

North Yorkshire County Council**Corporate and Partnerships Overview and Scrutiny Committee****Review of Adult Re-offending Rates in North Yorkshire****Summary**

1. This report brings together the work of the Corporate & Partnership OSC to scrutinise adult re-offending rates in the county, following changes to the delivery of probation services under the Government's Transforming Rehabilitation agenda. The report asks Members to consider the review findings and agree any arising review recommendations for future consideration by the Executive.

Background

2. In January 2016 the Committee received a detailed report on the changes to the delivery of probation services under the Government's Transforming Rehabilitation agenda. At that time key evidence from the Ministry of Justice relating to reducing the reoffending of adult offenders, showed that within 12 months of being released from custody, more than half (58 %) of prisoners released from under 12 months' custody had reoffended, and over a third (35%) of those released after 12 months or more in custody.
3. The thrust of the Government's 2013 Transforming Rehabilitation: A Strategy for Reform, was to set out plans for transforming the way in which offenders were managed in the community in order to bring down reoffending rates. The reforms included:
 - Opening up the market to a diverse range of rehabilitation providers from the private, voluntary and social sectors (including mutuals) through 21 Community Rehabilitation Companies (CRCs);
 - Using a 'payment by results' approach to develop and implement effective ways of rehabilitating offenders and rewarding providers that devise and deliver the most effective rehabilitation programmes;
 - Extending statutory rehabilitation to around 45,000 short sentenced offenders released from prison every year, who have the highest reoffending rates and yet previously received no supervision after release;
 - Reorganising the prisons to resettle offenders 'through the gate', with continuous support from custody to community. This means the majority of prisoners will be moved to a resettlement prison close to their community at least 3 months before release; and creating a new public sector National Probation Service (NPS), to manage high risk offenders.
4. The reforms resulted in the NPS having responsibility for advising courts on sentencing, conducting risk assessments, determining the allocation of cases, and managing those offenders who posed a high risk of serious harm or had committed the most serious offences, through the delivery of specialised interventions or by purchasing interventions from CRCs. The NPS is also responsible for responding to

potential escalations in risk, including taking enforcement action, on referral from the CRCs.

5. CRCs were given responsibility for:
 - Determining and providing each offender's package of rehabilitative support, with maximum flexibility and the ability to compel offenders to undertake any activity that falls within the terms of their sentences;
 - The delivery of all sentence requirements or licence conditions/supervision requirements on the offenders they manage and for ensuring the compliance of those offenders, taking appropriate action in relation to any breaches;
 - Managing the risk of serious harm posed to the public by each offender, identifying and referring to the NPS any potential escalations to high risk (any cases in which risk of serious harm does escalate to high are the responsibility of the NPS, although CRCs may continue to deliver some services).
6. Members expressed concern at the time it would take to properly assess the effectiveness of the changes implemented and therefore agreed to keep a watching brief on adult reoffending in order to assess the embedding of those changes on the delivery of probation services and the work of the CRC, and their impact on re-offending rates.

Information Gathered

7. Measuring Offending & Reoffending Rates
Historically, there were six different measures used to record offending and re-offending rates. However, with the identification of re-offending rates as one of the main Ministry of Justice measures, for use by communities to hold local service providers to account, it became apparent that the establishment of a single measure was required. As a result, in 2011, a single unified measure of proven re-offending was created to bring all 6 measures in line.
8. As part of that new measure proven re-offending was defined as '*Where an offender is convicted at court or receives a caution for an offence committed within the follow-up period (12 months) and then disposed of within either this follow-up period, or waiting period (a further 6 month period)*'.
9. The result of the new measure was that it now covered all individuals that re-offended, including those who:
 - Receive a caution, reprimand or warning;
 - Receive a court conviction other than immediate custody;
 - Were discharged from custody;
 - Tested positive for Class A drugs on arrest
 - Within a rolling 12 month period
10. Monitoring Offending Rates
The Ministry of Justice monitors reoffending rates by tracking cohorts of adult offenders over an extended period. The resulting statistics are based on CRC

Contract Package areas i.e. Humberside, Lincolnshire, York & North Yorkshire, making it difficult to identify specific North Yorkshire outcomes.

11. The impact of the change to how the reoffending rates were measured meant that the effects of the changes to the delivery of probation services would not be evident until at least the reoffending rates had been released in 2017, and more likely the impact on reoffending rates brought about by the changes would not be known for at least two years. With this in mind the Committee agreed to keep a watching brief on reoffending rates over the three year period, and received annual updates from the NPS and CRD – see Annex A.
12. As a result of their second annual update the Committee recognised that a lack of appropriate data was preventing the progression of their review (see Annex A paragraph 5). They therefore agreed to undertake a number of prison visits to talk directly to adult offenders from North Yorkshire who were currently in custody but near to release, in order to understand what support they had received in prison, what support they would receive upon release and what they thought the risks and protective factors were for them in the community.
13. Prison Visits
In October 2017, Members undertook a visit to HMP Young Offenders Institution in Wetherby, the main custody centre for young people from North Yorkshire. The visit highlighted a number of issues, which included:
 - funding and staffing levels were not commensurate with the size of the YOI - resourcing was frequently referred to;
 - Family visits were limited due to the heavy emphasis upon education introduced as a result of central government reforms - the impact of that reduced family contact was not yet clear at the time of the visit;
 - Young people were typically serving longer sentences, ranging from 9 months to indeterminate;
 - Sentence length was a key factor in accessing the support and intervention in prison that can change behaviours. Longer sentences created more opportunities for work to be done. For example, there were opportunities to gain both practical and academic qualifications, with over 30 hours of education being delivered each week in classrooms with 8 students;
 - There was a dedicated facility for those young people who were classed as vulnerable but it was often over-subscribed;
 - Typically, a young person in custody would have lost one of their primary care givers, had a drug or alcohol problem, had left school early (14 years of age), had been convicted of a serious violent offence;
14. Members learned that whilst in custody, many youth offenders were accessing mental health services, physical health services and drug and alcohol misuse services, and completing offending behaviour, victim awareness and other courses.
15. They were also made aware of a restructure of North Yorkshire's Youth Justice Service (YJS), and the strong link between it and the prison in terms of preparing for the arrival of a young person, ongoing assessment throughout their sentence and in preparing for release. They therefore agree to receive a future report on the YJS in order to understand its new practice model and strategic plan for work in the county.

16. In April 2018 Members undertook a visit to HMP Kirk Levington, which identified:
- Prisoner's frustration at not being able to access the full range of education and training that they felt they required to enable them to secure a job upon release from custody.
 - The issue of insufficient support from the Probation Service upon release, particularly if a prisoner was judged as being low risk.
 - The constant challenge for those released from prison / on probation in regard to accommodation.
17. In October 2018 members visited HMP Askham Grange, where they identified similar issues:
- The difficulty in accessing education and training beyond Level 2 and also that which falls outside of the 'narrow' confines of catering, hotels, hair and beauty and hospitality. And, the need to stay for about 2 years to be able to fully access the available training and development opportunities.
 - Family support – Maintaining contact with family was seen as a crucial factor in supporting rehabilitation in prison and enabling a successful release.
 - Housing - Those who do not have a family to go back to have to build a deposit to secure private accommodation upon release, as the access to council property or social housing is not always certain. Also, the location of such housing may not fit with the needs of the individual in terms of maintaining family contact or access to work
18. As a result of their prison visit findings, Members identified the following additional lines of enquiry and considered information gathered in response (see Annex B):
- (i) Securing accommodation prior to release, & the role of the County Council & District Councils in the provision of housing;
 - (ii) Employment Support for Prisoners Released from Custody - What more can be done in North Yorkshire, particularly for those who have served long sentences;
 - (iii) Other Support Services for Prisoners on Release;
 - (iv) Does NYCC Actively Seek to Employ Ex-offenders;
19. In September 2018 the Committee received a detailed update on the implementation of the new Youth Justice Service (YJS) practice model, and considered performance data that compared the service against national indicators and the priorities in the Youth Justice Strategic Plan for 2018 -2020.

Analysis

20. In considering all of the information provided, Members noted that traditionally, reoffending rates had been higher than the national average in York, and lower than average in North Yorkshire, and therefore resources had been organised across the region to reflect that. They accepted that providing services across such a wide geographical area, while meeting local demand, was challenging, and were

therefore pleased to note that NPS staff were being as flexible as they could be in working with service users to enable them to comply. They were also reassured that CRC and NPS managers and staff had a detailed understanding of the needs of service users, especially in relation to the impact of offending in small, close-knit communities.

21. In regard to youth offenders, Members were pleased to note that the numbers of young people entering custody had reduced over time as more investment had gone into prevention, early intervention and the use of diversionary disposals by the Police. They were also pleased to note that the new practice model for the YJS was having a significant impact on First Time Entrants and on re-offending rates (a 44% reduction in proven re-offences by the cohort of young people open to YJS as at 01/04/17, who were assessed as having a high likelihood of re-offending).
22. In regard to adult offenders, Members recognised that a range of associated individual and social factors increased the risk of re-offending e.g. substance misuse problems, pro-criminal attitudes, difficult family backgrounds, childhood abuse or time in care, unemployment, financial problems, homelessness and mental health problems. They were therefore pleased to note that those were all being addressed through the new ITTG approach which included greater assessment in prison, and the introduction of over 100 new staff.
23. They also recognised that the system favoured those prisoners with longer sentences as they received better & longer term access to education and training. They also agreed it would be much better if a prisoner was able to start a benefits claim whilst still in prison so that their access to financial support could commence from day one of their release.
24. Members were pleased to note the work of the community network helping put ex-offenders in touch with their families, offering peer mentoring etc for at least a year following release from prison. Also, that specific support was being given to those at risk of dropping out of services e.g. rough sleepers.
25. They agreed that it would be helpful if training opportunities for ex-offenders from North Yorkshire could be tied to the training opportunities offered in prisons, but recognised that to do this the focus would have to be on the training offered in prisons such as Hull and Armley, as that was where the majority of prisoners from North Yorkshire served their sentence.
26. Overall, taking account of the significant change that both the local CRC and NPS had gone through as a consequence of the transformation of Rehabilitation, Members were pleased the HMIP had found much to commend in North Yorkshire, and that staff had maintained a pragmatic approach to the day-to-day work, focusing on responding to risks of harm posed and supporting individuals to change their lives for the better.
27. However, Members noted that feedback from the HMIP inspection suggested Managers were frustrated by not being able to judge whether probation work was making a difference, since local reoffending data had still not been made available to them. Having considered the minimal statistical data provided, Members agreed the benchmarking data was unhelpful and the data as a whole, confusing.

28. They therefore questioned how communities could be expected to hold local service providers to account (in line with the single unified measure of proven re-offending introduced by the Ministry of Justice in 2011 - see paragraph 7), if appropriate data on re-offending rates was not being made easily available. Furthermore, without such data broken down to a regional level, it was difficult to:
- Assess the effectiveness of rehabilitation programmes in the county for adult offenders
 - Compare reoffending rates for adult offenders in the county with those in other similar areas.

Future Probation Service Reforms

29. It has recently been reported nationally that the Ministry of Justice is now aiming to drive down reoffending (estimated to cost society £15m a year), by improving convicts' prospects of finding employment and a stable home life. To do this, more prisoners are to be released on temporary licence (ROTL), previously restricted to offenders in certain types of prisons or nearing the end of their sentences. Governors will now be able to allow all inmates in open prisons and women's jails out, and offenders will be eligible for paid work immediately after passing 'a tough risk assessment'. Furthermore in order to re-establish family links a restriction on ROTL in the first three months after transferring to open conditions will be lifted, and overnight release from open prisons will be considered at an earlier stage. The application process for the scheme is also to be made more efficient.
30. Plans to expand the use of workplace ROTL were set out in the Ministry of Justice's wider education and employment strategy last year, and in a round-up of progress 12 months on, the department has confirmed that 230 additional businesses have joined its flagship offender work-placement scheme.
31. Most recently, in May 2019 the Ministry of Justice announced that responsibility for all offender management will be returned to the public sector.
32. From spring 2021, the National Probation Service will manage 11 probation regions across England and Wales. This builds on a package of reforms being driven forward to move away from short custodial sentences, which evidence shows are often ineffective. Recent figures show offenders serving sentences of less than 12 months had a reoffending rate of nearly 65% - laying bare the need for robust community alternatives.
33. The Ministry of Justice published these proposals in its response to its August 2018 consultation on the future of probation services. The new delivery model will:
- Enhance the work of NPS and provide up to £280 million a year for probation interventions from the private and voluntary sectors. However, the core functions of supervision and management will be carried out by the NPS.

- Deliver a stronger probation system, which commands the confidence of the courts and better protects the public, focusing on rehabilitation and cutting reoffending.
- Reduce repeat crime by providing robust community alternatives to ineffective short prison sentences - supporting offenders to turn away from crime for good.
- Harness the skills of private and voluntary providers and draw on the expertise of the NPS to boost rehabilitation, improve standards and ultimately increase public safety.
- Provide each NPS region will have a dedicated, private or voluntary sector 'Innovation Partner' - responsible for direct provision of unpaid work and accredited programmes. This will support NPS to identify, encourage and deliver greater innovation for vital services, including substance misuse programmes, training courses, community payback and housing support. The new model will also give local criminal justice partners a direct role in commissioning services together with NPS.

Recommendation

34. Based on the work on this review to date and the probation reforms recently publicised, it is suggested the Committee concludes its work on this review and agrees what (if any) recommendations it would like to propose to the Executive.
35. In addition, the Committee are asked to consider:
 - Whether to continue to monitor the work of the NPS & CRC, through the provision of an annual update, until such time as the new model outlined above is initiated.
 - If and how it monitors the effectiveness of the new model going forward.
 - Scrutinising those specific services commissioned by the County Council that support the reduction of re-offending e.g. Housing services for ex-offenders (as detailed in Annex B, paragraphs 2-11)

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29 May 2019

Review of Adult Re-offending Rates in North Yorkshire

Information Gathered – Annual Updates 2017 - 2019

1. Year One Implementation Update

At a meeting in April 2017, the Committee received a presentation from the National Probation Services (North East) which gave an update on the new delivery arrangements which included further structural changes that had taken place over the year.

2. Interim data published by the Ministry of Justice in October 2016 for the October to December 2015 offender cohort was provided, and it was confirmed the final results for that cohort would be available in October 2017. However, the data provided by the Ministry of Justice was only broken down into CRC Contract Package Areas i.e. Humberside/Lincolnshire/York & North Yorkshire so did not provide any specific York and North Yorkshire outcomes.

3. The Committee learned of a HMIP Quality & Impact Inspection carried out during May-June 2016, which looked at the quality and effectiveness of the probation work carried out by the CRC and NPS in North Yorkshire e.g. implement orders of the court, reduce reoffending, protecting the public and safeguarding the vulnerable.

4. The findings of the inspection suggested that the work of the NPS was having a stabilising effect on offending behaviour, which demonstrated that the work undertaken had had an impact. There was also evidence of excellent work to address offending behaviour, with responsible officers establishing an appropriate balance between managing risks of harm and addressing offence-related needs.

5. Year Two Implementation Update

In March 2018 the Committee received a second update from the NPS and CRC which confirmed:

- The quality of the work that the Probation Services did with offenders in the county was being regularly monitored via the: NPS Effective Probation Practice Team; Divisional Performance team and new Quality and Development Officer roles; Quality Frameworks; and NPS NE Performance Dashboards
- There were 26 National Performance Measures with Probation that were being routinely measured along with 11 additional NPS NE Priority measures
- A system of accredited programmes for the rehabilitation of offenders was in place, all of which had previously been piloted and independently assessed before being adopted
- The NPS was working with mental health services to enhance the treatment available to offenders with mental health problems
- While the CRC's work with adult offenders was being regularly assessed and inspected, data on re-offending rates were still not locally controlled and there were ongoing issues with how the Ministry of Justice was collating and disseminating that data.

- To help address the lack of data, a range of qualitative measures had been put in place that helped ensure that the programmes and interventions adopted by the CRC and the Probation Services locally were effective.

6. Year Three Implementation Update

In March & April 2019 the CRC and NPS provided a further update on their work. The CRC provided detailed information on their 'Integrated through the gate' approach (ITTG):

- Relunched across all prisons in England, leading to improvements in communication, the delivery of case management with outreach to communities, interventions across the gate and the co-commissioning of services.
- Based on three service levels - primary services, primary services with specialist interventions, and specialist interventions involving working with prisoners in prison and in the community for the first five weeks.
- Focussed on the day of release; support in the Community by CRC and its partners; and the management of risk.
- Minimum standards set with the aim of raising standards through improved pathways, and the procurement of specialist services locally to address local need.
- Prioritises those prisoners due for release who are assessed as vulnerable and/or likely to re-offend. Assessment includes consideration of employment, finances, accommodation and education, as without those, ex-offenders are considered to be at higher risk of re-offending. Following assessment an agreement plan is put in place for each prisoner, and dependent on their individual circumstance, they may be expected to adhere to their plan as a condition of their licence.
- Those given the highest level of support are collected from prison on the day of release, and taken to all of their first appointments e.g. benefits, drugs agency and housing etc.
- In regards to drug use, many prisoners needed to be stabilised before being moved into education / training. In some instances where a prisoner is in danger of overdosing on release, appropriate medication is introduced into their system, in order to stabilise their usage before release.
- In regards to the management of risk, the CRC are responsible for those where there is a low to medium level of risk of re-offending, and the NPS is responsible where there is a high risk. Priority is given where there is risk of harm to others. An integrated offender management approach and working closely with the Police were key.

7. The NPS confirmed:

- The embedding of the national operating model introduced in 2017 had had a significant impact in York and North Yorkshire, and that work was ongoing to

manage the transition, to ensure the community element remained appropriately resourced.

- A range of other programmes and interventions were being delivered by York & North Yorkshire NPS which included:
 - An AAMR pilot due to conclude at the end of June 2019. The findings of which the government had expressed interest in.
 - An integrated Offender Management considered a beacon of good practice – currently being update for relaunch in 2020.
- In regard to performance, the CRC employed a range of methods to source and analyse the views of service users and key stakeholders, in order to help inform strategy going forward.

The Ministry of Justice Proven Reoffending Data suggested there had been a slight increase in reoffending in the North East. However as a result of the national framework set up, there were still limitations on the quality of data at a divisional level, and therefore the data needed to be viewed with caution.

- There had been a recent NPS NE HMIP Inspection focussed on NPS work with victims as well as courts. The findings of which are due on 24th June 2019.
 - A HMPPS Project was ongoing, designed to help offenders move towards social inclusion and mainstream provision by removing barriers such as drug/alcohol misuse, mental health, debt etc through support interventions delivered by specialist providers.
8. Finally, it was confirmed the next big change programme would come as a result of the findings from the ‘Strengthening Probation Consultation and Review launched in August 2018. The review had culminated in probationary reforms with the divisions being replaced by ten probation regions in England to configure service delivery within areas where, at present, some NPS divisions operate alongside multiple CRCs. The existing CRC contracts are to be terminated early, by 2020, and the new CRC’s will be aligned with the new regions, resulting in the York and North Yorkshire division being split across the new ‘North East’ and ‘Yorkshire & Humber’ regions.
9. Other substantive changes proposed included:
- Consideration as to how to encourage providers to focus on accommodation, employment, health and substance misuse, as well as reoffending, ensuring future performance measures focus on the quality of services provided.
 - Defining the range and quality of services to be delivered as part of sentences with a rehabilitation activity requirement, and to embed these in future contracts.
 - Adjusting the baseline year against which the frequency of reoffending is compared from 2011 to 2015/16, in order to ensure that providers are held to account for their performance since they took control of services.

Review of Adult Re-offending Rates in North Yorkshire

Information Gathered - Additional Lines of Enquiry

1. (i) Securing accommodation prior to release, & the role of the County Council & District Councils in the provision of housing
Accommodation whilst not sufficient in itself to prevent reoffending, is something that if not in place can hinder progress in all other areas and prevent people being able to establish lives free of offending. The CRC believe reoffending rates can be beneficially affected if there is better access to accommodation for those leaving custody, and access to more secure long-term accommodation. The CRC work with Foundation Housing and Horton amongst others in placing service users in accommodation.

2. Currently, North Yorkshire County Council commissions Foundation to deliver a countywide commissioned service for high/medium risk offenders, providing accommodation with support. The service provides supported accommodation either under a property management arrangement or in a floating support setting for a period of up to a maximum of 2 years.

3. The 3-year contract started on 1 October 2016, and the current overall annual funding (including the current funding contribution from NPS) of this service is £483,579. However there have been some changes to this that will come into effect from 1st October 2019:

Element 1 – The floating support element of this will no longer be funded – just the accommodation based element. This contract was subject to 2020 savings with effect from 1st October 2018 which reduced NYCC annual funding by £80,000. However NPS were able to secure funding for 1 year only to meet this gap – this expires 30 September 2019.

Element 2 – The Perpetrator element of Making Safe has been jointly commissioned between NYCC, North Yorkshire Police, Fire and Crime Commissioner and CYC in a 2 phased approach from 1st March 2019. NYCC is Phase 2 and our current funding will go in to the jointly commissioned funding pot from 1st October 2019 - £160,000 per annum.

4. The remaining part of the contract – accommodation with support for High/medium risk offenders is in place until 30 September 2020.

5. The service is primarily for cases with a clear risk of harm which is defined as follows:
 - NPS - high risk tier 3 and 4 cases (note tier levels have since been replaced with a new tiering framework and these would now be Level A/B/C)
 - CRC - tier 3 cases where a substantial risk of harm has been identified.
 - Gold Integrated Offender Management cases – these may be referred if they are cases with an appreciable risk of harm.

6. The risks of harm must in some way be related to accommodation in that the provision of accommodation through the scheme is identified as a method of containing that risk or preventing an existing risk escalating to high. Referrals to the service have to be endorsed by an NPS or CRC team manager. Both tier 3 and 4 cases are eligible with high risk of harm cases taking priority.
7. Each person receiving the service has a tailored support plan which identifies the support required around managing and maintaining a tenancy, and individuals are supported to move on to more independent accommodation. Support plans also identify any employment, education and training needs and how these will be met.
8. In addition, through the Homelessness Reduction Act 2017 there is now a duty on local housing authorities to intervene at earlier stages to prevent homelessness in their areas, and to provide homelessness services to all those who are eligible.
9. As from 1 October 2018, there is a further duty on specified public authorities to refer service users who they think may be homeless or threatened with homelessness to local authority homelessness/housing options teams. The specified public authorities would include Prisons, young offender institutions, youth offending teams and Probation Services (including CRCs) who all have a duty to refer anyone they are aware of that may be at risk of homelessness on release from prison to a local housing authority of the service user's choice.
10. Once the local housing authority has agreed that the applicant is eligible for assistance (based on their immigration status) and that they are homeless or threatened with homelessness, they work with the applicant to develop a personalised housing plan that identifies the reasonable steps that the service user and the local housing authority will take to ensure the applicant has and is able to retain or obtain suitable accommodation. In the case of those service users who have been referred (either by the prison service or probation providers), the local housing authority must engage with the named contact (either Prison Offender Manager or Probation Officer), to ensure that the personalised housing plan supports the service users plan to support their resettlement and rehabilitation.
11. There are currently 75 units across the County, with the majority of those in Scarborough and Harrogate. However it is likely that the number of units will be impacted on as a result of the residual annual value of the contract -£243,579. NYCC is currently in discussions with the provider regarding this, and is about to start looking at reviewing this service to consider options post Sept 2020.
12. (ii) Employment Support for Prisoners Released from Custody - What more can be done in North Yorkshire, particularly for those who have served long sentences
Over £7m of new funding has been secured for the York, North Yorkshire and East Riding LEP area to allow a new partnership of 61 organisations to 'connect' with those who are furthest away from work and training. The three year project funded by the Big Lottery Fund and the European Social Fund, is one of the largest funding streams secured for a voluntary and community sector partnership in the area. It offers flexible support to help adults overcome physical, psychological, financial and skills-related barriers and progress towards employment, training, education and job-

search, whilst at the same time helping to combat a range of social issues including poverty and social exclusion. The work on the ground is undertaken by key workers and specialist intervention partners through a range of organisations in the voluntary and community sector.

13. Over 800 people have been formally registered on the programme so far (55% male; 45% female). The programme offers long term support and participants are moving 'along their journey', progressing into further training and work. As the programme has progressed, there is growing evidence of an ongoing upturn in the outcomes. To date 159 offenders / ex-offenders have participated in the programme.
14. (iii) Other Support Services for Prisoners on Release
The NPS and CRC coordinate support services for their own cases. For example, the CRC uses case managers, housing support and referrals to drugs and alcohol services. Assertive outreach is provided for those who need encouragement to engage, as well as programmes addressing thinking skills, offending behaviour etc. The CRC also links into specific programmes for women available from voluntary organisations and training providers in each area, and offer mentoring from ex-service users in some cases.
15. (iv) Does NYCC Actively Seek to Employ Ex-offenders
NYCC openly advertises vacancies and is committed to the Rehabilitation of Offenders Act i.e. that having a criminal record would not necessarily prevent people from working with NYCC and it does receive applications from ex-offenders. Of course this has to be balanced against NYCC's statutory obligations, specifically in regard to safeguarding and for roles that are deemed as regulated activity, i.e. where it is obligated to perform criminal record and barred list checks. For these roles, this requirement is clearly stated on the advert to help indicate the role may not be suitable for some applicants, although again this does not necessarily prevent those with a criminal record from applying and being appointed, and there have instances of this as criminal records are considered for relevancy and potential impact/risk. NYCC has also provided work experience and work taster days to ex-offenders to help them re-enter the work place.

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