

Declaration

Whilst registered as a candidate for the above degree, I have not been registered for any other research award. The results and conclusions embodied in this thesis are the work of the named candidate and have not been submitted for any other academic award.

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Courses attended as part of the research

National Probation Service
National Probation Service
National Probation Service

CRAMs look-up
Lotus Notes
NPS EPIC (Intranet) Services

Abstract

Education, Training and Employment (ETE) are considered of great importance to desistance from crime and the rehabilitation of the offender (Clarke, 2010; Farrall, 2002; SEU: 2002). This study sets out to investigate the use and success of such an intervention in a local Probation Trust area, with a convenience sample drawn from a population of adult offenders (aged 18 years+). It makes use of a triangulation (mixed) methodology conducted through a series of assisted questionnaires undertaken with offenders and semi-structured interviews, with both offenders and staff members, to better evaluate the success of such a programme, as well as assessing the experience and understanding of the individual participants.

Data collected during the assisted questionnaire – both in specific answers and open conversation – and in the follow-up interviews suggest a positive experience for the individual. Furthermore, the findings suggest that the provision of ETE provides for a clear and supportive service, which helps the individual to move away from crime in an informed and positive manner. This is a finding supportive of earlier work completed in the field suggesting that desistance is a process of moving away from crime and not the end result (Laub and Sampson 2001). Much of the evidence points towards a greater concentration upon those outcomes which are not always seen as being target led or funding-related, which have often been termed as soft skills and soft-outcomes. Indeed, a number of the findings of this study are reflective of those reported by McNeill and Weaver (2010: 6), providing for honesty and clarity; informal and respectful relationships; recognising the importance of the social for

the individual. It is believed that these similarities only strengthen the conclusions drawn within the thesis.

Consequently, the thesis observes ETE as a service which supports desistance through one-to-one engagement, treating the offender as an individual in need of assistance and guidance which focuses on the future rather than the past, and identifies the need to replace a focus upon risk with a one-to-one desistance focused management as the way forward for the probation service.

Table of Contents

Declaration	i
Acknowledgements	ii
Courses Attended	iv
Abstract	v
Table of Contents	vii
List of Tables	xi
List of Figures	xiii
List of Acronyms & Abbreviations	xiv

Social Intervention: Supporting Desistance. An Introduction	1 – 13
Effecting Change	1
Desistance and Change	2
Developing the role: Defining ETE	4
The Thesis	7
The Research Aims	8
Structure of Thesis	9
<i>Literature Review</i>	9
<i>Research & Evaluation</i>	11
Chapter 1: The Importance of Punishment	14 – 43
Crime, Punishment and Desistance	15
A Place in History	19
100 Years of Service	22
The Middle Years of Probation Practice	23
The End of a Rehabilitative Ideal	27
Steps towards Management	31
Individual Management and a Changing Ethos	36
Conclusion	42
Chapter 2: Confusion, Criticism, Change	44 – 74
Crime and the Influence of Circumstance	45
Decisions Based in Need	51

Centralising, Nationalising and Governing Probation	53
Keeping Up Appearances	56
The Complexities of Compliance	63
Working in Partnership	66
Vulnerabilities and the Coming of Revolution	70
Conclusion	72
Chapter 3: Interventions: Impeding Progress or Supporting Change?	75 – 105
Intervention as Punishment	80
Substance – Misuse	83
‘What Works’ (Meta-Analysis) and Cognitive Behavioural Programmes	89
ETE as Desistance Focussed Success	94
Soft Skills and Outcomes	98
Supporting Change through Advocacy/Mentors	100
Conclusion	103
Chapter 4: Methodology	106 – 123
Population and Sampling	107
Non-response	110
Data Collection	112
Assisted Questionnaires	113
Semi-structured Interviews	114
Outcomes Analysis	115
Data Analysis	116
Stage 1: <i>The Assisted Questionnaire</i>	117
Stage 2: <i>Semi-structured Interviews</i>	119
Stage 3: <i>Outcome Analysis</i>	120
Ethical Issues	121
Limitations of the Methodology	122

Chapter 5: The Findings	124 – 182
The Population and Analysis	126
Initial Observations with ETE Staff Members	130
Hard Outcomes/Hard Skills	135
Soft Skills	143
Relationships in Practice	152
Changes Worth Making	166
Outcomes Analysis	172
Summary	178
Chapter 6: Discussion, conclusions and implications for future practice	183 – 224
Discussion: The key Themes and Findings	183
Hard Outcomes: Employment, Training and Education	186
<i>Employment</i>	186
<i>Education and Training</i>	189
Soft Skills Support Change	192
Rehabilitation and Periods of Change	195
Important Relationships	198
Offender Motivation	200
Driving Motivation	203
Key Conclusions in the Work of ETE	208
Nurturing Desistance Focussed (ETE) Services	210
Implications for Practice: The Road Ahead as the Path Behind	217
Limitations and Future Research	221
Contribution to Original Knowledge	223
Dissemination of Research	225
Reference List	226 – 240

Appendices	241 – 266
Appendix 1: NACRO Quick Guide to the ROA 1974	241-242
Appendix 2: ETE Job Description	243-245
Appendix 3: The Community Order’s Twelve Requirements (2003)	246
Appendix 4: Referral Figures by Office	247
Appendix 5: Introduction, Consent and Guidance Form	248-250
Appendix 6: Assisted Questionnaire & Likert Scale	251-256
Appendix 7: Participant Interview Schedule	257-258
Appendix 8: Staff Interview Schedule	259-260
Appendix 9: Interview Matrix – Exemplar	261-262
Appendix 10: Questionnaire Diary Planner	263
Appendix 11: Interview Plan	264
Appendix 12: Ethics Statement Checklist	265-266

List of Tables

Table 2.1	Numbers of recalls following breach of order or license conditions England & Wales 2005-2010	63
Table 5.1a	Attendance recorded by Gender	126
Table 5.1b	Attendance recorded by Age	126
Table 5.1c	Attendance recorded by ethnicity	127
Table 5.2	Is this your first experience of the ETE intervention provided?	129
Table 5.3	I have had good experiences of education in the past	136
Table 5.4	I am expecting the work with the ETE officer to help me achieve my goals in Education, Training and Employment	137
Table 5.5	My previous experience of training was positive	138
Table 5.6	I enjoyed the opportunity for academic study (at school or FE)	141
Table 5.7	I enjoyed the opportunity for vocational study (at school or FE)	141
Table 5.8	In what ways will the work with the ETE officer and/or the NPS help you achieve your objectives and support your rehabilitation?	147
Table 5.9	How long has it been since you were last in employment?	149
Table 5.10	How do you sustain your living if you are not in employment?	151
Table 5.11a	Having spent some time with the ETE officer how far would you agree with the statement 'Nothing will prevent me from achieving my goals in education'	155
Table 5.11b	Having spent some time with the ETE officer how far would you agree with the statement 'Nothing will prevent me from achieving my goals in Training'	156
Table 5.11c	Having spent some time with the ETE officer how far would you agree with the statement 'Nothing will prevent me from achieving my goals in employment'	158
Table 5.12	What things are missing from the work that you are doing with the ETEO/NPS which could help you achieve your goals, and stop offending?	160

List of Tables Continued

Table 5.13	What other factors may be an influence on future offending behaviour?	168
Table 5.14	At the end of this order I will not offend again	169
Table 5.15	If I had the opportunity to start again I would still have offended	170
Table 5.16	Outcome recorded by Attendance	174
Table 5.17	ETE as a Specified Activity	176
Table 6.1	Key Themes and Findings	185
Table 6.2	Honey and Mumford (1982): Characteristic Learning Styles	190
Table 6.3	The Rehabilitation of Offenders Act (1974) Proposed Revision	196

List of Figures

Figure 3.1	Offence Impact Factors	85
Figure 6.1	The Self, The Social, The Service	209
Figure 6.2	Prochaska and Di Clemente Cycle of Change and Bain A Wheel of Desistance	213

Acronyms and Abbreviations

ACOP	Association of Chief of Probation
AQ(s)	Assisted Questionnaire(s)
ASBO	Anti-Social Behaviour Order
BME	Black and Minority Ethnic
CBP/T	Cognitive Behavioural Programme/Training
CIPD	Chartered Institute of Personnel and Development
CJA (...)	Criminal Justice Act 1991, 1993, 2003
CJP	Criminal Justice Portal
CLO	Community Links Officer
CPS	Crown Prosecution Service
CRAMS	Case Record Administration Management System
CRN	Criminal Record Number
CSCS	Construction Skills Certification Scheme
DfSE	Department for Skills and Employment
DIP	Drug Intervention Programme
DRR/DTTO	Drug Rehabilitation Requirement/Drug Treatment and Testing Order
ETS	Enhanced Thinking Skills
ETE	Employment, Training and Education
ETEO	Employment, Training and Education Officer
ESF	European Social Fund
FTA/R	Failed To Attend/Report
HDC	Home Detention Curfew
HMP(S)	Her Majesties Prison (Service)
MAPPA	Multi Agency Public Protection Arrangements
MOJ	Ministry of Justice
NACRO	National Association of Care and Resettlement of Offenders
NGO	Non-Government Organisation
NOMS	National Offender Management Service
NPS	National Probation Service
NVQ	National Vocational Qualification
OASys	Offender Assessment System
OLASS	Offender Learning and Skills Service
OM	Offender Manager
PCSO	Police Community Support Officer
PO	Probation Officer
POA	Prison Officer Association
PPO	Prolific and Priority Offender
PSO	Probation Service Officer
PSR	Pre-Sentence Report
PRT	Prison Reform Trust
SA	Specified Activity
SEU	Social Exclusion Unit
SOO	Sex Offender Order
SPSS	Statistical Programme for Social Sciences

Acronyms and Abbreviations Continued

STHF	Short-Term Holding Facility
TUC	Trade Union Congress