

# SUPPORTING CHANGE

Motivation  
Making Good Custody  
Exclusion Family  
Belief Housing Convictions  
Desistance Education  
Mental Health Employment Finance Behaviour  
Benefits Progress Identity  
Partnership Hope Relationships Alcohol  
Change Respect Criminal Record Stigma Attitudes  
Barriers Support Drugs  
Supervision Rehabilitation  
Community Intervention Reintegration  
Labelling Resettlement  
Reducing Reoffending

A Strategic  
Approach to  
Desistance



Department of  
**Justice**

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# SUPPORTING CHANGE

## A STRATEGIC APPROACH TO DESISTANCE

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## **SECTION 1: POLICY STATEMENT AND VISION**

### **Introduction**

1. The Department's Strategic Framework for Reducing Offending<sup>1</sup> sets out the Executive's long term approach to reducing offending in Northern Ireland. The Framework sits alongside the Programme for Government 2011-2015<sup>2</sup> and the Owers' Review of the Northern Ireland Prison Service<sup>3</sup>, and recognises the importance of using desistance as a core principle in reduce reoffending and securing safer communities.

2. Desistance theory, which is concerned with the reasons how and why a person decides to stop offending, is now a well-established academic field. It tells us about the nature of a person's journey through the criminal justice system, about the barriers and setbacks that people can experience along the way and about the sort of interventions/programmes that can support rehabilitation and the cessation of offending behaviour. Many individuals who reoffend face a variety of complex and interconnected issues, and will often require a diverse range of support, in both community and custodial settings, to desist from further offending.

3. **Supporting Change** outlines the Department's strategic approach and commitment to desistance. It sets out a shared understanding of desistance and provides an initial action plan outlining how we will deliver change by embedding desistance principles in policy and practice across the Northern Ireland criminal justice system to reduce reoffending and to improve outcomes for individuals who have offended.

4. **Our vision is of a criminal justice system that works in partnership to ensure that individuals are given every possible opportunity to address their offending behaviour and are supported to live lives free from further offending.**

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<sup>1</sup> Strategic Framework for Reducing Offending

<sup>2</sup> Northern Ireland Executive Programme for Government 2011-2015

<sup>3</sup> Review of the Northern Ireland Prison Service

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### Overview

5. The document is presented as follows:
- Section 2 provides an overview of desistance theory, core principles of desistance and highlights some of the factors that can support desistance from crime;
  - Section 3 outlines how the Department has developed its strategic approach;
  - Section 4 provides detail on actions that will be undertaken to support the approach; and
  - Section 5 explains the governance arrangements for monitoring the action plan and reporting on progress.

### Objectives

6. Key objectives for the desistance approach include:

**OBJECTIVE: To collate information and evidence to inform and refine service delivery and deliver an evidence-based approach to desistance**

**OBJECTIVE: To develop the capability and capacity of our staff to support rehabilitation and reduce the risk of reoffending**

**OBJECTIVE: To provide focused support of individuals in the criminal justice system increasing the likelihood of living a life free from further offending**

**OBJECTIVE: To engage with the general public, alongside the public, private and third sectors to increase awareness of roles in supporting desistance and reducing reoffending**

## SECTION 2: DESISTANCE

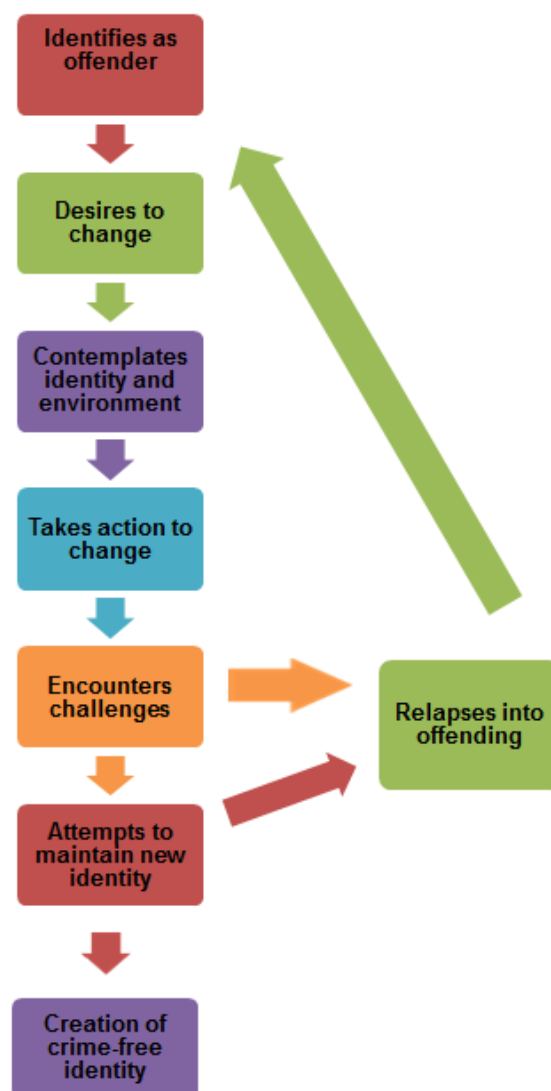
### What is Desistance?

7. Desistance theory is concerned with the reasons that a person decides to stop offending. Literature suggests that desistance is a highly individualised journey and represents a process, rather than a singular event; some individuals may reduce the frequency and/or severity of their offending, some may cease altogether, and some may encounter setbacks. The image below presents a visual representation of the desistance journey:

8. Desistance theory emphasises the need for a dynamic, person-centered approach to support individuals who have offended, recognising differing needs between women and men. The challenge of the desistance journey is one that transcends the boundaries of criminal justice institutions and organisations incorporating the need to support and repair relationships within families, communities and society. Maturity, building social bonds/capital and the development of a crime-free identity are important parts of desistance.

9. Research does not provide an agreed definition of desistance. Desistance from crime, in the broadest sense, is the process through which people cease and refrain from offending behavior and has been described as *“the long-term abstinence from criminal behaviour among those for whom offending had become a pattern of behaviour”*<sup>4</sup>.

**Fig. 1: Desistance Journey**



<sup>4</sup> How and why people stop offending: Discovering Desistance (IRISS Insight, No.15: McNeill, F., Farrall, S., Lightowler, C., Maruna, S)

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10. For the Department of Justice, our agencies, non-departmental bodies and other partners, particularly those in the voluntary and community sector, our role lies in aligning activities, supporting rehabilitation, improving outcomes for individuals in the criminal justice system and contributing to a safer society.

#### **Core principles for desistance**

11. Literature supports desistance being considered as a journey or process that can be assisted by providing practical support that meets the needs of the individual. In developing and establishing our approach we have accepted some general principles for desistance within criminal justice practice<sup>5</sup>:

- Being realistic about the complexity and difficulty of the process;
- Individualising support for change;
- Building and sustaining hope;
- Recognising and developing people's strengths;
- Respecting and fostering agency (or self-determination);
- Working with and through relationships (both personal and professional);
- Developing social as well as human capital; and
- Recognising and celebrating progress.

12. These principles promote a model for effective, individualised support and will be embedded in our strategic approach to further develop justice policy and practice.

#### **What factors can influence desistance?**

13. Desistance theory shows that the journey taken is dependent on the individual, their personal experience and distinctive needs, regardless of whether the individual is a young person, woman or man. A recent publication of reoffending evidence by the Ministry of Justice highlighted several factors which support desistance<sup>6</sup>:

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<sup>5</sup> Ibid 4.

<sup>6</sup> [Transforming Rehabilitation: A summary of evidence on reducing reoffending](#) (MOJ: 09/13)

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Fig. 2: Factors which support desistance



### Issues and barriers

14. The Department's consultation and research highlighted that individuals who have offended often encounter a common range of problems at various stages of their respective journeys through the criminal justice system. While some of these issues can be linked to offending in the first instance, they can also be barriers to rehabilitation and creating a pro-social identity where the individual does not identify as an offender.

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15. The main issues faced by individuals relate to social exclusion and some common barriers to desistance can be grouped into the following broad areas:

- Accommodation
- Substance Misuse – Drugs and Alcohol
- Health Issues – Mental and Physical
- Attitudes and Behaviour
- Employment, Education and Training
- Finance
- Social Relationships – Children, Families and Communities

16. A reduction in reoffending can be achieved by helping the individual to confront and resolve the factors that lead to offending e.g. by supporting them through a substance abuse programme, creating opportunities for employment or assisting them to acquire and maintain accommodation.

17. In using desistance principles to structure our approach towards reducing reoffending, we will work with the person who has offended and ensure that we provide assistance that is responsive to their individual needs. This will involve recognising the differences associated with gender and age, with services and programmes being tailored to the multiple and complex needs of men, women and young people.

18. The Department is committed to taking a desistance-based approach that ensures we work to tackle the practical barriers faced by individuals on their respective journeys through the criminal justice system e.g. difficulties accessing healthcare, issues maintaining accommodation, problems with gaining employment.



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#### What does desistance theory mean for the criminal justice system?

19. Desistance theory is important for the criminal justice system as it recognises that all individuals have the capacity to change and provides insight into the factors that can support that change. It also suggests the need for a flexible, needs-based approach to support individuals who have offended to cease further offending.

20. The challenge for the criminal justice system is to ensure that as we work with individuals who have offended, we recognise the opportunities to encourage change and provide them with appropriate guidance and support. We will do this by embedding desistance principles within our policies, our programme development and our everyday interactions to improve social capital and reduce the risk of reoffending.

21. Desistance research can be an important resource for the Northern Ireland criminal justice system in developing policy and programmes that support people to begin crime-free lives and reduce the risk of reoffending. Understanding of how and why people offend provides the opportunity to develop new thinking and approaches to the processes that underpin criminal justice and how organisations can work better to support change and promote desistance; adopting a desistance informed and person-centred approach will also encourage creativity and innovation.

22. Evidence suggests that individuals are less likely to reoffend if they can access appropriate, practical support and develop pro-social bonds. Delivering a desistance based approach will ensure that we put the individual at the heart of the rehabilitative process, promoting a coherent, joined-up approach across justice bodies and relevant voluntary and community organisations to enhance continuity in service provision for individuals at every stage of their journey through the criminal justice system. Through supporting change and promoting desistance we will secure better outcomes for those we have contact with, their families and the wider community

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### SECTION 3: DEVELOPING OUR STRATEGIC APPROACH

#### Strategic Context

23. The Programme for Government 2011-2015 recognised the importance of desistance theory and its application in reducing reoffending and securing safer communities. The Department committed to: **“Develop and action a desistance strategy for offenders to cover custodial and non-custodial settings”**<sup>7</sup>. It has been agreed that this should be interpreted and delivered as ‘a strategic approach to promoting and achieving desistance from offending across the offending journey’.

24. The Department is also committed to delivering the Prison Review Team’s recommendation 33, that **‘the desistance strategy developed in NIPS must involve partnership with and support for families and community organisations to build social capital and prevent social exclusion, drawing upon and extending existing initiatives and experience’**<sup>8</sup>.

25. Due to the significant overlap in the content of these commitments, work to develop a ‘desistance strategy’ has been taken forward as a single project, supported by a range of work streams within the Department of Justice and across Government.

#### Desistance Maturity Model

26. To provide focus in developing our approach to desistance across the wider criminal justice system, the work programme was built on a maturity model which:

- accepts supporting desistance as a key priority of the justice system (Phase 1);
- defines the current level of alignment with desistance theory/principles (Phase 2);
- determines the direction of travel and delivers actions (Phase 3); and
- acknowledges that continuous improvement is necessary and can be pursued on an ongoing basis (Phase 4).

27. The maturity model approach recognises:

- the vital role played by the third sector where the maturity of desistance and activities are already visible;

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<sup>7</sup> Ibid 2.

<sup>8</sup> Ibid 3.

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- the invaluable role played by criminal justice agencies (PBNI, PSNI & YJA) in supporting desistance alongside other statutory duties. Maturity is visible, as is the balance between desistance and supervision, investigation and other public protection duties; and
- the increasing visibility of practice supporting desistance in the Northern Ireland Prison Service (NIPS), which is emerging from reform, capacity building and systems change.

28. The model aims to help the Department and its partners assess our position in terms of supporting desistance, and also to recognise the need for a concerted effort to support individuals to reduce reoffending. The Department secured approval for the maturity model approach from the Prison Review Team Oversight Group in December 2013; the maturity model is illustrated in the diagram at **Appendix A**.

29. A wide series of engagement activities with key stakeholders took place during Phases 2 and 3 of the model culminating in an event which focused on assessing the current level of alignment within the criminal justice system, and work to assess future actions to embed a desistance approach. An engagement event was held in May 2014 and discussions focussed on service delivery, gaps and necessary actions to improve alignment. The event provided a diverse range of information and views from criminal justice staff and key stakeholders that have been used to inform the desistance approach and accompanying action plan.

30. Additional actions taken forward under the maturity model approach included the commissioning of a study exploring resettlement issues for prisoners in Maghaberry<sup>9</sup>, and an examination of case dossiers for individuals who had been recalled to prison custody<sup>10</sup>.

31. During development stages of this work stream, extensive engagement took place with key stakeholders on desistance and reoffending through a range of fora including the consultation on the Strategic Framework for Reducing Offending, Prison Reform Team (PRT) workshops, and a focused workshop held by NIPS on Desistance. The strategic approach also benefitted from evidence available through the ESRC funded Discovering Desistance Knowledge Exchange Project (DesKE)<sup>11</sup>.

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<sup>9</sup> Marsh, B. and Maruna, S. *Prisoners' Experience of Reintegration: Obstacles and Opportunities* (March 2014)

<sup>10</sup> DOJ Desk Review of Recall Cases: presented to the Desistance Workshop May 2014.

<sup>11</sup> [Discovering Desistance: An ESRC Knowledge Exchange Project](#)

## **SECTION 4: IMPROVING OUTCOMES**

32. To improve outcomes for individuals in the criminal justice system we have identified a number of areas where more work is needed to embed desistance principles and advance a person-centred approach:

- Evidence-based approach
- Organisation and Workforce Development
- Targeted Support and Interventions
- Engagement and Communication

33. To secure delivery in these areas we have developed a focused set of activities in each area; an initial action plan is attached at **Appendix B**. The Department is committed to advancing the actions through a co-design and co-production approach, which will involve working with potential service providers across the criminal justice sector, public, commercial and academic organisations, the voluntary and community sector and social enterprises.

### **Evidence-based approach**

**OBJECTIVE: To collate information and evidence to inform and refine service delivery and deliver an evidence-based approach to desistance**

34. Using a desistance based approach means considering what works and incorporating the lessons learned from research, good practice and the success stories of individuals who have left contact with the criminal justice system and gone on to lead lives free from offending. It is important to make the best possible use of information provided by individuals at the various stages of their offending journey, and to use this information to support service planning, commissioning and delivery.

35. In defining how the Department and our partners measure our progress in supporting change and reducing reoffending we need to identify suitable measures on which to base our approach. The Department has now established baseline figures for reoffending in Northern Ireland, and will continue to publish these on a regular basis. While this data provides an overall picture of progress, it is

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particularly important that we identify performance indicators to ensure that we deliver the right types of services to individuals at the right stages of their offending journey.

36. By developing our data and evidence we can take a more systematic approach to service planning and commissioning and take informed action to reduce the risk of reoffending and increase the likelihood of a positive outcome.

### Organisation and Workforce Development

**OBJECTIVE: To develop the capability and capacity of our staff to support rehabilitation and reduce the risk of reoffending**

37. The Maturity Model approach highlighted that staff working in different areas of the criminal justice system have different levels of knowledge and maturity in applying desistance theory to their everyday roles and responsibilities. In areas where staff had received specific training in relation to social work practice they were more likely to be aware of desistance principles and their role in supporting change.

38. Ensuring that staff are aware of the desistance approach and see their own roles contributing to delivery will be crucial in changing organisational culture and in developing new skillsets. This is of particular benefit to staff working in custodial settings who have the most frequent contact with individuals, with a focus predominantly on staff working in the prison system.

39. To deliver change in this area a combination of awareness raising resources and training will be developed for prison service staff. Additional actions would relate to developing a shared online resource hub to share learning and good practice, and exploring the options for joint training with other criminal justice staff, and learning from voluntary and community sector partners.

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#### Targeted Support and Interventions

**OBJECTIVE: To provide focused support of individuals in the criminal justice system increasing the likelihood of living a life free from further offending**

40. Significant positive work is already happening in the criminal justice system, and across government to address the practical barriers that inhibit an individual from moving away from offending behaviour. That said it is acknowledged that the system can do much more to deliver support for individuals in both custody and community settings. Through recognising the strengths, risks and needs of all individuals in contact with the criminal justice system we can deliver a more proactive approach to rehabilitation.

41. Through engagement with stakeholders it was recognised that continuity of care and practical support are two key issues that affect the process of desistance. Many individuals who have offended present with multiple and complex needs including homelessness, substance abuse, mental ill-health, unemployment and poor educational attainment. Without addressing some of these issues collectively individuals may encounter setbacks on their desistance journey. Stakeholders<sup>12</sup> indicated that having fewer numbers of service people involved in delivery and by delivering a service hub or 'one stop shop' approach (such as those established by DHSSPS) we may see greater numbers of individuals accessing services and moving away from offending.

42. Throughout the engagement process a range of areas were suggested as requiring greater emphasis as we develop our strategic approach. Early priorities moving forward will be to develop the areas of employment, families and mentoring.

43. The process of resettlement from prison and throughcare support for individuals returning to the community was identified as being particularly important. Processes and systems are being refined to ensure that justice organisations can deliver enhanced continuity of care by preparing individuals earlier during custody and supporting them post-release from custody. Additionally, an information resource will be produced to ensure that individuals have possession of key contact details and support services at the point of release.

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<sup>12</sup> Developing a Person-Centered Approach to Desistance: Event Report, 13 May 2014

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44. The recent joint thematic review of resettlement provision in England and Wales reaffirmed “the central importance of an offender’s family and friends to their successful rehabilitation”.<sup>13</sup> Taking a desistance based approach will recognise the important role played by children, families and communities in supporting rehabilitation and preventing further social exclusion of individuals that have come into contact with the criminal justice system.

#### Engagement and Communication

**OBJECTIVE: To engage with the general public, alongside the public, private and third sectors to increase awareness of roles in supporting desistance and reducing reoffending**

45. Engagement with stakeholders recognised the significant contribution made by the voluntary and community sector in supporting individuals, and their families, in both custody and community. It is however recognised that reducing offending remains an Executive-wide priority and that justice partners must work in partnership with other Government departments to enhance continuity of care and reduce the risk of reoffending.

46. It clear that a co-ordinated engagement approach is required to address the wide range of social issues that can contribute to offending behaviour. Some policy areas are the responsibility of other Government departments; however through the Strategic Framework for Reducing Offending we will develop an overarching approach to cross-government engagement to increasing opportunities for partnership working and to ensure consistency of effort on work to reduce offending.

47. A further issue highlighted was in relation to the stigma faced by individuals who have offended, their families and communities through negative media. Public perception is an issue of concern for individuals, and it was highlighted that there are ‘few good news stories’ in the criminal justice system. The media often portrays individuals who have offended in a negative light, with predictable impact on public opinion. While the difficulty to effect change in this area is appreciated, literature supports the necessity to challenge public perceptions of crime, desistance, resettlement and barriers to reoffending.

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<sup>13</sup> Criminal Justice Joint Inspection: Resettlement provision for adult offenders (<http://www.justiceinspectorates.gov.uk/cjji/inspections/adultresettlementthematic/>)

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48. Work in this area should contribute to the de-labelling of individuals with offending backgrounds, and should contribute to the creation and maintenance of a crime-free identity. There is a perception among individuals that have journeyed through the criminal justice system that they will remain stigmatised as 'ex-offenders', and will be unable to perceive themselves in a new societal role. Through the desistance action plan we will work to promote restorative practice across the criminal justice system and the positive impact it can have in improving perception in local communities, and emphasising the role the individual plays in making reparations and promoting belief in change.

#### Associated benefits

49. A benefits map is attached at **Appendix C**, which highlights the above enablers alongside intermediate benefits and expected end benefits/outcomes.



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### SECTION 5: LEADERSHIP AND ACCOUNTABILITY

#### Direction and oversight

50. The overall direction of **Supporting Change** has been approved by the Prison Review Team Oversight Group and endorsed by the Minister of Justice. The policy and direction set out in this strategic approach to desistance will be taken forward by the Department's Reducing Offending Directorate to ensure the ongoing delivery of the action plan.

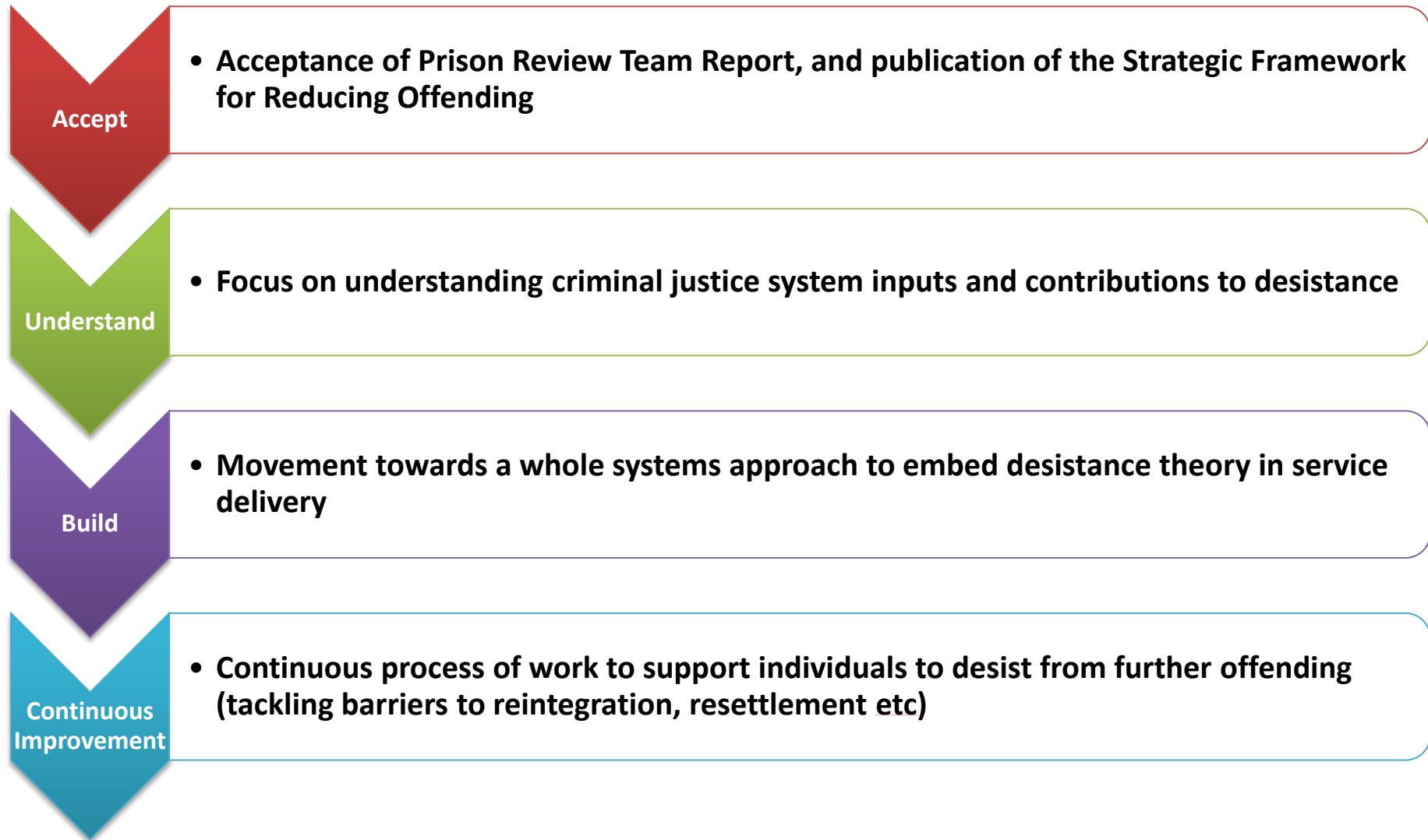
51. The Department will be supported by the Desistance Working Group (DWG) as it continues to advance desistance across the criminal justice system, through assurance of the action plan. The DWG is chaired by the Director of Rehabilitation and comprises representation from both the Reducing Offending and Community Safety Directorates, the Northern Ireland Prison Service (NIPS), the Probation Board for Northern Ireland (PBNI), the Police Service of Northern Ireland (PSNI), the Youth Justice Agency (YJA), Northern Ireland Association for the Care and Resettlement of Offenders (NIACRO), Start 360 and Parenting NI.

#### Assessing and reporting progress

52. The Department has published data on the **number and percentage of adult offenders re-convicted for any offence within one year of their discharge from custody or receipt of their non-custodial disposal reconviction rates**, and is committed to publishing this data annually thereafter. The current data on levels of reoffending only provide an aggregate indication of progression. The Department will seek to establish more specific data on interventions and desistance based support to help provide the information needed to identify the right sort of support and the most effective ways of providing that support. This will involve much closer working with all justice organisations including the voluntary and community sector.

53. **Supporting Change** further advances the policy aims set out in the Strategic Framework for Reducing Offending. The Department will, as part of its reporting arrangements, provide the Justice Committee with regular progress reports. Further measurement of how the criminal justice system is supporting desistance will be evidenced by Criminal Justice Inspection Northern Ireland (CJINI) reports.

Appendix A: Overview of Desistance Maturity Model



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### Appendix B: Action Plan

1 Evidence based approach						
	Action	Aim/s	Detail	Lead Organisation/s	Main Partners	Timeframe
1.1	Publish data on the reoffending rate in Northern Ireland	To provide data on the rate at which individuals offend	Reoffending data allows us to assess our overall approach to offending and to develop criminal justice policy and practice using an evidence-based approach	DOJ	-	Annually
1.2	Commence resettlement planning on committal to prison	Secure comprehensive information on individual prisoner risks and needs	Prisoner development model will capture risk and needs information and inform individual prisoner development plans for all those in custody.	NIPS	PBNI Voluntary and Community Sector	Complete
1.3	Analysis of reducing offending interventions using a Data Lab approach	<ul style="list-style-type: none"> <li>To obtain and analyse data that can be used to monitor and evaluate the effectiveness of reducing offending interventions.</li> <li>To highlight gaps and opportunities to improve service delivery using the outcomes to identify and address practical barriers to rehabilitation.</li> </ul>	<p>There is a need for further analysis of available data relating to the services and programmes provided to individuals in the criminal justice system.</p> <p>Engagement with VCS partners and service providers is required to help monitor reducing offending interventions; this may involve the establishment of Information Sharing Agreements.</p>	DOJ	NIPS PBNI PSNI YJA Voluntary and Community Sector	Complete - Ongoing opportunities will be assessed to use this approach
1.4	Research	To improve access to identified cohorts and increase opportunities for independent study and research To contribute to, and secure research on issues that inform criminal justice policy and practice.	<p>The criminal justice system can do more to identify and secure opportunities for academic and multi partnership led research.</p> <p>This should increase the availability of independent, proven research that could inform service planning and commissioning, and improve how we utilise information to support the reduction of offending behaviour.</p>	DOJ	NIPS PBNI PSNI YJA QUB/UU/OU Belfast Met. Voluntary and Community Sector	Complete – A range of new research has been completed. Reducing Offending Directorate will identify other potential avenues of research

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2 Organisation and Workforce Development						
Action	Aim/s	Detail	Lead Organisation/s	Main Partners	Timeframe	
2.1	Desistance guide/factsheet for staff	To raise staff awareness of their role in supporting rehabilitation and to demystify the term 'desistance'	The term desistance is often obscure, and there is a perceived need for a short informative resource	NIPS	DOJ	November 2015
2.2	Shared Learning Resource/Centre (Online)	To provide staff with access to relevant information, research and evidence of good practice.	There is no central resource within the Department for staff to access research publications/good practice relevant to work in the criminal justice system	DOJ	NIPS PBNI PSNI YJA	September 2016
2.3	Joint Training	To increase contact between criminal justice staff and the sharing of good practice	PBNI and YJA practice is broadly aligned to desistance principles and staff are practitioners with Social Work training. Staff working in other areas of the criminal justice system (NIPS/PSNI) may benefit from joint training.	NIPS	PBNI YJA PSNI NICTS Voluntary and Community Sector Other NICS Departments	Ongoing Work - Opportunities for joint training will be assessed on a regular basis
2.4	NIPS Desistance Training	Develop and deliver a bespoke training package on desistance for NIPS staff	There is a gap in specific desistance-related training and guidance for staff working within NIPS. Modular Training will be delivered in a structured manner to minimise impact on operational delivery.	NIPS	-	September 2016
2.5	To provide guidance to justice service providers on delivering a desistance based approach	To provide information and guidance to justice organisations, both statutory and non-statutory, to ensure organisations employed in justice deliver desistance based outcomes.	Develop and provide desistance based guidance for justice service organisations, and incorporate desistance based policy, process, and practice in future arrangements between Justice bodies and wider justice service providers.	DOJ	PBNI NIPS YJA PSNI Voluntary and Community Sector	March 2016

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3 Targeted Support and Interventions						
Action	Aim/s	Detail	Lead Organisation/s	Main Partners	Timeframe	
3.1	Develop person centred approach to support individuals desist from offending	To develop and deliver a personal development plan bespoke to individual needs	Develop and provide a personal development plan for each individual in custody, using a personal needs assessment to inform the support and interventions required to assist individuals cease future offending behaviour.	NIPS	PBNI Voluntary and Community Sector	Complete - Introduced across all prison establishments by April 2015
3.2	Integration of services between Prison Service and Probation Board.	Improve throughcare for individuals in custody and the community by enhancing partnership working between prison and probation staff.	The Prison Review Team recommended the Northern Ireland Prison Service and the Probation Board for Northern Ireland should undertake joint work to plan and deliver integrated services, explore staff exchange and consider shared services.	NIPS/PBNI	-	Complete – Further opportunities will be assessed on a regular basis
3.3	To improve family services and engagement	To develop and roll out the Families Matters style programmes across all 3 prison establishments. To refresh the NIPS family strategy to improve engagement with the families and children of prisoners	To improve the delivery of programmes to enhance support and development for parents in custody, and service for the children and families.  To develop and implement a mainstream approach to prisoner engagement with families and children through refreshing the NIPS Family Strategy, building on learning from local evidence, empirical research and good practice.	NIPS	Voluntary and Community Sector	March 2016
3.4	Further develop the use of Restorative Practice for adults in the criminal justice system	To develop community based mechanisms to support more effective diversions, disposals, reintegration, and means of reparative outcomes for individuals and communities.	Develop a coordinated approach to the greater utilisation of restorative practice across the criminal justice system, which will seek to draw on the knowledge and practices across grass-root and community based organisations.	DOJ	PBNI NIPS PSNI YJA Voluntary and Community Sector	March 2016
3.5	Pilot mentoring scheme/project	To pilot a mentor based scheme to support individuals as they reintegrate back into the community, and help decrease the likelihood of reoffending.	To develop and implement a community rehabilitation pilot for young men, using mentoring as a key component. The scheme will use individual need assessments to inform the interventions and support. The evaluation will help inform further developments.	PBNI	DOJ NIPS PSNI YJA Voluntary and Community Sector	Ongoing work – RESET pilot underway to be completed March 2016

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<b>3 Targeted Support and Interventions (continued)</b>						
	<b>Action</b>	<b>Aim/s</b>	<b>Detail</b>	<b>Lead Organisation/s</b>	<b>Main Partners</b>	<b>Timeframe</b>
3.6	Exit Passport	To develop a resource document to support individuals at the point of transition from custody to the community.	Evidence illustrates that individuals released from custody are at a higher risk of reoffending. It is suggested that there is a need to produce a small compact resource to assist resettlement, record important information and signpost individuals to appropriate services.	NIPS	PBNI YJA VCS Partners	March 2016
3.7	Resettlement Pathways	To revise the NIPS Resettlement Pathways framework document	In light of the wide range of work taking place through the Prison Reform, the document will need updated to reflect the current position and approach to resettlement.	NIPS	DOJ PBNI VCS Partners	March 2016
3.8	New approach to commissioning VCS services	To work in partnership with VCS organisations and develop a commissioning approach that will provide services to meet the needs of individual service users	To better align services to the needs of individuals in the criminal justice system through a new approach to commissioning	DOJ	NIPS PBNI YJA Voluntary and Community Sector	2016/2017
3.9	Criminal Records Disclosure	To review the criminal records filtering scheme, and introduce a filtering review mechanism	To review the criminal records filtering scheme after its first year of operation. Also to introduce a filtering review mechanism to allow an individual, in certain circumstances, to seek a review of their case where a conviction or disposal has not been filtered from their standard or enhanced criminal record certificate. The latter requires legislation, which is being taken forward via the Justice Bill. It will also be under-pinned by guidance setting out the detail of the review process. This will be subject to public consultation.	DOJ	Access NI Voluntary and Community Sector	Review of filtering scheme – underway  Introduction of review mechanism – 2016 (Public Consultation underway)

## SUPPORTING CHANGE A STRATEGIC APPROACH TO DESISTANCE

4 Targeted Support and Interventions						
	Action	Aim/s	Detail	Lead Organisation/s	Main Partners	Timeframe
4.1	Engagement Plan for Reducing Offending	To develop a strategic approach to engagement on reducing offending that covers NICS Departments, and related bodies.	<p>There is currently no overarching strategy to provide direction on engagement with non-justice partners, including NICS departments and related bodies.</p> <p>A strategic approach to engagement would ensure structure and co-ordination in our approach to reducing offending as we work to tackle practical barriers to offending.</p>	DOJ	NICS Departments	March 2016
4.2	Briefing PCSPs on desistance approach	To increase awareness among PCSP members about desistance To understand community concerns about rehabilitation and consider effective ways of improving reintegration and building social capital for offenders	Community interaction and acceptance is important in the process of rehabilitation and resettlement. PCSPs are required to carry out a local strategic assessment to identify the policing and community safety issues of key concern within their areas, and then draft a partnership plan aimed at addressing the local priorities this may include concerns about offenders in the community; either those returning from custody, or those who have be awarded a community sentence/disposal.	DOJ	DOJ PSNI NIPS PBNI YJA NIPB	March 2016
4.3	Media Project	To develop a project to redress negative press, and promote the good news stories in the criminal justice system; particularly with regard to rehabilitation, 'making good', community payback and restorative practice.	<p>The media often has the impact of stigmatising many individuals that come into contact with the justice system, and can inhibit the process of desistance.</p> <p>Example: Approach used by Reducing Offending in Partnership.</p>	DOJ	NIPS PBNI PSNI YJA Voluntary and Community Sector	March 2016

Appendix C: Benefits Map (Draft)

