TRANSFORMING REHABILITATION REFORMS

CONFERENCE REPORT

Thanks
Black South West Network would like to thank CLINKS and Avon & Somerset Police for providing funding for the Transforming Rehabilitation Reforms Conference. We would also like to than all the voluntary sector and public sector organizations and their representatives who attended for their time, ideas, and contributions.

Black South West Network (BSWN)
BSWN is a Voluntary Sector infrastructure organization serving the BME voluntary and community sector across the South West of England. BSWN campaigns for racial equality and community cohesion and has been in existence for over ten years.

BSWN has a membership of over three hundred corporate and individual members and works with the statutory, private and voluntary sectors in combating discrimination and promoting social harmony.

The primary focus of our organisation is to facilitate access to information, and empower Black and Minority Ethnic (BME) and marginal community organisations to be leaders of social action. The vision and mission of the network is to promote and advocate on behalf of BME (and other marginal groups) Voluntary and Civil Society (VCS), and Community Organisations.

We regularly work with local authorities across the South West and the police delivering projects aimed at improving relationships between young BME people and the criminal justice system and improving employment prospects for young BME people

Our organization Objects are:

To address social and economic disadvantage impacting upon BME individuals, groups, and communities in the UK and marginalized individuals, groups, and communities internationally by means of:

Undertaking research independently and collaboratively to inform policy and practice development by the duty bearers in each context of disadvantage

Undertaking and coordinating campaigning at local, regional, national and international levels to provide information, raise awareness, and effect change in all contexts of disadvantage

Designing and delivering frontline services to address disadvantage in response to researched and evidenced need in all contexts of disadvantage.

Information dissemination and networking to mobilise the capacity of marginalized individuals, groups, and communities in the UK and internationally to lead their process of emancipation in all contexts of disadvantage.
Introduction

The Black South West Network staged the Transforming Rehabilitation Reforms Conference on 6th February 2014 in response to the proposed changes in the approach to and mechanisms for the procuring and delivery of Offender Rehabilitation programmes. The Voluntary and Community Sector, in particular the BAME (Black, Asian and Minority Ethnic) Voluntary Sector, raised these concerns at an event held by Clinks in September 2013 to the likelihood of large providers such as Serco and G4S securing national contracts to the detriment of small, specialist organizations working with offenders who have particular needs.

The Sector required an opportunity to gain a deeper understanding of the process, illustrate the challenges associated with these changes in relation to the BAME sector and develop recommendations and actions to implement in order to affectively engage and ensure better outcomes for BME service users. In answering this call, BSWN, structured this conference to provide attendees with relevant information and a workshop space through which to develop collaborative and consensus based responses.

The aims of the conference were:

- To provide an overview of the outsourcing of probation services and explaining the relevance of this to small-medium sized, specialist Black, Asian, and Minority Ethnic (BAME) organisations:
- To provide information on how BAME organisations can be involved in this process and learn from others;
- Increase understanding of the impact of the reforms and suggest opportunities for BME services users/offenders.

To provide the information to inform the conference, there were a series of presentations by:

- Peter Noonan from the Ministry of Justice explained the Government’s new proposals for reorganising the current Probation Service into a new National Probation Service and a revised system of rehabilitation of offenders.
- Jeremy Crook the Chief Executive of BTEG outlined the role of BTEG in working in the realm of offender management particularly with BME offenders over the years.
- Edward Kellman from NILAARI gave a verbal presentation on how NILAARI’s work was an example of how a Black-led VCS organisation could engage positively with offender management programmes.
- Tony Yates, a Manager in the Probation Service who worked chiefly in South Gloucestershire area who discussed the principle of lateral thinking and flexibility in good probation work.
• John Long, Deputy Chief Constable of Avon & Somerset Police on Integrated Offender Management as a holistic approach to the care and resettlement of offenders.

There was also a workshop session in the afternoon designed to provide a facilitated context for discussion around the challenges and opportunities presented to the BAME VCS by these reforms and to develop a set of key recommendations and actions to be taken forward at both a strategic and operational level.

**Transforming Rehabilitation: a National Offender Management Service – Peter Noonan**

Mr Noonan explained the Government’s new proposals for reorganising the current Probation Service into a new National Probation Service and a revised system of rehabilitation of offenders, both long-term prisoners and shorter term offenders with the emphasis of rehabilitating shorter term offenders in the community and reducing recidivism. Each prison designated as a ‘Resettlement Prison’ will have a unit called a Community Rehabilitation Centre (CRC) which will work with prisoners on rehabilitation. This address is contained in the presentation ‘Transforming Rehabilitation’ and can be accessed by clicking [here](#).

Mr Noonan expanded on certain areas in response to questions from the audience. These questions are included at Annex I. He informed the conference that the new system is planned to start in October 2014. However, the Minister has recognised that there will be teething problems and so there will be a trial period. Adjustments will be made in the light of experience as the new system beds in.

In relation to the operations of the Community Rehabilitation Companies (‘CRCos’), it will be an essential part of the contracts with CRCos that they must work with existing and potential agencies, which must register with NOMS to establish their interest and bona fides. Access to prisoners via the registered agencies for the CRCs will be facilitated by the system of setting up ‘Resettlement Prisons’ of which a number had already been designated for the South West Region. The reality of the situation will be that the CRCos must work through existing specialist agencies if they are to deliver their contracts.

The men’s resettlement prisons for the South West will be HMPs Guy’s Marsh, Portland and Bristol. All women’s prisons are designated Resettlement Prisons so HMP Eastwood Park will be a Resettlement Prison too. For some longer-term prisoners it may be necessary initially to deliver resettlement programmes in designated areas of other prisons.

NOMS will be scrutinising the contracts to be issued to the CRCos and contracts will only be awarded to CRCos which have appropriate service provision thus it is in the interests of CRCos to form partnerships...
with specialist organisations. Performance delivery will be scrutinised by NOMS so CRCos will need to show that they have skilled and specialist partners.

It is true that historically the expenditure on resettlement has been low but the Government recognises that the existing system of crowded prisons does not help the process of rehabilitation and wants to concentrate as much as possible on rehabilitation in the community. Expenditure on rehabilitation will therefore increase and additional funding will be provided for the Voluntary Sector to enable it to engage with the TR programme and address specialist areas of concern, such as youth offending within the Somali community.

NOMS recognizes the importance of family contact as part of the resettlement process. The TR programme will endeavour to ensure that the Community Rehabilitation Centre (CRC) for each offender is as accessible as possible for family members. CRC staff will be embedded in HMP Guy’s Marsh, HMP Portland and HMP Bristol. It will be up to the CRCs to decide where courses will be delivered but it will be part of the process of rehabilitation to make efforts to ensure that prisoners’ family contacts are as easy as the system can achieve.

Accountability is a key aspect of contract management. NOMS as a section of the Ministry of Justice, which in turn is led, by the Minister and his team are answerable to Parliament. Parts of the TR programme are also the concern of the Home Secretary. Ministers are answerable to Parliament for the way the contracts are to be carried out by the CRCos. Rigorous performance review measures will be built into the contracts between NOMS and the CRCos. Failure to perform will lead to the removal of the contracts and, since the CRCos are given incentives to end recidivism, they will not receive these financial incentives if they fail to achieve reductions in re-offending rates. All this is clearly set out in the Ministry of Justice document TOM 1, which can be accessed, online. (Note: TOM 1 has now been updated and superseded by TOM 2). Mr Noonan was not able to disclose the list of CRCos but publish this information as soon as possible

**BAME Offender Management at BTEG - Jeremy Crook, BTEG Chief Executive**

Jeremy outlined the role of BTEG in working in the realm of offender management particularly with BME offenders over the years. He explained that much of BTEG’s work had been in enabling ventures in entrepreneurship for BME people. He expressed the view that he was not confident that BME organisations would benefit from TR.

He gave a definition of what he meant by ‘black’ which was African, African Caribbean, Somali, Asian, Arab and people of mixed heritage.
He reminded the audience that 50% of black youngsters were currently unemployed and 13.4% of the prison population currently was Muslim. He commented on the high re-offending rates and the barriers to involvement of Black VCS organisations in the offender management system.

These barriers include the scale of the provision, as a national system, combined with the inordinate pressures that Payment by Results approaches place on the cash-flow of small organizations, which significantly disadvantage small VCS organizations when trying to compete with the large providers that dominate the Criminal Justice System. This relegates small providers to bit part players only able to secure small sub-contracts with limited financial viability, which is exacerbated by the limited availability of consortia opportunities.

A key barrier is the lack of race equality exhibited by NOMS and the institutional bias that exists towards BAME organizations, which, given the USP of BAME organizations in relation to working with BAME offenders, creates a service provision deficit that inhibits the resettlement of BAME offenders.

Click here to access Jeremy’s presentation.

Jeremy concluded his remarks by saying that the next speaker would have been Isabel Livingstone from CLINKS who had put together with her colleagues at CLINKS a presentation suggesting practical ways in which Black-led VCS organisations might engage with the TR programme to their advantage and for the benefit of those caught up in the penal system but unfortunately Isabel was a victim of the stormy weather and could not make it to Bristol. Her colleague Jess Mullen, of CLINKS had prepared a presentation which Isabel was going to deliver. Isabel’s presentation was circulated to the delegates in advance.

A BME-led VCS Organisation’s Positive Engagement with Offender Management Programmes - Edward Kellman, NILAARI.

Edward explained that NILAARI specialised in helping victims of substance abuse to recover. They worked almost exclusively with BME clients who were referred to them through the Courts. NILAARI which is based in the Easton district of Bristol had been in existence for over fourteen years and despite the reputation it had built up of successfully aiding the rehabilitation of drugs misusers had had its funding cut by £200,000 in the course of the last financial year because of the financial recession. The number of clients referred to NILAARI had not dropped: they had if anything increased although NILAARI is having to turn away clients simply because it did not have the capacity to deliver its services to the standard it set for itself. NILAARI currently had a case list of about 500 clients. It was managing to maintain its service by using reformed substance misusers, research students and trainee social workers as assistants. A further service NILAARI was able to deliver is training people who are able to go forth and work elsewhere in the community helping substance misusers to overcome their habit.
He calculated that about 50% of NILAARI’s clients suffered from severe clinical depression and the other 50% from milder forms of depression. It was difficult to quantify success in this area of work but even if only one client was rescued from addiction and rehabilitated that was success: he added however that NILAARI’s success rate was much higher than that. Sadly depression is on the increase. It can be brought about by people using a drug to help them through a low patch and then when the high goes, the depression returns. Fashion in substance abuse comes and goes. Once it was heroin, then cocaine now we are facing an epidemic of what promises to be an even more dangerous and addictive drug: crystal meth.

He endorsed the thinking behind the TR programme insofar as it aimed to reduce the amount of people in custody since simply locking people up was a ‘sterile’ form of reducing offending behaviour: at best it simply protected the law-abiding public from undesirable characters: it did nothing to turn an offender round and rehabilitate him (or her) and turn him or her into a useful citizen. Considering the amount of substance abuse and other aberrant behaviour which went on in prisons, he likened sending substance misusers to prison to staffing a women’s refuge with male staff and then sending victims of domestic abuse to the refuge for safety.

Edward reminded the conference that Jeremy had mentioned the disproportionate numbers of black men in prison, yet these men are role models to black youngsters on the street. How many fathers, older brothers and uncles serve as role models to sons, younger brothers and nephews? Some of these men may simply be victims of institutional racism but the sector and the communities have a duty to ensure that this cycle of copy-cat lifestyles is broken and perhaps programmes like TR can afford BAME organisations an opportunity to effect change.

Small VCS organisations can adapt to changing circumstances and one-off problems more easily than large statutory organisations. It is essential to be able to manage change to survive and smaller VCS organisations are able to do that. Times are hard and the problems faced by VCS organisations providing a service, as they try to survive during this financial recession, should not overwhelm them.

Edward went on to say

“Each of us believes we are delivering an important service and if we believe in what we do, we owe it to our clients to keep going... We must press for funding for specialist BME organisations to be ring-fenced. The amount of time small VCS organisations have to spend on writing bids and then administering grant conditions is wasteful. Our time ought to be devoted to delivering the service we were established to deliver not taken up in endless bureaucracy. Without ring-fencing, large organisations with plenty staff but little specialist expertise can collar scarce funding which ought to go to struggling small organisations delivering tailor-made solutions. These large organisations are ‘musak’ organisations delivering superficially melodious outputs, which tick boxes but change nothing.
It is true that we live in difficult times, as small black-led voluntary sector organisations, but we have some things going for us which I have outlined above. Our strength is our ability to adapt and be imaginative in how we deliver the services we owe to the communities we serve. We must not dwell on the negative but keep thinking of new ways we can deliver our aims.”

Edward delivered a verbal presentation so his contribution is not available in written form.

**Tony Yates: Manager, Avon and Gloucester Probation Trust**

The Chair then introduced Tony Yates, a Manager in the Probation Service who worked chiefly in South Gloucestershire area.

Tony recalled that classical probation training concentrates on a classroom analysis of the client’s personality and needs. He said however that good probation work depended on lateral thinking and the ability to be creative once the client’s problems and personality had been analysed.

Commenting on Edward Kellman’s presentation he said that one problem in dealing with substance abuse was the inflexibility of medical practitioners in failing to prescribe substitute drugs which might be the first step in weaning a client of his/her addiction. He reflected on whether there really was a ‘War on Drugs’ when such practices continued unchallenged. He said that often the best course for a probation officer in working with a substance misuser was to tackle the root cause behind the addiction by counselling and other forms of support.

He said that if a GP would prescribe a less powerful drug for a client (e.g. Methadone) it could be a first step but then the substitute drug became an addiction in itself in certain cases.

He also talked about the bereavement counselling probation officers had to do with clients.

Tony was cautious in talking about the TR reforms which will result in the dissolution of the local Probation Trusts and the creation of a National Probation Service. He envisaged that some Probation Trusts might band together and bid for a contract as a CRCo in a local area. However, he repeated concerns voiced earlier about the speed with which the TR programme was being introduced.

**Police Involvement in Offender Rehabilitation - Deputy Chief Constable John Long Q.P.M.**

DCC Long began by stating his long commitment to Integrated Offender Management which he believed to be a holistic approach to the care and resettlement of offenders. This was why he felt that the Police must be involved in the programme of treatment of offenders along with the Prison Service, the Probation Service and dedicated specialist agencies in the public and voluntary sectors. He explained
that as a member of the Association of Chief Police Officers (ACPO) he had the brief of leading on Integrated Offender Management - a role to which he felt particularly drawn. He explained that in the Avon & Somerset Police Area there were about one thousand regular offenders at any one time who re-offended and the integrated offender management programme addressed the problems they posed. He felt that Bristol had a particularly good record in the resettlement of offenders who were all individuals with individual problems, personalities, and needs. It was a worthwhile task working with these offenders and helping them to address their offending behaviour and work their way back into society.

He also referred to the position of women prisoners and the success of Eden House as a centre which helped women offenders to address their difficulties and return to society. He acknowledged that, except in certain cases, prison was not an appropriate place for women offenders as women’s reaction to prison was different to men’s. Their traditional caring and nurturing role made it very difficult to be separated from their children, their partners and families. This anxiety often turned to despair, depression, self-harm and drug addiction.

He supported therefore the aim of TR in finding alternatives to custody wherever possible and sentences which could be served outside prison with an emphasis on reform and resettlement. He was adamant that the TR programme should not be allowed to replace the existing system with more of the same. Private providers – the CRCos – must be encouraged to administer their contracts with sensitivity and compassion and this is where the voluntary sector organisations have an important role to play and it was important, in John’s view, that the TR programme should make it possible for BME-led VCS organisations to engage freely with the new system.

John then paused to allow questions and observations.

(a) Rob Mitchell from Firstborn Studios commented that he was skeptical about a justice system which allowed such a disproportionate number of BME people to be trapped within the system. He questioned whether a programme of reform which seemed to be handing over the penal system to private enterprise could be expected to effect the reforms designed to correct the evils which the statutory system had allowed to develop.

John replied that he shared some of Rob’s apprehensions. He stated that the Police and Crime Commissioner (PCC) Sue Mountstevens shared his determination to see many more offenders serving out their sentences in the community and an impact being made on the disproportionate number of black people (mostly men) in custody. He urged the black voluntary sector to seize this opportunity to engage with the new system as in his view only by their involvement could some impact be made on this disproportionality.

(b) Rob responded by saying that the contracts between NOMS and the CRCos should incorporate a specific obligation on CRCos to engage partners from the black voluntary sector to advise on diversity and cultural issues and support and mentor black offenders.
Workshops

The conference then turned into a workshop with members brainstorming and posing questions and suggesting solutions particularly on the issue of how BME and small sized voluntary organisations could engage with the TR programme.

Challenges Identified:

- Limited access to information –
- Larger organisations have an advantage - economies of scale and resources to compete more effectively. This is lacking in the BAME sector, which is funding dependent with limited cash-flow
- Larger organisations have strong networks that enable them to access resources and information that small BAME organisations lack
- Limited/lack of understanding of multiple needs faced by the most vulnerable by the larger organisations
- Information sharing and subsequent development of partnerships a challenge for many small BAME organisations
- The speed and scope of the changes makes it difficult for struggling BAME organisations to fully engage
- Payment by result a challenge to the sector
- Equality and diversity not properly addressed considering the significant disproportionate representation of BME individuals in the CJS
- Being target driven, it’s difficult for BAME organisations to demonstrate impact- soft outcomes

Opportunities identified:

- Build on the existing partnerships and networks that work
- BAME organisations have skills, knowledge and better understanding of the sector which larger organisations lack
- Ability to demonstrate impact with evidence at a local level– work of Nillari
- Specialist and BAME orgs are trusted and valued by the community which gives them an advantage over larger organisations
- Use Equalities legislation built into the contracting process and challenging where it’s not being withheld or utilised effectively
- Opportunity for transitioning to social enterprise for BME organisations faced by severe cuts

Key Action points

- The sector needs to learn to sell itself better - Think and gather what you do best
- Develop an evidence base of what works- both qualitative and quantitative
- Development of a consortium or partnership
Plenary Session

The chair then announced that the conference would now enter its closing session which was to be a Panel Discussion, the panel composed of Peter Noonan from the Ministry of Justice, DCC John Long and Tony Yates, Avon & Somerset Probation Trust.

(a) Peter Noonan: Private bodies, i.e. the CRCos, ought to be more flexible in finding solutions to problems than statutory organisations, which tend to be more bureaucratic.

   a. Tony Yates: It’s a bit sweeping to infer that the Probation Service as a statutory agency is bureaucratic in its approach to problem-solving. Because of creeping government cuts we’ve learnt to be innovative and deliver a service on a reduced budget. Even if we manage to make savings we have to hand back any surplus to NOMS, so we’ve learnt always to spend up to the limit of our annual budget each year. If the Probation Trusts form themselves into CRCos and win regional contracts they will be far more likely to sub contract specialist work to appropriate voluntary agencies with whom they are accustomed to work.

(b) Edward Kellman: Much of the time spent in prison, and I’m mostly speaking about the treatment of substance abusers here, is wasted. The process of reform and rehabilitation really begins once the offender leaves prison and is obliged to present himself to an agency like NILAARI who can help him to break his habit, address his problem and reform.

   a. Peter Noonan: The Hercules project was a great success and the opportunity exists to replicate it. The TR programme provides an opportunity for an innovative CRCo to use Hercules as a model for a similar programme.

(c) Said Burale, Somali Resource Centre: If our Centre is to help to resettle offenders we’ll need a lot of support and aid with capacity-building. Also if Somali families want to participate in helping the process of resettling offenders by visiting loved ones in prison they will need help with travelling arrangements. Also, we don’t have the skills to manage the resettlement of alienated young Somali men. Said also referred to the Government’s proposals to make Kat a prohibited drug which he compared to the use of alcohol by other cultures. He did not condone the use of khat but said that the government was not even-handed in its condemnation of khat while it condoned alcohol sales.

   a. Peter Noonan: The system of rewards for CRCos consists of a lump sum for delivery of the contract and on top of that payment by results if the offender management programme results in an offender ceasing to re-offend. This system will provide an incentive for CRCs to look for help from the VCS sector in identifying peer mentors and specialist help.
b. John Long: I agree that the decision to ban khat while permitting alcohol sales – particularly cut-price alcohol – is inconsistent. I should also like to register my regret here that South Gloucestershire Council has decided to cut its Youth Offending team which the police found a helpful service in reducing crime and the possibility of crime by working with young people at risk.

(d) Peter Males, Inside Out: Do I detect a politically doctrinaire motive in introducing the TR programme? There were faults with the existing system but ‘if it ain’t broke, why fix it’?

a. John Long: I have a certain amount of sympathy with that point of view. Perhaps in defending aspects of the old system we didn’t present our case to Government as well as we might have. However, as I said in my presentation there are good things in the TR programme particularly the emphasis in doing rehabilitation work in the community rather than just locking people up. May I take this opportunity of announcing that the Police and the PCC are holding a ‘Stakeholder Day’ in March to which all involved or potentially involved in Offender Management are invited. The date and venue will be publicized shortly.

**Recommendations**

1. That BSWN facilitate a development session for BAME organizations to create a consortia pathway to tendering

2. A system of collaborative evidence sharing should be developed to provide for a sectoral evidence
Annex I - Peter Noonan’s Q&A

Q1. Is the timescale for introducing the reforms too quick?

Q2. What experience will the new Community Rehabilitation Companies (‘CRCos’) have of Offender Management? What provision has been made for consultation with prisoners about the implementation of the new system? At present it is very difficult for people working with offenders to get access to prisons to work with offenders. What arrangements have been made to deal with this problem of access?

Q3. Consultations announced from on high often fail to hear the voices of small specialist organisations working on the ground. What guarantee do we have that small specialist organisations delivering tailored support in the area of offender management will continue to have a role to play in the new regime envisaged by ‘Transforming Rehabilitation (‘TR’)?

Q4. What are the resettlement prisons for the South West Region where the Community Rehabilitation Centres will be established. Will they be able to accommodate the needs of all resettlement prisoners?

Q5. Will there be any additional funding provided for the BME voluntary sector to enable organisations to engage with and/or sub contract or form partnerships with the CRCos and so contribute to the delivery of TR?

Q6. The Somali Community in Bristol feels very much in the dark about the TR programme. We feel we haven’t been consulted and we are facing problems because our young people are growing up in a new urban culture very different from that of their parents and many of our youngsters are drifting into petty crime and drugs. Parents feel that they are losing control of their children and do not want to allow them to drift into criminality. Will there be extra spending on rehabilitation?

Q7. The TR programme raises serious issues of accountability. Until now administration of criminal justice and the penal system has in the main been seen to be a matter for the state as guardian of the public. Now a statutory function is being handed over to the private sector for gain. Private (and public) companies are answerable to their Boards of Directors and shareholders not to the public at large. Where is the public accountability in this programme?

Q8. Family contact is an important part of rehabilitation. Offenders need to know that they have a family and children to return to. The South West is a widely scattered area and it will be difficult for a wife with two toddlers to travel, say, from Bristol to Guy’s Marsh and visiting hours is not flexible. Does the TR programme recognise the importance of family contact?

Q9. Following the above will prisoners whose home is Bristol be able to spend the last three months of their sentence in HMP Bristol?
Q.9. Who are the CRCos? We need to start approaching them as black-led VCS organisations to make them aware of our existence, our skills and to the need to be alert to the needs and sensitivities of BME people. We also need to enter into a dialogue with them to discover what basis there is for a partnership with them.

Answer 9. We are not able to disclose the list of CRCos at this juncture but we shall publish this information as soon as we can.
Transforming Rehabilitation: Challenges and opportunities for the BME sector
Free Event
Thursday 6Th February, 9.45am – 2.45pm
Phoenix Social Enterprise, 5 Russell Town Avenue, Redfield, Bristol BS5 9LT

9.45 Refreshments and registration

10.00 Welcome – Setting the scene

10.05 Transforming Rehabilitation Reforms. Opportunities for civil society organisations to participate: Mr Peter Noonan, Ministry of Justice - 'Through the Gate' Team.

10.30 Disproportionate number of Black & Minority Ethnic persons in the criminal justice system: How BME organisations can engage with the system: Mr Jeremy Crook, Chief Executive, Black Training and Enterprise Group (BTEG)

11.00 Coffee break

11.15 The New Commissioning Process. Practical Implications for BME Organisations: Isabel Livingstone, Local Development Officer-South West, Clinks

11.30 Workshops- Exploring barriers and opportunities

12.20 Feedback from workshops

12.30 Lunch

13.30 BME Perspectives: Reflections on engagement with the Offender Management System: Our experience in dealing with victims of substance abuse: Edward Kellman, Nilaari

13.45 Panel Discussion

Panel Members:
Peter Noonan, Ministry of Justice
Mr. John Long, Deputy Chief Constable, Avon & Somerset
Ceris Handley, Probation Officer

14.30 Afternoon Tea/ networking

14.30 Closing remarks

14.45 Close
TRANSFORMING REHABILITATION REFORMS - Challenges and Opportunities for the BAME Voluntary Sector.

Speakers from Ministry of Justice, National Offender Management Service (NOMS), BTEG, Clinks, Avon & Somerset Constabulary and Fata He
Information: Debate: Panel Discussion

Event Aims:

• To provide an overview of the outsourcing of probation services and explaining the relevance of this to small-medium sized, specialist Black, Asian and Minority Ethnic (BAME) organisations;

• To provide information on how BAME organisations can be involved in this process and learn from others;

• Increase understanding of the impact of the reforms and suggest opportunities for BME services users/offenders.

Black South West Network welcomes all civil society organisations to this conference to explore and discuss the implications of the Transforming Rehabilitation Reforms. These reforms mean that Probation and Offender Management will be contracted out to the private sector.

Overall, there were more arrests per 1,000 population of each BME group (except for Chinese or Other) than for people of White ethnicity in 2009/10. Per 1,000 population, Black persons were arrested 3.3 times more than White people, and those from the Mixed ethnic group 2.3 times more.

The National Offender Management Service, which is responsible for the delivery of the new system, is committed to ensuring that the system complies with high standards of equality and diversity.

OPPORTUNITIES THEREFORE ARISE FOR THE BLACK VOLUNTARY SECTOR TO ENGAGE WITH THE NEW SYSTEM EITHER AS SUB CONTRACTORS OR ADVISERS.

Phoenix Enterprise Centre, 5 Russell Town Avenue, Redfield, Bristol BS5 9LT

THURSDAY 6TH FEBRUARY 2014

Register on line at http://bswn.org.uk/training/events or email admin@bswn.org.uk or Telephone 0117 9396648

Supported by Clinks and by Avon & Somerset Police
# Delegate List

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<td>Isabel</td>
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<td>Roger</td>
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