

# Engaging Offenders to Reduce Re-offending: A Model for Effective Practice Skills

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WORLD CONGRESS ON PROBATION

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# Reforming Rehabilitation in the UK

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- Supporting offenders to resettle in their communities
- Improving employment opportunities
- Payment by results to incentivise effectiveness and innovation

# Quality Matters

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*“The **quality** of rehabilitation support delivered will be critical to reducing reoffending”*

Target Operating Model,  
Sept 2013, page 3

# Assuring Quality in the new arrangements

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- ❑ Probation Institute – to promote professionalism and share best practice
- ❑ HMI Probation – will inspect services across NPS and contracted sectors. Findings and recommendations will be followed up through account management
- ❑ Delivery assurance – providers will be required to show how quality and sustainable services will be delivered

## Practice skills matter

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- Skilled engagement by trained probation staff is related in a number of studies to reduced re-arrest and reconviction
- Desistance studies suggest that positive change can be fostered by mindful skilled probation practice
- *“The skills of practitioners in supervising offenders and delivering interventions are known to contribute to reducing reoffending and also to improving other outcomes”*

MoJ summary of evidence on reducing reoffending,  
Sept 2013, page 10

# Improving practice skills in the UK –

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## **SEEDS (Skills for Effective Engagement, Development and Supervision)**

- ❑ A skills-based practice framework for effective engagement with offenders
- ❑ Intended to bring about reduced re-offending through professional practice focussed on quality outcomes
- ❑ Developed in collaboration with probation trusts in one year pilots coupled with evaluation
- ❑ Pilot findings – a more engaged and motivated workforce who see themselves as performing more professionally

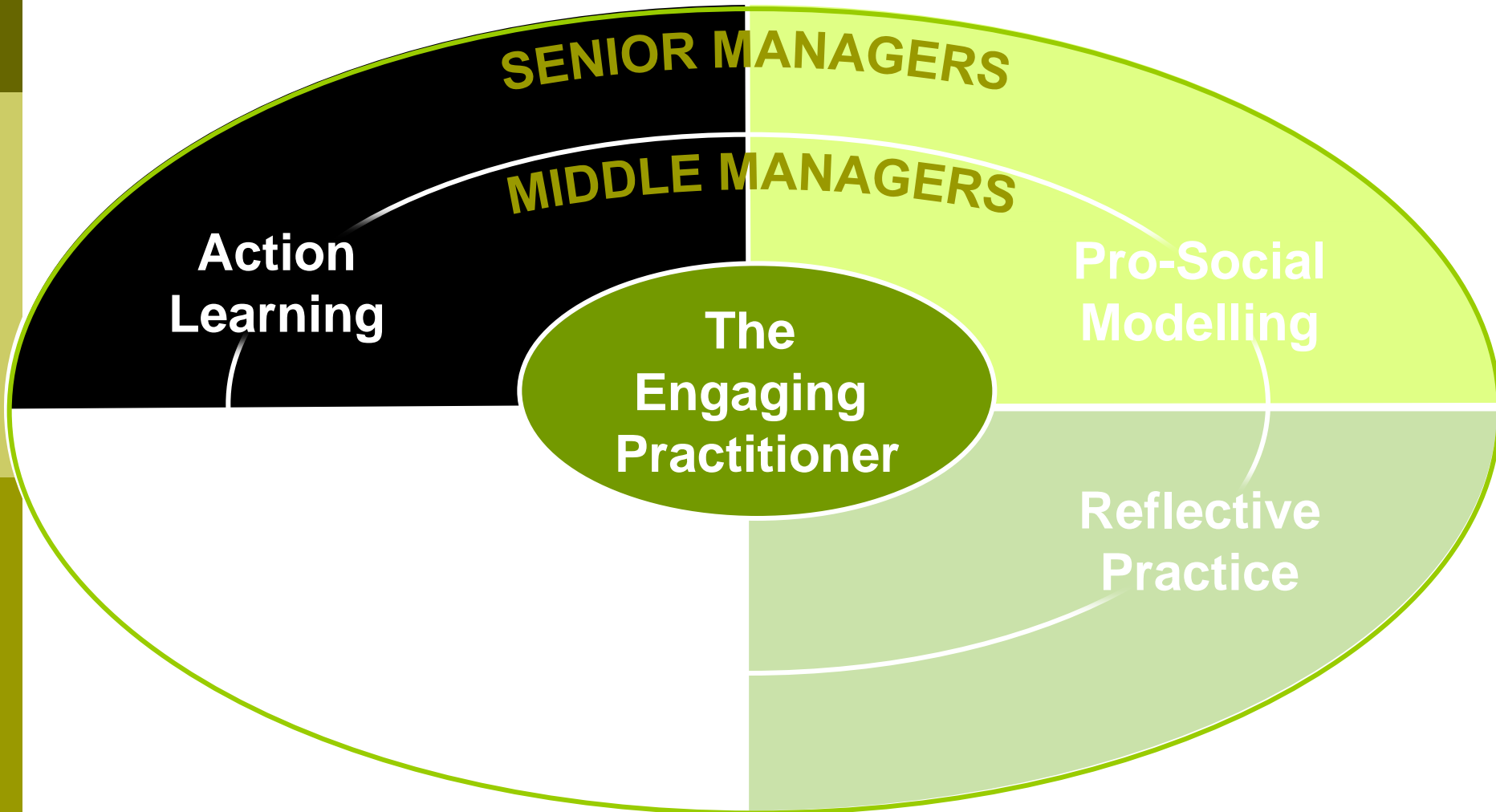
# The SEEDS framework

SENIOR MANAGERS  
ENABLING FRAMEWORK  
MIDDLE MANAGERS

The Engaging Practitioner

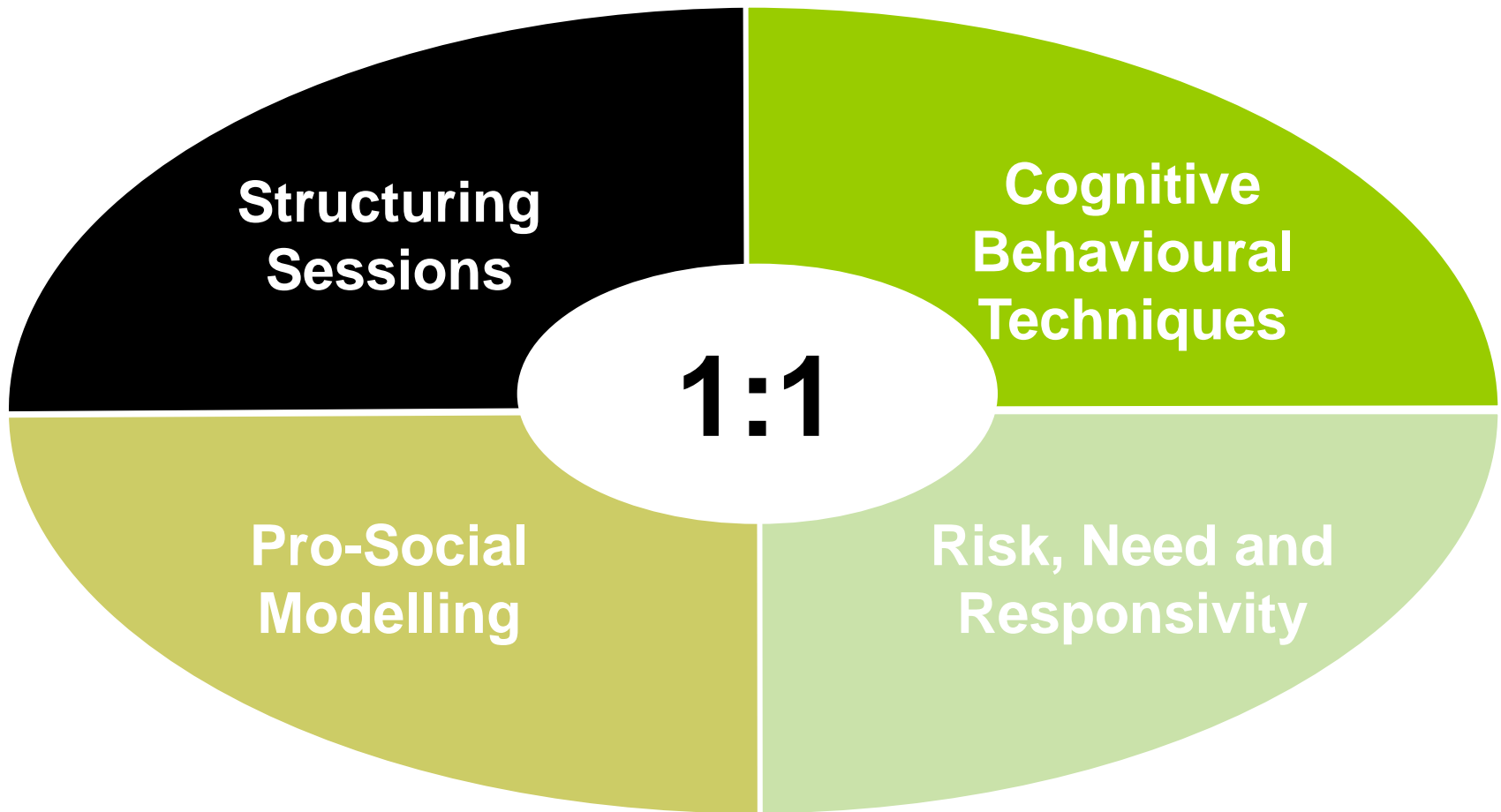
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# SEEDS Part 1 – the enabling management activity and behaviour





# SEEDS Part 2 - a blueprint for the engaging practitioner



# Developing SEEDS – the way forward

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- Ensuring accessible to market providers in UK
- SEEDS addresses the fundamentals of offender supervision – translates across organisations and jurisdictions
- STREAM PROJECT - a feasibility study in Romania
- Maintaining quality and integrity through licensing arrangements
- Plans for iSEEDS as a tangible day to day resource to support offender engagement