



Female Offending Implementation Plan

Improved partnership between devolved and non-devolved services to deliver youth justice in Wales is a shared priority of UK and Welsh Governments.

Thematic Area	Recommendation (milestone)	Recommendation (milestone)	Timescale
Governance	Establish governance arrangements that enable the Women in Justice Programme to effectively deliver on strategic priorities and lead on development of new initiatives	<ul style="list-style-type: none"> Development of Women in Justice Programme Brief & Ministry of Justice national concordat (following on publication of the MoJ Female Offending Strategy in Summer 2018). Drawing on the expertise of the All Wales Women in Justice Group in establishing partnership & contract management meetings, & task & finish groups to take forward relevant actions, including the engagement of women with lived experience. Establish links with local boards across Wales to support delivery 	Short term
Early intervention & prevention	Take forward recommendation of the Women's Pathfinder Diversion Scheme Evaluation (University of South Wales, 2017) to implement Diversion Initiatives for women across Wales	<ul style="list-style-type: none"> Roll out diversion via Women's Pathfinder Whole Systems Approach (WSA) Service Delivery Model across South Wales & Gwent, & Checkpoint Model across Dyfed Powys and North Wales. Establish consistent out of court disposal options for women across Wales, including a mechanism for sharing learning and best practice from local diversionary initiatives. Work with all providers including statutory, non-statutory, commissioners and voluntary sector to explore the full range of funding, policies and processes and identify ways to deliver prevention and early intervention with greater join up of support to service users." 	Medium-term
	Develop a holistic assessment to be offered to women who are not eligible for pre-court diversion at the earliest possible stage to identify the best means of supporting and meeting their needs.	<ul style="list-style-type: none"> Agree non-statutory holistic assessment that will be completed with women (eligible for Diversion or not) at first point of contact with the CJS. In recognition that domestic abuse can be a driver to female offending, consideration will be given to how early intervention and prevention services can provide specialist services for women who disclose they are victims of Domestic Abuse at the first point of contact with the CJS. 	Medium-term
	Establish initiatives to better support girls, & potentially young women, at greatest risk of offending & therefore entering the CJS	<ul style="list-style-type: none"> Explore opportunities to work with Education partners & other relevant services to identify opportunities for early intervention and prevention. Explore opportunities to work in collaboration with Public Health Wales under their Creating a Healthier, Happier and Fairer Wales Strategic Plan 2017-20 to increase understanding of adversities facing women and girls and the impact on their life course. Align work with the youth justice blueprint to ensure that the needs of girls and young women at risk of offending are appropriately considered in prevention and early intervention service plans. This will include ensuring that the complex vulnerabilities of females are reflected and incorporate learning from the Enhanced Case Management (ECM) approach piloted by Youth Justice. 	Long-term

Courts & sentencing	Develop a clear understanding of current services available to women involved in the CJS in Wales, delivered by both statutory and non-statutory partners (devolved and non-devolved) in the community to reduce short term sentencing & remand	<ul style="list-style-type: none"> Take into consideration findings from analysis of current sentencing trends (including Imprisonment in Wales: A Fact file Report undertaken by Dr R. Jones, 2018) across Wales to inform consultations with the courts and judiciary, that will seek to raise awareness of the needs of women, the services available, and in turn increase the confidence of sentencers in the options available. Work in partnership with Community Justice Cymru and wider voluntary sector to engage with courts across Wales to highlight good practice and options available in the community. 	Medium-term
	Develop pre-sentence pathway that addresses the needs of women who come into contact with the Criminal Justice System	<ul style="list-style-type: none"> Establish referral process in police custody or on remand for referring women not eligible for Diversion into pre-sentence support. Roll out of consistent use of Pre-Sentence Report checklist and EPF Tool across National Probation Service court establishments in Wales. Ensure that Information is made available at court for those summoned to court. Consider how women who are summoned directly to court are able to access opportunities to address their financial, childcare and wider support needs. In light of research undertaken by Dr Shona Minson (Safeguarding Children when Sentencing Mothers, 2018), explore options for how family circumstances informing sentencing proposals, including consideration for Child Impact Assessments (or Dependant Impact Assessments) prior to sentencing. 	Medium-term
	Establish range of suitable community alternatives to custody & remand	<ul style="list-style-type: none"> Consideration of the use intensive alternatives to custody & bail options to address issues around accommodation, substance misuse and finance/debt. Explore Electronic Monitoring sentencing & bail options, including use of other new technologies as alternative to short term custody and remand Inform Future Probation & Resettlement Services model and design in relation to support provided to those sentenced to short term custody. Explore options around Increasing use of community sentence treatment requirements. 	Long-term
Community sentences	Develop model of trauma-informed Women's Residential services in Wales, identifying scope, provision of services and potential capacity. This includes reviewing the potential for a tiered approach with secure, step down and community bed space to house women at different points of the system.	<ul style="list-style-type: none"> Develop a fully costed Business Case for a 24/7 accommodation service model to meet the needs of women in Wales, aligning with the commitment in the MoJ Female Offending Strategy for 5 residential centres and considering how a network of community-based services may interface with any new residential facilities. Explore options for pilot sites to test Housing First model for women & house share project for women where universal credit is paid directly to private landlords, with support for these and housing staff to understand respond to the complex needs of women in the CJS. Consider options for high risk women including establishing Approved Premises for women in Wales. 	Long-term
	Establish Women's Pathfinder Whole System Approach Commissioned service across Southern Wales (South Wales and Gwent) from Autumn 2019	<ul style="list-style-type: none"> Reward contract to successful provider to deliver Women's Pathfinder Whole System Approach and 18-25 Early Intervention service delivery model. Oversee contract implementation and commencement of service. Appoint HMPPS Partnership Integration Coordinators to support development of a multi-agency Whole System Approach for women who come into contact with the CJS in Wales. 	Short-term
	Establish training framework for staff working with women who come into contact with the CJS	<ul style="list-style-type: none"> HMPPS Partnership Integration Coordinators to complete 'train the trainer' for MoJ POWER (Positive Outcomes for Women Empowerment and Rehabilitation) and Early Action Together training and cascade both along with other relevant training (working with other trainers) to partnership front-line multi-agency teams. 	Medium-term
	Establish clear referral pathways for vulnerable women in the community so to provide interventions in a timely manner	<ul style="list-style-type: none"> Roll out Women's Pathfinder Multi Agency Case Conference meetings across Wales and so provide forums where organisations can share appropriate information and identify services that can meet the needs they are working with. Explore options for dedicated staff across statutory services with voluntary sector women centred providers to provide safe, trauma-informed environments for women to report to. 	Medium-term

Custody & resettlement	Establish Prison pathway to support women resettling back to Wales after serving a custodial sentence.	<ul style="list-style-type: none"> Identify custody SPOCs to link with Women's Pathfinder commissioned service & establish multi-agency referral pathway, for Welsh women in custody pre- & post-release. Consider existing & further research to understand the wider impacts of imprisonment on Welsh women & the impact on devolved budgets Link to current cross governmental resettlement pathway for women Based on the findings of the evaluation of homelessness services to adults in the secure estate undertaken by Glyndwr University (2018) commission review into the Priority Need test within the Housing (Wales) Act 2014. Develop a Service Level Agreement to ensure equality of access to services for those women from Wales serving a custodial sentence in a prison in England. 	Medium-term
	Work with health partners to ensure health needs of Welsh women are met when release from custody	<ul style="list-style-type: none"> Work with health partners to ensure health needs of Welsh women are met when released from custody. Align work developed under the Women in Justice Programme (Inc. Women's Pathfinder WSA) with services being delivered through the Offender Personality Disorder Pathway. consider mental health needs in any one stop shop community models of support developed for women in CJS 	Short-term
	Establish services for Welsh women in custody to improve and maintain links with children and families	<ul style="list-style-type: none"> Undertake review of Lord Farmer report looking into the needs of women and their children/families (once published) & incorporate relevant recommendations into Women in Justice programme plan. Explore funding options for projects/services that support women maintain links with their children and families (where appropriate) when serving custodial sentence. 	Short-term
System-wide	Establish information sharing protocols and enablers that will support delivery of a Whole System Approach across each stage of the Criminal Justice System	<ul style="list-style-type: none"> Identify opportunities to use technological enablers to develop an infrastructure that ensures effective sharing of information across organisations to support the effective management, supervision & support of women. Explore options for developing a passport to support which could travel with the woman on her journey through the Criminal Justice System. Develop & implement WASPI compliant information-sharing agreements where required. 	Long-term
	Review services for women who are perpetrators of VAWDASV in the CJS to ensure that they meet their specific needs and not duplicates of those offered to male perpetrators	<ul style="list-style-type: none"> Work with VAWDASV to undertake scoping exercise to map current provision available for female perpetrators at all stages of the Criminal Justice System (including early intervention and prevention, community services and those serving a custodial sentence) 	Short-term
	Develop Communications Plan and materials to support sharing of information and awareness raising of the work of the programme going forward	<ul style="list-style-type: none"> Publication of Female Offending Blueprint and Implementation Plan Develop and implement Women in Justice Summit event plan in conjunction with Clinks, PRT and Community Justice Cymru Work in partnership with successful provider of the Women's Pathfinder Whole System Approach and 18-25 Early Intervention Service to develop suite of communication materials to inform service users and stakeholders of what is being delivered 	Short-term
Research & evaluation	Develop understanding & evidence base around the Whole System Approach model	<ul style="list-style-type: none"> Produce plan to evaluate Women's Pathfinder Whole System Approach service delivery model. Initiate evaluation of Whole System Approach Model across Southern Wales (South Wales and Gwent). 	Medium-term
	Better understand the distinct needs and vulnerabilities of women who offend across the whole of Wales	<ul style="list-style-type: none"> Work with Early Action Together Programme to research impact of Adverse Childhood Experiences (ACEs) on women in Wales & how trauma-informed services can best meet related needs. Develop understanding behind the offending behaviour of specific cohorts of women (including focus on 'Framework to support positive change for those at risk of offending in Wales' 2018-23 priority areas) to inform design & delivery of services. Consider options for designing & implementing an evaluation comparing diversion models across Wales & supporting ongoing monitoring. Work with Her Majesty's Courts & Tribunal Services and HMPPS to better understand the offence profile and characteristics of women being sentenced to short term custody. 	Medium-term
Timescale Key			
Short term	1yr 2019-2020		
Medium Term	2yr 2020/21 – 2021/22		
Long term	3yrs + 2022/2023		