

ORIGINATOR: Commissioning Manager

DECISION NO. 11 /2021

REASON FOR SUBMISSION: For Decision

SUBMITTED TO: Police and Crime Commissioner for Norfolk

SUBJECT: Funding for Restorative Justice Service

SUMMARY:

1. The Norfolk and Suffolk Restorative Justice Service was established in 2019, to respond to requirements in the Victim Code of Practice. Namely, the requirement on police forces to offer information about restorative justice (RJ) to victims, and a complementary requirement on PCCs to ensure a service exists to provide RJ to those victims (and offenders) that wish to explore the use of RJ to help cope and recover from the impacts of crime.
2. This report outlines the progress since the service was established in 2019 and recommends that PCCs continue to fund the RJ Advisor and RJ admin posts, expenses, professional development costs and Case Management System costs for two more years.
3. The Anti-Social Behaviour, Crime and Policing Act 2014 enables the Police and Crime Commissioner to commission services that:
 - a) secure, or contribute to securing, crime and disorder reduction in Norfolk;
 - b) are intended to help victims or witnesses of, or other persons affected by offences and anti-social behaviour.

In applying this provision, the PCC will ensure that services are consistent with the Norfolk Police and Crime Plan, which includes a commitment to ensure Restorative Justice is offered and provided, and to comply with the Code for Practice for Victims of Crime.

4. This report seeks approval of £37,500 per annum (from the Norfolk PCC) to support the continued provision of a Restorative Justice Service for Norfolk and Suffolk from 1st April 2021 until 31 March 2023.

RECOMMENDATION:

This report seeks approval of £37,500 per annum (from the Norfolk PCC) for continued provision of a Restorative Justice Service for Norfolk and Suffolk from 1st April 2021 until 31 March 2023.

OUTCOME/APPROVAL BY: PCC

The recommendations as outlined above are approved.



Signature:

Date: 2 March 2021

DETAIL OF THE SUBMISSION

1. OBJECTIVE:

To provide a Restorative Justice Service for the county of Norfolk.

2. BACKGROUND:

Norfolk and Suffolk PCCs in Spring 2019, agreed to work with Norfolk and Suffolk Constabularies, in order to establish a Restorative Justice Service. This decision paper updates on the current position with the service, and recommends current PCC funding for the service be extended for 2 more years up to 31 March 2023.

3. AREAS FOR CONSIDERATION:

- 3.1 The need for an RJ service is predicated by the Code of Practice for Victims of Crime which requires the police to offer victims information about Restorative Justice. The PCC is required to ensure that a service is in place offering Restorative Justice for those victims and offenders who wish to pursue that route. The decision to provide an RJ service through Norfolk and Suffolk Constabularies was based on an evaluation in 2018 which had shown that police service knowledge and understanding of RJ, was paramount to ensuring victims and offenders were offered RJ and effectively referred to receive a service.
- 3.2 Restorative Justice (RJ) involves the use of direct or indirect forms of communication between offender and victim, or harmer and harmed, usually after an offence or wrong doing has taken place in order to repair the harm. Restorative Justice is about bringing people together with the focus of helping offenders consider the impact of their offending and having the potential to reduce re-offending and providing scope for victims to cope and recover from the harm caused. These, in turn, can impact on re-victimisation and future victimisation
- 3.3 The Police and Crime Commissioner can commission services that:
- a) secure, or contribute to securing, crime and disorder reduction in Norfolk;
 - b) are intended to help victims or witnesses of, or other persons affected by offences and anti-social behaviour.

This is in accordance with the provisions in the Anti-Social Behaviour, Crime and Policing Act 2014. In applying this provision, the PCC will ensure that services are consistent with the Norfolk Police and Crime Plan. Ensuring Restorative Justice is offered and provided, and compliance with the Code for Practice for Victims of Crime, is outlined within the Police and Crime Plan.

Service Progress and Improvement Plan

- 3.4 The service was established in April 2019, and following set up and training for RJ staff, has been operating a full service since December 2019. The RJ advisors have been trained to Level 3 practitioner level, which enables the safe delivery of RJ in cases where the victim might be more vulnerable.
- 3.5 The RJ service was established with the following intended benefits:
- i) an improved understanding of RJ within the forces to improve the ability of officers and staff to offer victims information;
 - ii) support a policing culture which understands the benefits that RJ can offer to support victims and offenders
 - iii) use (and develop) trained resources within the police service to support RJ interventions;
 - iv) enable resilience for the service;
 - v) support victims to cope and recover from the crime and support offenders to consider the impact of their offending;

- vi) provide the opportunity, over time, to work more closely with other Criminal Justice agencies in the delivery of RJ;
 - vii) to gain an understanding of the actual demand for RJ (in the context of the Victim Code requirements to offer RJ).
- 3.6 In June 2020, an improvement plan was published, drawing on learning from the first year and learning from other models nationally and internationally. The service will continue to be delivered by two part time RJ Advisors and a part-time RJ administrator, funded by Norfolk and Suffolk OPCCs and employed by the Constabularies. The service will continue to be line-managed and based within the Norfolk and Suffolk Constabularies Joint Justice Command and line management costs are met by the forces.
- 3.7 The expected provision of training to police officers to improve their knowledge base has been hampered by the impact of COVID 19. However, training packages are now in place for delivery to commence in March 2021.
- 3.8 The service will utilise a mixed approach of trained officers and trained volunteers to support RJ. The RJ Advisors will lead RJ interventions with victims and offenders, and training to officers to ensure quality of provision in line with operating procedures. In addition, the RJ Service is developing a role profiles for the use of trained volunteers.
- 3.9 In terms of enhancing knowledge and resilience within the forces, the RJ Service will provide training to enable officers to use Restorative Justice techniques as part of their role and improve their knowledge base regarding how RJ could be used to support victims. While it is envisaged that a police officer (with the right training) could lead on lower level RJ interventions, the specialist advisors in the RJ Service would always take the lead on higher harm cases.
- 3.10 The Restorative Justice Council recommends co-facilitation in order to offer a safe and risk assessed service to victims and offenders. Trained officers and volunteers will support that requirement as referrals increase.
- 3.11 The service will work with other partners who have an RJ provision for the benefit of victims and offenders, for example Suffolk Youth Justice Service and Norfolk YOT and complementing the offer through Probation.

Management and Monitoring of the service

- 3.12 The Restorative Justice Service will be line managed within the Joint Justice Command and provided with accredited supervision as necessary to the role.
- 3.13 The OPCCs will hold quarterly review meetings to understand how the service is operating. The quarterly review meetings will monitor how the service is progressing and consider quarterly reports based on the information below at 1.15- 1.17 below.
- 3.14 a) Number of new cases opened in the period, broken down by:
 - where the referrals have come from geographically

- who the referrals have come from (which organisations/self-referrals/officers from which policing depts).
- Whether those cases are victim or offender generated

b) Cases in train at the end of the period – brief progress with status and action taken (particularly to account for timely acknowledgement and communication and adequate case progression)

c) Number of cases closed during the period and the reason for closure: e.g. direct intervention delivered; indirect intervention delivered; victim disengaged; offender disengaged; etc

d) the extent that the training with officers is:

- i) driving new referrals;
- ii) involving officers in RJ delivery

3.15 An evaluation of the extent that the service helped victims to cope and recover from the impacts of the crime and the extent that the service helped offenders to understand the harm they caused. This will be undertaken by distance travelled and satisfaction surveys. The distance travelled surveys need to comply with the MoJ requirements on victims commissioned services in relation to whether the victim has experienced an 'Improvement'; 'No change' or 'deterioration' in relation to the following, as a result of using the service.

- Improved health and wellbeing
- Better able to cope with aspects of everyday life
- Increased feelings of safety
- Better informed and empowered to act

3.16 A general service update should be provided in narrative form to cover the following:

- Opportunities, unforeseen costs and risks
- Training/awareness raising delivered
- Partnership working
- Service improvements

3.17 It will be important to reassess at the quarterly meeting in Spring 2022, the extent to which the benefits outlined in 1.6 i-vii have been realised, the impact of the improvement plan delivery and the impact upon the level of referrals, in order to consider future service delivery post 31 March 2023.

4. OTHER OPTIONS CONSIDERED:

4.1 None at this time.

5. STRATEGIC AIMS/OBJECTIVE SUPPORTED:

- Supports the strategic aims as outlined in the Police and Crime Plan
- Supports the Code of Practice for Victims of Crime

- Adheres to conditions within the Ministry of Justice Victims' Fund Grant Agreement

6. FINANCIAL AND OTHER RESOURCE IMPLICATIONS:

- 6.1 The costs of the service for OPCCs (per annum) are £75K. This covers staffing costs for two 0.5 FTE RJ Advisors (one based in Norfolk, one in Suffolk) and one 0.5 administrator to support the service and the RJ CMS and expenses, continued professional development and case supervision.
- 6.2 The recommendation is that the service model is committed to for a further two years up to 31 March 2023. The service costs stated at 2.1 will be split equally between Norfolk and Suffolk OPCCs (£37,500 per OPCC, per annum). In Suffolk, the cost will be met from the Crime and Disorder Reduction element of the PCCs commissioning budgets.
- 6.3 Norfolk and Suffolk Constabularies would continue to employ the RJ posts, and provide line-management for the service.


7. OTHER IMPLICATIONS AND RISKS:

- 7.1 There are implications on the Norfolk and Suffolk Constabularies with regard to supporting the training, and delivery of the improvement plan, and leadership support for RJ interventions.
- 7.2 The service has the ambition to become Restorative Justice Council accredited. There would be a cost implication to undertaking that process, which will need to be considered at the appropriate time.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	n/a
Has the PCC's Chief Finance Officer been consulted?	YES
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	YES
Have human resource implications been considered?	YES
Is the recommendation consistent with the objectives in the Police and Crime Plan?	YES

Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	YES
Has communications advice been sought on areas of likely media interest and how they might be managed?	YES
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	YES
<p>Is this report a Confidential Decision?</p> <p style="text-align: right;"><input type="checkbox"/> NO</p> <p>If Yes, please state reasons below having referred to the PCC Decision Making Policy</p>	

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

<p>Chief Executive</p> <p>I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.</p> <p style="text-align: center;"></p> <p>Signature: Date: 2 March 2021</p>

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) there are no financial consequences as a result of this decision,
OR
- b) the costs identified in this report can be met from existing revenue or capital budgets,
OR
- c) the costs identified in this report can be financed from reserves
AND
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature:



Date: 2 March 2021

PUBLIC ACCESS TO INFORMATION: *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*