



# Essex Probation

Cutting Crime • Protecting the Public • Working in Partnership

# 2010

With around 500 staff, 13% of them managers, we service 6 Local Delivery Units, 1 hostel and 1 prison in the county of Essex. 3.7% of our staff are from Ethnic Minorities. 52 of our employees manage some element of disability. We provide equipment and support to improve access to work for 48% of them, and other working adjustments as needed in all cases.

Last year we approved over 80% of requests for flexible working hours. 84% of our staff achieved 97% attendance or more.

Nearly 3000 hours  
of training delivered in a year  
in 400 courses for  
Essex staff.

100% of participants  
rated them good or excellent.



## Doing the job: A Prolific Offender turns around

**One of the twenty prolific offenders targeted by the agencies in his town, he spent years in and out of prison, committing crime to feed a drug habit. His family had lost all respect for him, and refused further contact.**

His Offender Manager, trained in Essex, worked hard to gain his trust and eventual commitment. Attendance started off poorly, but he began to realise that, with the large amount of help available to him in the package she'd put together, he could change his life. He appeared for his appointments on the dot.

- He has now been drug free for ten months, proved by regular drug testing.
- He has weaned himself away from medication/methadone and is no longer relying on any scripts.
- He has almost completed his supervision. He has completed a requirement to attend Probation's intensive project, The Bridge, and attended of his own volition to get his award.
- He is now a Bridge Mentor, doing his ASDAN qualification, and is mentoring others involved in substance misuse.
- He has been de-registered as one of his town's Prolific Offenders, having previously worked well with the local police KEEP project, and has presented to magistrates and police officers about his life experience and progress.
- His family is now speaking to him, and he is living with his mother again. He has disassociated himself from past negative influences

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We produced **2945 reports** for Magistrates courts in Essex, and over **1324** for its Crown Courts. Alongside reports for courts martial, and for courts across the country, around **5000** court reports in any one year must each refer to the offender's background, the detail of the current convictions from the prosecution papers, and include an analysis of the risk posed by the offender. In each case we must offer a realistic proposal to the courts about the sentence most likely to reduce offending.

**Courts can add 'Requirements' to Community Orders which best fit the needs of public protection and preventing an offender from committing more crime. Over the last year, the following requirements were added**

- 3051 Supervision
- 3114 Unpaid Work
- 1248 Accredited Programmes
- 659 Specified Activity
- 272 Drug Treatment
- 489 Curfew
- 138 Exclusion
- 145 Prohibited Activity
- 438 Alcohol Treatment
- 59 Mental Health Treatment
- 56 Attendance Centre
- 17 Residence
- 5 Electronic Monitoring
- 1434 Suspended Custody

Total **11,125**

requirements that Essex Probation will manage for the Essex courts.

## Doing the job: changing the life of a young woman brought up to steal

The Offender Manager was supervising a young female from a poor home situation. Her father got her involved in shoplifting and would praise her for stealing. She describes one aspect of the case: gaining understanding and confidence.

"M was a self harmer and had mental health difficulties. Despite being young she was also in a fairly long-term relationship which was clearly controlling but she just couldn't see it.

"I needed to sequence the work, dealing with a variety of problems in the right order. One aspect was domestic abuse, and when she saw the printed list describing the different aspects of abuse, she said that she 'ticked every box'. Despite this she could not break out of the relationship. I remember that supervision session well - it was a real 'Eureka' moment!

We looked at a variety of actions she could take to enable her to move on, perhaps going to college so she could find work and be self supporting. It all seemed pretty difficult for her at the time. However, she was also becoming more proactive within her own family. Her young sister was already involved in criminal activity and was known to the Youth Offending Service so we focussed on M being a good role model.

"Her case was transferred to another officer after quite a lot of work with me. Interestingly I see on a recent contact log entry a comment as to how M has matured to be a good role model for her sister.

"The letter I received from her recently - quite unexpected after such a long time - tells me that she is in work and has a great relationship with another man. It made me laugh actually when she said she pays her boyfriend's Mum 'keep' as this was such a focus in our supervision back then - ie paying your way in life. She has come a long way: quite an achievement, given the problems she faced."



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253 court orders included a Domestic Violence programme; 124 orders were made to include an Anger Management component; 127 included



the Drink Impaired Drivers programme; 114 required the offender to attend the Offender Substance Abuse Programme; 259 Drug Rehabilitation Requirements were added; 429 Alcohol Treatment Requirements were ordered; also 99 Think First programmes; 434 Thinking Skills programmes, and 29

Sex Offending programmes.

Along with other Thinking and Cognitive Skills work,

nearly **1900**

programmes were ordered

by the courts this year.



Over **£2 millions-worth** of free labour per year for charities, schools, towns, individuals through Essex Probation's Community Payback scheme.



Over **3000** people have been sentenced by the courts this year to perform hours of Unpaid Work for the community. From the unskilled to the highly skilled, **945** offenders have contributed every week to improved surroundings and enhanced public safety.

# 2010



The Multi-Agency Public Protection arrangements are lead by Probation, Police and the Prison Service. Agencies who have information and intelligence to offer will bring their resources to the table to contribute to a risk management plan for each serious offender. Every month, more frequently if necessary, each current case will be reviewed and new plans made.

Since the inception of MAPPa over **8** years ago, there have been nearly **4000** referrals, and only **2** serious reoffences. The value of this process in protecting the public is increasingly recognised. This year there will be more than **800** referrals.

We use **19**  
external providers  
to enhance and  
expand on our  
work for the  
county.

An impressive alliance of key agencies are active with us in planning for crime reduction in Essex. We have an important role alongside our strategic allies in the Essex Criminal Justice Board. We work with the **14** Crime and Disorder Reduction Partnerships; with the Safer Essex strategic group, the Crime and Disorder Network Executive, the **3** Safeguarding Boards for both Children and Vulnerable Adults, the **3** Drug and Alcohol Action Teams, the **5** Children's Trusts, the **3** Supporting People arrangements, and we join with the imaginative initiatives in Essex and the **2** Unitary Authorities to increase community safety.



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During the year in Essex, there were **6537** court sentences for which we will have responsibility, including **3796** Community Orders, **1451** Suspended Sentences, **304** Youth Custody Orders, **733** Adult Custody, **10** Indeterminate Sentences and **8** life imprisonments. Our current Community caseload: **5199**. Our current Custody caseload: **2299**. Victims of serious crime contacted during the year: **267**.

Snapshot: total Essex  
Probation caseload

**7498**



## Doing the job: Community Payback helps a village

Brian Beale knows his patch. Every nook and cranny. Walk through the town with him, and you'll see he's greeted left and right by people who know he's put in a lot of time and effort on their behalf.

What they might not be aware of is the remarkable partnership Brian has developed with Essex Probation's Community Payback. Get him talking about what they've achieved together, and the list is a long one.

"The locals love the work that's done for them," says Brian. "We are able to make improvements to this place which we otherwise just couldn't afford. It's great for Southminster, and good for offenders whose work is appreciated, and they can see the value of the work they do."

"We're planning a BMX track on the King George V playing field, where a lot of work has been done through Probation's Community Payback – copse clearing, fencing installed, big containers painted. Our

Village Show gets a boost from all the work done by offenders to set it up, putting up fencing, tables, straw bales, and then taking it down again. Our football pavilion has been transformed with new carpentry and painting. There is no-one to look after the churchyard, but Probation provides the means of doing it.

"The Scout hut is being painted inside and out, and they're boarding the exterior. The workers have also contributed to putting up 9-foot high palisade fencing. The car park barriers have been painted, they've made a good job of slabbing an allotment for easy access.... I could go on and on."

"Recently, we helped a severely disabled lad, who moved with his family to the town. Local people raised money to help him set up his new home. As a result of the building work, there was a huge mound of earth left in the front garden. Probation's workers moved in and cleared all seven tons of it. Where there is hardship, we go. It's all about community, and Community Payback makes a big contribution."



## Board Chair

Bill Puddicombe

## Chief Executive Officer

Mary Archer

## Head office

Essex Probation

Cullen Mill

49 Braintree Rd

Witham

Essex CM8 2DD

01376 501626

e-mail: [firstname.secondname@essex.probation.gsi.gov.uk](mailto:firstname.secondname@essex.probation.gsi.gov.uk)

website [essexprobation.org.uk](http://essexprobation.org.uk)



## Local Delivery Units

### West Essex

Harlow, Epping Forest and Uttlesford  
01279 410 692

Director: Shirley Kennerson

### Mid Essex

Chelmsford, Braintree and Maldon  
01245 287154

Director: David Messam

### North East Essex

Colchester and Tendring  
01206 768342

Director: Robin Brennan

### South Essex

Basildon and Brentwood

01268 412241

Director: Shirley Kennerson

### South East Essex & Southend

Southend, Castle Point and Rochford

01702 337998

Director: Robin Brennan

### Thurrock

01375 382285

Director: David Messam