

Descriptive Document

Grant funding to improve disproportionality in use of force incidents for black and/or Muslim prisoners in custody through self development

Background and policy context

1. The National Offender Management Service (NOMS) is committed to fairness for all. We treat our staff properly and ensure equality of opportunity. We deliver our services fairly and respond to individual needs. We insist on respectful and decent behaviour from staff, offenders and others with whom we work. We recognise that discrimination, harassment and bullying can nevertheless occur and we take prompt and appropriate action whenever we discover them.
2. The offenders in our care have the right to expect fair, transparent and equitable treatment. Equality and Diversity are central and integral to all business activities within NOMS.
3. [The Equality Act](#) created a specific Public Sector Equality Duty (PSED) to government organisations, including NOMS, stating those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:
 - Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
4. Data for protected characteristics and prisoners' experience within the custodial regime is monitored and analysed to consider whether any particular group has disproportionate outcomes within this regime. The data has highlighted some key areas which require investigation to consider why there are disproportionate outcomes.
5. The NOMS Equality Strategy and Delivery Plan 2015-17 has set objectives based on the PSED, the, [Ministry of Justice Equality \(MOJ\) Objectives 2012-2016](#). This data and external reports such as [The Young Report](#) help to fulfil NOMS' requirements under the Equality Act 2010.
6. One key area of work within the Strategy focuses on the use of force used on Black and Muslim prisoners within custody. Data shows that both groups are disproportionately high within this area. Following an investigation into this data, it has been agreed that NOMS would like to test a self development intervention to identify the reasons why Black and Muslim prisoners are involved disproportionately in incidents which result in use of force and how this can be reduced.

Timescales and funding

7. This is a grant funding opportunity, running from 01 April 2015 to 31 March 2016, with the option to extend for a further 1 year.
8. The total funding available under this grant is up to £150,000 per year.

Project outcomes

9. NOMS commissioning intentions¹ include provision to commission services which will “enhance public protection and ensure a safe, decent environment and rehabilitative culture”. The aim of this grant is to test a self development intervention to identify the reasons why Black and Muslim prisoners are involved disproportionately in incidents which result in use of force and how this can be reduced.
10. The funding seeks to enable the following outcomes:
 - a) *To understand the reasons why Black and Muslim prisoners are more involved in use of force incidents, through a self development intervention.*
 - b) To work with individuals to identify the causes, reduce their involvement in these incidents and improve behaviour whilst in custody looking at a prisoner’s experience within custody and whether how they feel perceptions or pressures associated with their protected characteristics may have affected them and influenced their behaviour.
 - c) To produce a “Commissioning Resource Pack” which enables best practice where identified and how this can be replicated, through data gathered during the lifetime of the grant.
 - d) To test the self development intervention within 3 prisons nationally, as agreed between the provider and NOMS, one working with Black prisoners, one working with Muslim prisoners and one working with a mixed group of Black and Muslim prisoners.
 - e) To use qualitative research throughout the grant to evaluate the effects on behaviour of the self development intervention, including tracking prisoners during and after the intervention.
 - f) To measure whether the intervention has led to a reduction in disproportionality for Black and Muslim prisoners involved in use of force incidents, before and after the intervention, as evidenced on the NOMS Equality Monitoring Tool.

Bidders should evidence how their solutions achieve the outcomes. The Authority will assess how the bids received achieve these outcomes.

Invitation to tender

11. Bidders are invited to put forward proposals which achieve these project outcomes, and any others pertinent to the context in which this funding is offered.
12. The successful recipient will be:
 - One organisation who can deliver the scheme.
 - A lead organisation establishing partnerships with other bodies who can deliver the scheme.

¹ <http://www.justice.gov.uk/about/noms/commissioning>

- A consortium formed from a number of organisations with shared objectives and agreed arrangements for leadership and governance to deliver the scheme.

Skills and knowledge

13. Bidders will need to show that they:

- *Have experience of working in prisons or working with offenders in the community.*
- *Have delivered an intervention to a cohort which specifically works and considers their protected characteristics.*
- *Have experience with working with Black and or Muslim prisoners or Black and or Muslim offenders in the community.*
- *Be able to evaluate qualitative evidence to identify the views of the cohort and produce good practice from the evidence.*
- *Have experience of publishing guides or toolkits following a self development or similar intervention.*
- *Be able to deliver an intervention and improve the outcomes for the individuals participating.*
- *Have knowledge of self development interventions, how they can be used to improve behaviour.*
- *Have experience of working with individuals on self development on a one to one basis and in group settings, building a rapport, gaining trust and acting as a role model within the community.*
- *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.*
- *Be experienced in delivering programmes, through a teaching or professional qualification*
- understand the environment in which they will be operating and have the skills to deliver successfully within it;
- have the ability to oversee projects, evaluate and report on outcomes, and manage grant finances.

Equalities

14. 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 with, for example, learning disabilities and difficulties, and across the nine protected characteristics specified in law.

Costs, monitoring, and evaluation of the scheme

15. 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.
16. Bidders are required to provide an implementation/project plan for the duration of the Grant period 1 April 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, as well as any other relevant considerations.

17. The successful recipient 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 £150,000 per annum. Payment will be made evenly in the financial year 2015/2016 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.
18. Bidders will be invited to describe how their scheme can be evaluated in ways that will add to the evidence base in terms of what works to:
 - *Improve disproportionality in use of force incidents for black and Muslim prisoners in custody.*
 - ensure a safe and decent environment.