

# Note of Meeting

## Reducing Reoffending Board

**29<sup>th</sup> February 2024, 14:00-16:00**

**Mitre House, 223-237 Borough High Street, London SE1 1JD**

Chair: Director of Commissioning & Partnerships (MOPAC)

### Attendees

Mayor's Office for Police and Crime  
(MOPAC)  
London Probation (LP)  
Her Majesty's Prison and Probation Service  
(HMPPS)  
London Borough of Haringey (LBH)  
Department for Work and Pensions (DWP)

NHS England (NHSE)  
London Prison Group (LPG)  
A Fairer Chance CIC  
Greater London Authority (GLA)  
Metropolitan Police (MPS)  
Clinks

### 1. Welcome & Apologies

The Reducing Reoffending Board (RRB) meeting focused on supporting people on probation into employment.

MOPAC reviewed the actions from the previous meeting. The action for MPS to provide an update on the progress of the Violence Harm Index for under 18s was rolled over to the next meeting.

### 2. Update on RRB Forward Plan

The Board discussed the development of a forward plan for the next 12 months. Youth justice was acknowledged as a key area to be explored. Another suggestion was made to test out a workshop style for the Reducing Reoffending Board (RRB) meetings. It was noted that discussions on priorities would need to take place after the Mayoral election. Future discussions should reflect on how the board should function as well as how it can support members in

delivering their own organisations' plans. There was acknowledgement that this might sit well with the delivery of the HMPPS Reducing Reoffending Plan.

MOPAC highlighted that the board has evolved across this mayoral term and that to make this board as useful as possible, it needs to be helpful to all board members. There are a few key documents which could aid in the discussion of the forward plan including the Police and Crime Plan (PCP) and Community Safety Plans. MOPAC stated that having a workshop where we explore these key documents would be worthwhile to consider what within the partnership space impacts on reoffending.

Given that the RRB is a subgroup of the London Criminal Justice Board (LCJB), it was suggested that the LCJB should write to partners to provide Community Safety Partnerships with advice and information on the work of the RRB and LCJB in relation to reducing re-offending.

### **3. Workshop Context setting:**

#### **\*slides were shared\***

London Probation (LP) gave an overview of the current landscape and future goals and the challenges that Probation is facing in relation to securing employment for people on probation.

LP have developed a range of services to support people on probation who have an identified Education Training and Employment (ETE) need. LP's goal is for people on probation with an identified employment need to have access to the appropriate tools and opportunities to enable them to gain sustainable full-time employment

DWP gave an overview of their offer. They have a focused caseload, with a prison lever work coach who works with individuals who have a MAPPA or are on probation to gain employment. DWP are working in probation offices and co-location help those in probation to be fully aware of services. This co-location service is being piloted in Southwark.

#### **\*slides were shared\***

GLA delivered a presentation of the GLA skills and employment unit's delegated powers over adult skills funding in London. GLA adults core skills offer is to help Londoners gain employment. This does not cover provision in custody (covered through MoJ contracts). The London Business Forum brings together representative bodies of employers into a single space. The GLA will seek to get an item on the future agenda to raise awareness of the opportunities presented through employment of ex-offenders. In addition to the London Business Forum,

there are similar forums such as the London Anchor Institutions Network that the Board should be aware of.

MOPAC summarised the current difficulty facing partners with the multitude of systems working in the area of employability for people on probation. Given the complexities of these issues, it is imperative for the Board to seek how this offering can be delivered in a way that is easier for Londoners.

#### **4. Workshop**

MOPAC introduced the workshop and posed the following question to the Board;

#### **How can we strengthen partnership working with employability services and Probation, such as through co-location?**

The role of co-location was discussed, and partners highlighted the upcoming opportunities as well as address the barriers in relation using co-location for employability services

Partners gave an overview of their current delivery model and discussed best practice that enable consistency and collaboration between agencies and address the risk of gaps in handover. The key areas where these issues were addressed include during the pre-release and release process.

Co-location within the same premises was highlighted as vital within this process. There is a need to be proactive about collecting what models are working and successful. This can be done through evaluation to identify what is critical to make something work.

MOPAC posed the second question of the workshop;

#### **What opportunities are there to support more people on probation into work?**

Partners discussed some of the current provision that is available to engage people on probation and help them find work. It was noted that agencies need to make use of the the GLA's employment, and skills offer, and other funding opportunities. There was also a suggestion to begin conversations with the employment and skills board and employment sub-regional partnerships. A good starting point is having dialogue with the South London Partnership, which focuses on ex-offenders as a priority group.

It was also highlighted that better partnerships need to be built with employers to help foster trust and bridge the gap and allow employers to understand the process. This will enable them

recognise that just because an individual has a conviction, it does not necessarily equate to risk to the business. It is important to get buy in from employers by building trust and ensuring that potential candidates have been screened, checked, proof of right to work, as well as understand the minimum requirements of role.

MOPAC presented the final question of the workshop;

**How can Release on Temporary License (ROTL) be used within London to support people into employment and what are the barriers here?**

Partners discussed challenges and barriers they face when trying to implement ROTL in practice. Some of these challenges include resourcing pressures and the risk of drug trafficking. Despite the risks, ROTL provides an opportunity as employers are more willing to hire on ROTL and to take a higher risk on the conviction on ROTL because of the amount of support they receive and the level of risk management involvement. Wrap around support is important and where ROTL works best is when there is good oversight and communication. Continuity of Care was highlighted as being an important aspect of the process. This can include transitional accommodation for those on release.

**5. AOB and close**

MOPAC summarised the key next steps from the discussion:

- Learning from the Southwark co-location pilot and evaluation to be shared
- Forming a 'get to know' session between Probation and DWP
- Bringing employers together outside of forums mentioned (i.e. London Business Forum)
- Understanding the funding commitments from the GLA in the next administration and compiling various funding streams and opportunities into a one pager
- Compiling case studies and best practice so we have more local promotion tools and examples to demonstrate to employers
- Deep dive into ROTL to gather intelligence
- Create a letter to the LCJB highlighting the Board's Forward Plan and request for their support in delivering the workplan.
- Consider convening a subgroup of key partners to address this issue.