

*"Let's Change Lives, not just Reduce Reoffending"*

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A Report on the Reducing Reoffending Workshop  
held on 3<sup>rd</sup> June 2016

FINDINGS, FEEDBACK AND RECOMMENDATIONS

# Delegate Feedback on the Event

Delegates were asked to complete a survey following the event.

- 71% rated the event as very good, whilst 19% rated it as excellent
- 95% of respondents felt it was very important to have service users contribute to the reducing reoffending strategy
- 90% would welcome a follow up event
- All respondents felt the purpose of the workshop was clear
- The majority of respondents felt the workshop was very organised
- Most respondents felt the length of the workshop was just right
- The ability and opportunity to network as well as the testimonies from ex offenders were noted as particular highlights
- Delegates would have valued more action points emerging from the event and felt it could have been extended to a whole day's event with break-out, in depth workshops

*"I thought it was a really good conference. It opened my eyes to the potential within Essex if someone could coordinate"*

*"Great day. Really lifts the spirit to see and meet so many like minded people"*

*"A purposeful agenda. Good representation of those involved in service provision and those using the service"*



- Having heard from three experts by experience; it was clear that whilst offenders need practical support in the nine identified pathways, they also need to feel **empowered to change**

*“I was fuelled by fear and just said what I needed to say to keep me out of prison” (User Voice, Service User).*

- Delegates felt strongly about continuing to involve and **collaborate with service users** in the conversations and initiatives around reducing reoffending
- **Housing and employment are critical** in the desistence of crime and delegates agreed there should be **new, innovative ways** of engaging with providers around these elements
- Many delegates remarked that they did not know everyone in the room, nor the services they provide, they seemed to gain much from the **networking experience** that the workshop provided
- This highlighted the need for more **joint working, shared knowledge and information** and a sense of working as **“one comprehensive system”** in the reducing reoffending arena



# Performance Indicators: Ideas for the Dashboard

In light of the specific question for all tables to consider, the following performance indicators, time-scales and associated complexities were highlighted as important for the future reducing reoffending dashboard.

*“Ask the ‘so what’ question around outcomes - make them simple, and make them matter we often are hitting the target but missing the point”  
(Workshop Delegate)*

## Performance Indicators

- Timescales for access to services
- Indicators for each pathway
- School Exclusion rate (for young offenders)
- Regular periods of measurement: 3, 6 and 12 months.
- Tiered performance indicators (three levels)
  - Reducing Reoffending Rate
  - Individual Assessment of Offending Behaviour (e.g. rate, severity, type of victims)
  - Progress tool for clients – how do they define their success?

## Overcoming Challenges

- Improving data sharing: clearer understanding of data protection and data sharing governance and possibilities by staff at all levels, so opportunities to better support offenders together are seized or created
- Reducing the culture of fear around information sharing

**Action:** These performance indicators now now need to be established in greater detail



1. Invite service users on the Reducing Reoffending board or create a “shadow board” comprised of service users. The intention is to set a precedent for service user collaboration and ensure that strategic aims are coherent with service user perceptions of what will support a reduction in reoffending
2. Ensure that contractual arrangements with service providers highlight the need to engage in service user representation/consultation in the ongoing development of their provisions
3. Create a support directory for offenders in order for them to find where to access support across a range of needs (housing, employment, finance, mental health) including statutory, peer and 3<sup>rd</sup> sector provisions
4. Work with private landlords to increase accommodation options for offenders in the County
5. Create and promote community initiatives to reduce stigma towards offenders this may be through social enterprise initiatives
6. Work with Essex employers on their commitment to employ ex-offenders to improve employment opportunities for those trying to reform
7. Consider some service user led training on the importance of empowerment, strength based approaches and making individuals feel valued for service providers. This could support engagement and retention in services operating in the reducing reoffending arena

# Next Steps

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- The PCC should share contact details of attendees to facilitate ongoing partnership working as this was a particularly valued component of the event
- Feedback findings of the report and the workshop to Reducing Reoffending Board in July with a view to consider how workshop feedback and subsequent recommendations can be translated in to commitments, action points and strategic objectives
- Develop performance dashboard to monitor ongoing progress of the reducing reoffending strategy
- Ensure delegates from the event are kept informed about the ongoing progress and development of the agenda in order to support momentum and engagement

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