

NACRO Successful EMPLOYMENT AND RESETTLEMENT OF OFFENDERS CONFERENCE

**18TH NOVEMBER 2010
LONDON**

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The background image shows a two-story brick residential building. A paved walkway leads from the foreground towards a blue entrance labeled 'MAIN ENTRANCE'. Above the entrance is a sign that reads 'WING 11 RESIDENTIAL'. The building has several windows with white frames and red awnings. The sky is bright, suggesting a sunny day.

HMP SEND RESETTLEMENT VISION STATEMENT

Send's vision is one where women are turned away from crime and become law abiding members of society, holding down jobs, paying taxes and contributing to the economy.

Statistics

NATIONAL

- More than 25% of the working population has a criminal record
- 70% of offenders on leaving prison do not have a job to go to
- It is 8 times harder for someone with a criminal record to get a job
- Re-offending costs the tax payer £11 billion a year.
- Employment reduces re-offending by between a half and one third.

LOCAL (HMP SEND NEEDS ANALYSIS SURVEY NOVEMBER 2009)

- 40% of our women are between the ages of 25-35
- 36% were employed prior to custody
- 59% of women have gained qualifications since commencing their sentence
- 75% will not have employment on release
- 19% of women are currently engaged in voluntary/paid employment in the community (this equates to 40 women working outside in the community on a daily basis)
- Over the last 12 months, 18 women have been discharged into paid employment.

During 2010, we will have allowed over 6000 separate releases on temporary release.

HMP SEND Resettlement PATHWAY TO EMPLOYMENT

- The resettlement regime is one which concentrates on preparation for release and reducing future offending.
 - There are good opportunities for women to learn new skills and solve some of the problems that may have brought them here in the first place including programmes to promote learning and training skills as well as those that target behaviour. (NOMS Reducing Re-offending Pathways).
 - There is a good team of people who want to help who will identify any offender who is motivated to want to stop re-offending diverting them to the right interventions based on individual needs.
 - Women are able to return to the community with a lowered likelihood of harm arising from reoffending.
 - Rigorous security and risk assessments are carried out before any offender is considered suitable to leave the prison on day release (Offender Assessment System OASYS)
 - It progressively tests offenders' ability to function independently in the community.
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- We are continually developing long lasting partnerships between the women at Send, the local community and employers securing employment provision both before and after release.

OUR COMMUNITY PARTNERS

At Send we have, for a number of years established partnerships with the following employers:



Business in

Community



Princess Alice Hospice, Surrey Community Action, Local charity shops, ASDA, Timpsons, Housing for women, Citizens Advice Bureau, Guildford Samaritans, YMCA, Sainsbury's, Holiday Inn (Woking), EDF Energy, Virgin, Bentley Centre, HM Prison Service,

Conclusion

The case for employing ex offenders

- **Employment is the single most important factor in reducing re-offending.**
- **Employing offenders offers them the chance to change their lives for the better.**
- **Offenders are reliable, committed, loyal, hard working and tend to stay with one employer**
- **Many women have previous work experience. Employers have access to a wide pool of talent.**
- **No need to run CRB checks their criminal history is already known, employers know exactly who they are getting.**
- **Denying opportunities to people with a criminal record increases the risk of re offending**
- **Crosses the social divide from exclusion to inclusion, for many offenders it's a rebirth.**