

## HMYOI Cookham Wood Pilot – Addressing experiences of victimisation

### Market Warming Event Q&A

25th June 2021 @ 1100 hrs

#### Agenda

- 11.00 - Welcome and Introductions
- 11.10 - Presentation from project team
- 11.30 - Open discussion about the project
- 12.00 - Question and Answers
- 12.25 - Next steps and wrap up

#### Attendees

Please see Appendix A

#### Presentation

Please see Appendix B which has the icon link to the presentation.

#### Question and Answer Session

##### **Operational**

*Jon Gilbert – AIR Network*

Do you have any idea if TUPE is available?

TUPE is not available as this is a new project which is a pilot scheme and therefore not an ongoing concern.

What is the cohort size over a year?

Cohort will be on average 16 per mentor

*Nathan Singleton – Lifeline Projects*

Are there thoughts on average length of mentoring (in terms of weeks) for each CYP?

It is thought that this will be around 8 weeks of intervention upon release

*Clive Mills – Children's Society*

What existing work is being done by the various YOTs that this will encompass and does this pilot overlap in any way with the work that they undertake and is there buy in from those YOTs?

Kent – both Medway and Kent YOT have been updated on the pilot and its scope and are supportive of the potential benefits of the work being proposed. The newly appointed Transition workers that are being funded by Kent YOT will need to work collaboratively with this pilot scheme but there is support from both Kent and Medway YOT for this.

MOPAC – A good number of YOTs have been spoken to regarding this pilot scheme and none of them are resistant to the proposal. It may be that more mapping of London YOTs is required to

ensure that there is no overlap of services as it is recognised that there may well be differing levels of service provision across the London borough YOT teams.

*Evan Jones – St Giles Trust*

The funding is short term and therefore this raises a question about whether we factored in clearance at Cookham Wood?

This is a valid point raised and something that will need to be discussed with the staff at Cookham Wood as a priority.

The branding of the CYP being known as victims could be an issue to engagement

This has been raised previously so how the pilot is branded and or sold to the boys will be critical to engagement levels.

*Peter Heckel- Salus*

Travel time for the release phase might be critical as this may adversely affect the case load and viability of the pilot. Once they are released, significant work may have been undertaken to ensure they are reintegrated successfully, and this may lead to bottlenecks.

We will look at this with the provider awarded.

*Clive Mills – Children's Society*

What has been considered for the roles outside the prison as YOT will start to link in with the YP as soon as they go in. There needs to be an in depth understanding of existing services and pathways into these services for CYP to address the intersectionality of need (familial difficulties, MH, substance misuse, neurodevelopmental etc.). The CYPs needs should be recognised as these will underpin reoffending and are multifaceted. Addressing one element of this in isolation without wraparound support is unlikely to achieve the desired outcomes.

MOPAC, MOJ and Kent PCC have contacts and relationships with various existing services and the provider will be asked to show how this mentoring can work with the victims services to support the young person.

*Evan Jones – St Giles Trust*

*Joanna Oliver - Spark 2 Life*

Family work is one of the most effective ways to achieve good re-settlement as often this has been an issue from way before their incarceration and so to go back to working with the family, maybe even rather than working with the CYP, this may be a better method to get the family to re-engage with the CYP pre-release. Families are more likely to see the CYP as a victim.

The project team will be speaking to Secure Stairs to see what they deliver and are mindful to ensure that there is no scope creep.

*Evan Jones – ST Giles Trust*

Boys on remand are often overlooked - good to see them included in this cohort.

*Hannah Johns - MOPAC*

One idea is to give the CYP the option to help design this. There are issues with them not wishing to recognise themselves as victims, but to empower them to make them feel part of the pilot.

In the long term, this could be an option but to look to get CYP input for the pilot on how delivery could be improved would not allow before mobilisation.

*Clive Mills – Children's Society*

With regards to CYP being involved in the engagement process, the pilot does not give time to allow for this. The idea of putting some of these YP together to do group work could prove difficult as its not standard youth work and could lead to too many issues between rival gangs / landings. It may be that you need to look at receiving individualised feedback as it is likely that the boys would not wish to give their thoughts within a group session

*It is accepted that it may not be possible to get complete engagement when developing the pilot. Providers will need to show in their application how they think this can work, even if on an individual basis*

*John Leach – CGL*

Agrees that co-production can be achieved but not at the start.

*For consideration post pilot*

*Sacha Ray – Feltham Community Chaplaincy Trust*

In Feltham prison they did a leaflet drop into the cells to get the detainees to inform them of some of the services that they would like, and this could be a good option.

*For consideration post pilot*

*Sacha Ray – Feltham Community Chaplaincy Trust*

How does/could this work align with the courts? Has consideration been given to perhaps putting someone in the court, maybe 1 day per week?

*Good point on courts - we can take that one away to speak to colleagues about how/if that could work*

*Tara Chapple - Porchlight*

Just on that point about family engagement - how would this work alongside existing services such as EH, CSS?

*We will follow up and let you know*

*Joanna Oliver - Spark 2 Life*

Concerns around the terminology of the pilot regarding victims, when we use the term victim, to make the CYP see that they are vulnerable is not a great feeling and how do we go about creating a teachable moment so that they do engage. How does the mentoring work that they will be doing link back to all the work that took place before they came into the YOI. There is a need to make sure we are not re-inventing the wheel.

*Agree with issue around the word victim. We will work with the providers to ensure the pilot is welcoming to the YP, including the final name of the project.*

Other comments / Questions

### **Budget**

*Caitlin Phillips – Intuitive Thinking Skills*

Is the £90k financial envelope exclusive of VAT?

*Yes – this is inclusive of VAT*

Is it possible to increase funding available or extend this window?

*It is possible this pilot could be extended into the next financial year, but we will not be able to confirm this until nearer the time.*

*Nathan Singleton- Lifeline Projects*

3 roles at £25k-£30k does not leave budget for travel and organisational expenses.

We have altered the tender to allow for providers to come up with their own breakdown of the budget. This could mean less than 3 mentors if needed.

*Tara Chapple -Porchlight*

Agree with Evan and Joni. With the inclusion of NI and pension costs, supervision, management cost and overheads it's not doable within the envelope.

We have altered the tender to allow for providers to come up with their own breakdown of the budget.

*Joanna Oliver – Spark 2 Life*

As a pilot, there will be reporting requirements, which need to be costed in.

The evaluation is being paid for by MOPAC, as a separate budget, and so the provider will only need to report data back. This admin work can be included in the budget breakdown.

**Recruitment**

*Joni Thompson - Open Road*

*Evan Jones – St Giles Trust*

I think we'd struggle to recruit if we didn't offer a decent wage- our recent experience is that there are not many good applicants out there and upward pressure on wages. Standard case workers rate for inexperienced is from £20k to more experienced £28k. St Giles would struggle to recruit at the bottom of the pay scale range and if it's more towards the top this gives no scope for clinical supervision, on costs or travel expenses.

Part time workers may make the budget more achievable, or if there were 2 mentors instead.

*Evan Jones – St Giles Trust*

Staffing the pilot, St Giles Trust prides itself of employing a number of staff who have lived experience and as such criminal records, and many of whom would not pass a normal DBS check, but they are great at connecting with CYP. In a custodial setting this may prove to be a challenge as these staff would need to draw keys which could exclude some staff if there is going to be a rigorous clearance process.

Agreed this could be an issue. Cookham Wood have said they can work with this however, and would accept mentors with certain convictions. We will work with this further with the chosen provider.

*John Leach – CGL*

The budget is tight and also the timescales if the contract is awarded on 30<sup>th</sup> August, advert 1<sup>st</sup> Sept they will struggle to have new staff in post by the end of sept and if following a normal recruitment process, October start date is unachievable.

CGL would be looking at a salary of around £23k- £27k plus London Weighting, NI and pension and travel costs making the £90k a challenge.

We have now changed the timescales to adjust to this.

*John Leach – CGL*

Is this a staff model only? Is there any rationale for this? It may be that the bidder could use community volunteers which might cut down on travelling and they could be used to make the budget go further.

A staffing model is one option; however, we are open to suggestions to see that a mixture of staff and volunteers could look like in terms of engagement levels. The specification will need to be flexible to allow more bidders to be involved.

*Evan Jones - St Giles Trust*

We've had lots of this ST central government funding come out in Kent for various services all needing to be spent by March 22 and needing rapid mobilisation. All for service (drugs and alcohol, homelessness, MH) recruiting from the same pool of candidates. It makes recruitment far more challenging.

We don't need all money to be spent by March 2022, and so this will now become a calendar year project. However, we do need to have spent some of this money, so mentors will need to start in January 2022.

*Tara Chapple – Porchlight*

We need to consider the difficulty of recruiting to short term roles like this especially in the context of COMF funding that has been released (also short term) with multiple organisations competing in the same pool of candidates for short-term roles.

COMF - Contain Outbreak Management Fund

This is now a calendar year timescale, so ideally mentors will have a yearlong piece of work. There is also possibility of extending this, but we cannot confirm until next year.

## **Specification / Outcomes**

*Caitlin Phillips – Intuitive Thinking Skills*

The focus of the programme and label of victim could consideration be given is more focus were placed on the personal development of the individual themselves rather than their victimisation. To look at development of their cognitive skills and personal development it keeps the mentoring focussed more on the individual.

The money for this project is being given to specifically look at supporting young offender's recovery from their own victimisation in the hopes this lowers reoffending rates. Personal development will be a part of this but it needs to have the recovery aspect to.

*Jon Gilbert – AIR Network*

When the specification is drafted, it will be beneficial to be more specific on recruitment and inputs to enable the provider some degree of innovation and flexibility. A specification that defines the outcomes and not the method is preferable.

[We have altered the specification to allow individual flexibility in the bids.](#)

*Evan Jones – St Giles Trust*

In terms of what the pilot is setting out to achieve, the aim is to increase resettlement and reduce re-offending. This is a long-term ambition and has consideration been given to what the realistic timescales are to measure this. YP often get very anxious towards their release date and so improving the violence levels within the prison could be a benefit for the establishment to reduce incidents of those coming towards the end of their sentence.

[It may be that more interim measures are looked at such as better engagement with family, enrolling on a college course and other shorter term goals would be more beneficial for the pilot, whilst also collating re-offending and resettlement data for the longer term.](#)

*Nathan Singleton - Lifeline Projects*

Other outcomes could be improvement in wellbeing, housed, EET, engagement

[Definitely](#)

*John Leach – CGL*

Improved feelings/abilities/confidence of the SU

### **Other Questions**

*Tara Chapple - Porchlight*

Has money been set aside for an evaluation?

[Yes, this is in place and work is already under way to look at what KPIs will be relevant. This money is separate from the £90k](#)

*Jack Metcalfe -Hestia*

We at Hestia are a London living wage employer, will this be a requirement for all bidders?

[Yes](#)

### **Other comments**

Professionals have taken an age to recognise the victim/perpetrator dynamic - so the acknowledgement from young people will also take time.

Then there is the dynamic of victim/empowered individual, which we are often aiming for empowerment. How long, in reality, does it take people to move through such a process? Even people who are in great situations to start with

### **Appendix A**

Name	Email Address	Organisation	Role
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## Appendix B



CW YOI Meeting  
slides\_.pptx

## Pilot Project team

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