

DUNDEE CITY COUNCIL

REPORT TO: SOCIAL WORK AND HEALTH COMMITTEE - 22ND AUGUST 2011

REPORT ON: HIGH RISK OFFENDERS SELF-EVALUATION

REPORT BY: DIRECTOR OF SOCIAL WORK

REPORT NO: 354 - 2011

1.0 PURPOSE OF THE REPORT

1.1 To inform Committee of the findings of a recent self-evaluation exercise and a related improvement plan on the risk assessment and risk management of high risk of harm sexual and violent offenders.

1.2 The exercise was carried out by the Social Work Department alongside Social Care and Social Work Improvement Scotland (SCSWIS) and colleagues in Angus and Perth and Kinross between November 2010 and April 2011.

2.0 RECOMMENDATIONS

It is recommended that the Social Work and Health Committee;

2.1 Note the findings of the self-evaluation on the risk assessment and management of high risk offenders as outlined at 4.3.

2.2 Request that a progress report on the improvement plan as outlined in paragraph 4.4 is submitted by the Director of Social Work in 12 months.

2.3 To note the improvement plan as outlined in paragraph 4.4.

3.0 FINANCIAL IMPLICATIONS

There are no financial implications resulting directly from this report.

4.0 MAIN TEXT

4.1 Background

4.1.1 In June 2009, the Scottish Government published the findings of a national multi-agency inspection into work with high risk of harm sexual and violent offenders. The report made 19 recommendations to improve the quality of pre and post release arrangements, some of which related to Scottish Ministers, the Police and/or the Scottish Prison Service and 6 of which were directly relevant to local authorities as follows;

1. Interviewing prisoners and visiting prospective release addresses for Home Background Reports
2. Ensuring a risk of harm assessment is in place for all sexual and serious violent offenders

3. Ensuring risk management plans are in place for all sexual and serious violent offenders
4. Training staff involved in Multi Agency Public Protection Arrangements (MAPPA) to ensure they understand the needs of the Parole Board
5. Formally selecting and supporting staff involved in the risk assessment and risk management of high risk of harm offenders
6. Establishing local MAPPA strategic boards to oversee the performance management of MAPPA operations and plan for future improvement

4.1.2 A previous Committee Report noted all such requirements were already in place in Dundee and recommended a formal presentation to Members, which was approved (Report Number 413-2009). The thematic inspection has since been followed in 2010 by the Government requiring all local authority Criminal Justice Social Work (CJSW) services to self-evaluate their work with this group of offenders to promote continuous improvement.

4.2 **Process**

4.2.1 The self-evaluation was carried out under the auspices of the Association of Directors of Social Work (ADSW) and facilitated by the Social Work Inspection Agency (SWIA), which became SCSWIS during the exercise after amalgamating with the Care Commission. It also provided an opportunity for critical peer evaluation and shared learning and improvements across local authority areas.

4.2.2 The exercise commenced in November 2010 using a framework containing the 5 inter-related categories of outcomes, impact, key processes, staff and leadership. These categories incorporated a total of 33 questions, or performance indicators, including the quality of risk assessments, measures to reduce the risk of harm, feedback from key partners and links to child and adult protection systems.

4.2.3 It was known that SCSWIS would report to the Government and ADSW on the nationally aggregated findings of the exercise, in respect of identified good practice, common themes and key issues. It was also known that SCSWIS would support and monitor the implementation of improvement plans in each local authority area once the exercise was completed and that, as far as possible, this would occur within existing inspection regimes.

4.3 **Outcomes**

4.3.1 In Dundee, a Criminal Justice Public Protection Team is uniquely co-located with Tayside Police Offender Management Officers, an NHS Sex Offender Liaison Officer, Sex Offender Group Work Facilitators and the Tayside MAPPA Coordinator. An initial case file audit of 20 case files informed the final outcomes and showed 1 as adequate, 18 as good and 1 as very good. In each of the 5 categories, the exercise evidenced the following;

- Outcomes (how do we know that what we do reduces the risk of harm that sex offenders and serious violent offenders pose) - **good**
- Impact (how good are we at getting and acting on feedback from offenders, key partners and in informing the community) - **adequate**
- Key processes (how do we know that we assess, manage, work collaboratively, adhere to procedures and monitor our work) - **good**
- Staff (how do we know that staff have the right skills, training and organisational support to do the job) - **very good**

- Leadership (how do we know there is proper oversight, management and corporate ownership of the work that we do) - **good**

4.3.2 The category on impact was rated as adequate because some systems are in place to obtain feedback from key stakeholders, such as exit questionnaires to some offenders, comments from co-located partners, the aforementioned presentation to Members, presentations to Local Community Planning Partnerships and the MAPPA Annual Report. Continued work will ensure greater structure and frequency.

4.3.3 Overall, practice was rated as good and particular strengths included strong multi-disciplinary working; resources appropriately targeted and prioritised; robust risk assessment and risk management; high compliance levels and low re-offending; staff support; and effective leadership throughout the management structure, from middle and senior managers up to the level of Chief Officers.

4.4 **Improvement Plan**

The capacity for improvement was also rated as good and should enable the service to implement an improvement plan effectively. This contains 9 actions, with another 3 to be taken forward in conjunction with colleagues in Angus and Perth and Kinross to promote a common, multi-agency approach and avoid duplication. Each of the actions is described below, with brief details of the progress made to date;

4.4.1 **Review and improve formats used for risk management plans and case reviews** - revised formats will be introduced in August 2011 and will then be replaced by a nationally accredited approach in November 2011.

4.4.2 **Implement frameworks for client feedback** - a framework for client feedback has been developed and information will be collated from September 2011. A framework for agencies is being developed.

4.4.3 **Review and enhance the internal file audit process** - a new national tool used by SCSWIS has been adopted and all high risk of harm cases are audited every 3 months by a Service Manager and Team Manager.

4.4.4 **Implement an integrated Risk Assessment Protocol across all Social Work Department service areas** - this is due to be completed in August 2011 and aims to promote common principles, concepts and processes.

4.4.5 **Increase training in models for risk assessment and risk management for all staff** - staff use accredited risk assessment tools for sex offenders and will receive training on tools for use with violent offenders during 2011.

4.4.6 **Ensure intensity of service provision for high risk offenders is sustained** - workload monitoring and oversight is carried out routinely in the Public Protection Team through monthly team meetings and staff supervision.

4.4.7 **Introduce case chronologies** - a 6 month pilot of a case chronology document for high/very high risk of harm cases commenced in June 2011 and will be reviewed in December 2011.

4.4.8 **Obtain staff feedback on their views of the support they receive** - a survey will include questions about perceptions of the availability and quality of support and will be completed in November 2011.

4.4.9 **Ensure new Child and Adult Protection Procedures are incorporated into the Staff Induction Programme** - this will be introduced from August 2011.

4.4.10 The 3 Tayside actions are agreed area wide standards on appropriate levels of contact with high risk of harm offenders, a framework for feedback from partner agencies on Social Work services with high risk of harm offenders and enhancing public information on the risk assessment and risk management of high risk of harm offenders. A multi-agency plan will be approved at the next MAPPA Strategic Oversight Group in August 2011.

4.5 **Next Steps**

4.5.1 SCSWIS will report the aggregated national findings of the self-evaluation exercise to the Government and ADSW in October 2011 and this may inform further, local developments. In the interim, the Dundee improvement plan is being implemented and will build on the good practice evidenced to date. SCSWIS are monitoring progress as an integrated part of its inspection regime with the Social Work Department.

5.0 **POLICY IMPLICATIONS**

5.1 This report has been screened for any policy implications in respect of sustainability, strategic environmental assessment, anti poverty, equality impact assessment and risk management. There are no major issues.

5.2 An Equality Impact Assessment has been carried out and will be made available on the Council website <http://www.dundee.gov.uk/equanddiv/equimpact/>.

6.0 **CONSULTATIONS**

6.1 The Chief Executive, Depute Chief Executive (Support Services) and Director of Finance and relevant officers from Angus and Perth and Kinross Councils have been consulted in the preparation of this report.

7.0 **BACKGROUND PAPERS**

Multi-Agency Inspection Report on the Risk Assessment and Risk Management of High Risk Offenders
Equality Impact Assessment

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Date: 11th August 2011