



National Body of
Black Prisoner Support Groups

S.E.E.D. 4 BME OFFENDERS PROJECT

Service Provisions for BME Offenders

THE NORTH WEST AND SOUTH WEST
REGIONS OF ENGLAND

ChangeUp

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Summary

The National Body of Black Prisoner Support Groups (NBBPSG) has examined the North West (NW) and South West (SW) regions of England, to identify BME specific service provisions. Research has been conducted through desktop research, questionnaires, interviews and events hosted by NBBPSG.

In total nine organisations were found to provide specific services to BME offenders with formal agreements with the Prison or Probation Service and two on an informal basis. Eight of these organisations were based in the North West and three in the South West. The majority of these organisations operate at full capacity; some with waiting lists suggesting their services are not available to all due primarily to capacity limitations. Those providing specific services cover three NOMS pathways; education, training and employment, drugs and alcohol, and health. In addition five organisations provide advocacy and general support, covering all areas of need. Geographically, the services are largely focused in Bristol, Greater Manchester and Merseyside. It is plausible that this is associated with the ethnic make up of communities within each region.

The term BME accounts for a diverse range of people and not all organisations identified cater for all BME groups, further limiting the services to some BME groups. The organisations identified providing services to specific BME groups cater for black African and Caribbean, South Asian, Irish and Irish Traveller offenders.

Forty-three organisations in the NW and 21 in the SW provide community services to BME groups covering all pathways and for a more diverse range of BME groups, including East European, Middle East and Eastern Asian communities as well as faith groups. Some of these organisations have been known to provide services to BME offenders on an informal basis and without targeting offenders. Due to the nature of their services attract people with offending histories.

All organisations providing BME offender specific services with the exception of one are voluntary and community sector (VCS) organisations. The barriers VCS organisations face includes corporate development, namely funding and allocating resources for strategic development (including capacity building activities). Limited knowledge of the Prison and Probation Service fails to encourage engagement and for those providing specific services, their inability to cater for all needs of offenders by providing a range and continuum of services poses difficulties.

Additional problems of VCS organisation associated with engagement are competing with changing priorities and initiatives within statutory services. Acquiring knowledge, establishing relationships and working towards becoming fit for purpose are time consuming activities with the desired outcome not always achievable.

BME community organisations hold a host of knowledge that can better cater for BME needs. Engagement can occur in a number of ways and starts with awareness of an organisation and its purpose and intentions being made known. Promoting awareness in community settings encourages transparency and reduces cynical views about statutory organisations. Communicating a realistic scope for VCS engagement, providing frequent communications and being reachable encourages engagement. Partnerships are shared and to build effective partnerships and consortia there needs to be benefits for all organisations involved.

Gaps have been identified in terms of the location of services, the diversity of services and types of services. This suggests a greater range of services needs to be provided to reflect those being catered for across regions and ethnicity in relation to needs.

The Prison Service hosts specific provisions for BME offenders, which are provided by a range of organisations. It is suggested these services are also limited, as all nationalities and differences within nationalities of inmates are not catered for. There is a need for these services to diversify, especially translation services.

1. Introduction

The aim of the exercise is to examine the North West (NW) and South West (SW) regions of England, to identify organisations that offer services and/or support to black and minority ethnic (BME) offenders.

This report starts by setting the scenes of the mapping exercise, making known the aims and objectives and how we will achieve them. The report then illustrates the findings with analysis, upon which conclusions will be drawn and recommendations made.

2. Context

The SEED 4BME Offenders project, run by the National Body of Black Prisoner Support Groups commenced in May 2005. The project title unabbreviated stands for Sustainability, Empowerment, Engagement and Development for Black and Minority Ethnic Offenders.

At the end of December 2005, 25% of the prison population were from a minority ethnic group, compared to 9.1% of the general population and black people represent the largest percentage of minority ethnic prisoners. In addition black inmates are more likely to be found guilty of disciplinary offences and less likely to have access to constructive activities. In light of this, the purpose of this report is to give a clear picture of the support services specifically available to BME offenders both in prison and in the community across the NW and SW regions at the present time, which will allow for gaps to be identified.

The term black and minority ethnic (BME) holds a variety of definitions and interpretations. For the purpose of this exercise this term is referring to both black visible, non-visible minorities for example Irish and Irish Traveller.

The boundaries of the NW and SW regions in England, UK are the same as those defined by the National Offender Management Service (NOMS). The NW region comprises of the following areas: Cheshire, Cumbria, Greater Manchester, Lancashire and Merseyside. For the SW regions the areas are Avon and Somerset, Devon and Cornwall, Dorset, Gloucestershire and Wiltshire.

3. Aims and Objectives

Examine the NW and SW regions:

- To identify existing service provision for BME offenders
- To detail the experiences and barriers confronting organisations providing these provisions
- To identify the gaps within service provisions for BME offenders

4. Research Methodology

To meet the aims and objectives an explicit list of services for offenders and BME groups and the services they provided was compiled. The data primarily has been obtained by desktop research, the Internet, networking events and utilising existing contacts. Organisations identified were sent a questionnaire for completion. The questionnaire had been designed for non-statutory organisations and was used to obtain detailed information about each organisation, their training needs and whether or not they are aware of NOMS. See Appendix I for questionnaire template.

For statutory organisations, information on service provision, the barriers and perceptions of gaps in services for BME offenders has been sought. See Appendix II for these questionnaire templates. Questionnaires were distributed for completion at NBBPSG events, by email and via NBBPSG contacts within the Prison and Probation service.

NBBPSG held a series of conferences and forums, totalling seven events providing the opportunity for delegates (across all sectors) to voice their opinions on topics relating to the SEED 4BME Offenders project. The information from these events has been incorporated into the overall responses.

23 questionnaires were completed, 18 by voluntary and community sector (VCS) organisations, four by the Prison Service and one by the Probation Service. Of the 18 questionnaires completed by the VCS 12 responses were from the NW and 6 responses from the SW. All statutory service responses were from NW based organisations.

A total of 10 face to face or telephone interviews were conducted targeting organisations and individuals working with BME groups and/or offenders. 9 VCS organisations were interviewed; see Appendix III for the interview schedule for the areas covered. One interview was conducted with a Probation Officer using the Probation Service questionnaire as the interview guide. (See Appendix II).

THE NATIONAL OFFENDER MANAGEMENT SERVICE

The National Offender Management Service (NOMS) was created in 2004, reports to the Home Office and is responsible for public protection and reducing re-offending. NOMS aims to bring together the work of correctional services focusing on end-to-end management of offenders. Commissioning is core to the work of NOMS, creating partnerships with a range of services from the private, public and voluntary and community sectors to effectively manage offenders and reduce re-offending rates. NOMS is split into ten regions across England and Wales (two of which are the NW and the SW), the work is focused locally and is delivered through regional reducing re-offending plans.

The National Offender Management Service (NOMS) has identified seven thematic pathways (there are additional regional pathways) associated with reducing re-offending. Each pathway with a brief description is detailed in figure 4.1. This framework will be used to categorise the services identified from this exercise to assist in identifying the gaps.

Figure 4.1: NOMS National Pathways

Pathway	Description
Accommodation	Preventing homelessness amongst offenders returning to the community and providing support services to help retain accommodation provides stability also enabling offenders to access mainstream services.
Education, training and employment	To secure and sustain employment offenders need to obtain adequate qualifications and undergo relevant training. Support is also required for finding a job.
Health	This refers to both mental and physical health care. Offenders ought to have access to good quality and a flexible range of services.
Drugs and alcohol	Substance abuse is heavily related to offending. Support includes early intervention, with continual care throughout and after sentence.
Finance, benefit and debt	Problems include acquiring funds including benefits and developing the knowledge and skills to procure funds.
Children and families	The families' of offenders can be a source of support and can provide a stable environment. Where possible assistance should be provided to maintain family ties.
Attitude, thinking and behaviour	A range of cognitive skills programmes are designed to develop offenders' behaviour.

Source: 'National Reducing Re-offending Delivery Plan', (2005).

All data received has been categorised and summarised, highlighting the key themes.

RESEARCH LIMITATIONS

All avenues of research were explored in an attempt to produce a holistic picture; however, it is possible that not all organisations have been identified. This report can only provide a "snap shot" since projects and programmes start, finish and evolve. Organisations are continuously evolving, at times changing priorities; consequently, information can become out of date in a short space of time.

The SEED 4BME Offenders project is a nineteen-month programme and this time frame may limit the potential of this mapping exercise.

5. Findings

This sections commences by identifying all organisations working with offenders and BME communities, extracting those that have agreements or contracts to work with BME offenders and categorising them in accordance with the NOMS reducing re-offending framework to identify the gaps. The barriers engaging VCS organisations are then discussed. Following this is an examination of service provisions available to BME offenders whilst in custody is provided, concluding with a review of organisations that participated in this exercise.

ORGANISATIONS WORKING WITH BME OFFENDERS

To define organisations working with BME offenders, information gathered has been arranged into two categories: organisations that work with offenders and organisations working with BME groups. From each category those that work with BME offenders have been singled out. See table 5.1 and 5.2 for organisations in the NW and SW region respectively.

The organisations listed have agreements or contracts with either the Prison or Probation Service to undertake work with BME offenders barring those listed in italics, which have been found to interact on an ad hoc and/or informal basis.

Table 5.1: North West Organisations

Organisation	Description	Region(s)
<i>African and Caribbean Mental Health Service</i>	<i>VCS organisation offering mental health support and advocacy for people of black African and Caribbean decent</i>	<i>Greater Manchester and bordering areas</i>
<i>Black Health Agency - Young Black Peerspective</i>	<i>VCS organisation offering health and drugs support and advise for BME groups</i>	<i>Within various prisons and communities</i>
Merseyside Probation Area -Black Mentoring Project	Probation led project providing counselling services and general support for BME groups	Merseyside
Irish Community Care Manchester	VCS organisation providing accommodation, mental and physical health, finance and advocacy support for Irish and Irish Travellers	Greater Manchester and Merseyside
Irish Community Care Merseyside - Suaimhneas		
Pakistani Resource Centre - Black and Asian Offender Services	VCS organisation offering consultancy services to Probation practitioner and advocacy services to Afro-Caribbean and South Asian people	Greater Manchester
Partners of Prisoners - Black Prisoner Project	VCS organisation offering general and self development support to black and mixed heritage prisoners	Various prisons across the North West
Project 8	VCS organisation offering drugs and alcohol support services to BVM (Black visible minority) groups	Merseyside

Table 5.2: South West Organisations

Organisation	Description	Region(s)
Fata He	Social Enterprise that is an umbrella organisation and have developed education, training and employment support for BME groups in prison	Within prisons and communities in across the South West region
Nilaari Agency	Community based organisation offering drugs and alcohol support services to BME groups	Bristol prisons and communities
Signpost and Rite Direkshon	Community organisation offering signposting, self development and general support black African and Caribbean people	HMP Bristol and the community

Refer to Appendix IV for a more detailed description of those organisations that have contracts with either the Prison and/or Probation Service to support BME offenders.

Each organisation's activities, beneficiaries and region have been aligned with the NOMS pathways. Figure 5.3 illustrates this information.

Table 5.3: Organisation activities aligned with the NOMS national pathways

NOMS Pathway	Organisation	Beneficiaries	Region(s)
Education, training and employment	Fata He	BME	South West
	Signpost and Rite Direkshon	BME	Bristol
Health	<i>African and Caribbean Mental Health Service</i>	<i>Black African and Caribbean</i>	<i>Greater Manchester</i>
	<i>Black Health Agency</i>	<i>BME</i>	<i>Greater Manchester</i>
Drugs and alcohol	Project 8	BVM	Merseyside
	Nilaari Agency	BME	Bristol
All pathway and/or Advocacy	Merseyside Probation Area	BME	Merseyside
	Irish Community Care Manchester and Merseyside	Irish and Irish Traveller	Greater Manchester and Merseyside
	Pakistani Resource Centre	South Asian and Black African and Caribbean	Greater Manchester
	Partners of Prisoners	BVM	North West

From the information listed in figure 5.3 it is evident there are no bespoke BME services for the accommodation, finance, children and family and behavioural attitudes pathways. However, some support for these areas are catered for via other advocacy services.

It is apparent there are gap geographically. The main concentration on services in the NW is Greater Manchester and Merseyside and in the SW is Bristol. It is possible this is related to demographics.

It is clear that six organisations listed in table 5.3 do not cater for all BME offenders but a selection of groups that fit under the umbrella of BME, namely black visible minorities; black African, Caribbean and South Asian and non visible minorities; Irish and Irish traveller groups.

Another dimension to consider is the capacity of each organisation compared to the number of beneficiaries they can provide a service to compared with the number of beneficiaries that need a service. At least seven of the eleven organisations are operating at full capacity, three of which have waiting lists, implying their services are in high demand.

In addition to the organisations listed in tables 5.1 and 5.2 there are a large number of groups working informally with BME offenders. Forty-three organisations in the NW and 21 in the SW that provide BME specific services have been identified (see Appendix V for these organisations). These lists encompass a more diverse range of BME groups including non-visible minorities such as Eastern European, Middle East and Eastern Asian communities. The lists also include faith groups such as Judaism and Islam.

Of the 43 organisations identified in the NW at least 83.7% of these organisations are either based in the Greater Manchester or Merseyside area. All organisations identified are either service delivering and/or umbrella organisations that work for BME individuals, groups and/or within BME communities. A proportion of which work with offenders, not by targeting offenders but due to the nature of their services and location attract individuals with offending histories. In addition there are organisations working with offenders that accredit themselves for providing culturally sensitive services. Therefore do not offer bespoke services to BME groups but endeavour to

make arrangements to meet cultural needs.

Eleven organisations have been noted above for their services for BME offenders but there are a wide range of mainstream services, local and national agencies providing services to offenders. The key agencies working in partnership with NOMS (Prison and Probation Service), include Local Authorities, Citizens Advice Bureau, NACRO, Jobcentre Plus and Primary Care Trusts to name a few. These are in addition to in-house services and programmes provided by both the Prison and Probation Service and are available to all regardless of ethnicity. However it is apparent there are barriers to BME groups accessing these services.

BARRIERS TO ENGAGING VCS ORGANISATIONS

A total of nine individuals from voluntary and community sector (VCS) organisations were interviewed; eight from the NW and one from SW. All of who work with BME groups and pointed out they faced a number of barriers to providing service both in general and specifically for BME offenders.

- **Infrastructure needs.** For all barring one organisation funding is an issue. A common consequence of funding no longer being available is services being withdrawn regardless of the demand. For one organisation when funding ceased for a particular project, inmates made donations whilst the service provider worked on a voluntary (unpaid) basis to continue the service. This however is not common practice nor is it a feasible long-term solution to combat funding issues. Other concerns relate to resources such as staffing and time. For lone workers or organisations with a small number of staff, time allocated to completing funding applications, attending meetings, conferences, forums, training courses and other events for the purposes of strategic development; is time not spent providing services and therefore not always seen as a priority. It is however necessary for such practices to take place.
- **Knowledge of the Prison and Probation Service.** Many organisations stated they had limited understanding of the workings of the criminal justice system as a whole and its agencies, namely, the Prison Service and Probation Service. Of the questionnaires completed 2 in 3 of organisations responding had not heard of NOMS. The interviews were targeted at organisations working with BME offenders and it was found that 1 in 3 of these were not aware of NOMS or its purpose until approached to participate with this mapping exercise.
- **Holistic and a continuum of services.** Isolated projects are typically associated with restricted funding (money for a particular function) and can have a narrow remit of services. As a result can only cater for particular needs of individuals but not other associated needs as these needs fall outside of their funding remit. This results in individuals having to approach a variety of agencies to supply their needs. An idealistic situation would be a scenario close to that of a 'one stop shop' concept. It is unusual for offenders to present with only one particular need, they are usually multiple and interrelated.

There are some additional barriers directly related to working with Prison or Probation Service and the VCS.

- **Cultural differences between the Prison Service, Probation Service and the VCS.** It is recognised that some institutions and individuals operate within a 'tick box' mentality,

² Source: *Regional Reducing Re-offending Action Plan: North West* p14

immediately creating barriers. Individuals within the VCS for the most part, feel passionate about their work, some feeling hard done by statutory services and on five occasions respondents suggested individual officers were a hindrance to participation and access rather than a help. Individuals have also found it difficult to identify the appropriate officers within statutory organisations to develop working arrangements. And once they have identified the 'gatekeeper' they are sometimes unable to progress much further beyond the point of introduction. An additional difference includes the time taken for making decisions which is often hampered by internal bureaucracy. This proves problematic for VCS organisations as awaiting approval can affect resources and time allocated to undertake the agreed activities. The VCS organisations surveyed also displayed a level of distrust towards some statutory service providers.

- **Changing Priorities and Resources for Statutory Sector.** Incentives and initiatives evolve and in turn priorities change. New appointments within an organisation or budget cuts can result in a change of priorities for statutory organisation often resulting in VCS organisations having to recover ground in justifying and re-establishing relationships, promoting the need and/or benefit of their work and partnership.

PRISON SERVICES FOR BME OFFENDERS

Listed below are the summarised responses to a series of questions asked to prison staff. It should be noted that these responses are not representative of all prisons and at times the responses may even conflict with one another. Each respondent has answered questions relating specially to their establishment.

What challenges do the prisons currently face in managing race relations?

- **Promoting Cultural Sensitivity.** There is a need to promote awareness of race relations to staff and prisoners. This involves promoting the use of the racist incident procedures, complaints procedures and general encouragement for all to be empathetic towards cultural differences and needs.
- **Engaging BME Prisoner.** Opportunities are available for all to get involved; however some BME prisoners do not always want to participate, including sessions specifically for BME offenders.
- **Forging and Maintaining Contracts Outside of the Prison.** Establishing and retaining links can often prove difficult. There is also the issue of who should fund the projects work once engagement has been agreed.
- **Resources.** Most race relations roles are undertaken on a part-time basis. If resources are available to sustain this role full time, it is felt it would become much more effective in addressing race related issues in the establishments. Some respondents believe the service would benefit greatly from increasing the number of BME staff in all areas of the prison establishment.
- **Translation Service.** These services need to be easily accessible and in a wider variety of languages, appreciating and catering for different dialects.
- **Additional Support for Foreign Nationals.** Officers suggested foreign nationals to have greatest need as they face additional problems such as deportation or resettlement into unknown communities.

How are these needs addressed?

- **Staffing.** Increased resources for race relations.
- **Promoting BME Prisoner Involvement.** By holding consultation meetings and focus groups specifically for BME prisoners and general meetings, such as Community Action Support Teams. Prisoners are encouraged to participate through prisoner representation, at Race Relations Management Team meetings.
- **Utilising Procedures.** These include promoting use of the complaints procedures that are in place, and completing race equality impact assessments.
- **Liaising with External Organisations.** Organisations that have a wealth of knowledge and expertise regarding working with offenders and meeting their needs can assist in overcoming barriers, similar to organisations such as POPS and IMPACT.

How are race relations' policies communicated to staff and prisoners?

- **Staff:** inductions, annual reminders, diversity training, meetings, the Internet, posters, notices and campaigning. Staff are also required to acknowledge their responsibilities with regard to race relations at the time of appointment and during induction.
- **Prisoners:** inductions, orally disseminated information, posters, notices and prisoner representatives who attend Race Relations Management Team meetings.

How are diverse cultural diets catered for?

- Culturally sensitive menu options are available, for example, Halal, Chinese and West Indian food.
- Chefs visit the prisons and examine the menus regularly, with new dietary options made available once they have been identified.

What specific services are available to BME prisoners?

- **Facilities include:** ESOL (English for Speakers of Other Languages), cultural newspapers, books, CDs and tapes.
- **Services include:** drugs services, CARAT (counselling, assessment, referral, advice and through care) service, observing religious festivals and celebrations. Religious services are hosted by visiting religious figures from a variety of faiths.
A range of organisations, including the Prison Service, Education Services, Library Department, Chaplaincy, Drugs and CARAT service and Race Relations Management Teams, provide these services.

Where do you feel the gaps in the services are?

- Lack of information surrounding best practice from the Race Equality Advisory Group (REAG).
- Low numbers of BME staff
- Limited range of translation facilities in terms of languages and creoles available.

- Lack of resettlement support for foreign nationals.
- Lack of contact with community and voluntary groups

ORGANISATION PARTICIPATION

All organisations that provided information either by completing a questionnaire or interviewed have been recorded and accounted for. Some organisation and individuals participated in more than one method of research; however these duplications have been removed to provide the statistics shown in figures 5.4 and 5.5.

From the information detailed in figure 5.4 it is evident that information has not been supplied by individuals in the areas of Dorset, Wiltshire and Gloucestershire. The response from the NW accounts for 81.8% compared to 18.2% from the SW. It is possible these results are demographically related but also geographic locations and more specifically the distance between the two regions under examination from the NBBPSG office base; give the biggest indication of respondent participation. Impacting on this is the requirements to travel significantly to capture information from a range of stakeholders and in far fewer forums, networks and events. The impact of so few responses from the SW therefore makes it impractical to make any useful comparisons between the two regions.

Figure 5.4: Responses by Location

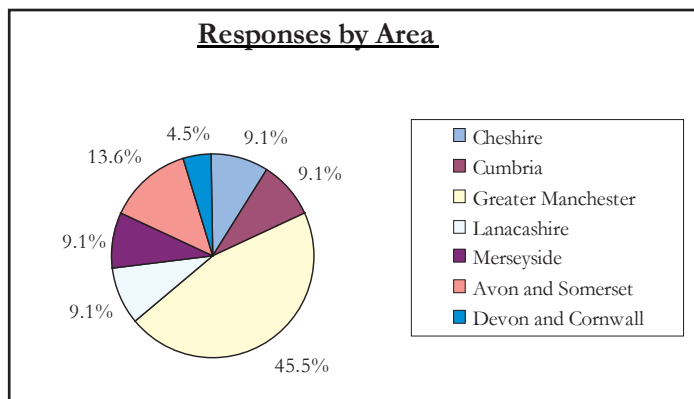


Figure 5.5: Responses by Sector

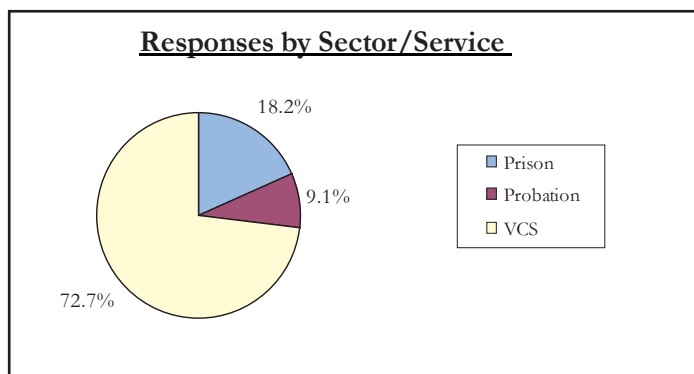


Figure 5.4 demonstrates that the VCS supplied the majority of responses and the least responses were from the Probation Service. This may be associated with NBBPSG being a community based charity and so is able to attract greater input from the VCS. The points discussed in the barriers to engaging VCS can also be applied here. There were difficulties in generating timely responses from statutory services.

6. Conclusion

SERVICE PROVISIONS FOR BME OFFENDERS

NBBPSG has identified service provisions for BME offenders and the area within which they operate, finding them to be limited. Across the North West and South West a total of eleven organisations have been identified for providing services specific to BME offenders, nine of which hold contracts or formal agreements with the Prison or Probation Service.

The term BME covers a diverse range of people with varying characteristics and cultural needs. Of the eleven organisations five work with all BME groups, four with black African and Caribbean groups, two with Irish and Irish Travellers and one with South Asian groups presenting further gaps in service provisions for select groups. However general services are usually less specialised.

Gaps are present in terms of NOMS pathways; six VCS organisations provide services relating to specific pathways whilst the remaining organisations provide advocacy and/or consultancy services. However, it is unusual for offenders to have one isolate need as their needs are usually multiple and interrelated occasionally providing additional difficulties for organisations providing specific rather than more holistic services.

The range of services available needs to reflect those offenders being targeted; BME offenders are a diverse range of people. It has been suggested that the range of facilities and services provided by statutory services for BME offenders is not comprehensive. As within nationalities there are differences that go unobserved, namely translation services do not cater for different dialects.

Sixty-six organisations across the NW and SW have been identified for providing services to BME individuals, groups and/or communities providing a range of support covering all NOMS pathways. Yet they are not engaged with NOMS but with assistance and the provision of timely information they could begin to participate effectively.

Some regions across the NW and SW do not appear to offer services for BME groups. This could be attributed to the ethnic make up of each community. There is a need to examine offender needs whether in prison or returning to communities and subsequently matching these findings against service provision available within each region and community.

ENGAGING VCS ORGANISATIONS

It has been identified that BME groups are confronted with barriers to access mainstream services. BME community groups are and can be utilised in three main ways:

- Providing services
- Building bridges between mainstream agencies and BME communities
- Providing consultation services to inform mainstream agencies on how to develop their services for BME groups.

Most parties (VCS organisations and statutory services) involved want to establish relationships to achieve their aims but some experience difficulties making and maintaining contacts. All parties need to ensure the terms agreed benefit their organisation. Barriers also exist relating to culture and operational procedures and individuals within institutions have been found to be one possible cause of such barriers.

Engagement can only begin upon improved awareness of the organisations and their activities and initiatives. Of the organisations surveyed approximately 1 in 3 currently working with BME offenders were not aware of NOMS along with 2 in 3 community based organisations surveyed. Promoting a transparent service, communicating directly with VCS organisations and having a presence within communities can raise awareness and promote confidence in statutory services and specifically NOMS.

The terms of engagement for potential providers need to be explicit with realistic scope for involvement. It does not currently benefit VCS organisations to undergo a variety of capacity building activities or to allocate time to develop relations when there is little possibility of establishing and maintaining such relationships or resources. McGregor (2005) takes this a step further by examining the high expectations placed upon VCS organisations to perform, as unrealistic targets can produce low performance levels and result in failure. Partnerships need to benefit all parties, whether they are a well-established organisation or a small VCS organisation. There is also a caution towards larger, more established and dominant organisations (both statutory and VCS) having greater influence at the expense of smaller, community based organisations.

Appendices

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Questionnaire



NBBPSG S.E.ED 4BME Offenders Project

ORGANISATION DETAILS:

Organisation Name:

Contact Name & Job Title:

Address:

Telephone:

Fax:

Email:

Website address:

What type of organisation are you? (Please circle all relevant types)

Networking

Umbrella

Service Provider

Membership

Charitable

Non-charitable

Other (please state)

How many years have you been in operation for?

SERVICES YOU CURRENTLY PROVIDE:

Do you provide any support/services to BME offenders? (Please circle your response)

YES	WOULD LIKE TO	NO
-----	---------------	----

What services do you currently provide for BME offenders? (If you don't currently provide but would like to please tick the relevant boxes)

Health	<input type="checkbox"/>	Spiritual/Faith	<input type="checkbox"/>
Accommodation	<input type="checkbox"/>	Education	<input type="checkbox"/>
Families	<input type="checkbox"/>	Drugs	<input type="checkbox"/>
Employment	<input type="checkbox"/>	Alcohol	<input type="checkbox"/>
Counselling	<input type="checkbox"/>	Training	<input type="checkbox"/>
Other (please state)			

Main Beneficiaries of your current services (Please tick all that apply)

African	<input type="checkbox"/>	Black	<input type="checkbox"/>
Vietnamese	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>
African - Caribbean	<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>
Irish	<input type="checkbox"/>	Indian	<input type="checkbox"/>
Chinese	<input type="checkbox"/>	Traveller	<input type="checkbox"/>
Male	<input type="checkbox"/>	Female	<input type="checkbox"/>
Other (please state)		Youth	<input type="checkbox"/>

TRAINING ISSUES:

Are your staff adequately trained? (Please circle response)

YES **NO**

Have you sought training from outside sources in the last three years (please circle response)

YES **NO**

Please tick all the areas that have been covered by training from outside sources in the last three years:

Managing budgets / finances	<input type="checkbox"/>	Monitoring & Evaluation	<input type="checkbox"/>
Achieving a quality standard	<input type="checkbox"/>	Working in Partnership	<input type="checkbox"/>
Developing People	<input type="checkbox"/>	Preparing to tender	<input type="checkbox"/>
Issues in the Criminal Justice System	<input type="checkbox"/>		
Other (please describe)			

How regularly would you like training for those areas where you perceive a strong need? (Please circle response)

Bi-monthly **Quarterly** **½ Yearly** **Yearly**

What training do you most urgently require?
Please rank each training need by writing the relevant number in the box.
1 = strong need, 2 = fairly strong need, 3 = reasonable need, 4= little need, 5 = no need.

Managing budgets / finances	<input type="checkbox"/>	Monitoring & Evaluation	<input type="checkbox"/>
Achieving a quality standard	<input type="checkbox"/>	Working in Partnership	<input type="checkbox"/>
Fundraising Skills	<input type="checkbox"/>	Working with the Media	<input type="checkbox"/>
Developing People	<input type="checkbox"/>	Preparing to tender	<input type="checkbox"/>
Issues in the Criminal Justice System	<input type="checkbox"/>		
Other (please describe)			

APPENDIX II - PRISON AND PROBATION SERVICE QUESTIONNAIRE TEMPLATES
PROBATION SERVICE QUESTIONNAIRE

Current Services Provided for BME Offenders Questionnaire

Probation Area:

Contact Name:

Job Title:

Telephone:

Email:

What challenges does your Probation Service currently face in addressing the needs of BME offenders?
--

--

How are these being addressed?

--

How are you currently engaging with VCS organisations that work with BME offenders?

--

How would you like to improve your engagement with VCS organizations working with BME offenders?

--

What specific services are offered to BME offenders within your probation area?

--

Who provides these services? Name of organisation /s, partnerships, probation etc.

--

In your perception, where are the gaps in service provision for BME offenders in your area?

--

PRISON SERVICE QUESTIONNAIRE

Current Services Provided for BME Offenders Questionnaire



Prison:

Contact Name:

Job Title:

Telephone:

Email:

What challenges does the prison currently face in managing race relations?
How are these being addressed?
How are race relation policies communicated to staff/prisoners?

How are diverse cultural diets catered for?
What specific services are offered to BME prisoners?
Who provides these services?
In your perception, where are the gaps in service provision?

APPENDIX III - INTERVIEW SCHEDULE
Interview Schedule

Organisation Name/Year of creation
Contact Name/Job Title
Brief description of organization
What services are provided
Ethnicity of main beneficiaries
Geographic area covered
Funding
Knowledge about NOMS and VCS assistance in managing offenders
Partnership working
Issues experiencing

APPENDIX IV - SYNOPSIS' OF ORGANISATIONS/PROJECTS WORKING FORMALLY WITH BME OFFENDERS

Merseyside Probation Area - Black Mentoring Project provides services to black and minority ethnic offenders on court orders in the Merseyside area. They offer support services such as information, advice and guidance and work in partnerships with statutory and voluntary and community organisation to catering for offender needs.

Irish Community Care Manchester and Irish Community Care Merseyside run a number of projects and services to these Irish and Irish Traveller communities. Their services include advice and information services, legal aid and support, elderly projects, youth projects, Traveller life skills for travellers in custody and in the community.

Pakistani Resource Centre - The Black and Asian offenders' project work with South Asian and Afro-Caribbean offenders who are on their community service orders or custodial term and their probation officer. They work Greater Manchester Probation Services by taking on work referred by GMPS Probation Officers and work in conjunction with these officers and offenders. It is a consultancy role.

POPS - Black Prisoner Support Project work with black prisoners to provide support for self development. This is achieved by encouraging the engagement of black prisoners in discussion groups, workshops and projects, which provides the opportunity to express oneself within a 'save place', develop transferable skills and aid well being.

Project 8 is an Assessment & Referral unit for drug and alcohol misuse based in the Toxteth area of Liverpool. The Project aims to increase the up-take of services amongst people who have historically found it difficult to access treatment services. This group includes people from the Black and visible minorities across the Merseyside are and also liaise with prisons to aid the resettlement of offenders.

Nilaari Agency is based in the Easton area of Bristol working with black and minority ethnic young people and adults at risk of drug and alcohol misuse. These groups are targeted as they experience problems accessing services however their services are open to all. Nilaari work within prisons in the Bristol area by working with inmates to address their needs

Signpost and Rite Direkshon is a Bristol based community organisation that purpose is to promote emotional, spiritual, social and educational development of black communities, particularly African and Caribbean. By connect people with essential services such as education, housing, social care, health and employment. Work within HMP Bristol with offenders in terms of Education, Training and Employment and signposting.

Fata He is social enterprise that seeks to address issues surrounding the social exclusion of BME individual, groups and communities. Prison Service work includes liaising with Race Equality Officers and attending REAG meetings. Fata He liaise with eight prisons across the region they are, Dartmoor, Channings Wood, Dorchester, Exeter, Eastwood Park, Verne, Portland, Guys Marsh. Their work with offenders includes role modelling, training, mentoring and assisting with resettlement issues.

The services provided by each organisation has been categorised as far as possible in line with the NOMS pathways, accommodation, education, training and employment, Health, Drugs and Alcohol, Finance, Benefit and Debt, Children and Families and Attitude, Thinking and Behaviour.

APPENDIX V - ORGANISATIONS WORKING WITH BME COMMUNITIES

North West Organisations

	Organisation	Services
1.	1 North West	Network Organisation
2.	Afiya Trust	Health
3.	Afro Asian Advisory Service	General support/Advocacy
4.	Afro-Caribbean Project Oldham	General support/Advocacy
5.	Al Ghazali Multicultural Centre	Education, Families and Children, Health
6.	Arawak Walton Housing Assoc.	Accommodation
7.	BARC	Umbrella organisation
8.	Black Support Group – Sahir House	Health
9.	CEMVO North West	Network organisation
10.	Churches Together Merseyside	Accommodation, Finance
11.	English Church Housing Group	Accommodation
12.	Ethnic Health Information Project	Health
13.	Ethnic Minority Foundation	General support
14.	First Asian Support Trust (FAST)	Health, Education, Training, Employment
15.	Liverpool Arab Women's Organisation	Networking Organisation
16.	Liverpool BEM Network	Network Organisation
17.	Liverpool BRM CVS	General support
18.	Liverpool Somali Community	General support
19.	Mai Society in the Diaspora Ltd	General support
20.	Manchester Black Health Forum	Health
21.	Manchester Council for Community Relations	Umbrella Organisation
22.	Manchester Refugee Support Network	General support
23.	Mary Seacole House	Health
24.	Merseyside Association of Ghanaians	General support/Advocacy
25.	Merseyside Caribbean Council	General support
26.	Merseyside Jewish Representative Council	General support
27.	Merseyside Somali Community Association	General Support/Advocacy
28.	Nigerian Community Association	General support
29.	Oldham BME Network	Network Organisation
30.	Oldham Race Equality Partnership	Race and equality
31.	Pakistan Association Liverpool	Education, Training and General Support
32.	Pakistani Community Centre Oldham	General support
33.	People First Housing Association	Accommodation
34.	Pine Court Housing Association	Accommodation
35.	POPS	Children & families
36.	Sanctuary	Children & Families

North West Organisations continued

	Organisation	Services
1.	Sikh Association Manchester	General support
2.	Somaliland Community Centre	General support/Advocacy
3.	Steve Biko Housing Association	Accommodation
4.	Stockport BME Network	Network Organisation
5.	The Advocacy Project	Health
6.	The Congolese Assoc of Liverpool	General support
7.	Tungsing Housing	Accommodation

South West Organisations

	Organisation	Services
1.	Aashyana Housing Association Ltd	Accommodation
2.	Anti-Racism Project	General support
3.	Bangladesh Association Bristol Bath and West	General support
4.	Bangladeshi Welfare Association	General support
5.	Black Development Agency	General Support/Advocacy
6.	Black South West Network	BME Network
7.	Bread Youth Project	General support
8.	Bristol Mauritanian Association	General support
9.	Bristol Muslim Cultural Society (BMCS)	General support
10.	Bristol Racial Equality Council	Race relations
11.	CEMVO South West	BME Network
12.	Council for Racial Equality Cornwall	Race relations
13.	Devon and Exeter Racial Equality Council	Race relations
14.	Dhek Bhal	General support
15.	Dorset Race Equality Council	Race relations
16.	Gloucestershire Black Mental Health Project	Health
17.	Linking Communities	General support
18.	South West Race Equality Network	Race relations
19.	St Paul's Youth Promotion	Education, Training, Employment
20.	The Race Forum	Race relations
21.	West Dorset Multicultural Network	BME Network

For additional information and contact details for these organizations, contact the National Body of Black Prisoner Support Groups.

Appendix VI - References

References

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