



Working together to reduce reoffending

BeNCH CRC PROSPECTUS



A leading provider of innovative justice services
that change people's lives



We are dedicated to the delivery of efficient quality services, in conjunction with our partners, to further reduce reoffending and make our communities safer.

Who we are

We are a new Community Rehabilitation Company comprising staff from four former high-performing probation trusts: Bedfordshire, Northamptonshire, Cambridgeshire and Peterborough and Hertfordshire (BeNCH).

We work to reform Service Users assessed as posing a low and medium risk of harm and ensure a range of interventions are in place to support changes in their behaviour. Following completion of the Ministry of Justice's Transforming Rehabilitation competition, we will be responsible for supervising Service Users sentenced to under 12 months in custody on their release.

Colleagues in the new National Probation Service will manage those assessed as posing a high risk of harm.

Our workforce is our key resource. We have consulted our staff in the process of establishing a new organisational and professional identity and we are developing a corporate culture which recognises and values ethics and integrity and strives to be 'solution focused'.



Neil Molony
Chief Executive



Alison Hancock
Director of Operations and
Reducing Reoffending



Adrian Forth
Director of Resources



Our staff





We will maintain a focus on reducing reoffending across all four counties, working with key local partners in each area, including the respective Local Criminal Justice Boards.

Establishing BeNCH CRC

Planning for the start-up of BeNCH CRC entailed one of the biggest regional transformations in probation history.

Four county services, management teams, staff structures and local practices have been realigned to a single performance framework.

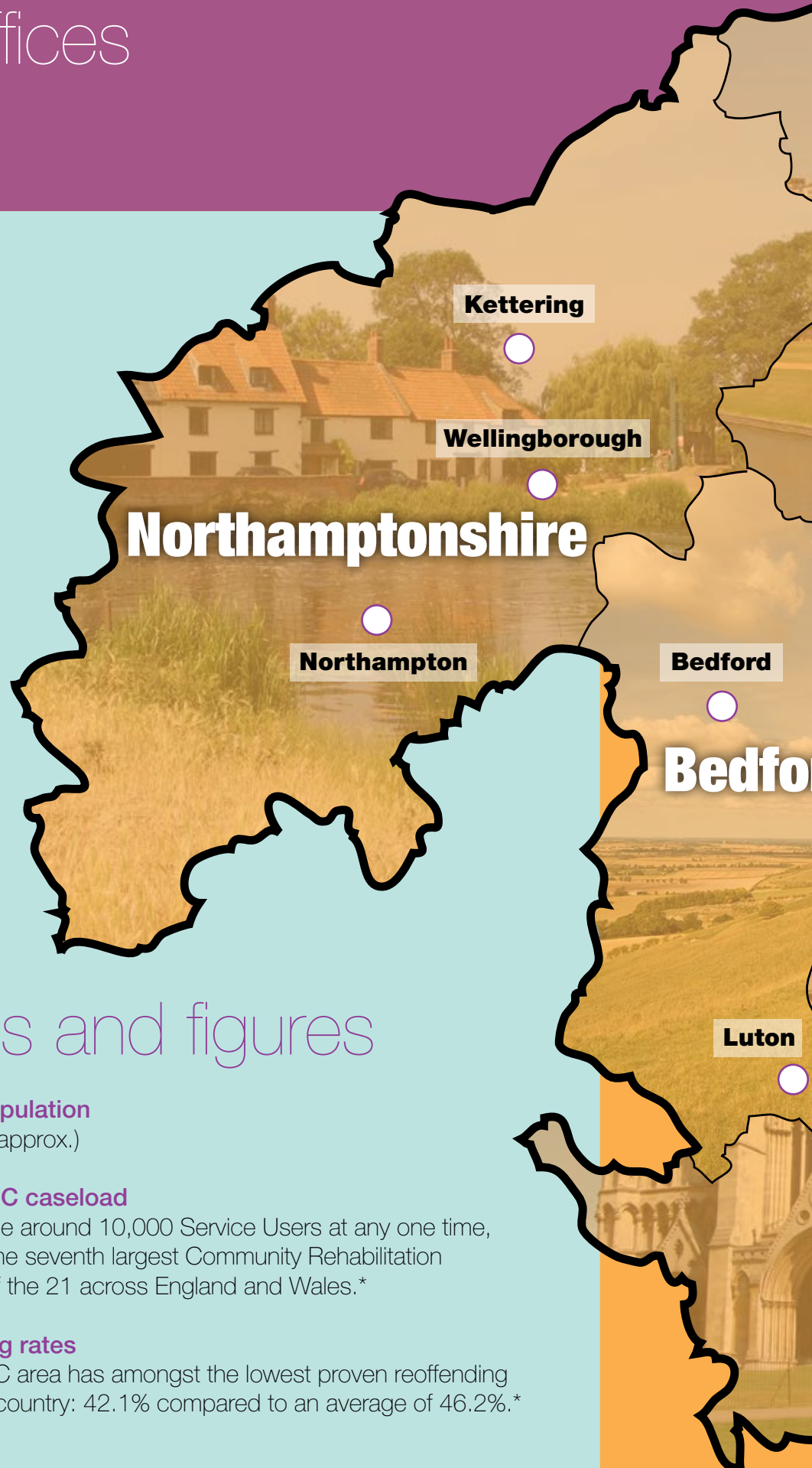
We consulted with 215 stakeholders - from the courts and Police and Crime Commissioners to local authorities and MPs - to develop our business plan and objectives.

Our strategic objectives for 2014-15 are to:

- Deliver reductions in reoffending
- Maintain expectations of excellence

- Maintain a focus on safeguarding those at risk
- Lead the staff transition to the new organisation
- Lead the start-up of the CRC to provide effective offender services for medium and low risk Service Users
- Lead the preparation for the share sale of BeNCH CRC
- Ensure the safe transition of services to a future prime provider and prepare staff for the move
- Develop the CRC identity and required workforce
- Embed a learning culture and quality approach throughout the CRC
- Prioritise partnership engagement
- Develop the interface between the CRC and the new National Probation Service

Our offices



Northamptonshire

Kettering

Wellingborough

Northampton

Bedford

Bedford

Luton

Facts and figures

General population

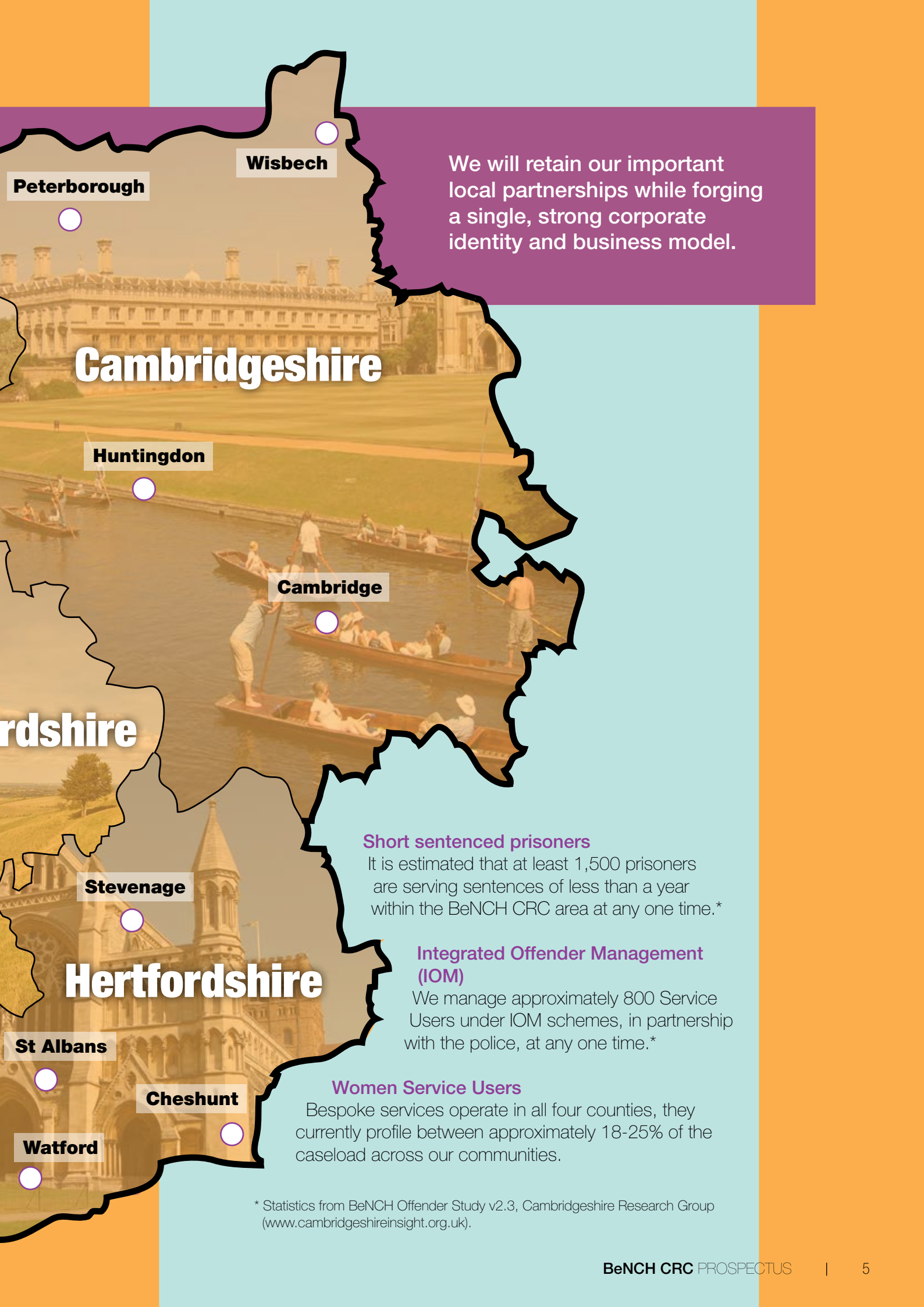
3,018,000 (approx.)

BeNCH CRC caseload

We supervise around 10,000 Service Users at any one time, making us the seventh largest Community Rehabilitation Company of the 21 across England and Wales.*

Reoffending rates

BeNCH CRC area has amongst the lowest proven reoffending rates in the country: 42.1% compared to an average of 46.2%.*



We will retain our important local partnerships while forging a single, strong corporate identity and business model.

Cambridgeshire

Peterborough

Wisbech

Huntingdon

Cambridge

Huntingdonshire

Stevenage

Hertfordshire

St Albans

Cheshunt

Watford

Short sentenced prisoners

It is estimated that at least 1,500 prisoners are serving sentences of less than a year within the BeNCH CRC area at any one time.*

Integrated Offender Management (IOM)

We manage approximately 800 Service Users under IOM schemes, in partnership with the police, at any one time.*

Women Service Users

Bespoke services operate in all four counties, they currently profile between approximately 18-25% of the caseload across our communities.

* Statistics from BeNCH Offender Study v2.3, Cambridgeshire Research Group (www.cambridgeshireinsight.org.uk).



What we do

We deliver our services from premises which we share with our colleagues in the National Probation Service.

Under the same Government reforms which created BeNCH CRC, from 2015 we are responsible for all Service Users in our area sentenced to 12 months in custody or less - and for supervising them on release.

Another element of the reforms will see a nationwide network of resettlement prisons and Young Offenders Institutions created, enabling the vast majority of prisoners to be released into the area in which they will live and be supervised. BeNCH CRC will provide a 'through the prison gate' resettlement service so that Service Users are given continuous support from custody into the community. Most prisoners will be held in one of our resettlement prisons for at least three months before their release, to assist with reintegration.

We are also responsible for managing all medium and low risk of harm Service Users (excluding Multi-Agency Public Protection Arrangement cases) and for delivering programmes and other interventions (excluding Sex Offender Treatment Programmes).

The interventions we deliver include:

- Education, Training & Employment
- Community Payback
- Accommodation advice
- Drug and alcohol misuse
- Women's services
- Mentoring
- Integrated Offender Management
- Restorative Justice

We deliver a wide range of programmes, for both the CRC and the NPS, to change offending behaviour including:

- Domestic abuse
- Alcohol treatment
- Drinkwise
- Drink Impaired Drivers' programme
- Women's programmes
- Thinking Skills
- Activity Requirement (one to one work)



BeNCH CRC is proud of its extensive and award-winning partnership work to reduce reoffending, much of which has not been formally written into court orders.

Partnerships

Our partnership work spans the public, private and not-for-profit sectors and includes the following examples delivered in different areas within BeNCH CRC:

Community Payback

We partner with a range of agencies and organisations to ensure a wide range of projects that both punish and rehabilitate Service Users and provide benefits to our communities. Service Users may spend up to 20% of their sentenced hours on activities that improve their employability, such as basic education or skills development. Securing a job can significantly reduce the likelihood of re-offending. Within BeNCH CRC, Service Users are able to obtain an Open Learning Certificate in painting and decorating while completing Community Payback hours. The CRC employs a team of Community Payback supervisors chosen for their trade skills as well as their ability to manage people with sometimes challenging behaviour. Service Users on Community

Payback support many charities, working unpaid in both front and back offices.

Health

We are keen to continue working with our Public Health colleagues to address some of the health inequalities which our Service Users have. We are developing a local pilot project where NHS nurses, linked to GP surgeries, will work in our Probation Centres to improve the health outcomes of Service Users. Through previous work we know Service Users are likely to have increased physical and mental health needs and we hope to build on the foundations we already have. There is on-going work to improve services for Personality Disordered Service Users in collaboration with our National Probation Service colleagues. Offender health inequalities and improving access to services is seen as critical to reduce reoffending.

(cont. on p.8)



Jobcentre Plus

Enabling Service Users to sign on for unemployment benefit and to receive help from a Jobcentre Plus representative within a probation centre, rather than having to locate and travel to a Job Centre.

Social Services

We receive referrals from Social Services Complex Needs teams for Service Users with mental health problems.

Financial advice

We work with the voluntary sector in the provision of finance, benefit and debt advice.

Mentoring

We benefit from volunteer mentors who support Service Users with extra help, for example with literacy. We also work with a small number of peer mentors who are also ex-Service Users.

Accommodation

We work with a number of providers and local authorities to address the accommodation needs of Service Users.

Domestic abuse interventions

We deliver domestic abuse programmes to violent men who are unconvicted.

Diversity

An example of our work to address diversity

issues is a course targeted at Service Users with prejudiced attitudes.

Support for women

We work with a range of community-based organisations who give support to women as they resettle in the community and avoid further reoffending.

Employment

Financed by the European Social Fund, BeNCH CRC works with prime contractors to assist Service Users who need specialist interventions to improve their employability into work experience and paid employment. These services operate alongside the Work Programme.

Help to families

We also provide a variety of family intervention projects in partnership with other agencies.

For more information about BeNCH CRC go to **www.benchcrc.org.uk** or contact us at our headquarters:

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European Union
European Social Fund
Investing in jobs and skills



**Bedfordshire
Northamptonshire
Cambridgeshire
& Hertfordshire**
Community Rehabilitation Company



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