

PROBATION News

Magazine of the Probation Board for Northern Ireland • Issue 11 • November 2019



Vivian Geiran, Director, Irish Probation Service; Dr Geraldine O'Hare, Director of Rehabilitation Probation Board for Northern Ireland; Cheryl Lamont, CEO Probation Board for Northern Ireland; Chief Superintendent Ryan Henderson, Police Service of Northern Ireland; and Paul Doran, Director of Rehabilitation Northern Ireland Prison Service strengthening partnerships across Justice at the Public Protection Advisory Group seminar on 27 November.

IN THIS EDITION

Probation takes top CEP Award for Rehabilitation in the Community
[Page 3](#)

Probation wins Social Work Awards Adult Services Team of the Year
[Page 4](#)

Probation Board holds seminar on Improving Outcomes for Communities
[Page 5](#)

Community Service helps Drop Inn Ministries, Dungannon
[Page 6](#)

Probation highlights Its Role in Tackling Domestic Violence
[Page 7](#)

Public Protection Advisory Group hold Seminar on Trauma informed practice

The Public Protection Advisory Group held its annual seminar in the Long Gallery, Parliament Buildings with speakers from all the justice agencies to share practice on reducing reoffending by adopting a trauma informed approach. The seminar is jointly hosted by the Probation Board for Northern Ireland and the Irish Probation Service.

Members of the Probation Services, Prison Services, Police Services and Justice Departments in Ireland and Northern Ireland came together on 29 November in Belfast to reiterate their support for partnership working to assist public protection throughout the island of Ireland.

Cheryl Lamont, PBNI Chief Executive, commented: "Tackling offending in partnership has long been recognised as a key priority for justice agencies in NI and Ireland. Those who offend, can exploit any potential opportunities that may arise due to differences in justice agencies and legislative systems. It is therefore

imperative that we share practice, share information and have regular contact between all agencies. This annual event enables us to do that and build on the strong working relationships that exist.

"The theme of the event was effective trauma informed practice – north and south. It is critical that we learn from partners about how best to train staff and embed a trauma informed practice to prevent reoffending and keep communities safer."

Vivian Geiran Director of the Irish Probation Service added: "While there has been some uncertainty arising from the UK Government's decision to leave the EU, both probation services in NI and Ireland are absolutely certain of the need to continue to work in partnership. Indeed, particularly at this time, cross border co-operation is all the more important. We are committed to continuing our work to protect and support communities on both sides of the border."

WELCOME to the Eleventh edition of the Probation News Magazine. This magazine provides a biannual opportunity to engage through sharing of news, best practice and information to stakeholders, staff and the public. We hope you enjoy reading this edition.



PBNI
Probation Board
for Northern Ireland



Introduction from the Chief Executive

I am delighted to introduce the 11th edition of Probation News. This magazine edition of the newsletter is published twice a year specifically to provide the Probation Board's external stakeholders with a view into what work we are doing and, crucially, how well we are achieving our aim to change lives for safe communities.

The 10th annual Public Protection Advisory Group (PPAG) conference took place in Belfast on 29 November. This conference, and the group itself, is an example of the close cross border partnership we have with the Irish Probation Service, and indeed other statutory Criminal Justice agencies across the island of Ireland. We also jointly launched the sixteenth edition of the Irish Probation Journal, a journal co-edited and co-published to promote research and best practice in the Criminal Justice sector. You can read more about the conference and the themes it explored as well as the latest Irish Probation Journal inside.

Probation staff continue to strive towards better practice, and you will see in this edition that the work of probation staff has been recognised locally and internationally recently. The Enhanced Combination Order won a prestigious Confederation of European Probation (CEP) award for innovation and the Aspire team scooped the Adult team services award at the Regional Social Work Awards 2019 for their work with marginalised young men.

You will also read in this edition about Probation's work in the area of domestic violence in particular the Promoting Positive Relationships Programme. This is a diversionary programme which is delivered by PBNI in partnership with the Health Trusts and Women's Aid to men who are at risk of being convicted of domestic abuse with the aim of ensuring the safety of women and children and to prevent further abusive behaviour.

Probation is very much based within the community, as we supervise people sentenced to community orders by the Courts. There is a good example of the Community Service Order in action from a project in Dungannon in this edition which demonstrates the value of Community supervision in paying back to the local community.

I hope you find this magazine useful and informative. Many of our offices have new contact telephone numbers and the details are included at the back of this edition for your information. Please feel free to contact your local office if you would like any further information about Probation.

Cheryl Lamont
Chief Executive



Welcome from the Board Chair

In August the Board launched a 12-week public consultation on PBNI's Corporate Plan for 2020-23. We asked the public what the organisation was doing well and what they would like to see it do differently in future.

The consultation was wide and far-reaching. We wrote to over 300 stakeholders. We held 30 one-to-one meetings with key stakeholders and organised a political round table with elected representatives. We held a series of staff engagement events and service user forums. The information we received endorsed our approach to date and gave us important feedback that we will use to formulate our strategic priorities for the future.

Some of the themes captured in the consultation process included the importance of probation engaging in early intervention, and continuing a problem solving approach. We also heard that stakeholders would like to see probation engaged in further restorative approaches. It was also clear from the consultation responses that we need to continue raising awareness of the valuable work probation carries out in communities. All of this valuable information and feedback will be taken on board as we draft the new plan. The Corporate Plan for 2020-23 will be published early next year.

In September the Board held its annual seminar in the Long Gallery Parliament Buildings. The theme of the seminar was 'justice improving outcomes for communities'. We were delighted to have three key note speakers – Head of the Civil Service, David Sterling; Chief Constable, Simon Byrne and Director of the Centre for Justice Innovation Phil Bowen. We also had a high level panel of Permanent Secretaries from Justice, Health, Education and Communities.

David Sterling paid tribute to the work of probation staff and pointed out that the evidence shows problem solving approaches are not only delivering positive societal outcomes but are good value for money. He said; "The problem solving programmes that the Probation Board and others are involved in are also helping to tackle two big issues that continue to cause harm and that are seen time and again in the criminal justice system – poor mental health and addictions." He also called on all those in attendance to continue to build relationships; continue to make the best use of each other's expertise; and focus on what else we can do together to make a lasting impact on people's lives.

The seminar was packed to capacity and important conversations on future collaborative opportunities have begun as a result of this event. In the coming months the Board will build on these opportunities, so that we can continue to positively impact on people's lives.

Dale Ashford QSM
Board Chair

Probation takes top CEP Award for Rehabilitation in the Community

Probation was delighted to win the award for "Rehabilitation in the Community" at the CEP General Assembly which took place 23 October in Dublin. The Confederation of European Probation (CEP) allows Probation Services throughout Europe to come together to share and learn best practice. The annual Awards allow CEP to highlight and celebrate outstanding contributions to probation within Europe.

Cheryl Lamont, CEO, said *"The Award is well deserved and acknowledges all staff both operational and corporate, our partners who help to deliver the Order and, in terms of central resourcing, the support of departmental officials"*



Willem van der Brugge, CEP Secretary General, and Gerry McNally, CEP President, presenting Cheryl Lamont, CEO and Stephen Hamilton, Assistant Director with the CEP Award for Rehabilitation in the Community.



Cheryl Lamont, CEO, and Vivian Geiran, Irish Probation Director, congratulate Gail McGreevy, for Probation Board for Northern Ireland and Ursula Fernee, for Irish Probation Service, as they receive the highly commended award in the "Research" category for the jointly published 'Irish Probation Journal'.



Former Chief Probation Officer and CEP Patron, Breidge Gadd congratulating Cheryl Lamont, CEO; Dr Geraldine O'Hare, Director of Rehabilitation; and Stephen Hamilton, Assistant Director on winning the CEP Award

Probation wins Platinum ONUS Award for a Second year

Probation was delighted to have been awarded the Workplace Charter Platinum Award for the second time on domestic violence at ONUS's 10th annual awards ceremony held in November and hosted by Belfast City Council. The Award ceremony highlights the importance of tackling domestic violence and abuse in our society, communities, churches, schools as well as in the workplace. Probation received the Platinum award for its overall strategy in tackling domestic abuse in the wider societal context and partnerships with other agencies in developing programmes to challenge perpetrator behaviour whilst safeguarding partners and family members. Probation is committed to ensuring a supportive working environment for any employee who discloses that they are experiencing domestic violence and abuse. Domestic violence and abuse has a devastating impact on victims and their families. Anyone dealing with domestic violence can access support by calling the Free phone 24 hour Domestic and Sexual Abuse Helpline on 0808 802 1414.



Pauline McMillan, Learning and Development, receiving the ONUS Platinum award on behalf of Probation.

Probation wins Social Work Awards Adult Services Team of the Year



The Social Work Awards 2019 took place in the Slieve Donard, Newcastle this year.

Probation's Aspire project staff were absolutely delighted to win the Adult Service Team of the Year at the annual Social Work Awards held on Friday 15th November 2019, at the Slieve Donard Resort.

The Social Work Awards are to promote and celebrate excellence in social work and were introduced by the Raising the Profile Group,

formed by the Health & Social Care Board to raise the profile of social work. The Awards are a public recognition of social workers' achievements.

The Probation led Aspire project works with NIACRO and other voluntary and community sector groups and has worked with some 502 young men aged between 16 and 30, who are marginalised in communities and at risk of becoming involved in criminality, have been accepted on to this project. The project is collaborative combining restorative practices and peer mentoring with targeted support in relation to employment, training, housing, poor mental health and addictions issues.

Aspire was independently evaluated and it was found that 71% of participants said Aspire had supported them in accessing training and employment opportunities. 83% of those who successfully completed the programme said Aspire had helped them to take a better path in life with most of those believing they would be better able to resist negative pressures to become involved in criminality in the future.

Aspire is achieving positive outcomes and changing lives for safer communities, and winning the Social Work Award for Adult Service Team of the Year is a recognition of all the hard work put into this project to help young men stay out of the criminal justice system.



Cheryl Lamont, Probation CEO; Deirdre Grant, ASPIRE Manager; Gillian Montgomery, Assistant Director; Caoimhe Fox, Probation Officer and Newly Qualified Social Worker Award finalist; and Hugh Hamill, Director of Operations at the Social Work Awards where the Aspire team won Adult Services Team of the Year.



Deirdre Grant, Aspire Manager, and her ASPIRE team delighted to take home the Social Work Award for Adult Services Team of the Year.



Vivian Geiran, Director Irish Probation Service, and Cheryl Lamont, Probation CEO, launched the 16th volume of the Irish Probation Journal at the PPAG conference.



The PPAG North South conference was about partnership and cross border working to protect communities. Pictured at the event are: (l-r) Director of Rehabilitation Dr Geraldine O'Hare, CEO Cheryl Lamont, Director of Probation Vivian Geiran and Deputy Director Ailish Glennon.



Vivian Geiran, Director Irish Probation Service, and Cheryl Lamont, Probation CEO with the two comperes at the Public Protection Advisory Group conference, Gayle McGurnaghan, Probation Deputy Head of HR, and Lena Timoney, Irish Probation Service Regional Manager.

Probation Board holds seminar on Improving Outcomes for Communities

The Probation Board for Northern Ireland held its annual seminar titled this year "Improving Outcomes for Communities" on 27 September in the Long Gallery, Parliament Buildings. The fully attended seminar had representatives from across the public, private and voluntary/community sectors including from the Judiciary, Prisons, Police, Health, Local Councils, political parties, and academia.



Judge McElholm; Judge Bagnall; Dale Ashford QFSM, Probation Board Chair; Cheryl Lamont, Probation Chief Executive; and Judge E King at the Probation Board conference "Justice - Improving Outcomes for Communities" held in Parliament Buildings.

The focus of the event was to look at how Probation can work collaboratively to improve outcomes in communities with keynote speakers David Sterling, Head of NI Civil Service; Simon Byrne, PSNI Chief Constable; and Phil Bowen, Director of the Centre for Justice Innovation. The event also had a discussion panel of Permanent Secretaries from Justice, Education, Health and Communities along with David Sterling, Head of the Civil Service.

Chief Executive of Probation Cheryl Lamont said: *"We know that the issues of addictions cannot be tackled by justice agencies alone. So we brought together leaders from Education, Health, Justice and Communities to consolidate and build more networks and partnerships, and at a strategic level look at how Probation and others in justice can effectively work to enhance wellbeing across communities."*

Dale Ashford, Probation Board chair, commented: *"This seminar provided us with an opportunity to take stock of what we are doing and look at new ways of working to make communities safer."*



Dale Ashford QFSM, Probation Board Chair; Cheryl Lamont, CEO at the Probation Seminar with the keynote speakers David Sterling, Head of NI Civil Service; Simon Byrne, PSNI Chief Constable; and Phil Bowen, Director for the Centre for Justice Innovation.



Tracy Meharg, Department for Communities Permanent Secretary; Dale Ashford QFSM, Probation Board Chair; Cheryl Lamont, Probation Chief Executive; David Sterling, Head of Civil Service; Derek Baker, Department of Education Permanent Secretary; Peter May, Department of Justice Permanent Secretary; and Richard Pengelly, Department of Health Permanent Secretary at the Probation Board conference "Justice - Improving Outcomes for Communities" held in Parliament Buildings.

Probation celebrate Partnership with Prisons

Prisons Week took place during October and Probation took the opportunity to highlight the close partnership it has with the Northern Ireland Prison Service. Probation put together a short video to go online to celebrate that close partnership and show one of the projects Probation and Prisons have been working on together, the Community Garden based at Hydebank.

You can watch it on our YouTube channel at www.youtube.com/watch?v=xVmlujPyI3Y



The work of Aspire

Michelle is a Probation Officer, working specifically in the Aspire project.

Aspire is a project within PBNi that is funded under the Fresh Start Agreement. It is a project that works with 16 – 30-year-old males. A recent independent evaluation stated our service users are among the “most vulnerable and chaotic young men in Northern Ireland” who have significant criminogenic needs that we aim to meet through a holistic, collaborative approach to working within a multi-disciplinary context.

Many have experienced childhood adversities and transgenerational trauma. We work closely with partner agencies to ensure the service user's needs are met including NIACRO, Barnardos Parenting Project, Addiction services, Mental Health services, NIHE, GPs and Social Services but to name a few.

As a Probation Officer within the Aspire team I work alongside a Probation Service Officer and a Niacro Mentor with all service users, providing a wraparound service to ensure a high level of care and support is provided, in order to promote and sustain desistance, and manage risks. The Probation Service Officers provide one to one work with our service users, in regards to a multitude of criminogenic factors such as developing coping skills, victim awareness and anger management.

My role as the Probation Officer is to meet with the service users at least once a week to focus on risk assessment, identification and management and recommend areas for development, highlighting appropriate referrals to various community based

services for example with addictions, mental health, training/education needs.

When discussing the Aspire project with a current service user, he describes his engagement in a positive light stating, 'I've never had anything like this in Probation before. You get to talk about what's actually happening. I have got loads of practical advice and help with doing things like registering with my GP, attending appointments and going to drug outreach.'

In regards to the Niacro mentoring assistance he informed me that, 'My mentor's great. He takes you out and he doesn't judge you. He treats you like a normal person.' A recent Evaluation of the project has been positive since the Aspire Team's establishment in September 2017.

Community Service helps Drop Inn Ministries, Dungannon

Drop Inn Ministries is a local charity store, which deals in clothing and furniture. This is a placement for individual service users. Recently the placement had approached PBNi to help with a full clean-up of their back store in time for Christmas. At this time, we had 3 service users working at the placement and between them all the clean-up was completed. Drop Inn Ministries inform PBNi that without the support of Probation's Community Service workers they would struggle to get this major work completed.

The manager of the store stated, 'Community Service is an excellent service, giving support to the local community and we will always be happy to be involved with Community Service.'

Before:



The generosity of the public outstripped their ability to sort.

After:



Community Service helped sort out all the donations ready for the shop front

The Role of Restorative Practice in the work of Probation

The Probation Board for Northern Ireland recognises that crime is a serious problem which has a devastating impact on victims and their families, and we are committed to dealing effectively with Offending behaviour and keeping the victim central within our work.

Restorative Practice approaches are threaded throughout our work, for example through the completion of 1-1 victim work with the service user and the staff member and in our group work programmes such as Thinking skills and Building Better Relationships which challenge our service users to look at the impact of their behaviors, also through Probation's Victim Information Scheme, victims are afforded the opportunity to participate in a restorative process.

A Restorative Intervention seeks to meet the needs of victims and to support offenders to make right the harm they have caused.

It's a way of helping victims and offenders communicate and find some resolution to the harm that has been caused as the result of a criminal offence. This can involve direct or indirect contact between victims and offenders. All parties have a chance to talk about the offence and explain its impact.

The overall aim is to try to help repair the damage caused through a voluntary process, assisted by a trained facilitator.

How does it work?

Restorative Practice, or a Restorative Intervention, can involve direct or indirect communication between the victim and perpetrator. This might be written or verbal, or an actual meeting between the parties. The aim is to offer the victim an opportunity to tell the offender how the crime has impacted on their life and to offer the offender a chance to make amends for his/her behaviour through an agreed plan of action.

The victim has a chance:

- To be able to say how the crime has affected their life;
- To ask questions of the person who has committed the crime;
- To be able to tell their own story;
- To hear the offender express remorse for the impact of the crime
- To be able to reach agreement on what can be done to make amends.

The perpetrator has a chance:

- To offer an explanation for his/her behaviour
- To hear how the crime has affected the victim's life:
- To be able to take responsibility for the harm which s/he has caused;
- To do something which may help the victim.
- To demonstrate positive change in his/her life.

Probation highlights Its Role in Tackling Domestic Violence

Probation took part in the 16 Days of Action, promoted by Women's Aid, to highlight on twitter (@PBNINews) the work Probation does to end violence against women and girls.

Probation delivers a number of programmes that are designed to challenge perpetrators/abusers, hold them accountable & provide effective interventions for their behaviour. This includes the Promoting Positive Relationship Programme for adult males who have demonstrated the potential to be abusive in intimate partner relationships & whose children are assessed at risk by Social Services

The aim of the Promoting Positive Relationship Programme is to ensure the safety of women and children and to prevent

further abusive behaviour. This programme requires interagency working & central to this are practitioner review meetings, where all agencies involved with the family meet to discuss risk issues & progress. Regular meetings are convened with the relevant parties from the Trusts, Women's Aid bodies, Department of Justice and Probation to facilitate this process and promote interagency working.

Between 2018/19 in the Western Health & Social Care Trust, Probation delivered the Promoting Positive Relationship Programme to 29 males with 24 completing the 24 session group work programme, evidencing a high rate of programme completion. Foyle Women's Aid provided the partner support role. Multi-agency work is a strong feature of this intervention. Currently, Probation

is offering Promoting Positive Relationship Programme to 60 males throughout Northern Ireland.

The Inspire project is a Probation initiative that focusses on women offenders, some of whom have suffered from domestic abuse. Working with organisations like Women's Aid NI & Victim Support NI, Probation help provide a safe space and support to service users who have suffered from Domestic Abuse.

Our Victim Information Unit work daily to support and provide information to victims of Domestic Violence and the Unit has seen an increase in victims registering who are the subject of Domestic Violence.

For more information go to www.pbni.org.uk

Probation has a new phone number, please update your records accordingly.

Phone Number: 028 9052 2522

Probation offices have also changed their phone numbers. Below is the full list of office addresses and phone numbers.

OFFICE	ADDRESS	PHONE NUMBER
PBNI Headquarters	80/90 North Street, Belfast, BT1 1LD	028 9052 2522
Alderwood House	Hydebank Wood, Purdysburn Road, Belfast, BT8 7SL	028 9025 7340
Andersonstown Road	202A Andersonstown Road, Belfast, BT11 9EB	028 9030 6630
Armagh	25 College Street, Armagh, BT61 9BT	028 3752 9876
ASPIRE	4th Floor, 41 Waring Street, Belfast, BT1 2DY	028 9031 6408
Ballymena	3 Wellington Court, Ballymena, BT43 6EQ	028 2566 2345
Coleraine	19/20 The Diamond, Coleraine, BT52 2DN	028 7034 6880
Downpatrick	Downshire Estate, Ardglass Road, Downpatrick, BT30 6RA	028 4461 8281
Crawford Square	8 Crawford Square, Londonderry, BT48 7HR	028 7131 9580
Dungannon	2 Feenys Lane Dungannon, BT70 1TX	028 8775 4848
Enniskillen	Cathcart Square, 14 Dublin Road, Enniskillen, BT74 6HH	028 6634 3345
INSPIRE	4th Floor, 41 Waring Street, Belfast, BT1 2DY	028 9031 6489
Hydebank	Hospital Road, Belfast, BT8 8NA	028 9049 4100
Lisburn	Unit 4, Wallace Studios, 27 Wallace Avenue, Lisburn, BT27 4AE	028 9262 3456
Limavady Road	7 Limavady Road, Londonderry, BT47 6JU	028 7131 9670
Magherafelt	9 Kirk Avenue, Magherafelt, BT45 6BT	028 7930 2115
Magilligan	HMP Magilligan, Limavady, BT49 0LR	028 7772 0583
Maghaberry	HMP Maghaberry, Lisburn, BT28 2PT	028 9261 6772
Newry	1d, Monaghan Street Newry, BT35 6BB	028 3025 3030
Newtownards	15 Castle Street, Newtownards, BT23 3PA	028 9185 8282
Newtownards Road	297 Newtownards Road, Belfast BT4 1AG	028 9052 6655
North Belfast	72 North Street, Belfast, BT1 1LD	028 9034 7474
Omagh	Sperrin Centre, 1 Market Street, Omagh, BT78 1EE	028 8225 4872
Ormeau Road	330 Ormeau Road, Belfast, BT7 2GE	028 9054 1444
Portadown	12 Church Street, Portadown, BT62 3LQ	028 3839 7575
Public Protection Unit	Seapark, 151 Belfast Road, Carrickfergus, BT38 8PL	028 9025 9576
Victim Information Unit	Unit 4, Wallace Studios, 27 Wallace Avenue, Lisburn, BT27 4AE	0300 123 3269

Our contacts are online at
www.pbni.org.uk/contact/
and on “Changing Lives” app

