



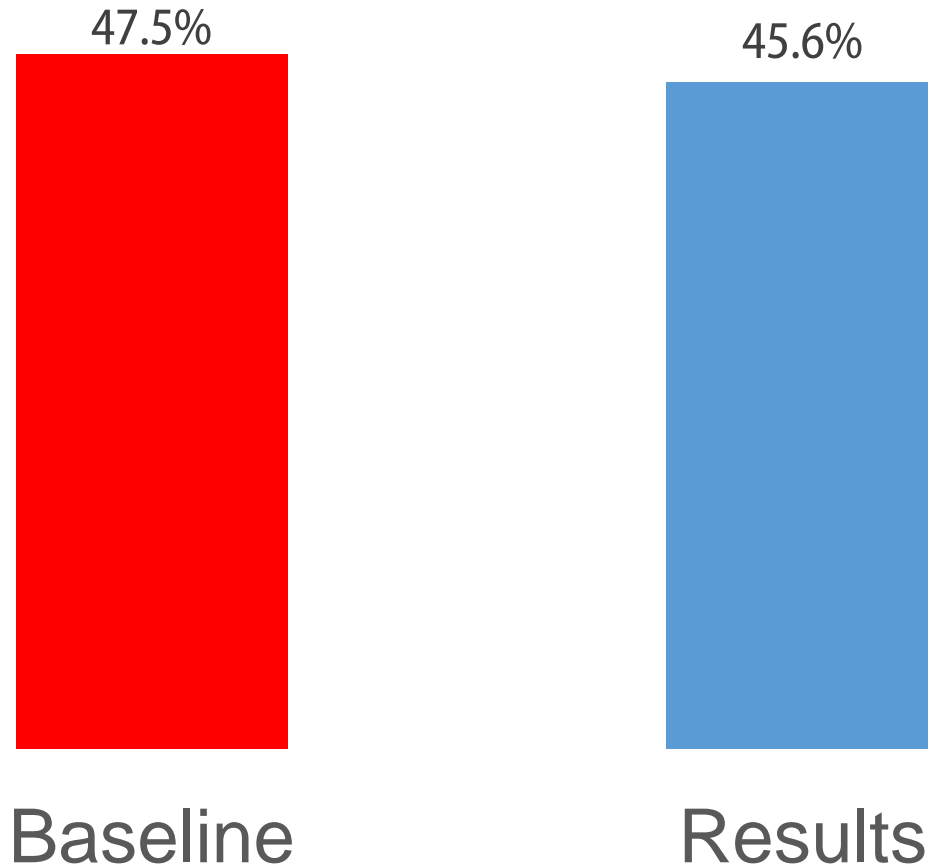
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PbR results and contextual data

Proven reoffending rates and the wider picture

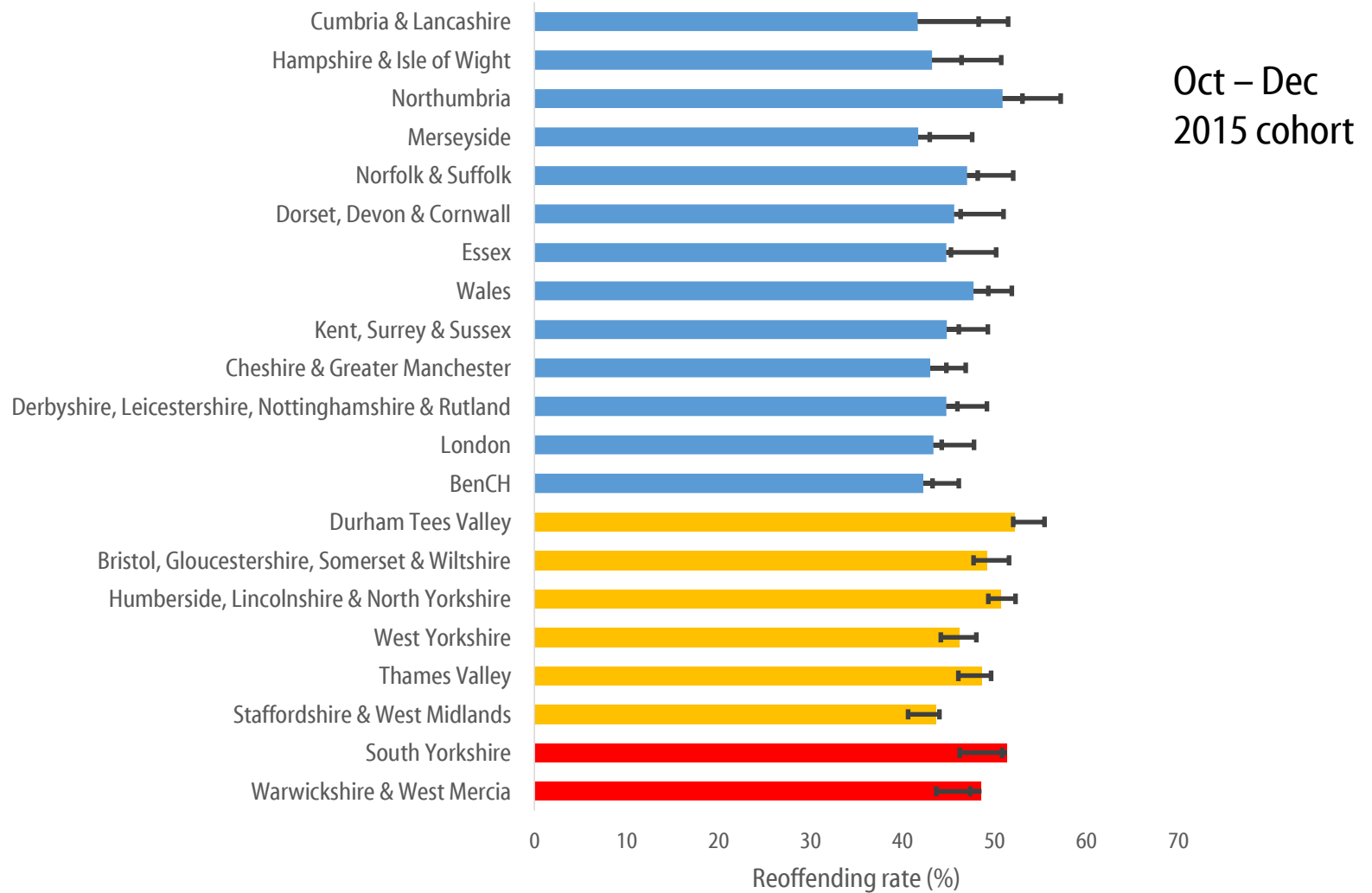
- Oct-Dec 2015 cohort PbR results
- Wider Picture
- Differences in performance?

Cohort: Reoffending is lower



Source: MoJ proven reoffending statistics

Adjusted reoffending rates



Source: MoJ proven reoffending statistics

What is causing these differences?

External factors

Police

- Positive outcomes – charge rates

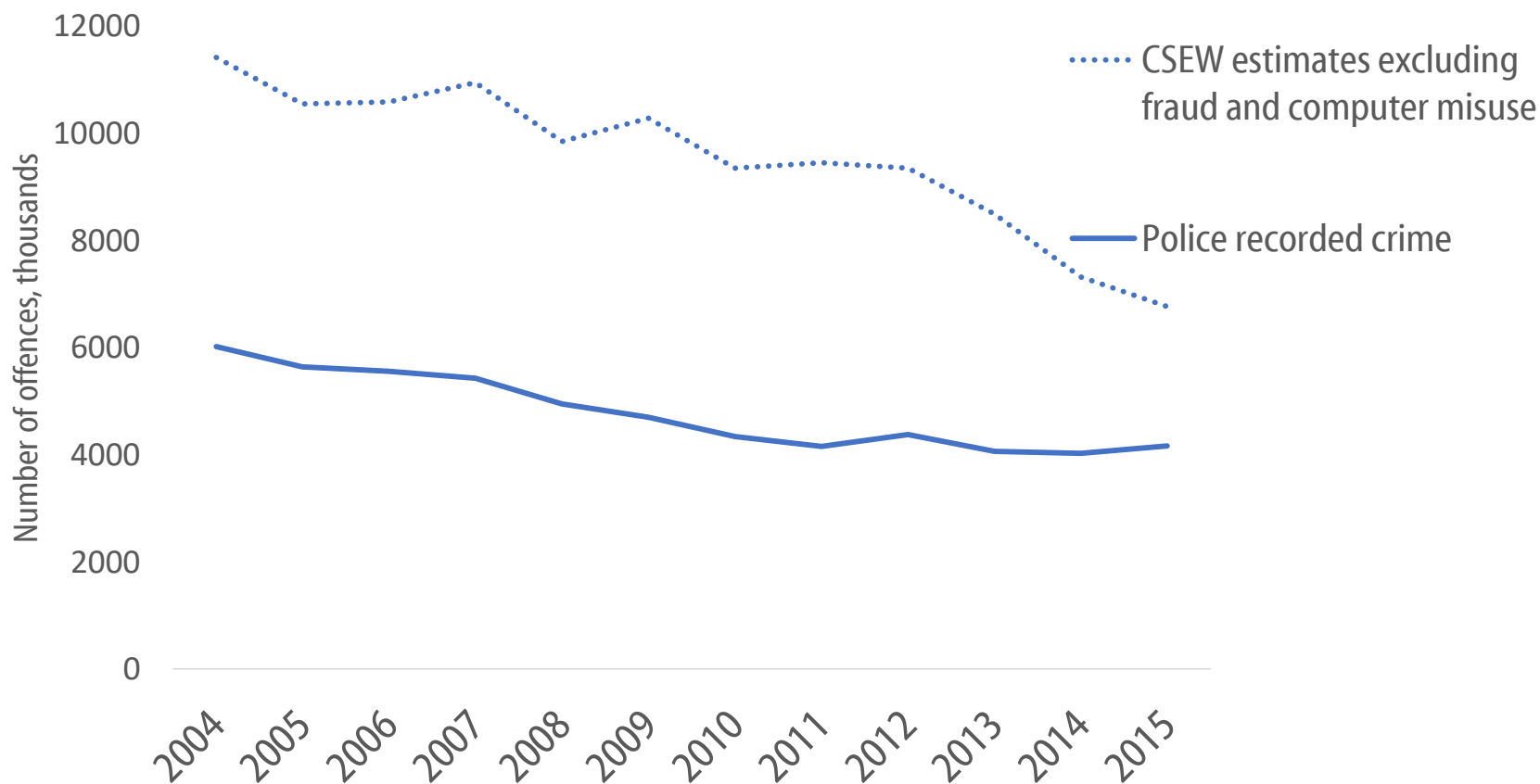
CPS

- Conviction rates

Courts

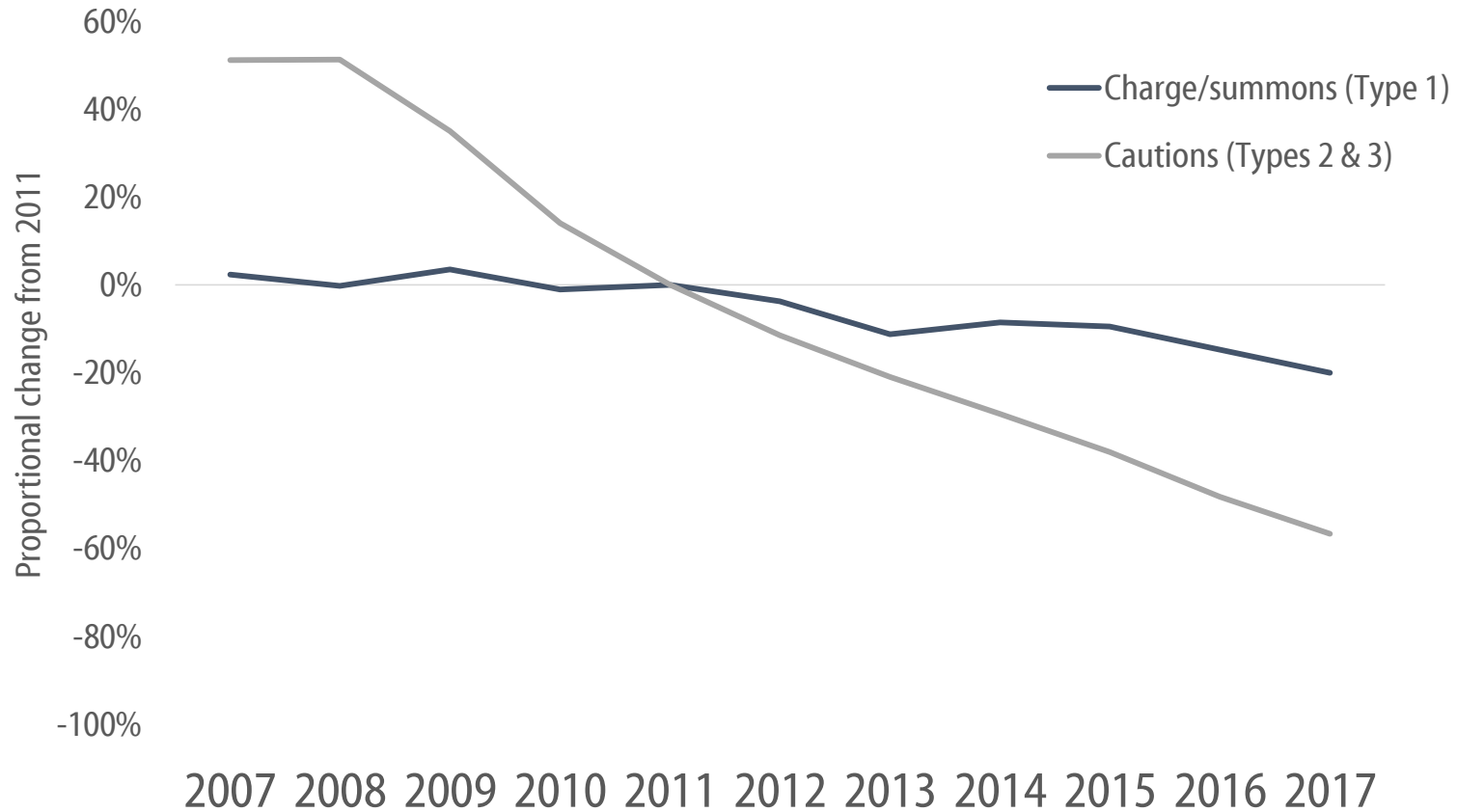
- Timeliness & effectiveness

Crime is going down



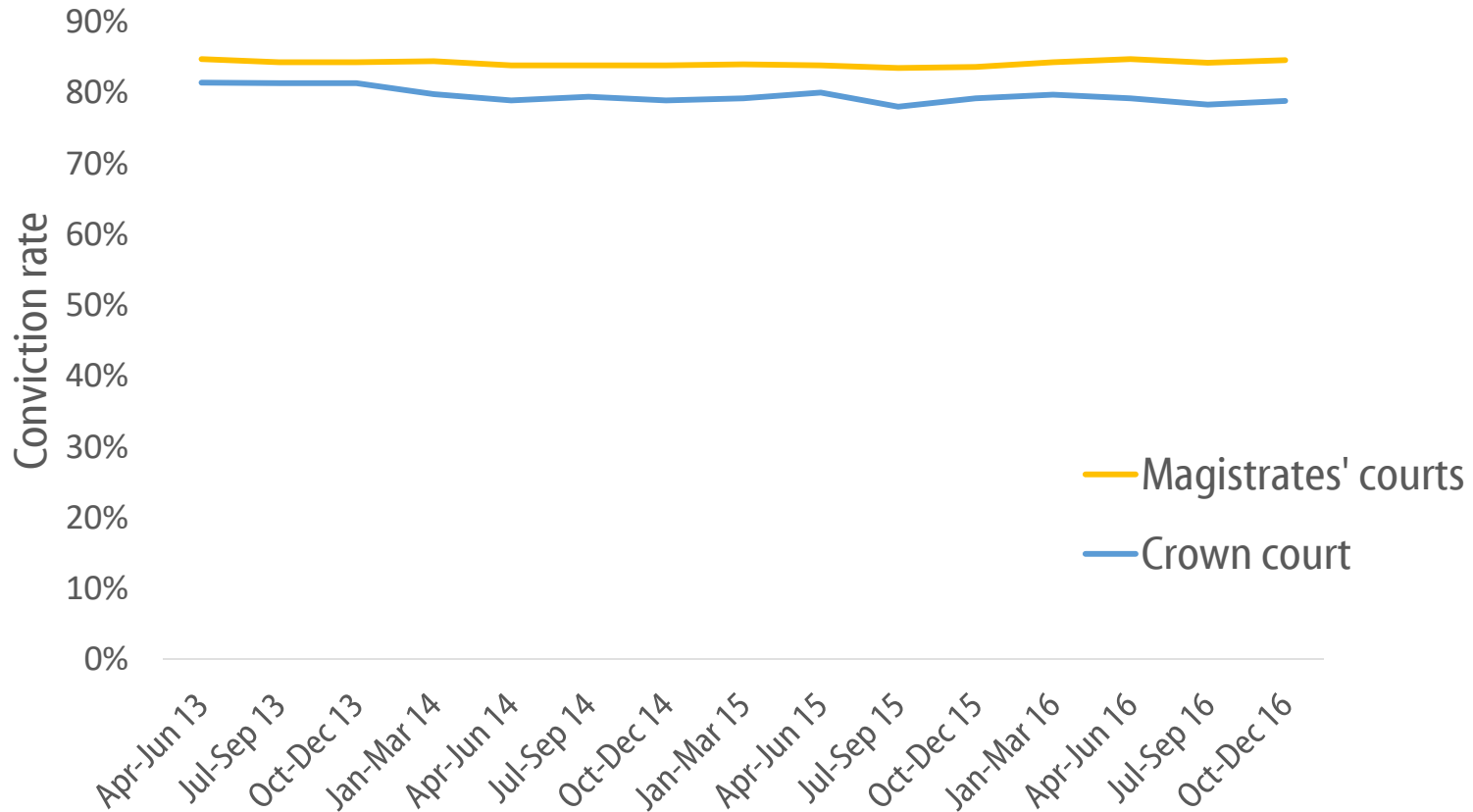
Source: ONS & Crime Survey for England and Wales

Police positive outcomes are down



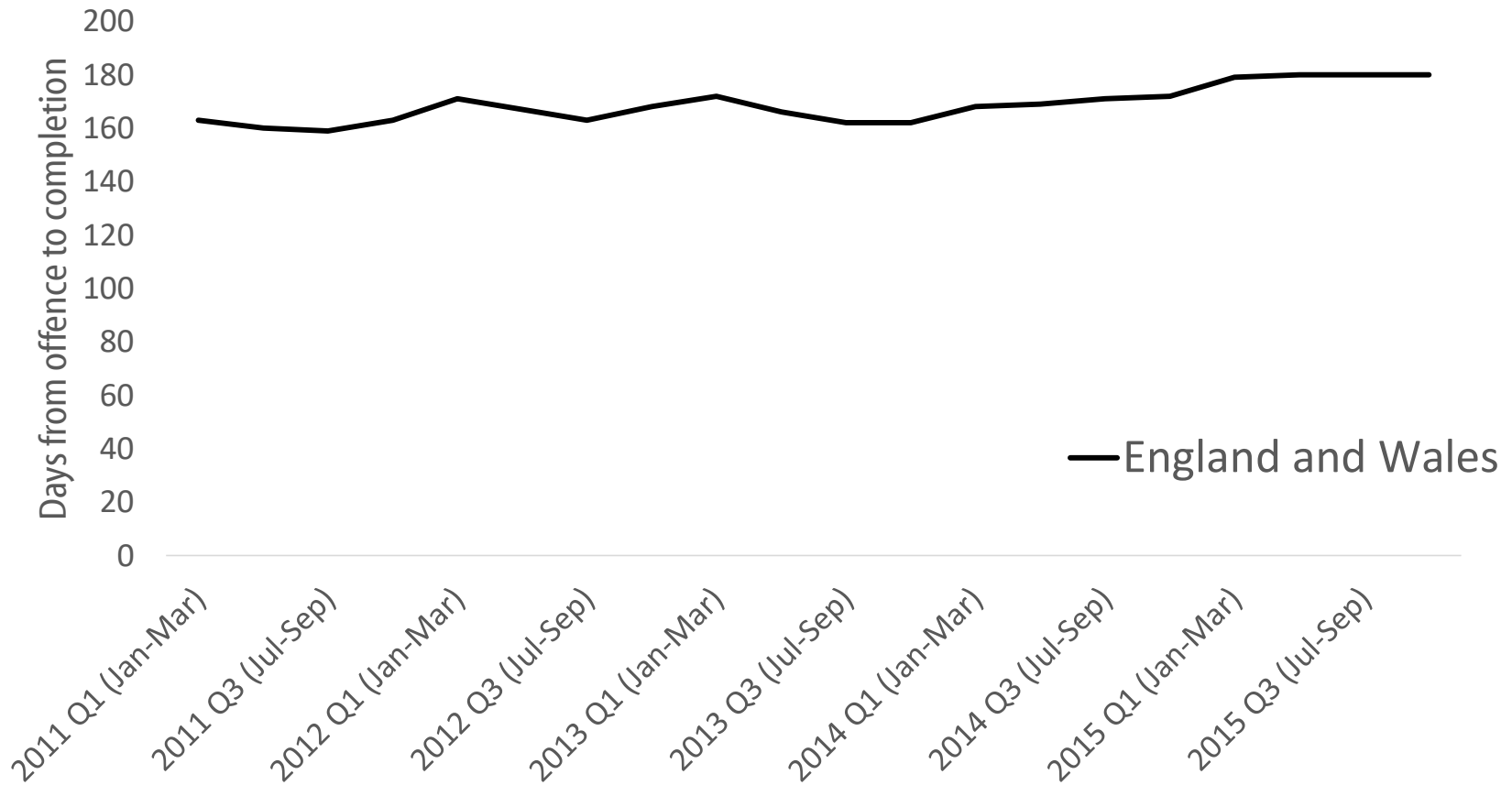
Source: ONS

Conviction rates unchanging

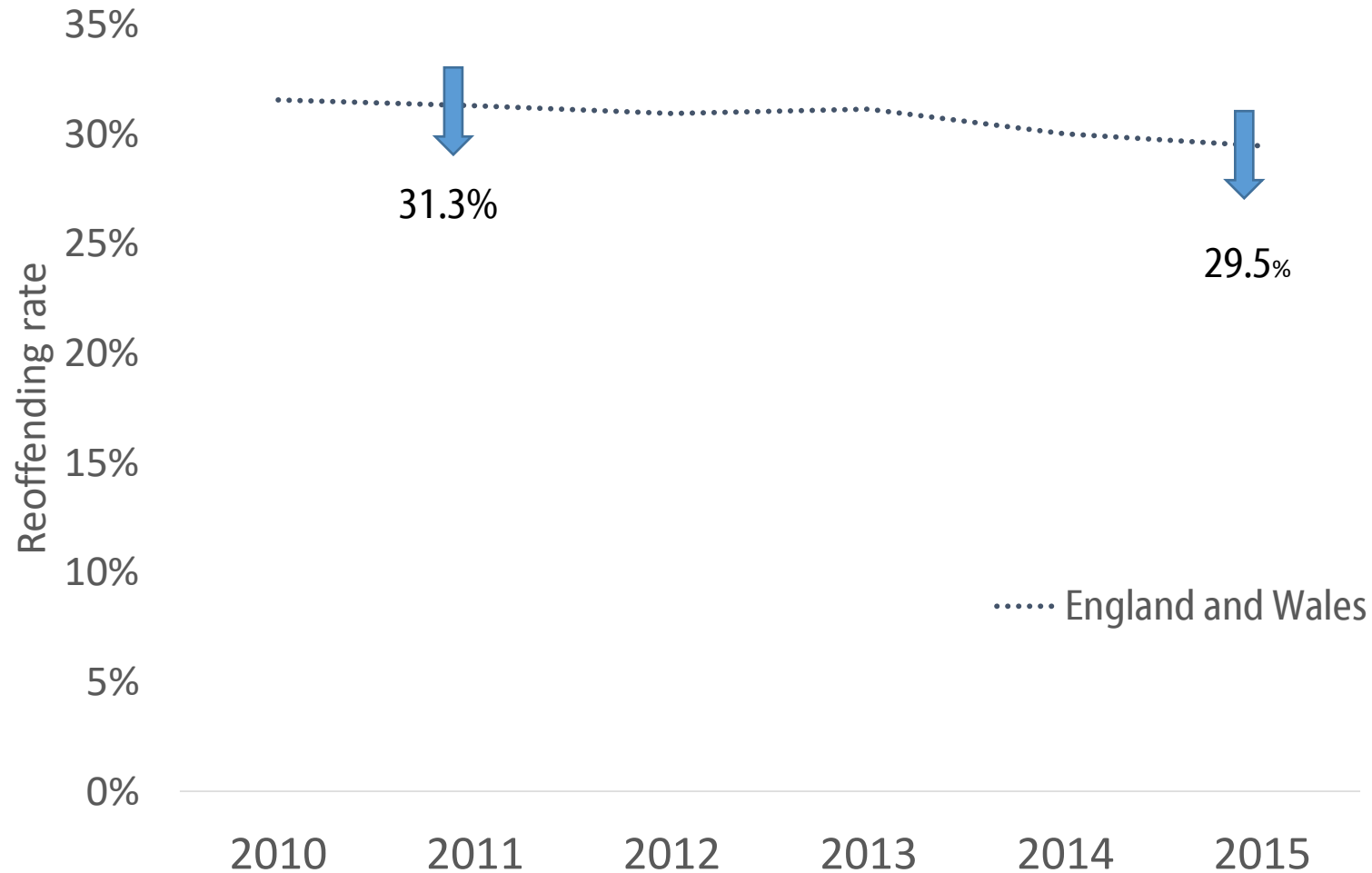


Source: CPS data release @ cps.gov.uk

Court timeliness increasing



Reoffending rates down... just

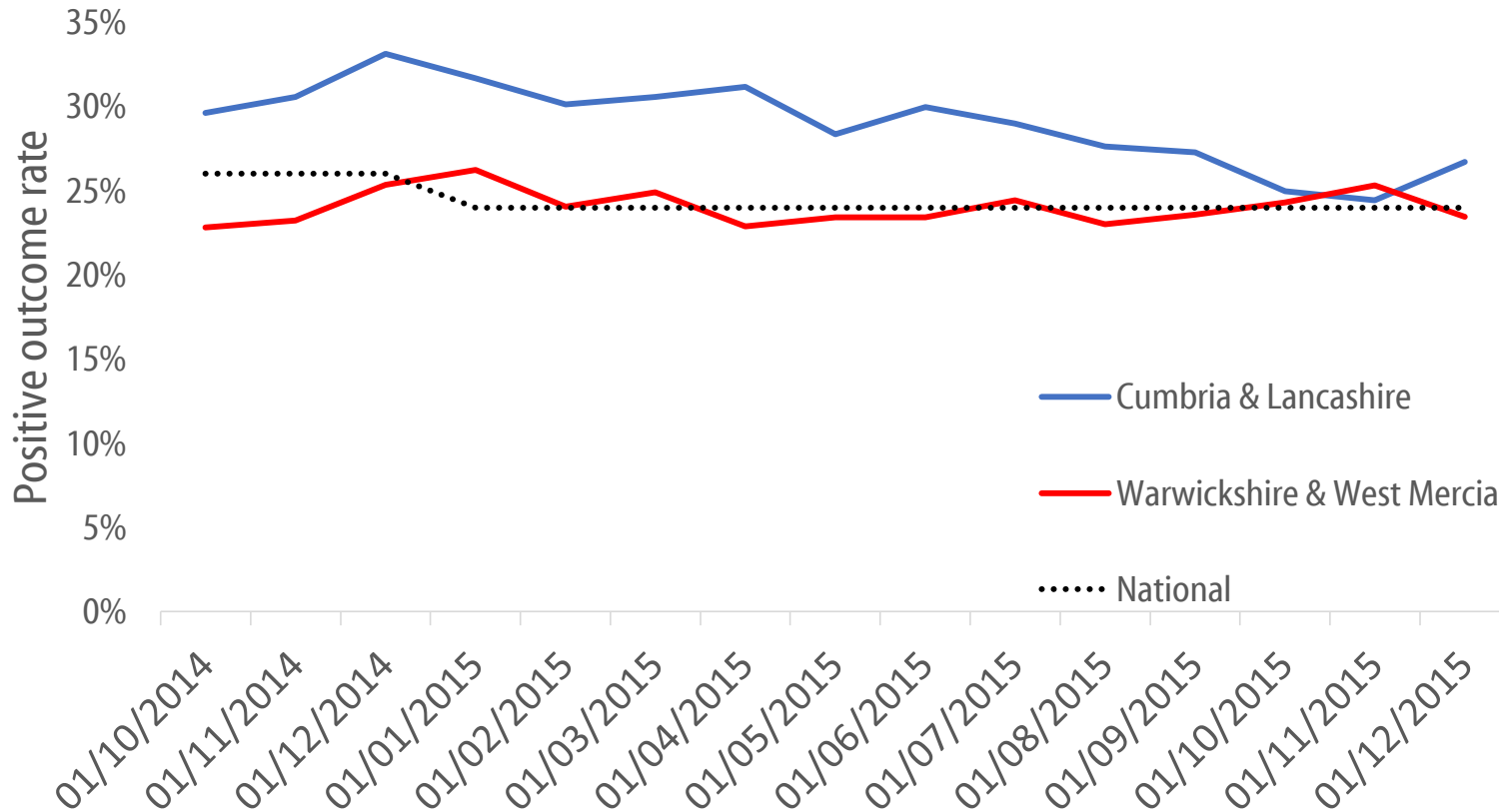


Source: MoJ proven reoffending statistics

So what are the
differences.....

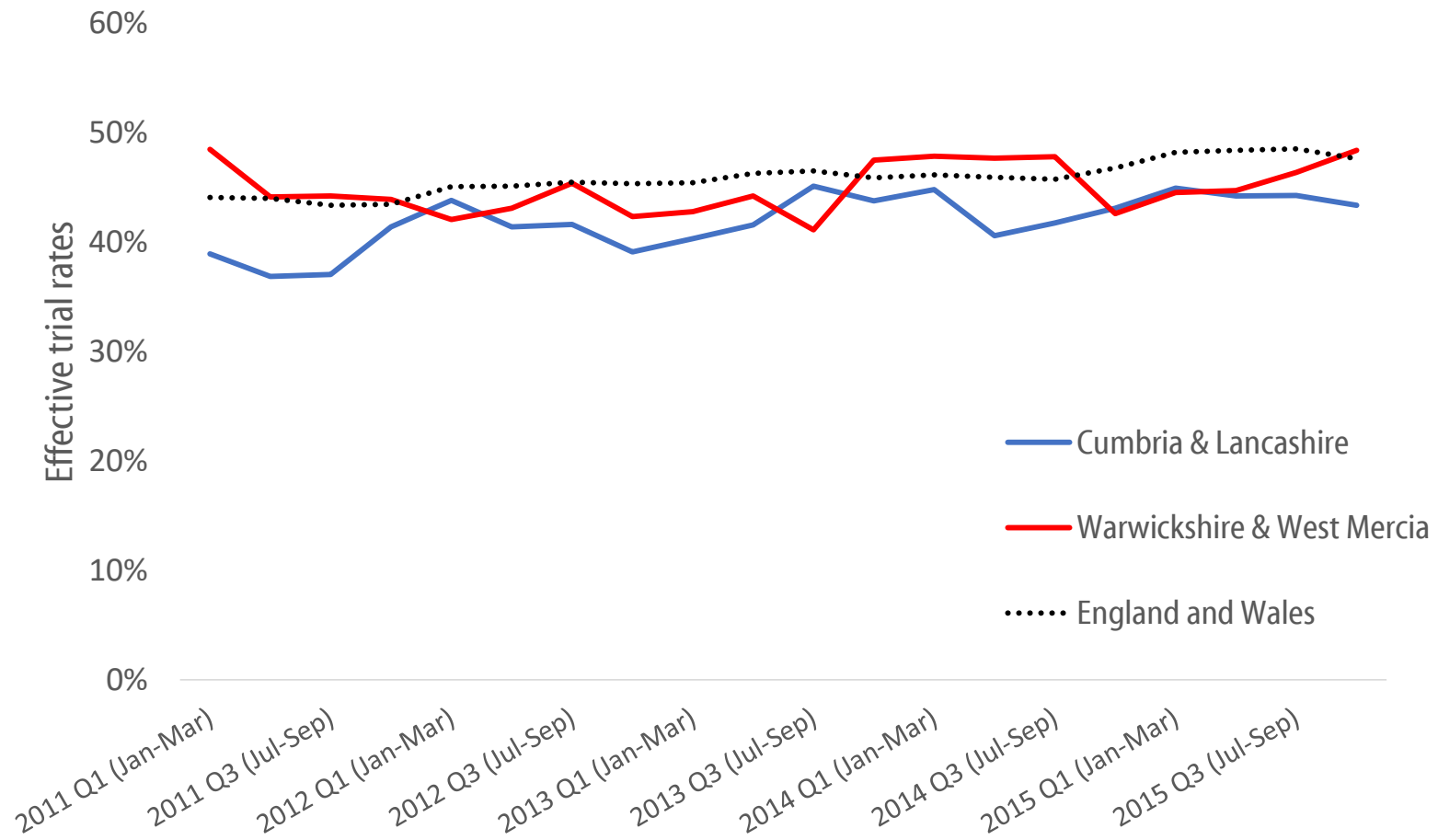
(if any)

Differences in CRCs – Police outcomes



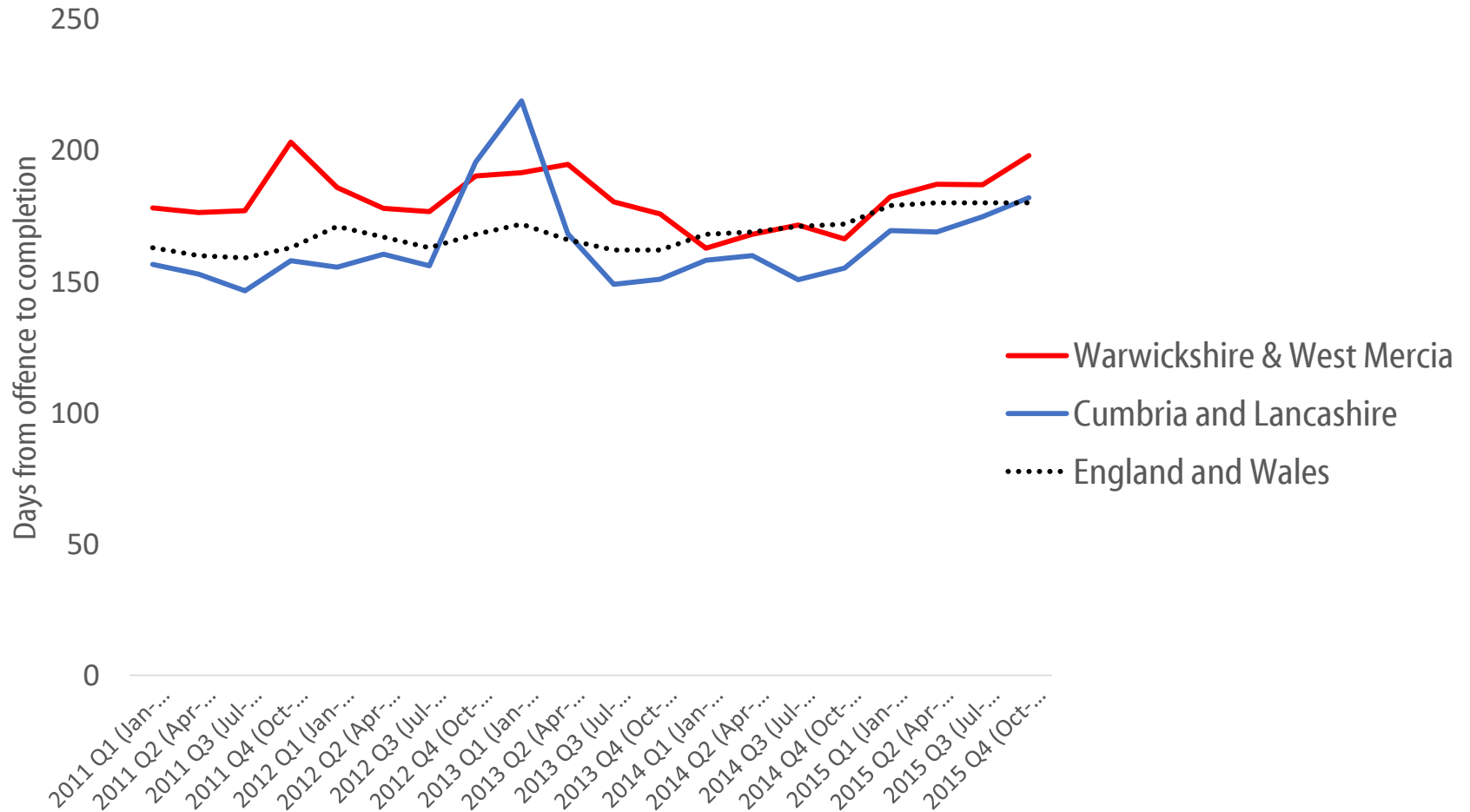
Source: Outcome data @ www.data.police.uk

Effective trial rates



Source: Criminal court statistics @ www.gov.uk

Timeliness in the courts



Source: Criminal court statistics @ www.gov.uk

Now What?

Re-offending rates relatively stable nationally – despite constantly changing contexts

CRCs respond differently to the same context

- Focus on what is in your control



UNIVERSITY OF
LEICESTER

Department of
Criminology

What is high quality offender management?

Dr Sam King – sk532@le.ac.uk

Transforming Rehabilitation: Learning from the PbR results
Tuesday 28 November
Kings Cross, London

What do mean by 'quality' in offender management?

- Measures of the extent to which offender management achieves a particular purpose or outcome
- Quality in relation to official data (i.e. reconviction rates) and inspections (protecting the public; reducing reoffending; abiding by the sentence (HMIP, 2017))
- Integrated Probation Performance Framework – 20% targets focused on timeliness; 18% on the number of requirement completions; lack of focus on measuring quality of offender management (National Audit Office, 2008)

Practitioner views on quality

Relatively little research explicitly addressing practitioner perspectives on quality in offender management

*When someone comes along and says, “what you’re doing is wrong, you need to change this, this and this”, they tend to be a bit stand-offish
(Offender Manager)*

Practitioners value:

- Good working relationships;
 - (Rex, 1999; King, 2014; Wood *et al*, 2015)
- Resources;
 - (Robinson *et al*, 2014)
- Individualization and flexibility
 - (Mawby and Worrall, 2013; Robinson, Burke and Millings, 2016)

Service user views on quality

- Good working relationships, characterised by: trust; honesty; respect; listening (Rex, 1999; McCulloch, 2005; Barry, 2007; Healy, 2010; King, 2014; King, Hopkins and Cornish, 2015)
- Practical help: problem-solving; talking/ listening; motivation and encouragement; service user involvement (Farrall, 2002; Barry, 2007; Healy and O'Donnell, 2008; King, 2014)
- Co-production, personalisation and relationality (Weaver, 2011, 2012, 2015)

Barriers to high quality offender management

- Pains of desistance (Nugent and Schinkel, 2016)

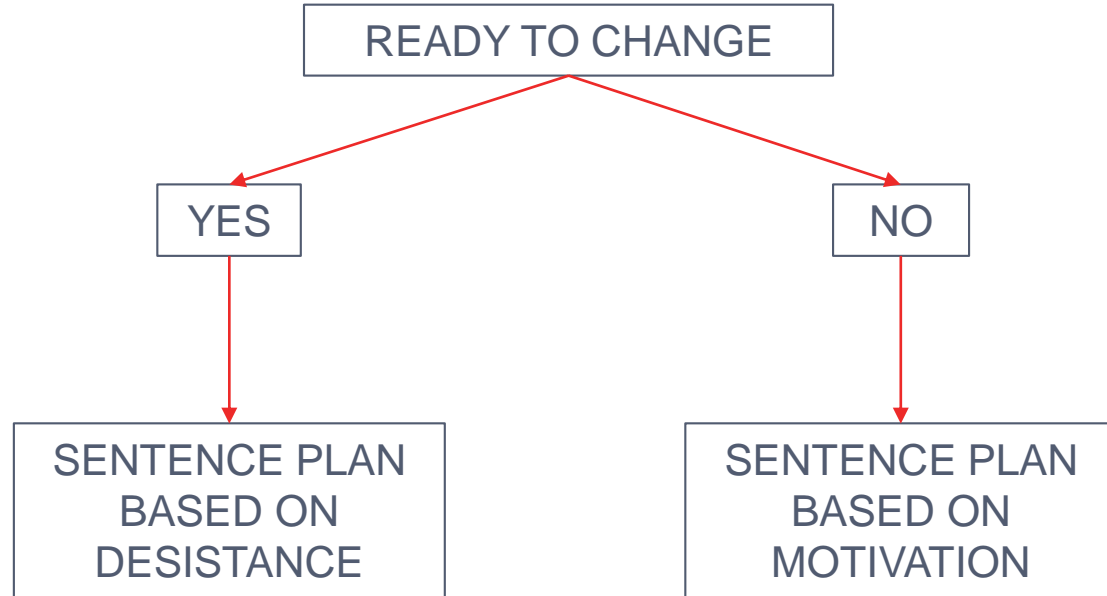
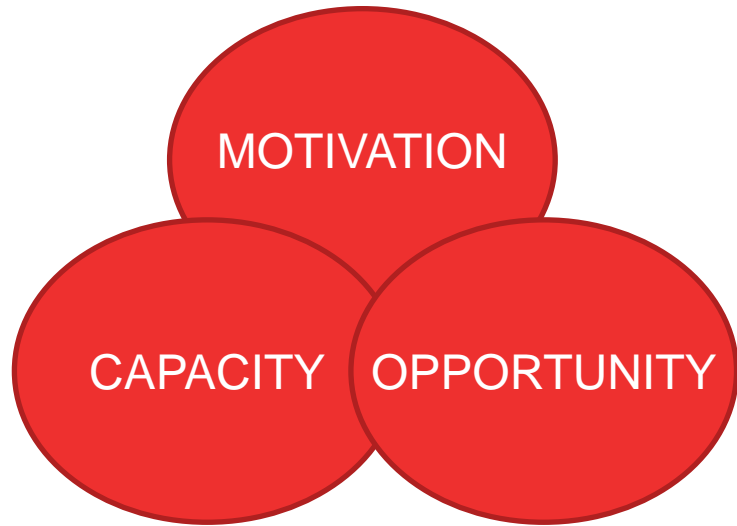
- Isolation
- Goal failure
- Hopelessness

You're getting pushed from one side to another... And going from place to place requires quite a bit of effort. And, like I say, I haven't had much joy with them, so I've tended to say, "alright, I'll do this on my own" (Service user)

- Systemic barriers (Halsey and Deegan, 2015)

- Inter-agency working (King, 2014; King, Hopkins and Cornish, 2015)

Improving quality in offender management



What can be done?

- Does delivery model offer opportunity to develop genuine relationships?
- Are service users engaged in sentence planning?
- Are interactions with service users rooted in desistance principles?
- Can systemic barriers be challenged?
- Do practitioners have local knowledge, and is there third sector (equal) involvement?



MEASURING RELATIONSHIPS

Findings from the Offender Management Feedback Questionnaire

RELATIONSHIPS ARE IMPORTANT?

- Ministry of Justice initiative
- University of Leicester – Offender Manager Feedback Questionnaire
- MoJ Version
- Institute of Criminal Policy Research and University of Greenwich
 - OMFQr
 - OMFQ - OM

RESEARCH QUESTIONS

- Can we measure one's experience of probation?
- Is this related to things we'd expect?
- Can we capture a mirror image of this experience from OMs?
- Is any of this related to reoffending?

OMFQ

- Demographic
 - Previous experience of probation, order/licence, length of order, ethnicity, age, gender, disability
- Fact Questions
 - Do you know who your OM is?
 - Same person?
 - Discuss sentence plan?
 - Involved in drawing up sentence plan?
- Items of the OMFQ

ITEMS OF OMFO

My Probation Officer (Offender Manager) is not in touch with my concerns.

I feel my social skills (how I deal with other people) have improved during my time on probation.

I have been able to fit probation around my work/family life.

I feel my Probation Officer (Offender Manager) and I work well together.

I don't get on well with my Probation Officer (Offender Manager).

My time on probation has had little or no impact on how likely I am to re-offend.

I feel that my time on probation is well organised.

I am more confident because of the training and support I have had on probation.

When I go to meet my Probation Officer (Offender Manager) I generally see the same person.

RESEARCH

N				%	OMFQ-OM
approached	Ineligible	Refused	Completed	completed	Completed
1000	300	237	463	66.1	183

WHO WAS IN THE STUDY?

- Mostly male (89%), about 33 years old, White (90%).
 - Most on orders (75%)
 - 70% had orders of 12 months or under
 - 66% had previous experience of probation
-
- Almost all reported knowing who their named OM was.
 - For 70% this had been the same person for this entire order/licence.
 - Over 90% reported that their OM had discussed their sentence plan with them.
 - Over 80% reported feeling involved in drawing up the sentence plan.

FACTORS

- Engagement with Probation (13 items)
 - 'My probation officer (OM) and I work well together',
 - 'My probation officer (OM) is not very professional'. (negative)

- Acquisition of Skills (11 items)
 - 'I feel that I have learned new skills that will help me in the future'
 - 'Being on probation has sorted out most of the problems that made me offend'

WHO WERE THE OMS?

- 183 questionnaires completed by 97 OMS
 - 1/3 female
 - 59% between 30 – 49
 - 95% White
-
- Very experienced (50% had 5 years or more)
 - Super Busy (83% had 30 or more on caseload)

ITEMS OF OMFQ-OM

1. I think this person believes that I am in touch with their concerns
2. I feel that this person has not responded well to being on probation
3. This person has been able to fit probation around his/her work/family life.
4. I feel that this person and I work well together
5. This person and I don't get on that well
6. I think that the work that this person and I have done has reduced his/her
7. This person is motivated to complete his/her programmes/courses.
8. I think that this person is more confident because of the training and support they have received....

RESULTS

- Females reported more positive engagement with probation, but OMS viewed no difference by gender.
- Age was not related to engagement with probation or OM perception
- Those who had been on probation previously viewed were less engaged (Mirrored by OMs)
- Those on Orders and felt they had acquired more skills than those on Licence. (not OMs)
- Positive engagement and perception of improved skills were greater the longer someone had been on probation (not OMs)

RESULTS

- Engagement and Skills were perceived as more positive if:
 - Had the same OM for entire Order/Licence (OMs)
 - If OM discussed sentence plan (no OMs)
 - If felt involved in drawing up sentence plan (OMs)

RELATIONSHIPS AND RECONVICTION

- Reconviction data for 396 (86% of the 463).
- 140 had been reconvicted within twelve months (35.4%)
- Committed 651 offences (4.7 per reoffender), and first offence was 183 days from sentence date

RELATIONSHIPS AND RECONVICTION

- Those who reported greater engagement with probation did not differ significantly on the proportion reoffending.
- Those who reported greater acquisition of skills were significantly MORE likely to reoffend.
- Scores on the OM scales were not related to reoffending
- Reverse relationship between number of reoffences and OMFQ-OM score almost significant.



WHY THESE RESULTS?

- Very select sample
- Limited analyses
- Perceptions of Engagement versus Reality

CONCLUSIONS

- Significant relationships were identified!
- Perception of engagement may be important. It may not.
 - Measures might not have been sensitive enough.
- Future research should continue to examine how the experience of probation can influence outcomes
- Embed measures of change to capture journey travelled.

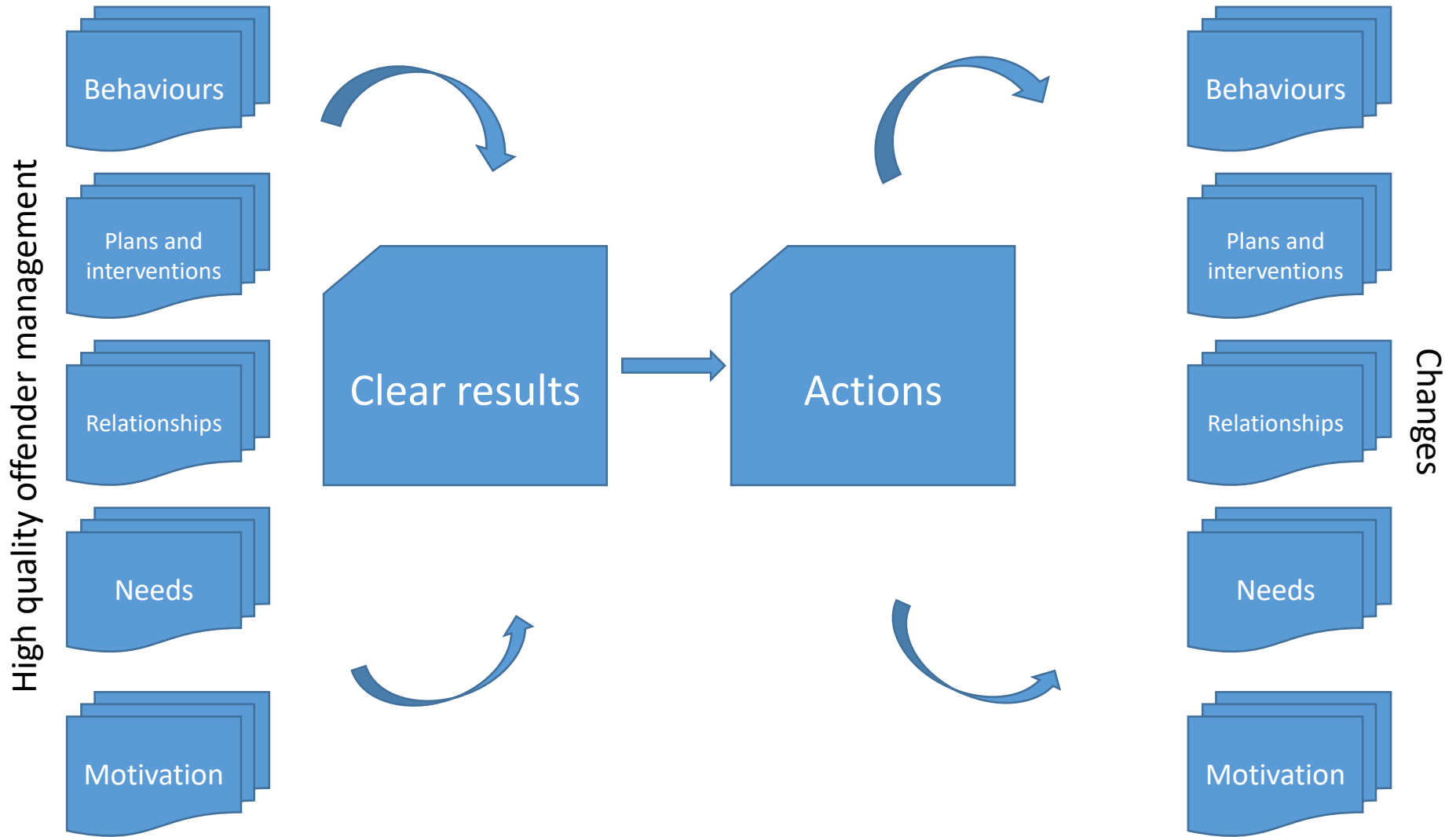


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Predict your PbR
results and
continuously learn how
to improve them
Jack Cattell, GtD



Predictive analysis



Background



**KEEP CALM
YOU'RE
IN CONTROL**

Why now for predictive analysis?



Ministry
of Justice

TR bonus payments are incentivising innovations to reduce reoffending



Data collection and analysis faster, and new prediction techniques developed

Benefits of predictive analysis

(Or what we must achieve)

1. *Accuracy – predicts reoffending*
2. *Insightful – learn how to do things better*
3. *Dynamic – change during the order or license*
4. *Communication – inform all officers' and managers' decisions*
5. *Influence others – MoJ, CJS, delivery partners*
6. *Estimate PbR returns*

Predicting your reoffending rate

How is it currently done?



OGRS

Offending history

OASys *Needs*

Critique with new context:

Not focused on what you can control and PbR

Not taking advantage of new data technology and new prediction techniques

Not timely enough

Communicate the implication of performance on reoffending rates

What to do instead?

Probability
reoffend 0-100

Offending
history

Need

High quality offender management

Current approach to prediction

CRC performance, desistence issues

Constant feedback and development



As soon as you learn more about an offender the prediction is updated – early warnings and dynamic responses



There will be new offenders, better data, evaluation results and innovative interventions

Regular development vital

Is doable now



You have these data

The analysis techniques are available

The IT is available

Continuously learn

“Have an answer for you? Yes. But you're not going to like it.

42

”

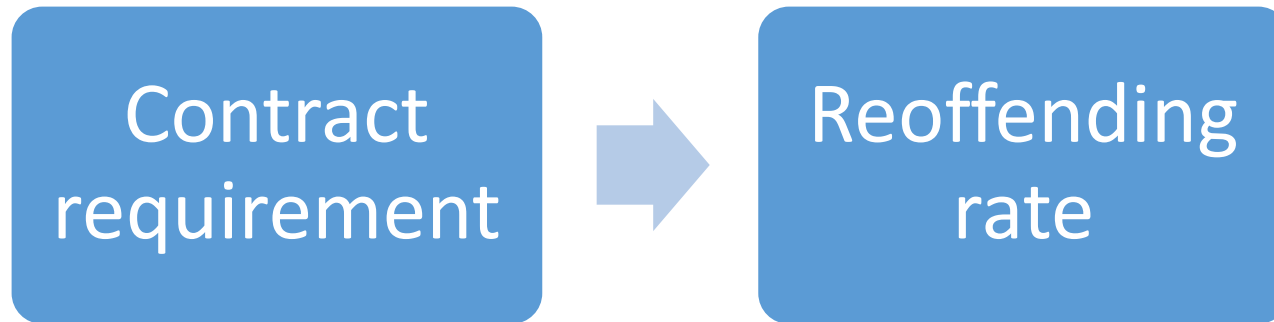
Need to ask the right questions of the results



“Take the results out of the hands of the statisticians and put them in the hands of people who can do something about those results”

In order to constantly improve, the results must answer two questions for officers, team managers and senior managers:

1. Diagnose: Why is the reoffending predicted rate 42% for my offender/team/CRC?
2. Solution: What should I do about it?



Collaboratively identify system reform

Position	Use the predictive analysis to
Missed Baseline	Find the good examples and ensure that practice is implemented
On baseline	
Beaten baseline	Find what drove the change and monitoring continuation. Spread the practice to other CRCs.

Speak to me or any one from GtD about your predictive analysis road map