

**Grant Funding opportunity to pilot an innovative approach in prison linked to improving the engagement of women offenders in prison industries**

**1. Background and Policy context**

- 1.1 At present there are over 200 fashion houses in London who cannot recruit machinists because there is not the skill set in the current labour market. Public Sector Prison Prisons Industries (PSP) have established a partnership with the London College of Fashion (LCF) to introduce a Fashion Training and manufacturing Programme at HM Prison Holloway.
- 1.2 NOMS is faced with a number of challenges concerning teaching women in custody particular skills that will enable them to enter the fashion manufacturing business:
- Women offenders are currently under represented in prison industries.
  - PSP are determined to ensure that all offenders have access to work experience, training and life skills regardless of gender.
  - There is currently a huge skills gap in the fashion manufacturing sector particularly in London.
- 1.3 NOMS is committed to improve the engagement of women in custody in work experience. We have committed to undertake research and other activities to inform our strategy and support development of an evidence-based commissioning approach to the provision of work based interventions and other services for women offenders in custody.
- 1.4 As part of that commitment this grant will support and encourage promising approaches in the provision of services provided by Voluntary Community & Social Enterprise Sector (VCSE) organisations which are targeted. This project will focus specifically on assisting women offenders at HMP Holloway to take full advantage of the potential offer in the textiles manufacturing workshop to enable them to gain work experience, training and life skills - and enable evaluation of provision of those services.

**2. Scope, Timescale and Funding**

- 2.1 The total grant funding for this project is up to £62,500, to support activity undertaken and completed in the current financial year 2015/16 with a possibility of extending for a further year subject to agreement and available funding.

**3. Project Approach**

- 3.1 In their application the successful grant recipient/s will need to describe how the work that they are proposing will contribute to the reduction of re-offending and how it will offer positive outcomes and opportunities for women in custody engaging in this area of work experience.
- 3.2 Applicants should be aware that although NOMS remains committed to evidence-informed commissioning, interventions and services in areas like this may still be commissioned where evidence is lacking or inconclusive, providing:

- there is a clear description of the service, including the outcomes it aims to deliver, and who it is for;
  - there is a clear, plausible rationale for why the service should work. The rationale should include reference to published high-quality evidence that supports the approach being taken;
  - There is a strategy in place for gathering evidence about whether the service works, using a high quality methodology. Effectiveness may be defined in terms of (a) reduced reoffending or (b) a demonstrable impact on intermediate outcomes that have been established to be related to reductions in reoffending.
- 3.3 For more details of our approach, including details of the intermediate outcomes which are related to reductions in reoffending, please refer to 'NOMS Commissioning Intentions for 2013-14', which is available via the following link: <http://www.justice.gov.uk/downloads/about/noms/commissioning-intentions-2013-14-oct12.pdf>

#### **4. Project Outcomes**

- 4.1 It is intended that this funding will help develop a revised approach to the engagement of women offenders in prison industries. This is a new area of work and the grant recipient(s) will be required to ensure that they take account of the evidence which shows how successful offender outcomes are achieved and demonstrate the impact of their proposal.
- 4.2 In their application the successful grant recipient(s) will need to present proposals which have a particular focus on the development of tangible products, tools and recommendations about promising approaches for improving outcomes for this group of offenders. This will include but is not limited to:
- a) Developing a model targeted at the specific areas of need for women in engaging in work in prison.
  - b) Evaluating the model to determine the extent to which they have impacted on the target areas.
  - c) Developing provider neutral toolkits for the implementation of promising approaches.
- 4.3 We have no fixed views about how these outcomes may be best achieved or monitored and measured, and encourage applicants to submit proposals in their application.
- 4.4 Beyond the life of the grant we are aware that this is an area where the evidence base may be either limited or evolving, or where the service forms part of a wider approach to the engagement of women offenders in work in custody without necessarily having a direct impact itself.

Bidders should evidence how their solutions achieve the outcomes (a) – (c). The Authority will assess how the bids received achieve these outcomes and in addition how a bid or combination of bids achieves these.

#### **5. Invitation to tender**

- 5.1 Bidders are invited to put forward proposals which achieve these project outcomes, and any pertinent to the context in which this funding is offered.

Subject to the outcome of application process the funding may be awarded as a single grant, or it may be split between multiple organisations (operating independently or in partnership). We are keen to support smaller or innovative projects where they are demonstrated to add value or increase learning.

5.2 The successful recipient(s) will be:

- One organisation who can deliver the scheme.
- One organisation who can deliver part of the scheme.
- A lead organisation establishing partnerships with other bodies who can deliver the scheme.
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- A consortium formed from a number of organisations with shared objectives and agreed arrangements for leadership and governance to deliver the scheme.
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## **6. Skills and Knowledge**

6.1 Bidders will need to show that they:

- Understand the environment in which they will be operating and have the skills to deliver successfully within it.
- Have experience of managing projects/grants/contracts within a specific timescale, meeting set milestones and achieving objectives set out, through a project plan and within the budget set.
- Have the ability to oversee projects, evaluate and report on outcomes and manage grant finances.

## **7. Equalities**

7.1 Bidders are required to set out how they will ensure that equalities issues are considered in their proposal. This should include an explanation of the way in which it will address the needs of the population of offenders across the full range of protected characteristics (e.g. gender, race, age etc.).

## **8. Costs, monitoring, and evaluation of the scheme**

8.1 Bidders will be expected to forecast costs for the duration of the grant and will meet with NOMS representatives regularly to discuss progress and review expenditure.

8.2 Bidders are required to provide an implementation/project plan for the duration of the Grant period 1 October 2015 to 31 March 2016, detailing realistic timescales, key stages and milestones, proposed stages for progression of agreements and commitments, engagement with key partners/stakeholders, relevant quality assurance mechanisms as well as any other relevant considerations. They will also need to describe the key risks to delivery and how they will manage them.

8.3 The successful recipient(s) will be required to deliver the work outlined in the implementation/project plan (to be agreed as part of the grant agreement) within

a budget of up to £62,500 within the financial year 2015/16. Payment will be made evenly in this period in advance. Services may be delivered after 31 March 2016 but no further payments will be made after this date unless a decision is taken to extend the grant agreement.

- 8.4 Bidders will be invited to describe an evaluation which meets NOMS' standard in identifying the extent to which the supported activity has impacted upon defined key outcome indicators; including, how their work will add to the evidence base in terms of what works to reduce reoffending or to achieve intermediate outcomes.
- 8.5 Bidders will need to demonstrate how resources which inform development of practice and build capability of VCSE organisations to adopt these approaches more widely. This might include provider neutral toolkits, training courses workshops or awareness raising events.
- 8.6 The detailed delivery model will be agreed with the successful applicant(s) before the grant agreement is awarded. In their application, applicants will be expected to demonstrate how their proposal will provide support to VCSE organisation(s) to develop innovative proposals for service delivery, and support factors linked to (re-)offending, in the future.
- 8.7 Bidders will be invited to explain how the grant funding will leave a sustained and lasting legacy, for example by improving capacity, building the evidence base in terms of what works etc, and supporting other VCSE providers in developing delivery capability.