council made a proposal for KSS CRC to employ ex-service users to help inspire others to change and reach those at highest risk of breach. The 'Case Support Worker' team made this a reality. The work of our case support workers has more than halved the number of cases in which service users broke the rules of their probation, for example by committing further offences or missing meetings with their probation officer without a good reason. They share their experiences of turning away from a life of crime with people on probation to encourage the latter to do the same. To minimise the risk of reoffending, case support workers also help individuals find a job, a place to live, and access services. Most recently the team have won the Team of the Year Award at the National Probation Awards and a runners up award in the Social Inclusion Category of the Confederation of European Probation - 2019 Probation Awards.

### **Claire Jones**

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The case support worker role came about as a result of a proposal made in May 2015 by the service user council. After a period of research and planning this was deemed to be a beneficial form of intervention for improving engagement. There seemed to be a correlation which suggested once service users had met and discussed concerns with an ex-service user, their engagement and motivation not only enabled the individuals to be more open, but also seemed to enhance the focus of the service user. Therefore, a project was run for a 2 year period in order to ascertain the benefits, if any, of such a model.

I became employed as a case support worker in 2018. The idea of working within the same confines that I had once seen as a threat is itself testament to the adaptation of the probation

service. The relevance of such a role can only really become transparent when not only service users but also the officers on the front line are able to see improved engagement and a better sense of service user satisfaction. I would go further to say that the awareness level of the staff in the offices where the project has been implemented has been positively impacted in general.

In my opinion, the fundamental and central crux of the case support role is the ability to be able to give relevant advice and to offer specific ways of handling and overcoming situations as a result of shared experiences, which may include being in custody, gang activity, anti-social behaviour or just the knowledge of a pro-criminal lifestyle involved with peers of similar perspective. This understanding is something that can be fully grasped only by one who has had the experience.

As a case support worker I assist individuals with a number of issues, giving assistance ranging from identifying the initial barriers to them turning up for their appointments, making referrals to the council for housing, helping people who have been released from prison access state benefits, along with registering with local healthcare providers and a whole host of other basic social needs including guidance about seeking employment, CV building and so on. The ability to be able to go out into the community to meet with service users on a regular basis adds to the relevance of such a role.

Case support workers can also directly assist with offending behaviour. If a service user is not engaging and is therefore in danger of being breached or recalled then the case support worker could be used to work with that individual for a specific time frame until the they can get back on track and therefore fully comply with the conditions that are set by the courts and thereafter the supervising officer.

Moving forward, there are challenges that not only face the probation service but the wider criminal justice sector. These include housing and mental health provisions. A number of individuals I have worked with have exhibited anxieties and mental health issues which back up this assessment. Huge strides have been taken in respect of how to deal with BAME service users but more could be done to address this. Being of Afro Caribbean heritage myself I am proof that progress is being made and that the necessary steps are being taken to break the barriers that would have once caused divisions.

The work that has been done with regards to this role is something that the probation service as a whole should be proud of. I am sure that given the chance this role will continue to be a success. Personally, this has been a ground-breaking experience and has been a pleasure to be part of.

### **Julian J Brissett**

In late 2007, after a year on remand I was found guilty at trial of Conspiracy to Supply Class A drugs, and was sentenced to 16 Years in prison. I very nearly did not get to trial, because in the first 6 months of my remand, my mental health took a nosedive and I fell into a deep depression and it got so bad that I started looking at ways to kill myself. From that very dark place in my head I had rationalised that my two daughters would be far better off without me as they did not need or deserve the shame I had brought on our family, and as I had no one else to consider at that time, it felt like the only answer. In retrospect and with the benefit of a clearer mind I realised the main driver was the fear of the unknown and the feeling of total helplessness.

Then during association on one particular evening, I was standing on the top floor of house unit 3A in HMP Woodhill - the A cat prison in Milton Keynes - trying to work out if it was high

enough to kill me if I jumped off, when I became aware of someone standing beside me. This person offered support and advice, via cup of tea. Despite my best attempts he would not leave me alone until things had improved. During this conversation he explained that he was a listener and this eventually led to becoming a listener myself. Being there to help others in their time of need was the start of my own recovery and the start of a continued involvement with the Prison Listener Scheme, the Samaritans.

I left prison in November 2014 and I immediately applied to join the Samaritans as I wanted to continue helping people, but sadly my application was rejected, so I started looking at other ways to contribute to helping others. Sometime later my Probation Service Officer told me about a Peer Mentor scheme that was being run by Kent, Surrey and Sussex CRC and she suggested that I apply.

I was successful and after training I started as a Peer Mentor. It felt good to again be helping people with an array of different issues, from filling out paperwork and getting them to appointments, to befriending and assisting people who were just released from prison. After 8 months my peer mentor co-ordinator told me of a pilot scheme that was being run by KSS called a Case Support Worker and that there was a vacancy. I applied and was successful.

To say I was a little apprehensive on my first day in post would be an understatement, as I was unsure how I would be received in an office full of Probation staff, who I thought would see me as the enemy within. I could not have been more wrong, I was welcomed with open arms. I was seated in the office in the middle of the team and although I had a PSO as my single point of contact the whole team were great, being very friendly and encouraging. All of this support helps to make me more efficient and effective.

The Case Support Worker role itself involves engaging with the harder to reach service users, who for whatever reason cannot or will not engage. This generally means finding a way to connect with them. I find my lived experience is a great catalyst for breaking down the 'them and us' barrier. Service users find it very difficult to say to someone who has been in prison for 8 years, 'you have no idea what it's like'.

I encourage them to compile a list of their needs, both legally and personally. I then get them to number them in order of priority; we start at 1 and work our way through it. I also arrange appointments and escort them to those appointments, helping them follow through, in the hope that they get empowered and motivated and start moving forward on their own. I jokingly

liken the role to being a passive 'Dog the Bounty Hunter' from the American TV show - where I chase the service user through the streets of the town only to corner them and offer them a coffee and a chat. The role is both challenging and rewarding.

I have now been in post for 20 Months and have had 92 referrals. In that time I have helped many service users re-engage and make considerable changes to their lives. I have also experienced being the recipient of the CEO award for change and innovation. I aim to continue my professional development within KSS CRC with my sights set on becoming a Programme Facilitator.

**Peter Dobson**

**Kent  
Surrey  
& Sussex**  
Community Rehabilitation Company





# The Confederation of European Probation (CEP)

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Gerry McNally, President of the Confederation of European Probation (CEP), writes about the importance of the work of the CEP.



Confederation of European  
Probation

The Confederation of European Probation (CEP) is the established European organisation for probation and the voice and leader for probation in Europe. It was established in 1981 as the network of probation organisations in Europe to share knowledge, exchange expertise and support developments in the field of community sanctions in Europe.

CEP aims to promote the social inclusion of offenders through community sanctions and measures such as probation, community service, mediation and conciliation. CEP is committed to enhance the profile of probation and to improve professionalism and practice among its members and across Europe.

CEP champions respect for human rights, compliance with ethical standards in all probation practice and actions and fairness for all in criminal justice. CEP recognises the importance of legitimacy and support in creating public value and confidence in the work of probation organisations and community-based sanctions. CEP believes that a society built on the principles of social inclusion provides communities the best protection from the harm and distress caused by crime.

For CEP and its members:

- probation is about “turning lives around” through the rehabilitation and re-integration of those who have offended, by challenging and addressing the underlying causes of their criminal behaviour;
- probation measures and community sanctions are more effective in the reduction of recidivism and create better outcomes for communities, victims of crime as well as those who have offended;
- probation measures and community sanctions are more cost effective than custody;

- CEP and probation services have an important role in reducing re-offending, keeping communities safer and reducing victimisation and related harms.

Since 1981, CEP has worked with the key European institutions, national authorities, members and partner bodies to promote the rehabilitation and social inclusion of offenders through sanctions and measures implemented in the community. For European bodies such as the European Union and the Council of Europe, CEP is the spokesperson and contact point for the sector of probation, providing expertise, comparative data and representation for its members. CEP has grown and developed over the last almost forty years and is now the key network representing probation interests as well as providing support, advice and guidance to national authorities and governments.

CEP members come from the 47 Member States of the Council of Europe, and comprise organisations working in the field of probation, research and education bodies, researchers and interested individuals. Together they represent a unique network of knowledge and expertise about positive ways of working with offenders in the community to promote rehabilitation, reduce re-offending and make communities safer. Most importantly, CEP facilitates its members in working together, sharing expertise, learning with and supporting each other.

The CEP board, President and two Vice-Presidents, elected every three years at the General Assembly, represent the membership across Europe including large and small jurisdictions and manage the business of CEP. The administrative centre of CEP is located in Utrecht in the Netherlands with an experienced secretariat for all your questions ([secr@cep-probation.org](mailto:secr@cep-probation.org)) led by the Secretary-General, Willem van der Brugge. In addition, CEP has two full-time policy officers, based in Barcelona and in Stockholm.

As President of CEP, I chair the CEP Board and represent CEP at conferences, meetings and events on probation and related themes. I welcome every opportunity to champion the work of probation agencies and workers with national and international authorities and criminal justice bodies.

CEP organises and hosts with members, many conferences, seminars, workshops, expert meetings each year and publishes media content to support and develop practice and use of community sanctions. It advises and informs decision and policy makers and works with criminal justice bodies and other interests to support and promote the increased use of community sanctions and reduced use of custody. For example, the CEP Conference on Electronic Monitoring, now in its 12th iteration, will be held next April in Helsinki on the theme of *'Electronic monitoring and probation goals: a symbiotic relationship'*.

The CEP workshops, expert groups and networks bring together knowledge and experience to address issues and challenges. Currently, CEP has established expert groups on radicalisation and violent extremism, sex offender supervision, new technology, foreign nationals, domestic violence and mental health. The CEP expert network on research in probation and community measures promotes and supports cross-jurisdiction studies on probation themes. Most recently, CEP has initiated an expert network to bring together training and education experts to share knowledge and experience in the training and development of probation staff.

CEP places great value on co-operation and collaboration with criminal justice partner bodies

across Europe and in member jurisdictions, as well as with the European institutions such as the European Commission and the Council of Europe. CEP has, for example, worked with and supported the Council of Europe Council for Penological Co-operation (PC-CP) in its development of the European Probation Rules (2010), its recommendation on Restorative Justice (2018) and this year's Guidelines on the Training, Selection, Education and Recruitment of Probation and Prison Staff.

The work of CEP engages a wide audience of shared interests in the criminal justice sector in Europe and more widely through collaboration with other network organisations, including [EuroPris](#), the [European Forum for Restorative Justice](#) (partners in the Criminal Justice Platform Europe with CEP), the [European Forum for Urban Security](#), ERA [Academy of European Law](#), the [International Centre for Counter-terrorism](#), ICPA, the Radicalisation Network (RAN) and other partners.

In addition, CEP works with EC DG Justice in Brussels to enhance and promote legal and legislative co-operation. CEP has taken a lead role in the promotion, information dissemination and skills development regarding EC Framework Decision 2008/947/JHA, the application of the principle of mutual recognition to judgments and probation decisions with a view to the supervision of probation measures and alternative sanctions. It enables, for example, a Community Service Order made in a European Member State, to be transferred and completed in another, in the interests of rehabilitation and resettlement of sentenced persons. Unfortunately, the United Kingdom has decided not to participate in this measure.



Perhaps the best-known and most visited CEP resource is the CEP website at [cep-probation.org](http://cep-probation.org) with its knowledgebase, media presentations, newsletters, reports, features and resources on probation and community sanctions. The CEP website is the largest single online resource on probation-related matters. The website is constantly updated, with conference reports and presentations, and information on upcoming events, publications and developments. Probation in Europe, on the CEP website, is a comprehensive database of information on probation in each member jurisdiction written by local experts.

England and Wales has been a valued and active member of CEP from its earliest years providing board members, officers and experts, as well as hosting and participating in many CEP events. CEP, with England and Wales colleagues, hosted the highly successful first World Congress on Probation in London in 2013. Biennial World Congresses have since followed in Los Angeles and in Tokyo, with this year's fourth World Congress in Sydney, Australia. The World Congress on Probation is now established as the worldwide forum for probation and community sanctions.

Dublin is the stage of this year's CEP General Assembly and General Meeting of Directors of Probation on 23rd and 24th of October 2019. Both events are organised in close co-operation with the Irish Probation Service and provide a real opportunity for the leaders of probation in Europe to meet and exchange views in a convivial and expert atmosphere.

The Confederation of European Probation (CEP) has a busy and demanding programme of work ahead in the coming years. In addition to strengthening and professionalising probation in Europe, CEP has a role in developing responses to the threats of radicalisation and violent extremism (especially those at risk or involved and subject to supervision in the community). CEP is also leading initiatives to address young adult (18-24 years) offending, mental health problems among offenders and best use of new technology in community sanctions among other important themes and topics.

Do visit the CEP website, [cep-probation.org](http://cep-probation.org), subscribe to CEP newsletters on the website, join the CEP social media groups on Facebook, LinkedIn and Twitter and participate in CEP events. You can also keep up to date with new developments on probation and community measures in Europe and, above all, keep in contact with the wider family of probation in Europe and across the world through [cep-probation.org](http://cep-probation.org) and its links.



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# SUBMIT AN ARTICLE FOR THE NEXT EDITION OF THE PQ?

Probation Quarterly publishes short articles of 500 - 1500 words which are of interest to practitioners and researchers in public, private or voluntary sector work with offenders and victims.

These articles can be about:

- the activities of the Probation Institute.
- news about the work of your organisation or project.
- reports from special events, seminars, meetings or conferences.
- summaries of your own research.
- brief reviews of books or research reports that have caught your eye.
- thought pieces where you can reflect on an issue that concerns you.

The articles need to be well-written, informative and engaging but don't need to meet the academic standards for a peer-reviewed journal.

The editorial touch is 'light' and we can help you to develop your article if that is appropriate. If you have an idea for a suitable article, let me know what you have in mind and I can advise you on how to proceed.

Deadline for next issue is Friday 8th November.

## Disclaimer

All contributors must adhere to the [Probation Institute Code of Ethics](#) but the views expressed are their own and not necessarily those of the Probation Institute.

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