

**Easy Read**

# **Corporate Plan 2026-29**

**Consultation**

## Introduction

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**This is a plan for how the Probation Board for Northern Ireland (PBNI) will work over the next 3 years (2026–2029). PBNI helps people who have committed crimes to change their lives and make communities safer. We want your views on this plan.**

## Message from the Chair of the Board

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- We are asking people to tell us what they think about our plan.
- We want to know if our priorities are right for the future.
- We worked with senior leaders, partners, and trade union representatives to develop this draft plan.

## Introduction by the Chief Executive

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- Our operating environment has changed.
- Many of the themes within the Programme for Government relate directly and indirectly to the services we deliver.
- Changes in crime trends mean that the type of offences staff are dealing with are evolving.
- The challenge for the organisation is to ensure our staff have the appropriate support and training to enable them to recognise and tackle these emerging risks and needs.

## What does Probation do?

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- Helps people stop committing crimes.
- Supports people to live better lives.
- Works with courts, prisons, victims, and communities.
- Probation Officers are trained social workers.
- Other staff include psychologists, community service officers, and administrative teams.

## Our Aim

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### Changing lives for safer communities

## Our Vision

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- Help people stop offending.
- Support people to live safely in their communities.
- Work with others to reduce crime and help victims.

## Our Values

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- **Respect** – Treat everyone fairly.
- **Integrity** – Be honest and trustworthy.
- **Openness** – Listen and share ideas.
- **Accountability** – Take responsibility for actions.

## Our Principles

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- People can change.
- Work together with others.
- Support staff to be creative and find solutions.
- Treat everyone equally.
- Be professional.
- Use money and resources wisely.

## Trauma Informed Approach

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We are on a journey to becoming trauma informed and will use the trauma-informed principles to guide us and develop our plan.

## Our Priorities

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We have 4 strategic priorities:

**1. Develop the quality of our practice and delivery of core statutory functions, taking account of best practice**

- Make sure our services are high quality.
- Deliver our statutory functions well
- Use evidence, data and best practice.

**2. Develop our practice, systems and processes in response to emerging needs and priorities**

- Help people with mental health, addiction, and housing problems.
- Deal with new types of crime like online abuse and domestic violence.
- Use technology to improve services.

**3. Empower our people and further develop our organisational culture and lead a trauma informed approach.**

- Ensure staff have the right skills and training to carry out their jobs
- Create a compassionate and supportive workplace.
- Use a trauma-informed approach (understanding how trauma affects people).

**4. Enhance External Relationships and Partnerships**

- Build more alliances and partnerships across communities to tackle reoffending
- Show how probation helps people and communities.

## We want to hear from you

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Please tell us what you think about our plan.

Online: [PBNI Corporate Plan 2026-29 Consultation - NI Direct - Citizen Space](#) or QR Code:



Email: [info@probation-ni.gov.uk](mailto:info@probation-ni.gov.uk)

**Post:** Gail McGreevy, Head of Communications, 80-90 North Street,  
Belfast, BT1 1LD



### Questions

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1. Do you agree with our 4 priorities?
2. Is anything missing?
3. What values should guide our work?
4. How would you describe the impact we want to make?
5. Is there anything else you want to say?



### Your Information

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- We will keep your personal information safe.
- We follow data protection rules.
- You can find out more on our website or contact our Data Protection Officer.