

Note of Meeting: Reducing Reoffending Board

22nd February 2022, 10:30-12:30

MS Teams

Attendees:

Mayor's Office for Policing and Crime (MOPAC)
Metropolitan Police Service (MPS)
London Prison Group (LPG)
Clinks
Greater London Authority Health Team (GLA Health)
Youth Justice Board (YJB)
NHS Improvement

Her Majesty's Courts and Tribunal Service (HMCTS)
HMP Bronzefield
London Probation Service (PS)
Department for Work and Pensions (DWP)
British Transport Police (BTP)
Genius Within
Apologies:
HMP Isis
London Council

1. Welcome, apologies and actions from previous meetings

The chair welcomed attendees to the meeting and actions from the previous meeting were covered.

2. Police and Crime Plan

The chair thanked attendees for their contributions to the PCP consultation. The consultation took place for just under 10 weeks and the PCP is now being amended and finalised with the ambition to publish before the end of March 2022.

MOPAC outlined the following key themes which came out of the PCP consultation and what MOPAC is doing to respond:

- We have heard resoundingly that our position on drugs needs to be developed and have been working at pace to rectify this.
- We have heard that data sharing between agencies, often local authorities needs improvement, we are looking at ways to facilitate this.
- We have heard that relationships with the BCU need to be developed and improved ensuring we are sharing data and there are good communication lines.
- Looking more broadly about how we embed trauma informed approach and child first approach not only into our services but into the MPS's day to day activity through our oversight functions.
- Reiteration of the Mayor's focus on early intervention/ prevention, public health approach.

3. London Crime Reduction Board Update

The chair reminded attendees of the RRB governance structure and how RRB feeds into the London Crime Reduction Board (LCRB). The below updates were provided to ensure information is flowing between the boards.

Disproportionality in the adult CJS

The Mayor has published the Tackling Ethnic Disproportionality in Youth Justice Action Plan and the Transparency, Accountability and Trust in Policing Action Plan. This has left a gap for disproportionality in the adult criminal justice space.

When this subject was discussed in October through a paper presented by Probation and CPS colleagues at the LCRB, there was:

- Recognition of the scale of the issue and that no single agency can make an impact alone.
- A need to move away from 'BAME' umbrella and include a more culturally competent/intelligent approach to the over-representation of specific faith groups and gypsy and Roma communities.
- Recognition that CPS and MPS working better in this space

Next steps include MOPAC working with Probation and the CPS to agree tangible actions and for this to be presented to the Disproportionality Board in April 2022.

Violent re-offending

At the LCRB, Probation presented a joint paper written with MOPAC and London Prisons Group about partnership work to reduce violent reoffending. This had a combined focus on the emerging workstreams to reduce teen homicides with identifying best practice and future opportunities for working with adult offenders, who tend to commit a higher volume of violent offences.

Some of the discussion and actions focused on increasing the integration of work done in prisons to reduce violence with other work done in the community, improving information sharing around high-risk cases and enhanced partnerships and interventions to focus consistently on violence reduction.

4. Two-Tier Framework for OoCDs

MPS provided an overview of the two-tier framework and highlighted the change to culture and ways of working required to implement this successfully.

The MPS have been briefing colleagues on this piece of work, including frontline officers, and took an item to their Management Board recently who will lobby both around funding and resources, and on an extension to the go-live date from April 2023 as the legislation remains delayed.

There are several other changes and training sessions needed over the next year so there is a need to sequence everything effectively. A central team is being recruited to manage this process and wider implementation. They will raise awareness, translate the code of practice (when received) into training and a digital tool, and work with partners to deliver services attached to OoCDs. There will be consideration on which offence types should be included and how a postcode lottery of services can be avoided. Work is also underway to determine what the resourcing requirement will be for frontline policing.

There is no funding from the Home Office to support this new legislation, which is something both the MPS and MOPAC are lobbying for.

MOPAC outlined the timeline for this work and provided an overview of the potential outcomes which demonstrate how far-reaching this change could be.

The following questions were posed:

- Which outcomes are shared priorities?
- Are there particular crime types or groups of people partners would like to see a focus on?
- What would be the 'gold standard' model for delivery?
- What is the minimum acceptable service offer?

Probation colleagues emphasised the huge implications on probation. They welcomed more specific workshops to work through the details. It was also highlighted the importance of health and drug services and expressed caution around the use of OoCDs for domestic abuse as we would not want to see the recent good work on this undone. It was suggested that service mapping would be an excellent product and resource, even beyond the OoCD work and this was agreed by other partners.

DWP highlighted the need for better joint working and that housing support should be a key support offer. It was suggested to consider those leaving prisons as well since those individuals should already have needs assessments and could be provided a 'fit note'. If these are given, it could assist the MPS in decision-making should they reoffend.

YJB expressed the importance of early intervention and queried the links between youth and adult OoCDs and relative thresholds. If there are persistent young offenders coming to

attention as adults, how would that impact on decision-making? There is also a question on what this would mean for measured reoffending rates.

NHS noted that treatment needs to be undertaken voluntarily, although it may be possible to mandate attendance at appointments rather than engagement. They added that Liaison and Diversion could support police by advising on conditions and also suggested we could learn from the women's service and diversion pilot.

GLA Health explained that as well as direct health outcomes, there could also be secondary outcomes relating to reducing health inequalities through earlier intervention. Local Authority engagement is needed for health interventions but there is a lack of consistency. They queried how holistic support would be, who would be assessing individuals and providing that support and also highlighted the need for an evidence base to determine a 'gold standard' or minimum offer, and the need to evaluate delivery and take ongoing learning forward.

Probation suggested that the vulnerability of the victim should play a role in decision-making to determine what is appropriate, particularly for violent offences.

NHS highlighted the need to understand the causes of violence when committed, which would be difficult without taking sufficient time. More time should also be spent with vulnerable adults.

It was queried whether Magistrates are being briefed on this as well as Magistrates.

MOPAC concluded the item with the need to give everyone sufficient opportunity to be involved in this going forward.

5. Thematic Session – Neurodiversity & Autism

Genius Within is a social enterprise that advises governments on policy and provides consultancy to businesses, driving systemic change that allows all employees to thrive. They provide in-work support in the form of coaching, training and assessments. They also support neurodiverse/neurodivergent thinkers who are not in the workplace, who might be studying, unemployed or in the criminal justice system.

Neurodiversity is the ranges of differences in individual brain function and behavioral traits, regarded as part of normal variation in the human population. These people represent what is termed as **neurominorities**.

Neurominorities make up 15-20% of the population and includes:

- Autism
- DCD/Dyspraxia
- Dyscalculia
- Dyslexia
- ADHD

- Tourette Syndrome
- Acquired Neurodiversity
- Mental Health

Genius Within described the research undertaken in HMP Dartmoor.

Research shows there is a 13% probability of offenders having autism but this does not include all those unidentified. This would be equal to 84 prisoners being autistic out of a total population of 640 prisoners in HMP Dartmoor. Overall resource expenditure would be £38,000 per prisoner.

A survey showed that 19% of offenders in Dartmoor prison showed autistic traits with an annual cost of £517 million just for neurodiverse autistic offenders which can be because their needs are not being met. The prison only had 3 people that were formally diagnosed showing a big gap in identification and diagnosis.

Where are the gaps?

- Education – offenders should all be considered neurodiverse unless screening tells them otherwise to make accessible for all.
- Awareness and Training – Staff within the CJS should have neurodiversity training and have awareness of different screening toolkits.
- Specialist Professionals – There should be specialist professionals across the CJS, especially within prisons to access support and guidance.
- Adequate Research – more research needed in this area especially within prisons.

Once the research findings are published there will be an easily adaptable model that can be used and has been tested in a prison and probation office. Genius Within offered their support in helping partners embed the model.

DWP asked if Genius Within was linked up with pupil referral units. This assessment could capture so many young people that could go into the CJS in the future.

Genius Within outlined their experience of having worked within schools previously and with those children on the edge of going to pupil referral units. This is an area they want to build more links with.

MOPAC can link Genius Within in with the VRU who are doing work in pupil referral units.

LPG expressed their interest in this study and is keen to improve life within London establishments.

MOPAC summarised the key reflections:

- Inconsistency in assessment and identification – Probation have also outlined that there is a patchiness of data across the CJS.
- The repeated feedback from providers for CJS partners to have neurodiversity staff training.
- The role of liaison and diversion to help improve identification.
- The need for consistent language across the CJS, the recognition of intersectionality and the wrap around support required to meet all their needs.

Genius Within agreed that language is key. Using the term 'disorder' is really resisted and labels individuals. It needs to be packaged differently to break down barriers.

This is something London probation are really interested in at the moment and asked Genius Within what could be done through community provision. Genius Within suggested getting probation officers using the screening tool and having neurodiversity training.

MOPAC added that neurodiversity awareness training will be key for all CJS partners to undertake.

6. CSTR Update

NHS E/I procurement is going live tomorrow for MHTR provision for women across London. This will be a three-year contract beginning in October 2022. Women are the initial focus as there is a need to continue provision from the current MOPAC pilot (which is being extended to the end of September) and because women are more likely to receive very short prison sentences which are extremely disruptive. There will be links with other women's services.

There are also ambitions to begin service provision for men from April 2023, but this is very ambitious given the much larger volumes.

7. AOB and Close

The next meeting will be on Tuesday 22nd May 2022.