



Jersey Probation and After-Care Service

Annual Report for 2018 and Business Plan for 2019

The Jersey Probation and After-Care Service exists to provide the Parishes, Courts and Prisons with a high quality information service and to supervise those offenders entrusted to it in order to reduce re-offending, allow restitution and protect the public.

In family proceedings, the Jersey Family Court Advisory Service provides the Royal Court with reports and advice about the best interests of children.

In all its work the Probation and After Care Service promotes respect and dignity for all and with due regard to the Council of Europe's Probation Rules, the European Convention on Human Rights and the United Nations Convention on the Rights of the Child.

A Client's View.....

"Being on Probation is a consequence of breaking the law. Which from the outside looking in is a negative situation, where an individual has been punished. While the latter bares some truth for the individual on the scheme, Probation can offer a network of support and a level of trust on a professional and often personal level.

From personal experience, I have been on the Probation scheme twice. Although both offences were completely different in nature, they coincided with extremely chaotic times in my life. I had two different Probation Officers for these offences. I can honestly say that they were both very understanding and have given me support and advice, as well as access to different services which I can now see I desperately needed. I cannot thank them enough as I believe they have gone beyond the call of duty on many occasions and showed incredible empathy, instead of treating me like a 'criminal.'

This attitude seems to run throughout the Probation department. My second offence has required me to complete Community Service. As I suffer from depression and anxiety, the last few months have been extremely difficult. The Assistant Community Service Manager has done everything he can to accommodate me to complete the order, knowing my health issues. Again, I cannot thank him enough.

What I have learnt through these schemes is that I have taken more positive than negative after I have been convicted. I still have a long way to go but the future is looking brighter and I thank Probation and the support network provided for this.

I feel it is a shame that you have to commit a crime to be put on a scheme such as Probation as there are many people who don't commit crimes that could use such a scheme to great effect.

Thank you all for your help."

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Probation Board

The Probation and After-Care Service is a department of Jersey's Judiciary. The Probation Board is appointed by the Bailiff on behalf of the Royal Court to oversee the work of the Service and consists of Jurats (elected Judges of the Royal Court of Jersey).

From November 2017 the Minister for Home Affairs and the Assistant Chief Minister have been invited to attend Probation Board meetings.

Probation Board Membership – January 2019

Chairman of Probation Board:

Jurat C.A. Crill, Lieutenant Bailiff

Probation Board Members:

Jurat R. Christensen MBE

Jurat A. Olsen, Lieutenant Bailiff

Jurat P. Pitman

Jurat J.J. Ramsden

Probation Board Chair's Foreword

I am especially delighted to have been appointed Chair of the Probation Board, having been a member of the Board since I was elected to serve as a Jurat of the Royal Court in 2011. Prior to that, I much enjoyed working with the Probation Service during my 10 years' service on the Youth Court Panel.

My predecessors as Chair deserve our gratitude for their past leadership; in particular I am indebted to Jurat Paul Nicolle whose Chairmanship was exemplary in every way.

The Board and indeed the Service, are heavily indebted to Brian Heath, MBE, for his long and outstanding period as Chief Probation Officer. Brian has elevated the Service to the pinnacle on which it now stands, highly respected and indeed widely emulated, both nationally and internationally.

I should like to thank my fellow Board Members for their valued work and unwavering support. Both the Minister and Assistant Minister of Justice and Home Affairs are now invited to attend Board Meetings, and their contributions can only serve to strengthen our body.

To begin this year of 2019, the Board is especially delighted to welcome a new Chief Officer, who can rest assured that he commands the full support of the Board, and indeed of his whole team.

Mike Cutland has already made a significant contribution to developing the work of the Service, during his noteworthy period as Deputy Chief Officer - and the Board is entirely confident that he will continue to build on, extend and enhance its development, during what we hope will be a long and fruitful tenure in post. We wish him every success in achieving all his goals for the Service he loves, and which he has already served so faithfully to date.

It gives me great pleasure to note some very successful outcomes during the past year, such as the high number of Probation Orders successfully completed; and the continuing value of the highly respected Community Service Scheme, to our Island society.

Let there be no doubt as to how highly the courts value the Social Enquiry Reports, and other advice, provided to them by the Probation Service.

These reports provide invaluable background about the lives of the Service's clients, carefully outlining for us the kind of assistance offenders so badly need in order to stop offending. We take the advice offered in these reports extremely seriously, and find them most beneficial in helping us to arrive at our often difficult conclusions and decisions.

Similarly, the reports prepared by the Jersey Family Court Advisory Service (JFCAS) are also of fundamental help in assisting the courts to understand the needs of children, and how these can be met most effectively.

The Service faces another very challenging year ahead, with significant governance discussions and inspections planned.

In addition, worrying uncertainty exists about the continuation of funding for the 'Building a Safer Society' strategy. The BASS initiative has proved to be an extremely important one, allowing the Service to introduce new and vital areas of work within the Criminal Justice system.

I am however, entirely confident that the outstandingly positive work of the Jersey Probation Service will be endorsed in the forthcoming inspections.

In addition, the Probation Board will continue to champion our view that it is of the utmost importance that Jersey retains an independent Probation Service, enabling it to continue its mission - supremely successful up to now - in achieving work of the very highest standard - it is a beacon in its field, and long may it continue to be so!

Collette Crill
Jurat C A Crill, **Lieutenant Bailiff**
Chair, Jersey Probation Board

May 2019

A Client's View.....

"I have been involved with the Probation Service over the last 20 years which I have always found to be professional and courteous especially in the last five years where I have changed my life around and probation has been a big part of that.

By coming in weekly to speak to my Probation Officer and airing all my concerns and problems, my Probation Officer has helped and enabled me to address my issues and stick to my goals.

I am now in permanent accommodation and drug free and have not been involved with the Police for the last few years and all this would not have been possible without the co-operation and help of my Probation Officer and Probation in general."

Chief Probation Officer's Report

Introduction

Chairman and Members of the Probation Board of the Royal Court, I have the pleasure of submitting the Jersey Probation and After-Care Service (JPACS) Annual Report for 2018 and the Business Plan for 2019.

This is the first Annual Report that I have prepared following the well-earned retirement of my predecessor, Brian Heath MBE, who led the Service for twenty years as Chief Probation Officer. I would like to pay a tribute to Brian on behalf of the team who will continue to regard him with both personal affection and professional respect for the significant contribution he made to the success of the Probation Service.

In preparing this report I am immediately struck by the inadequacy of words and data to convey the complexity and challenge of the Service's work in the fields of criminal and family law which touches, and is touched by, the lives of people in our Island. The Report though will explain the main areas of the Service's work throughout 2018, its achievements, the challenges it faces and the aims of the Service for 2019 and beyond.

A key role for the Service remains facilitating rehabilitation and addressing the causes of offending. We deliver all services from a value base that recognises the dignity of all clients, the importance of honest relationships that hold people to account and the capacity for people to change. We also recognise the rights of victims and the impact offending has on our community. Whilst we always attempt to work with clients to help them stop offending, we also have to take appropriate enforcement action and recognise our contribution to public protection where this is necessary.

Our work includes a Community Service scheme that delivered over 15,000 hours of work for the Island in 2018. In terms of value, and based only on the minimum wage threshold, this amounts to a community contribution of over £100,000.

The work of the Jersey Family Court Advisory Service (JFCAS) also plays a significant role in the Island's courts and in seeking to ensure that the best interests of children are represented in proceedings. The co-location of the JFCAS offices within the department, with appropriate safeguards, has allowed skills, resources and perspectives to be shared between the respective teams which has enhanced our performance.

Supporting this work is an excellent administration team and several volunteers who provide the extra level of assistance that can make such a difference to the services we provide and the lives of our clients.

This report highlights the positive contribution the Probation Service makes to the Island but this is achieved through the diligence, skill and professionalism of the staff team who frequently work in a demanding, stressful and risky environment. The successes of the Service are a testament to their work and I would like to take this opportunity to thank them.

I have highlighted the following areas of our work as the most significant throughout 2018.

Governance

During 2018 the government proposed that the governance of JPACS should be moved from the Jersey Royal Court to the Ministry for Justice and Home Affairs. This has caused considerable concern within JPACS and discussions are ongoing in order to fully understand the rationale for this proposal. It is not one that is supported by the Service whose line of accountability has always been to the courts. This has worked well with the courts having a direct link to its social work service. This has allowed the Service to retain the confidence of the courts – a situation which has not been mirrored in other jurisdictions where the work of the Probation Service has reduced as the connectivity with courts has declined. A recent highly critical report by the National Audit Office into the effectiveness of changes to the Probation Service in England urges that the government “pause and reflect” before further changes are imposed. As Chief Probation Officer I hope the same approach is taken locally.

It is important to be clear that this is not a view borne from defensiveness or a reluctance to change. Instead, it recognises existing accountability to the courts, to the government through financial legislation and through the Service’s willingness to be audited by external organisations. Indeed, inspections are planned over the next two years. The Service has been able to demonstrate effectiveness and there is a concern that a move to government would lead to a more bureaucratic system and curtail the independence of JPACS. There is also a worrying recognition that the future of the JFCAS has not been fully considered.

Despite not being a department of government, the Service makes a significant contribution to the priorities of government and to the Island community. The Probation Service has seconded Probation Officers to manage the Jersey Multi-agency Public Protection Arrangements (JMAPP) since its inception and our work within the Safeguarding board reflects a commitment to working with partner agencies. We want this to continue and further develop partnership approaches. The proposal to report to government unfortunately threatens to undermine that work by affecting staff morale and forcing attention on discussions around reporting lines rather than concentrating on providing quality services to the Island. It has become a distraction and needs to be resolved quickly but in a way that preserves the strengths of the Service.

Workload and Performance

The Department’s workload was similar to that of 2017; a reduction in statutory criminal work was offset by a rise in both child and adult supervisions from Parish Hall Enquiries. This has led to a slight rise in the overall number of clients being supervised by the Service in 2018 compared to the previous year.

Our family court work saw a reduction in the number of private law applications but another rise in public law numbers. The thirty five public law applications made in 2018 represents the highest volume of work yet and we have been fortunate to maintain the services of our two UK based guardians.

The results of the Service’s work are encouraging. More detail can be found in the statistical summary section later in the report but there are some important headlines. Over 75% of Probation Orders were completed satisfactorily with fewer than 7% being terminated by the court for reoffending. Both figures represent an improvement on the previous year. Assessments undertaken at the end of Probation Orders indicated that nearly two thirds of Probation clients had reduced their risk of reconviction from the beginning of their supervision period- again an improvement on the results of 2017.

In the spring and summer, the Service's youth team of Jane Christmas, Sarah Hayward, Lisa Lister and Chantelle Rose worked intensively as part of a multi-agency initiative to support a small cohort of vulnerable high demand children who were regularly causing concern by their behaviour. This targeted approach resulted in fewer incidents of anti-social behaviour and increased school attendance. These encouraging findings have led to the creation of a Children's Intensive Support Team (CIST) which will develop this approach. The Probation Service will continue to make a contribution to this.

As discussed earlier, over 15,000 hours of Community Service were undertaken last year. We encourage feedback from all clients and those subject to Community Service have been particularly keen to comment on their experience. It is due to this that we have been able to adapt some of our working practices. Last year's comments have reflected those of previous years with all respondents in 2018 reporting that they had been treated fairly and with respect whilst over 90% achieved satisfaction from the work they undertook.

Similar positive feedback was received from thirty respondents who completed their Probation Orders in 2018. No-one expressed dissatisfaction with the Service and 90% felt that the work they had undertaken during the Probation Order had reduced their risk of committing further offences. The results of these surveys are published on www.probation.je

JFCAS can also demonstrate some positive results. In private law matters, only 20% of cases required a contested hearing in court indicating that JFCAS social workers had encouraged parents to agree arrangements between themselves. Not only is this often less expensive for the parties but, more importantly from the children's point of view, usually stands the best chance of reducing parental conflict. In public law, the contribution of JFCAS guardians in being the "voice of the child" has been commented on positively in several court judgments.

Agreement was obtained at the end of 2017 to recruit a fourth Senior Guardian Practitioner to the JFCAS team in order to respond to an increase in Public Applications by the Minister of Health and Social Services. JPACS is grateful for the swift and sympathetic response from the States of Jersey Treasury and Human Resources Departments to this request.

Resources 2020 to 2022

The States of Jersey third Medium Term Financial Plan will be agreed in 2019 and will decide upon JPACS expenditure for the years 2020 to 2023. As funding for core JPACS services delivered under the Building a Safer Society Strategy (BASS) since 2002 will be ending in 2019, "growth" bids have been submitted to bring this expenditure into the JPACS budget and maintain these essential posts. The Services affected are those for offenders of Portuguese heritage, substance misuse (jointly with Health and Social Services), the ADAPT domestic violence programme and Restorative Justice. All four areas are critical to our work- they all have an impact not just on rehabilitation but diversity, services to victims and the safeguarding of both children and adults.

Domestic violence continues to be present in a significant proportion of our work. JPACS has had a strong partnership with the Jersey Domestic Violence Forum (JDVF) for many years but the charity was terminated in 2018 following difficulties in securing adequate funding. As a result JPACS took on responsibility for the delivery of the ADAPT domestic abuse programme. This involved appointing the ADAPT co-ordinator, Nigel Collier Webb as an Assistant Probation Officer and offering sessional work to the group leaders. The delivery of the programme is now shared with Probation Officers.

Staff

The introduction of Mr Collier Webb to the staff team has already been mentioned but 2018 saw few other staff changes. Kathryn Hopley left the Service and was replaced by Rebecca Treacy on a part-time basis which has allowed Rui Soares to take up a full time role in our administration team.

Dinah Bentley joined the Community Service team as a supervisor, replacing Carole Kemp.

Agreement was obtained at the end of 2017 to recruit a fourth Senior Guardian Practitioner to the JFCAS team in order to respond to an increase in Public Applications by the Minister of Health and Social Services. Tanya Tinari, an experienced social worker, was offered the post in 2018 and commenced work in February 2019.

The Service was delighted by the award that Janette Urquhart received from the Joint Safeguarding Board for her persistence in checking on the welfare of a client who had failed to report for appointments. The client had become extremely ill and, without Ms Urquhart's intervention, would probably have died. Whilst this incident could have had a tragic conclusion, working with risk and safeguarding both adults and children is an everyday occurrence for staff as Ms Urquhart reminded the media when she received her award.

Work also continued on developing a Channel Island Social Work Degree programme with Highlands College. Two Probation Officers, Adelaide Ormesher and Maurilia Veloso, will be involved in the recruitment process for new students in 2019.

Youth Justice Review

During 2018 a review of Youth Justice was undertaken by Professor Jonathan Evans, University of South Wales and Dusty Kennedy, Assistant Police and Crime Commissioner in south Wales. The Review was in response to a number of recommendations made by the Jersey Care Inquiry. It advocates a welfare and rights based approach that treats young people in contact with the law as 'children first and offenders second'.

The Review was complimentary about the Service: "The courts are well served by the Probation Service. Children on statutory orders are supervised by youth justice specialists working in the Probation Service. Assessments and supervision appear to be child appropriate and of good quality."

Nevertheless, the Review contains recommendations about developing a multi-agency youth justice strategy, supporting further the Parish Hall Enquiry system and the importance of training in relation to trauma - informed practice. These are areas that our Service will be aiming to progress in 2019.

Contributing to our community

Working with clients in order to help them change their offending behaviour and giving them the opportunity to make reparation to the island through Community Service are two areas where the Service has met with demonstrable success. Less crime means fewer victims and this is a key aim of the Probation Service. A successful approach entails combining effective staff skills with a strategic awareness that involves collaborating with one or more of our excellent partners including Health, Education, Police and Prison. Crime is a complex multi-faceted issue often reflected by problems with relationships, health, substance misuse and other social issues. No one Service can address it alone.

We have worked hard to make our work as accessible as possible to our community. The ADAPT programme remains available to men who are concerned about their behaviour even if they have not been convicted. This allows referrals from the Children's Service, for example, to be given assistance. In similar vein, the Emotional Coping Skills programme run by Probation Officers, Mark Saralis and Sarah Hayward, is attended by clients subject to Probation Orders but also to others who are referred by health professionals.

A significant part of our work involves the safeguarding of children and adults. The Service is represented on the Island's joint Safeguarding Board and contributes to a number of the Board's sub groups. In 2018 I chaired a Serious Case Review on behalf of the Safeguarding Board in relation to a woman who had died. Late last year, the Service agreed to second the former JMAPP Co-ordinator Adelaide Ormesher to undertake a time specific piece of work setting up a Community Adult Support Panel to consider the needs of people who fell outside the safeguarding criteria but who were deemed to be in need of a coordinated package of care.

Away from the Safeguarding Board, the Service completed 1,261 requests for information from the Multi-agency Safeguarding Hub (MASH) in relation to the welfare of children. In 94% of cases this information was provided within 24 hours which is a commendable achievement for a small service. The feedback from the MASH manager is as follows:

"Probation continues to offer timely responses to MASH requests. Information is not only factual and pertinent but frequently offers a helpful analysis which aids the MASH Decision Maker in deciding on the best outcome for the child/children concerned."

Jane Ferguson, Manager of JFCAS, and I have been members of the Children's Service Improvement Board which provides support and challenge to the Children's Service.

In recognising our duty to protect victims, the Service is at the forefront of JMAPP and MARAC – multi-agency groups that are chaired by Chay Pike, seconded Probation Officer. A key part of a Probation Officer's work is striking the appropriate balance between rehabilitation and public protection.

A learning organisation

It is imperative that staff remain up to date with latest research and training if our work is to remain effective and relevant. During 2018 joint training was arranged with Police and Prison colleagues to understand the latest research and practice implications for working with online sexual offenders. This training was co-delivered by Dr David Briggs, Consultant Forensic Psychologist, who has been working with the Service for over ten years developing our assessment and intervention skills with clients who pose a risk of harm to the public. Other significant training attended by Probation staff included refresher days on the importance of pro-social modelling and family problem solving which were delivered by Professor Chris Trotter from the University of Monash, Australia. We were also delighted to invite the Hampton Trust to provide updated training on new developments to the ADAPT programme.

The Service has also been asked to deliver presentations and training both locally and throughout Europe. In May, Brian Heath, Sarah Hayward, David Trott and Mark Saralis were asked to address the French Probation Service in Rennes about the Jersey supervision skills initiative which is achieving such promising results. Later in the year Brian Heath was invited to Finland to address members of the Confederation of European Probation (CEP) on the same topic. In November I was asked to present to the Latvian Probation, Prison and Police services about Jersey's multi-agency risk management arrangements and the contribution of the Probation Service. I also co- led a workshop with Dr Briggs at a CEP conference in Latvia that examined how our Service assessed and managed sex offenders.

During 2018, Janette Urquhart and Nigel Collier Webb were invited to a national Domestic Abuse conference in London to present about the success of the ADAPT programme in Jersey and how it has been implemented and developed over the past ten years.

In addition, the Service has been mentioned positively in academic literature in relation to its focus on developing skilled staff and in the manner in which it offers supervision to prisoners. Despite being a small service, the Jersey Service can take pride that there is both interest and professional acknowledgment from around the world about the work we undertake.

Locally, several colleagues have presented at Highlands College on various social care courses. We have also been delighted to provide placements for two social work students (and others on local courses) demonstrating our commitment to the government's priority of developing a skilled workforce - an issue of particular importance given the recommendations of the Care Inquiry.

Looking ahead to the future

The next year is likely to continue to pose distinct challenges for the Service. It will be important to achieve clarity about the future governance of the Service and resolve this in a way that allows the many positive aspects of the work to continue and make a difference to our island. We must also work to ensure that we retain the posts originally created by the Building a Safer Society strategy in order to maintain the diversity and effectiveness of the Service.

This must not detract from the work that is carried out every day by Probation Officers, community service staff, JFCAS social workers and all other colleagues. We need to prepare for an inspection by Ofsted into the work of JFCAS and also a review about how offenders are managed across all agencies in the Island. The Youth Justice Review has made recommendations about developing a rights based approach to children in the criminal justice system and has advocated a greater awareness of trauma-informed practice which we are keen to take forward. At the beginning of 2019 there have been considerable efforts made by both the Probation and Prison services, under the new governorship of Nick Cameron, to increase collaborative working in the interest of prisoner rehabilitation and resettlement. We look forward to developing this partnership approach. In similar fashion, we are heartened by the new "early help" initiative led by the Children, Young People Education and Skills department and the CIST project highlighted earlier in this report. We aim to play a full part in helping children to stay out of trouble and reach their potential.

The commitment and expertise of the current team allows me to have confidence that we can meet these challenges and record another successful year.

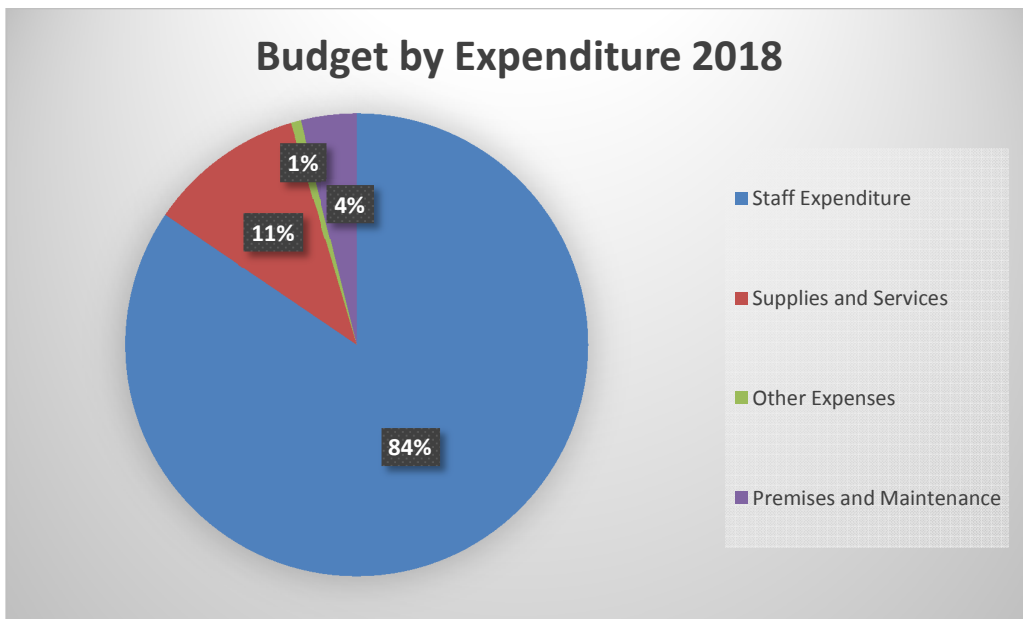
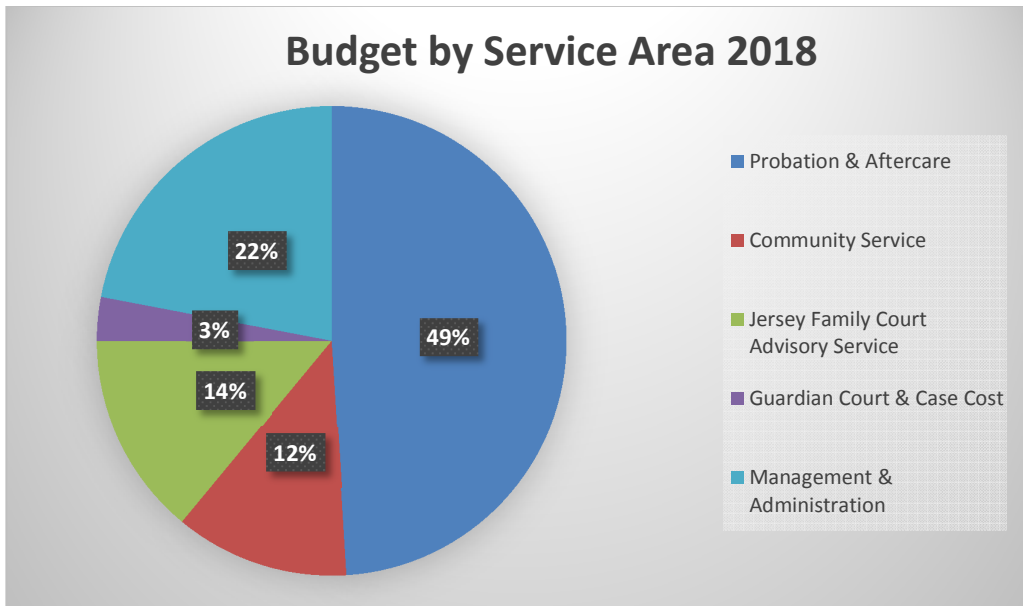
Mike Cutland
Chief Probation Officer

May 2019

Budget and Expenditure 2018

JPACS Expenditure 2018

Probation and After Care Service	2018 Budget	2017 Final	2018 Final
Probation and Aftercare Service	1,981,000	1,981,000	1,981,000
Court and Case Costs	56,000	51,000	56,000
	2,037,000	2,032,000	2,037,000



Jersey Probation and After-Care Service Staff January 2019

Chief Probation Officer

Brian Heath M.B.E. (on interim contract until recruitment process in February)

Assistant Chief Probation Officer

Michael Cutland (appointed Chief Probation Officer February 2019)

Probation Team Manager

David Trott

Probation Officers

Natalie Austin, Sarah Barrowcliffe, Susan Brown, Jane Christmas (part time), Sarah Hayward, Lisa Lister, Emma Luce, Adelaide Ormesher, Chay Pike, Mark Saralis (BASS), Robert Taylor, Janette Urquhart, Maurilia Veloso (BASS)

Assistant Probation Officers

Nicky Allix (part time), Barbara Machon (part time), Nigel Collier-Webb (part time)

Restorative Justice Officer (BASS)

Chantelle Rose (part time)

Assistant Community Service Managers

Andy Le Marrec, Barbara Machon (part time)

Community Service Supervisors

Dinah Bentley, Peter Bisson, Charles Browne, Rui de Abreu, Neil Fryer, Peter Hewlett, Stuart McIntyre (Team Leader), Trevor Renouf (all part time)

Office Manager

Emilie Eversfield

Case Management Assistants

Melanie Bradley, Gillian Gosselin (part time), Rui Soares, Rebecca Treacy (part-time)

Volunteers

Julie Bisson (tutor), Rosemary Boleat (tutor/mentor), Guy Le Maistre (mentor), Angela Le Sueur (tutor), Elizabeth O'Connor (mentor), Paul Turner (Financial), Jenny Watt (tutor)

Jersey Family Court Advisory Service Staff

Manager

Jane Ferguson

Court Social Workers / Guardians

Elsa Fernandes, Eleanor Green, Christopher Langford, Tanja Tinari

JPACS Staff Representation on External Organisations

It is often stated that public sector departments work in 'silos'. This has never been the case for JPACS and the list below demonstrates the commitment of a small department to close partnership working with other agencies in the public and voluntary sectors.

Brian Heath M.B.E. Chief Probation Officer (until February 2019):

- i) Vice Chairman Victim Support Jersey
- ii) Criminal Justice System Board lead officer for victims and integrated offender management
- iii) Chairman Prince's Trust Jersey Steering Group
- iv) Chairman Highlands College Board of Governors (until December 2016)
- v) Chairman Advisory Council on the Misuse of Drugs
- vi) Chairman Channel Island DAISy Consortium
- vii) Board member Confederation of European Probation (CEP)

Michael Cutland Assistant Chief Probation Officer:

- i) Member Jersey Safeguarding Partnership Board (SPB); member Adults Performance and Procedures Sub Group and Serious Case Review sub-committee
- ii) Chair of Family Mediation Jersey Committee
- iii) Member Senior Management Team of Jersey Multi-Agency Public Protection Arrangements (JMAPP)
- iv) Member of Children's Service Operational Improvement Board
- v) Chair of Children and Young Persons' Placement Panel

David Trott Team Manager Probation:

- i) Supported Housing Group member
- ii) Safeguarding Adults Partnership Board - Prevention Working Group
- iii) Inter-Agency Child Protection Operational Management Meeting
- iv) Member of Children and Young Persons' Placement Panel
- v) JMAPP Single point of contact
- vi) Representative on working group to increase participation of young people in Education, Employment & Training

Jane Ferguson Team Manager JFCAS:

- i) Member SPB Children's Performance Procedures and Audit Sub Committee
- ii) Member Family Mediation Jersey Committee
- iii) Member of Children's Service Operational Improvement Board

Sarah Hayward Probation Officer:

- i) Committee member MIND Jersey

Janette Urquhart Probation Officer Senior Practitioner:

- i) Member SPB Domestic Abuse Sub Committee, developing the island wide Domestic Abuse Strategy
- ii) Supervisor of ADAPT programme manager

Susan Brown Probation Officer Senior Practitioner:

- i) Seconded Officer HM Prison La Moye

Chay Pike Probation Officer Senior Practitioner:

- i) JMAPP Co-Ordinator
- ii) MARAC Chair
- iii) Member SPB Policy, Procedures and Performance sub group
- iv) Member SPB Domestic Abuse Sub Committee, developing the island wide Domestic Abuse Strategy

Lisa Lister Probation Officer Senior Practitioner

- i) Member of multi-agency working party for children who are not in education, employment or training (NEET)

Barbara Machon Assistant Probation Officer:

- i) Cross agency support for DAISy2 IT system

Aims and Key Performance Indicators for 2016 – 2019

2018 represented the final year of the Service's three year Business Cycle and the main aims and objectives are represented below. Planning has already started to develop a strategy for 2019 – 2023 which will focus on reducing offending, prioritising the needs of children and the vulnerable whilst ensuring that the Service remains a learning organisation. This work will be undertaken within the allocated budget.

Progress against 2016- 2019 aims

1. **To provide an information and assessment service to the Parish Halls, Criminal and Family Courts, H.M. Lieutenant Governor and Prisons, which is accurate, timely, and which aids decision making.**

This will be achieved and measured by:

- i) Having published standards detailing the structure and process for the production of reports and assessments.
- ii) Conducting inspections into reports for both the Criminal Justice and Family Court arenas, which include the views of service users and those who receive reports and assessments.
- iii) Ensuring all written reports are peer reviewed prior to submission.

2018 Objective and Outcome:

- i) **To review the Ofsted inspection into the Guernsey Family Proceedings Advisory Service to consider any implications or learning for JFCAS.** *Achieved. JFCAS reviewed the inspection and have adapted some processes in line with recommended best practice.*
- ii) **To lead on the internal cross departmental audit into Youth Justice in Jersey.** *Achieved. The Youth Justice Review was completed in 2018 and reflected the contribution made by the Probation Service*

2019 Objectives:

- iii) **To host an OFSTED inspection into the work of JFCAS.**
- iv) **To implement the relevant recommendations of the Youth Justice Review, in particular contributing to a Youth Justice strategy, reviewing our work at Parish Hall Enquiries and Court and developing an understanding of trauma - informed practice.**
- v) **To provide updated training in the Spousal Abuse Risk Assessment (SARA) tool for domestic abuse perpetrators**

2. To provide supervision services to the Parish Halls, Courts and Prisons which assist people effectively to make positive changes in their lives which reduce re offending

This will be achieved and measured by:

- i) Having published evidence based standards for supervision which reflect the expectations of the Centeniers, Courts and the Prison authorities who entrust people to our care.
- ii) Using Psychometric re-offending measures at the beginning and the end of Probation Orders to measure change and producing at least one reconviction study in conjunction with an academic institution which measures actual reconviction rates for the range of measures used by the Courts.
- iii) Ensuring that all members of staff receive appropriate training, resources and supervision in line with developing evidence about effective practice.
- iv) Conducting inspections and reviews each year into aspects of supervision practice, conduct client feedback exercises and facilitate research by academic institutions.

2018 Objectives:

- i) **Contribute to two peer reviewed journal articles on the Adapt Domestic Violence Programme and the impact of the supervision skills checklist.** *Achieved. Professor Peter Raynor published an article about the Jersey skills supervision project in the European Journal of Probation. The Safe Lives report into domestic abuse in Jersey recognised the contribution of the ADAPT programme locally and recommended its suitability for prisoners.*
- ii) **To continue the implementation of the Supervision Skills programme by ensuring each Probation Officer reviews at least four client interviews during the year and at least four supervision practice meetings take place.** *Partly achieved. Not every officer has had four tapes reviewed although all staff are involved in the programme.*
- iii) **To lead a cross departmental audit into Youth Justice.** *Achieved*
- iv) **To implement “opt in” accreditation for Community Service clients.** *Achieved. The Youth Service has advised that a Prince’s Trust qualification can be attained by young clients who wish to submit a portfolio during their period of community service.*
- v) **To review with the Jersey Domestic Violence Forum the delivery of the ADAPT domestic violence programme.** *Achieved. Following the winding up of the Jersey Domestic Violence Forum, the Probation Service took responsibility for delivering the ADAPT programme.*

2019 Objectives:

- vi) **To continue the implementation of the Supervision Skills programme by ensuring each Probation Officer reviews at least three client interviews during the year and at least three supervision practice meetings take place.**
 - vii) **To work with the courts to develop a more flexible range of sentencing options in the Youth Court as recommended by the Youth Justice Review.**
 - viii) **To work in partnership with HMP La Moye to review the current model for supervising prisoners.**
- 3. To provide monitoring and where necessary timely enforcement action to assist in the protection of the public from further offending.**

This will be achieved and measured by:

- i) Having fair, clear and transparent written compliance and enforcement policies. *Completed. Policies written and in Policy/ Procedures folder on Probation database.*
- ii) Sharing information with other agencies when it is reasonable and proportionate to do so for the protection of the public. *Completed. Several data sharing agreements have been signed with other agencies. Information is shared in accordance with the Data Protection (Jersey) Law.*
- iii) Conducting inspections and reviews into policy and practice and contribute to reviews of the Jersey Multi-agency Public Protection Arrangements established under the Sex Offenders Jersey Law. *Completed. Staff engage in reviews of the JMAPP process and the Service has participated in the introduction of a "Fresh Eyes" approach which involves senior managers reviewing the most risky cases on the island.*
- iv) Participating in multi-agency safeguarding arrangements at operational and strategic levels. *Completed. Probation Service representatives contribute to several strategic and operational Safeguarding boards. This is the equivalent of approximately 50 days' work per year*

2019 Objectives:

- i) **Retain the services of a Clinical Forensic Psychologist to advise and assist the Service**
- ii) **Work with JMAPP and MARAC partners to identify the cases that currently pose most risk to the public and focus attention on these through intensive case management.**
- iii) **Develop feedback from and to victims of perpetrators on the ADAPT programme using the Independent Domestic Adviser (IDVA) service.**

Other Objectives for 2019

- i.** To maintain the current governance arrangements for the Service.
- ii.** To work with the Probation Board, Courts and other stakeholders to agree on a new Strategic Plan from 2020 – 2023.
- iii.** To ensure an adequate resource settlement for JPACS in the next financial plan.
- iv.** To review the Service structure to ensure it is effective in delivering the business of the Service whilst demonstrating value for money.
- v.** To continue the Service’s lead role in coordinating the JMAPP and MARAC partnerships whilst playing a full role with the Safeguarding Board.
- vi.** Contributing to the Right Help Right Time and Community Adult Support Panel initiatives
- vii.** To ensure that the Service adopts well-being initiatives for staff and robust health and safety measures for all who work within and use the Service.
- viii.** To continue to provide relevant training and support opportunities for staff and local students.

Annual Statistical Summary 2018 – Criminal Justice

Key headlines

- Three quarters of Probation Orders were completed satisfactorily
- Nearly two thirds of probationers reduced their risk of reconviction
- 97% of clients expressed satisfaction with the help they received from the Service
- Over 15,000 hours of work were undertaken by the Community Service scheme
- 97% of Community Service clients reported being treated with respect. The remaining 3% did not respond
- Four out of five private law cases allocated to JFCAS were concluded without the need for a contested hearing.

Court Reports

	Written Social Enquiry Reports				
Court	2014	2015	2016	2017	2018
Youth Court	37	25	32	30	19
Magistrate’s Court	303	250	251	233	227
Royal Court	100	124	97	75	41
Total	440	399	380	338	287

	Verbal “on the spot” Reports to Court (Stand-down Reports)				
Court	2014	2015	2016	2017	2018
Youth Court	12	9	2	2	3
Magistrate’s Court	74	96	84	65	71
Total	86	105	86	67	74

Other reports:

13 Deportation Reports were prepared for the Immigration Department compared to 20 the previous year.

42 Information for Court reports were completed, 24 in 2017.

4 Reports in relation to Applications for Removal from the Sex Offender Notification requirements were completed.

Probation Supervision

	New Probation Orders				
Court	2014	2015	2016	2017	2018
Youth Court	36	12	14	20	14
Magistrate's Court	136	108	112	114	94
Royal Court	27	34	14	9	10
Total	199	154	140	143	118

The main offence groups for new supervisions were violence (36%), followed by road traffic/motoring offences (14.5%), public order (13.5%), drug offences (12%) and larceny (7%). *(This is measured by the main offence only, although an individual may have multiple offences).*

The gender split for those placed on Probation in 2018 was on a par with 2017: 88% male and 12% female.

In addition 2 orders imposed in the UK were supervised in Jersey.

Community Service Orders

	New Community Service Orders				
Court	2014	2015	2016	2017	2018
Youth Court	9	8	7	8	7
Magistrate's Court	154	180	185	170	140
Royal Court	39	41	20	12	15
Total	202	229	212	190	162

The main offence group continues to be those committed under the Road and Motor Traffic Laws (49.7%), followed by violence (23%), drug offences (10.5%), public order offences (6.2%) and larceny (4.3%).

The gender split for those placed on Community Service was 90.7% male and 9.3% female, compared to 85% male / 15% female in 2017.

51 clients placed on Community Service also received Probation (combination orders) representing 31.6% of the total, 35% the previous year.

1 order imposed in the UK was also supervised in Jersey.

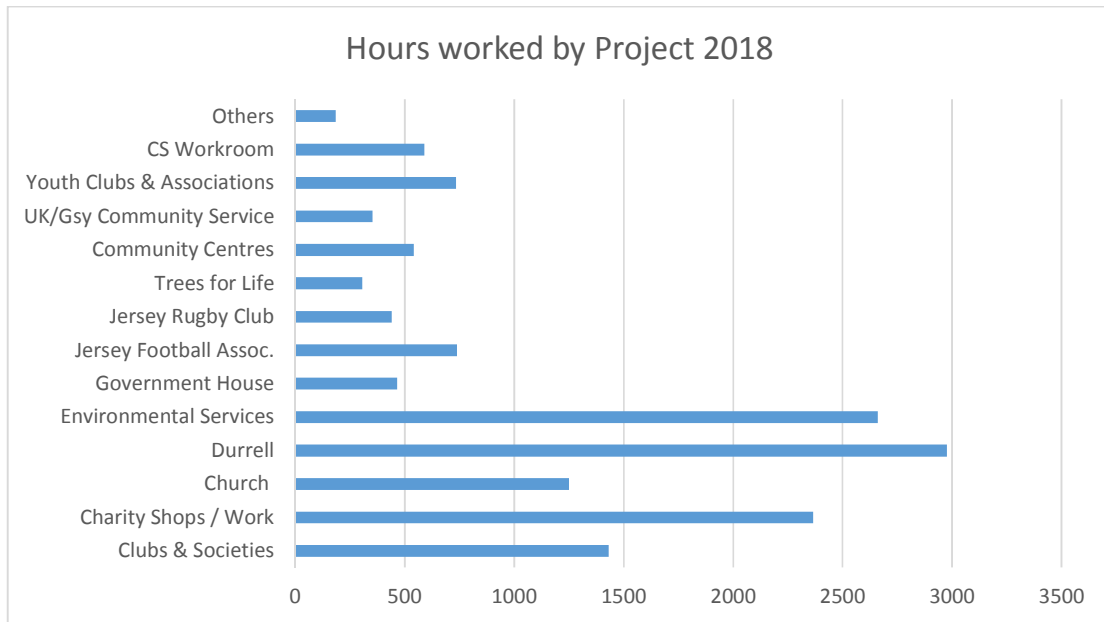
Community Service Hours

CS Orders	2014	2015	2016	2017	2018
Hours ordered	20996	24079	22978	20202	18255
Hours worked	18531	21551	18813	19390	15036
Average order length	104	105	108	105	113

The average order length however has risen, with 41.7% of orders being in the 101 – 180 hour bracket. In 2017 the largest bracket was 51-100 hours, with 45% of orders.

29% of CS Orders were undertaken on individual placements, down slightly from last year’s 32%. These include those who undertake their Community Service in the Probation workroom.

Hours Worked 2018 by project



Risk of reconviction (LS/CMI) assessments:

	Band	2018 %
Probation Orders	Low	31.7
	Medium	30.8
	High	35
	No data	2.5
Community Service Orders	Low	69.3
	Medium	12.3
	High	12.3
	No data	6.1

Changes in reconviction risk levels

65.5% of Probation Orders completed during the period displayed a decrease in their risk of reconviction (LS/CMI score).

LS-CMI	No. of orders terminated	Decrease %	Increase %	No change %
2017	112	58	32	10
2018	113	65.5	25.7	8.8

Completions – Probation Orders

Of the 136 orders completed this year, the reasons are as follows:

	2017	%	2018	%
Completed (expiry date reached)	96	70	97	71.3
Further offence – terminated early by the Court	20	14.5	9	6.6
Failed to comply with requirements – terminated early by the Court	18	13.5	17	12.5
Discharged early for good progress	1	.5	7	5.1
Breached – arrest ordered	1	.5	3	2.2
Client died	1	.5	1	.8
Other change in circs	-	-	2	1.5
Total	137	100%	136	100

An Order which has not been completed early due to a failure to comply or a further offence leading to resentence, is considered a successful completion.

Other community supervisions:

Children/Young people:

- 1 Bind Over with Restorative Justice
- 2 Voluntary Supervisions (non- Parish Hall)

Adults:

- 3 Bind Overs with a Treatment Option compared to 4 in 2017
- 1 Bind Over with Restorative Justice
- 31 Voluntary Supervisions, a 14.8% increase on the 27 in 2017

Custodial Supervision

New custodial supervisions have decreased overall by 7.4%:

	2014		2015		2016		2017		2018	
	Adult	Yth	Adult	Yth	Adult	Yth	Adult	Yth	Adult	Yth
Youth Court	0	1	0	1	0	1	0	1	0	1
Magistrate's Court	13	0	14	0	10	0	28	1	44	1
Royal Court	61	3	70	13	64	1	63	1	39	2
Sub total	74	4	84	14	74	2	91	3	83	4
	78		98		76		94		87	

Note: Youth custodial supervision applies to those aged 21 and under

Prison Releases

69 prisoners on sentences of more than 6 months (4 months for under 21s) were released during 2018, 56.5% of which were on some form of supervision. This compares to 47% in 2017:

Releases	2014	2015	2016	2017	2018
Young Offender Licence	2	8	9	3	6
Home curfew	10	8	6	n/a	n/a
Voluntary After Care	28	15	27	20	22
Released no further supervision	27	32	38	37	30
Conditional Early Release	n/a	n/a	9	10	11
Total	67	63	89	70	69

1 Post-Custodial supervision was undertaken on behalf of a UK jurisdiction.

Conditional Early Release reports

Report type:	2014	2015	2016	2017	2018
Release on Temporary Licence	29	21	10	n/a	n/a
Home Curfew	15	17	11	n/a	n/a
Conditional Early Release	n/a	n/a	17	16	9
Total	44	38	38	16	9

Parish Halls Enquiries showed a decrease of 11.9%:

	2014	2015	2016	2017	2018
PHE - Grouville	3	1	1	5	1
PHE - St. Brelade	17	19	25	14	14
PHE - St. Clement	29	34	21	30	27
PHE - St. Helier	153	112	101	112	94
PHE - St. John	0	0	3	0	2
PHE - St. Lawrence	9	4	2	8	7
PHE - St. Martin	5	8	4	3	4
PHE - St. Mary	6	5	3	4	2
PHE - St. Ouen	4	1	0	4	1
PHE - St. Peter	9	7	7	5	10
PHE - St. Saviour	24	40	31	32	28
PHE - Trinity	1	3	2	1	2
Total	260	234	200	218	192

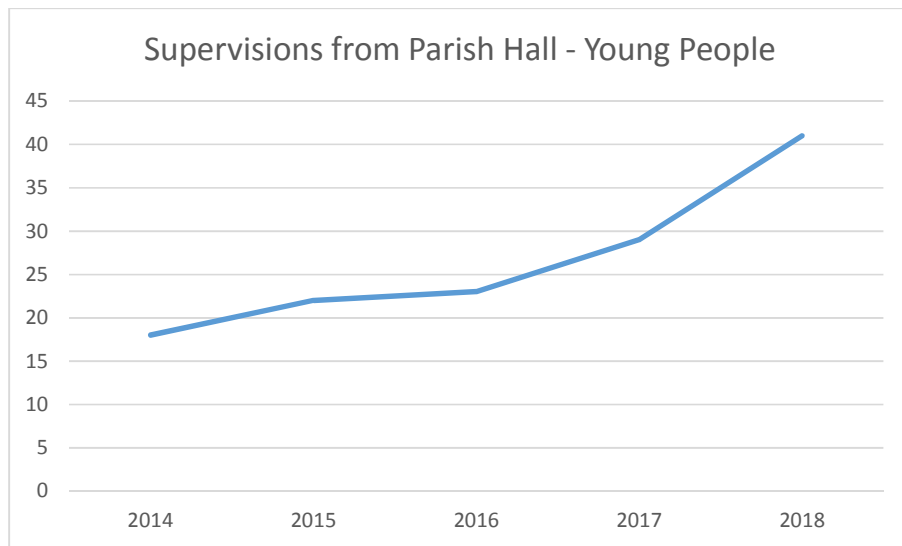
101 cases (52.6%) at Parish Hall were first offenders.

Road and Motor traffic continues to be the main offence group at 57%, followed by public order (10.4%), violence (9.8%), malicious damage (6%) and drug possession and larceny, both 5.5%.

13 cases were sent from Parish Hall to Youth Court during 2018, a 51.8% decrease on the 27 in 2017. 2 cases were remanded to the Magistrates Court.

Supervision numbers from Parish Hall are however up by 41% compared to 2017, due primarily to the increased use of Alcohol and Drug Education. Some young people have had more than one supervision:

Supervision type:	2014	2015	2016	2017	2018
Deferred decision with Restorative Justice	7	9	8	18	18
Deferred decision with Voluntary Supervision – u18	8	6	6	7	9
Deferred decision with Voluntary Supervision – 18+	-	4	-	-	-
Deferred decision with Alcohol & Drug Education – u18	3	3	9	4	11
Deferred decision with Alcohol & Drug Education – 18+	-	-	-	-	3
Total	18	22	23	29	41



In addition to the above, adults placed on a deferred decision with Alcohol and Drug Education, previously not included, are shown below:

Adult deferred decision with Alcohol & Drug Education 2018	52
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Restorative Justice (RJ)

The Probation Service began the Restorative Justice initiative in 2002 with funding from the BASS strategy. Victims are able to receive explanations and apologies from the offender who will be encouraged to make reparation for the harm caused. The method can involve bringing together the offender and his or her family and the victims of the offending with their supporters to a conference to discuss and attempt to right the harm that is caused by the crime. The scheme is primarily aimed at providing redress for victims but has been an important opportunity for offenders to realise the consequences of their behaviour on others.

The yearly summary reveals Restorative Justice Officer involvement in relation to 57 clients across the spectrum of all supervision types, a similar number to 2017.

The work undertaken included:

- 14 face to face apologies, on a par with 2017
- 13 letters of apology (up from 10 in 2017)
- 7 Restorative Justice Conferences were held, the same as 2017
- RJ client meetings included: 5 prison visits, 8 school visits and 43 office meetings.

A number of young people offered to make amends by carrying out work, however due to their age, health and safety or insurance issues this has not always been possible.

Basic skills / Mentoring support from Probation Volunteer Team

- 9 clients received tutor support with a total of 44 tutor sessions delivered, (6 clients / 28 sessions in 2017)
- 1 client moved on to the Words and Numbers scheme
- 4 clients received mentor support

Total Caseloads

Average caseload	2014	2015	2016	2017	2018
All Supervisions	416	406	404	395* (16/1/18)	402

**Extraction of caseload figures changed in 2016 with the figure being obtained in early January 2018)*

Annual Statistical Summary 2018 - Jersey Family Court Advisory Service

Private Law

Private law work refers to applications, following a divorce or separation, about the arrangements for children. These can include where children will live or how often they will have contact with a parent.

Of the 59 new applications 22 of them (37%) had Children Service involvement and/or required expert reports to be commissioned. This figure is higher than last year's figure of 30% suggesting that although the numbers are fewer the cases are more complex in nature. Only 20% of cases resulted in a contested hearing before a court as parents had been able to agree a course of action after meeting with the JFCAS Officer.

*Some cases have multiple applications within one set of proceedings, this is not reflected in these numbers.

3 of the 59 cases have resulted in trials during 2018, although in the interests of accuracy some of those cases are set to come to trial in in 2019. 2 of the 3 cases involve applications for a parent to permanently remove the child/ren from the jurisdiction.

Public Law

Public law work refers to cases where the Children's Service, on behalf of the Minister for Health and Social Services, make an application for a Court Order, for example a Care Order, to safeguard the welfare of a child.

The figure of 35 cases is broken down as follows:

- 14 new Care Order applications
- 3 Emergency Protection Order applications
- 2 Emergency Protection Order extension applications
- 6 Secure Accommodation Order applications
- 2 Secure Accommodation Order extension applications
- 2 Recovery Order applications
- 5 applications for authorisation to place out of the jurisdiction
- 1 application for leave to suspend contact to a Looked After Children

Adoption

13 Adoptions: all but three of those adoptions were applications following a child having been freed for adoption in earlier public law proceedings. The three were “step-parent adoptions”.

	Private Law	Public Law	Adoption	Total
2016	72	16	11	99
2017	66	33	7	105
2018	59	35	13	97

Key Pieces of Legislation

The key pieces of legislation giving authority to the Jersey Probation and After-Care Service are as follows:

Loi (1937) sur l’atténuation des peines et sur la mise en liberté surveillée. (Probation Law)

Criminal Justice (Community Service Orders) (Jersey) Law 2001

Criminal Justice (Young Offenders) (Jersey) Law 1994, 2014 and 2016

Children (Jersey) Law 2002

Matrimonial Causes (Jersey) Law 1949

Adoption (Jersey) Law 1961

Sex Offenders (Jersey) Law 2010

JPACS also pays due regard to the Council of Europe’s Probation Rules of 2010

Glossary of Abbreviations Used in the Service

ACPO	Assistant Chief Probation Officer
APO	Assistant Probation Officer
BASS	Building a Safer Society; interagency strategy approved by the States of Jersey in 2004 and 2009.
BOTO	Bound Over with treatment order
CAFCASS	Statutory body working with children and families in Family Court proceedings in England and Wales
CCA	Department of Community and Constitutional Affairs of the States of Jersey
CEP	European Probation Organisation
CMA	Case Management Assistant
CPAI	Correctional Programmes Assessment Inventory; an organisational effectiveness measure
CRC	Community Rehabilitation Company (Privatised Probation Services of England and Wales)
CPG	Children's Policy Group of Ministers
CPO	Chief Probation Officer
CREDOS	An international group of academics and senior managers researching Probation effectiveness
CSO	Community Service Order
CSR	Comprehensive Spending Review; States of Jersey resource allocation process
DAISy / DAISy2	Data Analysis and Information System - computerised case management and management information system
HCR20	Assessment used with violent offenders
H and SS	Health and Social Services Department
HMIP	Her Majesty's Inspectorate of Probation
ICT	Information and Communications Technology

IDVA	Independent Domestic Violence Advisor
JFCAS	Jersey Family Court Advisory Service
JMAPPA	Jersey Multi-agency Public Protection Arrangements
JLIB	Jersey Legal Information Board
JPACS	Jersey Probation and After Care Service
Jurat	Royal Court Judge of fact and sentence giver
KPI	Key Performance Indicator
LSI-R, LSI CMI,	Risk assessment systems used or under consideration by the JPACS
MARAC	Multi-agency process to safeguard high risk victims of domestic violence
NOMS	National Offender Management Service of England and Wales
NPS	National Probation Service of England and Wales
OASyS	Risk Assessment and Case Management system used by the National Offender Management Service
OINTOC	Offending Is Not the Only Choice – skills based cognitive behavioural programme for offenders, used by JPACS
PO	Probation Officer
RAMAS	Risk Assessment Management and Audit Systems; an interagency method for assessing and managing those people most likely to harm themselves or others
RJ	Restorative Justice
Risk Matrix 2000	Assessment tool used with sex offenders
SAO7	Assessment tool used with sex offenders
SER	Social Enquiry Report
Stand-down report	Assessment carried out by the Duty Probation Officer in Court at the Magistrate's request.
UNCRC	United Nations Convention on the Rights of the Child
VS	Voluntary Supervision