



Public Accountability Meeting

# Integrated Offender Management (IOM)

January 2023



# WHAT IS THE OFFENDER MGT UNIT (OMU)?

- OMU is a dedicated team that work closely with HMPPS and in particular Probation Service.
- OMU work with cohort of offenders to reduce the likelihood of reoffending and recidivism.
- The offenders are primarily engaged in SAC offences.
- There are currently c. 55 individuals managed across North Yorkshire by OMU.



# CURRENT NORTH YORKSHIRE COHORTS

- Fixed Cohort: 46
- Flex Cohort: 9
- Free Cohort: 0
- Number of male offenders managed: 47
- Number of female offenders managed: 8
- Number of children managed: 0 (2 young adults managed under the youth transition from YJS to NPS)



How is NYP helping to drive effective collaboration with probation services Community Integration Teams (CIT) through co-location and joint working, taking a flexible approach to information sharing and improving efficiency and working arrangements.

- There are plans for co-location with CIT in 4 probation offices across NY with 1 fully implemented and 1 partially implemented already.
- Partnership support obtained from drug and alcohol services across all areas.
- IOM officers attend daily DMM and monthly operational group meetings allow for key updates and priorities.
- Links established with CRS intervention managers to monitor provision of IOM.
- All newly sentenced SAC cases go into CIT.
- IOM officer dedicated to sharing information with probation in a SPOC role.



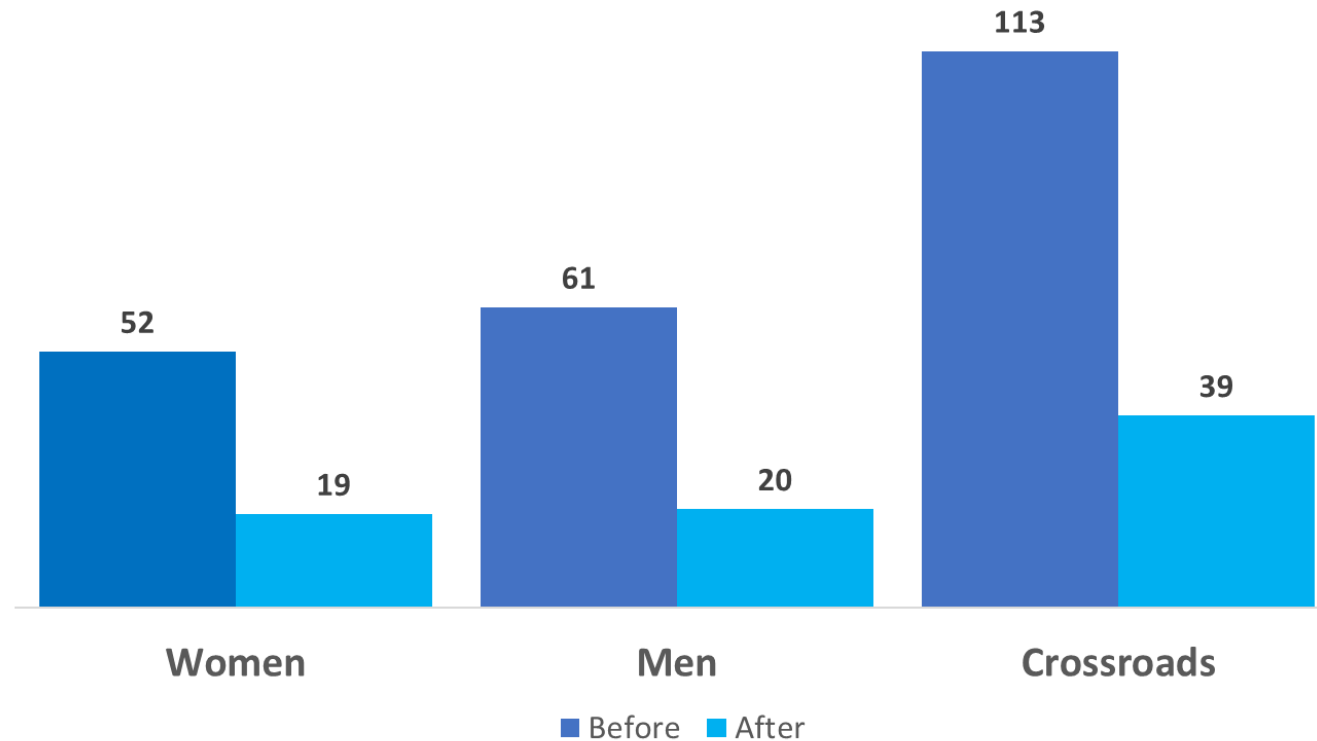
How are NYP and probation mitigating any risks around resourcing and funding.

- Details have been included in costed plans for an uplift of 1 x Sgt and 2 x PCs to ensure effective management of IOM cohorts.
- Current IOM cohorts are matched to the current resourcing model with identification of those highest risk and need prioritised.
- Consideration of recruiting two Citizens in Policing into IOM to assist in the administrative management of these cohorts.
- External funding is being considered by Probation service to employ a regional analyst to support the work of IOM across Yorkshire.



Demonstrate that NYP are working with offenders to reduce reoffending or prevent offending in the first place, through the Crossroads Diversion scheme and supporting women to access gender specific services.

**Cohort 2 - Offences Before & After Participation in the Crossroads Diversion Scheme**



Demonstrate that NYP are working with offenders to reduce reoffending or prevent offending in the first place, through the Crossroads Diversion scheme and supporting women to access gender specific services.

Scheme	Planned Exits	Pre-scheme Offences <sup>1</sup>	Post-scheme Offences <sup>2</sup>	Difference	% Difference
Women	14	33	7	-26	-79%
Men	21	43	9	-34	-79%
<b>Crossroads Total</b>	<b>35</b>	<b>76</b>	<b>16</b>	<b>-60</b>	<b>-79%</b>

Scheme	Unplanned Exits	Pre-scheme Offences <sup>1</sup>	Post-scheme Offences <sup>2</sup>	Difference	% Difference
Women	5	19	12	-7	-37%
Men	3	18	11	-6	+33%
<b>Crossroads Total</b>	<b>8</b>	<b>37</b>	<b>23</b>	<b>-13</b>	<b>-35%</b>

1: Offences in 12 months before referral, including offence resulting in referral to scheme

2: Offences in 12 months after referral



Demonstrate that NYP are working with offenders to reduce reoffending or prevent offending in the first place, through the Crossroads Diversion scheme and supporting women to access gender specific services.

- Crossroads data indicates this to be a valuable tool for reducing offending in North Yorkshire
- Would offer the opportunity of producing more data to reassure Ministers
- Offers a 'carrot and stick' approach to drive people into a supportive pathway at an early stage
- Supports our focus and commitment within the Early Intervention and Prevention Strategy
- Victim's involved in the process and RJ goes hand in hand with the scheme
- Offenders are given the opportunity to understand the impact of their crime on victims, the wider community and themselves and their families
- Avoids a 'revolving door' scenario where 'route causes' of behaviour are not tackled (e.g. A fine at court)
- More intervention than can be offered under a Community Caution/ Diversionary Caution which will only allow up to 10/ 20 hours





Demonstrate that NYP are effectively using the polygraph equipment to manage sex offenders in the community and that this investment was value for money.

- There have been 89 Polygraphs examinations completed since implementation in October 2020. There has been an increase in bookings in recent months.
- Pre-charge
- The pre-charge offenders look at whether contact / communications offences have been committed by the suspect to ascertain if urgent safeguarding work is required for vulnerable victims. It is also useful to feed into the KIRAT risk assessment.
- Polygraph testing has highlighted that sexual communications have been sent by some subjects which has led to an increase in the KIRAT risk assessment and a reduced time scale for the examination of devices to identify those at risk.
- Also useful for bail management and applications to the courts to extend bail.
- The involvement of polygraph has led to additional disclosures and information has been submitted to assist in social care risk assessments.



Demonstrate that NYP are effectively using the polygraph equipment to manage sex offenders in the community and that this investment was value for money – cont.

- Convicted registered sex offenders
- Polygraph information can reassure offender managers that the information obtained from the RSO is truthful and their risk assessment level is correct and it can assist in identifying additional risks / further offences.
- Polygraph has been successfully implemented for:
  - Review of indefinite notification requirements
  - To ascertain whether challenges of SHPO discharge applications should be contested
  - Limited number of referrals to date for ongoing management
  - Polygraph examiner is working with legal to ensure polygraph condition is applied for as a positive obligation on SHPO's. This came into force at the end of November 2022.
  - The workload will increase when this is added to SHPO conditions. There are currently have two RSOs with a SHPO condition (1 in community, 1 in prison).



Demonstrate that the IOM Pathways funding is being spent effectively and this investment was value for money.

- IOM pathways funding had been carried over from the national refresh in 2020.
- The funding has been used to support nominals in a range of ways, including urgent housing needs, drugs rehabilitation, employment and education courses to reduce the likelihood of reoffending.
- Funding has also been utilised to provide identification so that nominals can claim other funding and access resources and clothing for employment.
- This funding enables a wider support to nominals that directs them away from criminal activities.



Demonstrate how NYP are using electronic monitoring (EM) and has it been effective?

- Electronic monitoring (EM) was introduced into NYP in 2012.
- It provides a significantly reduced cost to locate and manage an offender remotely compared to the cost of a surveillance team.
- There are currently 14 EM kits available within NYP at a cost of £1k each.
- The vast majority of deployments are used on RSOs but have included IOM cohort nominals on court bail, community orders or post-release from prison.
- It can be a very effective tool and there are many examples of recalls to prison, arrests of offenders and missing persons being located quickly.
- However, there is no analytical support to this tactic therefore the benefit of proactive management and intelligence gathering is very limited.



# ASSESSING THE RESULTS: STRENGTHS

- There is dedicated staffing aligned to IOM within the Force, albeit it is a small team.
- Over the last three months a dedicated Sergeant has been trialled to enable enhanced delivery and supervision within IOM.
- Work has been ongoing for the last 18 months to deliver against the refreshed National IOM strategy
- There is a fixed cohort of nominals.
- Strong partnership links with probation service and other statutory partners and the voluntary sector.
- Additional funding streams identified by Probation Service to support analytical research and product.



# CURRENT CHALLENGES

## IDENTIFIED AREAS THAT STILL REQUIRE IMPROVEMENT:

- The IOM managers are also carrying a caseload in respect of registered sex offenders, which arguably carry greater risk than the IOM cohort.
- Under the IOM national refresh it was identified that IOM should sit under a partnership hub or within Neighbourhood teams at Commands.
- The identity of IOM needs greater clarity within NYP and for the role to be better understood across the Force.
- EM would benefit from analytical support to interrogate the data produced from the tags and would provide a rich intelligence picture.
- Crossroads is only a pilot scheme and is not included in the new legislation in the PCSC Bill.



# OPPORTUNITIES TO IMPROVE

## WHAT CAN WE DO TO IMPROVE?

- Structure and staffing within IOM is being considered which will bring some opportunities to align better with Neighbourhood teams and the local priorities at Command level.
- Complete co-location with CIT at the 2 additional sites – Northallerton and Harrogate



# FUTURE ASPIRATIONS

- Increase the size and scope of IOM to ensure effective management of these prolific offenders and increase the size of cohorts that can be managed with HMPPS partner.
- Have access to further diversionary schemes and support to reduce the risk of recidivism with increased provision for female offenders.
- IOM to be separated from OMU to ensure that this function sits in the right area of Policing, such as Neighbourhood Policing/Partnerships.





# ANY QUESTIONS?

