



The HMPPS Insights22 Festival: A Celebration



1 - Jo Farrar, Second Permanent Secretary and CEO HMPPS



2 - Ian Blakeman, Executive Director, HMPPS Strategy, Planning & Performance Directorate



3 - Gill Atrill, Deputy Director, Insights Group

Forewords

I am really proud of the Insights Festival, and was delighted to have taken part again this year, providing opportunities for individuals to spend time with me and my team.

Thank you to everyone who volunteered their time and experience to create such a fantastic programme of events, reflecting the professionalism and expertise within HMPPS and our partner organisations. Insights22 helped us to come together as a system, to understand more about how we work and how we can learn, share and improve together. It is through this kind of collaboration and investment in each

other that we can build a great, open learning culture, strengthen our partnerships and enable our people.

I hope you enjoy looking through the following pages, reflecting on and celebrating what we achieved together this year.

Jo Farrar, Second Permanent Secretary & CEO HMPPS

The Insights Festival is a fantastic opportunity for staff to step away from the busy day job and learn about the exciting and innovative work taking place across the Criminal Justice System. I was really pleased to host an event this year with Spring Films at HMP Durham, where staff and people in prison engaged in a conversation about the benefits and challenges of documenting prison life on camera.

Following the disappointing cancellation of Insights20 due to the pandemic, it was great to see so many in-person events taking place this year across England and Wales (and beyond!), enabling people to come together to build relationships and share good practice. I'm really grateful for the immense effort that staff across HMPPS and partners put into creating such a vibrant and engaging programme of over 500 events.

Thank you to everyone who contributed and those who worked so hard to pull this all together.

Ian Blakeman, Executive Director, HMPPS Strategy, Planning & Performance

We should feel very proud of Insights22 and what it says about us.

Thousands of people stepped up to lead and host events. Thousands. A huge act of generosity and investment in colleagues. You shared your experience, welcomed people into your workplaces, supported learning and shared innovation across our system.

Thousands more of us managed the pressures on our time to take part. We stepped into new environments, we asked questions, and we shared the learning on. In the middle of a pandemic, we created something positive, vibrant and unique. We did it for free, we did it across boundaries and we did it for each other. What does it say about us? At our best we are brilliant. We are together. We make a difference. Thank you for making Insights22 such a success. What an amazing two weeks.

A special thank you to Nic Bellamy, Gill Turton, Katie Wass, Wayne George and Chris Holmes who went way beyond the extra mile to make it work for us all.

Gill Attrill, Deputy Director, HMPPS Insights Group



4 - Insights22 promo video 1



5 - Insights22 promo video 2

Introduction

*The **HMPPS Insights Festival** brings people together across the **Criminal Justice System (CJS)** to **learn** from the latest evidence and research, **share** good practice, **connect** to build relationships, and **celebrate** success.*

*Following the cancellation of **Insights20**, we were delighted to bring the Festival back for **May 2022**, with over **500** events taking place **online, across the UK and beyond**, with over **14,000** ticket registrations - and everything was **FREE** to attend!!*

*The Insights Festival is **for you**, and **by you**, and would not be possible without the time, effort, and generosity of our **hosts**. We are so grateful to the **staff across the CJS** that took time out of their busy schedules to put on a fantastic range of **unique** and **exciting** learning opportunities for their peers and colleagues.*

*Taking place as part of **Learning at Work Week**, the **Insights22 Festival** provided a chance to step away from the day job, connect with others, and learn something new. We were pleased to be able to **showcase** the fantastic work going on across **HMPPS and partner organisations**, and hope that you were left feeling **inspired**!*

*Over the following pages, we have summarised just **some** of the **amazing events** that took place each day of the Festival, with **photos**, **social media posts** and **feedback** from hosts and those who attended the events.*

*So grab a cuppa and join us to reflect on, and celebrate, the success of **Insights22**.*

VIP Events



In addition to a huge range of fantastic online and in-person group events, many of our hosts went **above and beyond** to offer some truly unique **VIP experiences** for one or two people to enjoy. These experiences offered opportunities for staff to spend the day in someone else's shoes or get exclusive behind the scenes access to parts of our system they would **not normally get to see**.

Senior leaders and front-line operational staff across HMPPS and partners graciously donated their time to be **shadowed** for the day, or have a **coffee and conversation** with individuals about their work or personal leadership journey. We had **behind the scenes tours** of historically important buildings, such as the **Royal Courts of Justice**, the **Four Inns of Court**, and the **House of Lords** (which was expertly provided by the **Bishop of Gloucester!**). We also had a range of opportunities for staff to **work alongside**

colleagues for the day in a different department. This included ride-alongs with the **Metropolitan Police**, a chance to get involved in **Community Payback**, and opportunities to accompany security teams on prison **intelligence-led interventions**.

Feedback from hosts and attendees suggests that these experiences were mutually beneficial:

Allegra Joly (Activities Custodial Manager, HMP Brixton) had the opportunity to shadow **James Timpson OBE** (CEO of Timpson Ltd.) for the day. Allegra said, "*I got to meet Mr Timpson and spend the day with him going round lots of Timpson shops and meeting a whole host of the team. It was such a great learning experience. I would have never got the opportunity to make that connection without the festival!*".

James Timpson said he also benefited from taking part: "*It was my pleasure to facilitate this Insights22 event. Timpson now employs over 600 prison leavers and having the opportunity and privilege to showcase some of the fantastic service they offer to the public is extremely satisfying to me personally.*"

Neil White (HMPPS Performance & Quality Officer) had the chance to accompany **Amy Rees** (Director General for Probation, Wales, and Youth) to a **Probation Operational Management Committee** (POMC) meeting. Neil was impressed with how focused the meeting was ("*no waffle*"!), and felt reassured that senior leaders were attempting to address the most pressing challenges in the Probation Service.

Jane Stead (HMPPS Digital Senior Content Designer) enjoyed a 'coffee and chat' with **Claire Wilson**, a senior policy manager in the Probation Reform Programme. Jane described Insights22 as "*the most educational 2 weeks of (her) year*" and that she has now "happily added Clare to (her) list of new 'insightful' colleagues".

Many guests and hosts will be sharing their experiences through **guest blogs** on our [website](#), so stay tuned!



6 - Caroline James at Jo Farrar's office



7 - Mark Shipman, shadowing Alison Clarke, Prison Group Director

Feedback from some of our VIP winners:

"Honestly, one of the most informative and enjoyable experiences I have ever had. I was fully involved in the day and my opinions and thoughts were valid when shadowing the Drug Strategy Team. I felt welcome and a part of their team."

"I attended a ride-along with the Met Police, and this showed me the way that they all work together as a team, and the incredible pressures they are put under, yet they perform their daily duties with perseverance, enthusiasm, respect and a great camaraderie towards each other. I have the utmost respect for them having seen what they do."

"I was able to spend time hearing inspiring stories and gaining valuable career advice. It was an amazing experience to spend the day in the life of a Governor at a local Cat B prison which has given me much food for thought for my future in HMPPS."



Monday 9th May 2022



8 - HMP Full Sutton



9 - LGBTI+ Awareness Session



10 - A Day in the Life of a Court Officer

The Insights22 Festival was kicked off by **John Todd-Kvam and colleagues** from the **Norwegian University of Life Sciences**, talking about desistance in penal practice in Norway. This popular online event provided us with some valuable lessons around the importance of relationships and culture in prison. **Prison Reform Trust** delivered a session on the importance of the voice of those with lived experience in prison reform, while **Kerry Ellis-Devitt** from **University of Portsmouth** talked about some of the ethical considerations of conducting lived experience research with perpetrators of serious violent and sexual offences.

In Wellingborough, we had the first of three tours of **HMP Five Wells**, the UK's newest prison run by **G4S**, where attendees heard about the integration of smart technology throughout the design and a focus on rehabilitative outcomes like education, employment and building family ties. **HMP Full Sutton** and **HMP Doncaster** also welcomed guests today, while visitors to **HMP Gartree** tested out their thespian talents with **Shakespeare Unbared**.

Back online, we had an interesting session on the important role that the **Probation Service** plays in providing **advice to the Court**, while **Alison Clarke, North Midlands Prison Group Director**, hosted a session on supporting **care leavers** in custody. We were also joined by **Anne Fox, CEO at Clinks**, who

raised awareness of the impact that the pandemic had on our **voluntary sector partners** and how we in HMPPS can support them.



An intree-guing fact about trees from the MOJ Sustainability session this morning at [#insights22](#) - apparently we only need 2 hours a week amongst trees to improve our wellbeing!



3:25 PM · May 9, 2022 · Twitter for Android



Dr Jo Prescott
@joprescott8

Fascinating [@HmppsInsights](#) into Desistance and penal practice in Norway, including the strengths of the Norwegian prison approach, the transformative power of trust and analysing desistance narratives
[#prison](#) [#desistance](#) [#trust](#) [#proceduraljustice](#)



10:59 AM · May 9, 2022



Kerry Wotton · 2nd
Chief Executive, Hardman Trust
Tmo ·

A thought provoking visit to [G4S HMP 5 Wells](#) today where they are aiming to "see the man, not the prisoner". Some forward thinking initiatives with their family ties work, thoughtful staff culture and use of in-cell technology. And something as simple as cell windows without bars, looking out to fields, rivers and forests. Some great examples of lived experience leadership in practice from initial prison design to induction/reception all the way through to ROTL 🍌. Thanks [HMPPS Insights](#) .
[#hmppsinsights](#)



Jamie Bennett and 142 others

12 comments · 3 shares

Tuesday 10th May 2022



We were treated to some great examples of partnership working in Probation today, with sessions from staff **co-located at a Women's Centre** in West Midlands, staff who work with the **Home Office in the management of Foreign National Offenders**, and a showcase of the **Yorkshire and The Humber Probation** region's joined-up response to homelessness during the pandemic.

Bringing evidence into practice, **Insights Group** led sessions on how to **de-bias decision-making**, and the research on **people who sexually reoffend** whilst under supervision. We were also joined by **MoJ** and several expert partner agencies who talked to us about **best practice for working with ethnically diverse women** in the Criminal Justice System.

We were delighted to welcome **Spring Films** and film director **Paddy Wivell** back to **HMP Durham** today following the production of their multi award-winning Channel 4 documentary '**Prison**'. Hosted by **Ian Blakeman, HMPPS Executive Director**, staff and people in prison engaged in a conversation with the panel on the benefits, challenges, and ethical implications of filming inside prison walls.

In London, a small group experienced what it was like to be a **Prisons and Probation Ombudsman Investigator** for the day, while in Newton Abbot, **HMP Channings Wood** showcased their prison workshops and their partnership with **Storybook Dads**.

Online, we learned more about the **HMPPS Twinning Project**, linking prisons with local professional football clubs to engage people with football-based programmes that also provide them with qualifications for release. We had an interesting session from the **National Security Division** and **Joint Extremism Unit** on **managing the threat of terrorism**, and were also joined by international members of the **Confederation of European Probation**, sharing their countries' approaches to **tackling domestic abuse**.



11 - Spring Films at HMP Durham



12 - Prison Dog Training



13 - Be a PPO Investigator for the Day



Kerry Ellis Devitt
@CJResearch2018

Just attended a brilliant session for @HmppsInsights - Best practice for working with ethnically diverse women in the CJS. Hugely valuable. Thank you to all who worked to put this super session on 🙌

3:19 PM · May 10, 2022 · Twitter for iPhone

1 Retweet 1 Quote Tweet 10 Likes



Storybook Dads
@Storybookdads

Proud to have spent our morning spreading the word about what we do with a workshop visit as part of @HmppsInsights . We hope our visitors left with new insights of their own and look forward to another two Insights events shortly.

#prison
#hmppsinsights

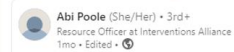
1:53 PM · May 10, 2022 · Twitter Web App

2 Retweets 10 Likes



Co-Financing Organisation
82 followers
1mo ·

Fantastic start to the HMPPS Insights festival!



Abi Poole (She/Her) · 3rd+
Resource Officer at Interventions Alliance
1mo · Edited ·

Had an amazing day in our Hastings CFO Activity Hub, celebrating the start of our Art Exhibition tour.

Thank you to the staff and participants from all of our Activity Hubs for their art submissions. The art work was inspirational and we even had a live performance of a song written and performed by our participants 🎵

I am so proud of the staff and participants in Hastings who put together an incredible event today.

Looking forward to seeing the Art Exhibition open in Chatham CFO Activity Hub in June! 😊



Wednesday 11th May 2022



Another exceptionally full day of events today, bringing evidence into practice and showcasing innovation. **HMP Guys Marsh, HMP Drake Hall, HMP Hewell** and even our Scottish colleagues at **HMP Edinburgh** all welcomed visitors today, while **HMP Parc** showcased their work with families through their **Invisible Walls** project.

In Sheffield, visitors were treated to demonstrations of the latest digital services on offer at the **HMPPS Digital Studio**, whilst in Manchester, guests learned more about the **Prisoner Escort and Custody Services**. Online, attendees had the chance to observe a demo of a **polygraph examination**, and learn more about how it is used to enhance risk management. **HMPPS Assurance, Risk Management, and Governance (ARMG)** held two sessions today, helping us to better understand the **life cycle of thematic inspections** and also explaining how they **use external data** to enhance their scrutiny work.

One year on from the unification of Probation services in England, **Executive Director Jim Barton** and **Deputy Director Spencer Draper** offered their reflections on the implementation of the **Probation Reform Programme**, and **South West Regional Probation Director Angela Cossins** engaged staff in a discussion about making better use of **social media** in the Probation Service. We had an interesting session from the **Disabilities Trust** on supporting people with brain injuries, while the **HMPPS**

Interventions team also shared useful practical tips on how to work with people with learning disabilities.

We were pleased to include MoJ's Arms Length Bodies in the Festival this year, and today we had a useful overview of the work of the **Office of the Public Guardian** who support people who have lost mental capacity. The **Legal Aid Agency** also delivered a session today, providing guests with an interesting insight into **personality types** using the Myers Briggs Type Indicators (MBTI).

Bringing research to life, **Richard Vince, HMPPS Executive Director of Security**, was joined by **Professor Ben Crewe, Dr Susie Hulley (University of Cambridge)** and **Dr Serena Wright (Royal Holloway University of London)** who shared their research on the **experiences of life imprisonment** by those sentenced in young adulthood. We also had a session hosted by **NHS England** and the **Institute for Public Safety, Crime and Justice**, sharing the findings of their study into the **perinatal care** provided to women at **HMP Peterborough**. To top things off, the **Policy, Evaluation and Research Unit (PERU)** at **Manchester Metropolitan University** gave us some useful tips on how to do qualitative research effectively.

Thanks for
making it
so engaging
+ interactive!
😊

Modelling
genuine
collaboration
and team
working

Fantastic
energy
in this
team -
inspiring



15 - HMP Askham Grange



16 - The Bus Project at HMP Edinburgh



17 - Drugs Diagnostic at HMP Kirklevington Grange



Thursday 12th May 2022

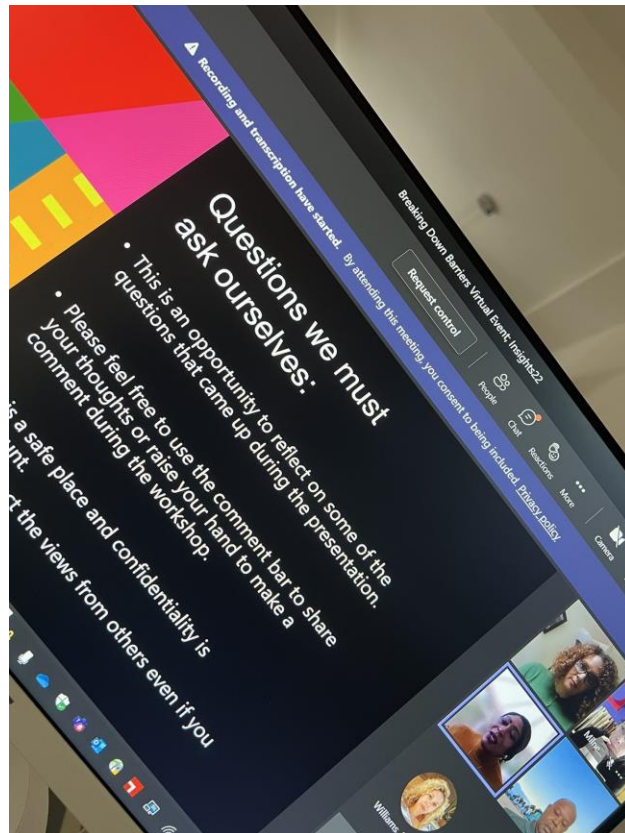


The pandemic has had a significant impact on staff across criminal justice, so the **MoJ Wellbeing Roadshow** today was a timely reminder of the range of support services available to staff. There were also opportunities to reflect on how we have adapted our services in response to the pandemic. Events included learning from the delivery of **remote parole hearings** by **Sheffield Hallam University**, how **domestic abuse services** have responded in **Northern Ireland**, and reflections on how effectively **Gold Command** operated in the prison service.

Up in Leeds, **St John's Approved Premises** invited guests for a tour and a spot of lunch, while in London the **HMPPS Third Sector Grants and Partnerships team** engaged attendees in a discussion about effective partnership working with the voluntary sector. In Birmingham, guests were treated to a live performance by **Geese Theatre's Community Ensemble**, members of which have been exploring their personal and collective recovery journeys through the performing arts. Also sharing their stories with us today were the **Probation Peer Mentors** who explained how they went from being under probation supervision themselves to now supporting others.

Online, the **HMPPS Drug Strategy Team** explored the realities of the impact of **psychoactive substances** in prison, while the **Youth Justice Board** revealed the work that they have been doing recently, mapping out the youth justice system to see how organisations can better work in partnership to improve outcomes.

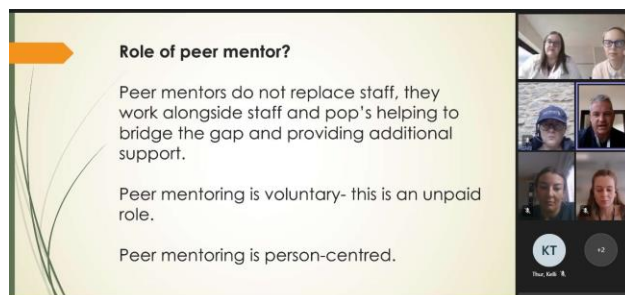
In the world of technology, the **MoJ Data Science Hub** pitted man against machine to see which was more effective at reading the Probation case management system, and we also learned about the work of the **Criminal Injuries Compensation Authority (CICA)** and **Circles of Support and Accountability (CoSA)**.



18 - Breaking Down Barriers



19 - Lessons Learned in Northern Ireland



20 - Peer Mentoring in Probation



21 - Learning from Remote Parole Hearings

Probation Board for Northern Ireland
661 followers
1mo

We are delighted to have Domestic Homicide Review Chair, Anne Marks, speak at our Domestic Abuse event today as part of the [HMPPS Insights 22](#) festival.

This event will be recorded, if you would like to receive a recording of the event please email info@probation-ni.gov.uk

Tackling Domestic Abuse: The Experience in Northern Ireland and Lessons from the Pandemic

DHR Chair, Anne Marks will be looking to the future lessons so far from Domestic Homicide Reviews.

Anne Marks
Domestic Homicide

6

Like Comment Share

Ian Ellison-Adams
@joevanya

A pleasure to host or second [@HmppsInsights](#) event today - an online presentation and discussion on the Impact of PS on prisons. Very well attended and some great conversation - thanks to all who took part. [@HMPPSDrugStrat](#)

7:44 PM · May 12, 2022

12 Reply Share

Tonya Craig
@TonyaCraig1

Today's [@insights22 @barriers_down](#) Breaking down Barriers (BDB) conference was incredible. [@ijemack77](#) was the most inspirational speaker. My cup is full with joy. We learn, laugh and embrace our strengths. I want to share this opportunity with everyone ❤️

Friday 13th May 2022



Our first week of the Festival ended with events that reflected changes to working practices since the pandemic, with a session from **Unlocked Graduates** on how to best make use of technology to improve engagement with staff, and another from **Run For Your Life** on how to support your team remotely.

In Kent, ticket holders had a unique chance to sneak a peak at the development of the **UK's first children's secure school** and hear about **Oasis'** vision for the future. In London, **Amanda Pinto QC** gave our VIP guests a tour of the **Four Inns of Court** and **London Probation region** gave an interesting overview of their **Offender Personality Disorder Pathway**.

The **HMPPS Rehabilitative Culture team** gave us a really useful update on the culture work that they are doing across 12 pilot prison sites in England & Wales, and **Penal Reform Solutions** talked to us about the specific work that they are doing at **HMP Hewell** to develop positive relationships between staff and people in prison.

Dr Kirstine Szifris, Manchester Metropolitan University, talked to us about the innovative work that she has been doing, **teaching philosophy** to people in the long term, maximum security estate and the benefits this has had in helping them to build positive relationships and explore what it means to live a good life. **Sam Pemberton, University of Birmingham**, shared his research on the **experiences of women post-release**, and how we can better work together to support them and improve outcomes.

Nina Champion, Director of Criminal Justice Alliance, led an informal lunchtime chat about what it takes to be a **leader for social change**, reflecting on her own leadership journey, and **Ed Cornmell** took part in

a Q&A with **Gill Attrill, Deputy Director for Insights Group**, reflecting on his experiences as **Lead Gold Commander** for prisons during the pandemic.

After a full and exciting week, it was great to take time to unwind and enjoy a **mindfulness session** with Mindfulness Coach and BBC Radio 4's 'Thought for the Day' contributor, **Vishvapani Blomfield**. A chance to relax, reflect, and get ready for another jam-packed week next week!



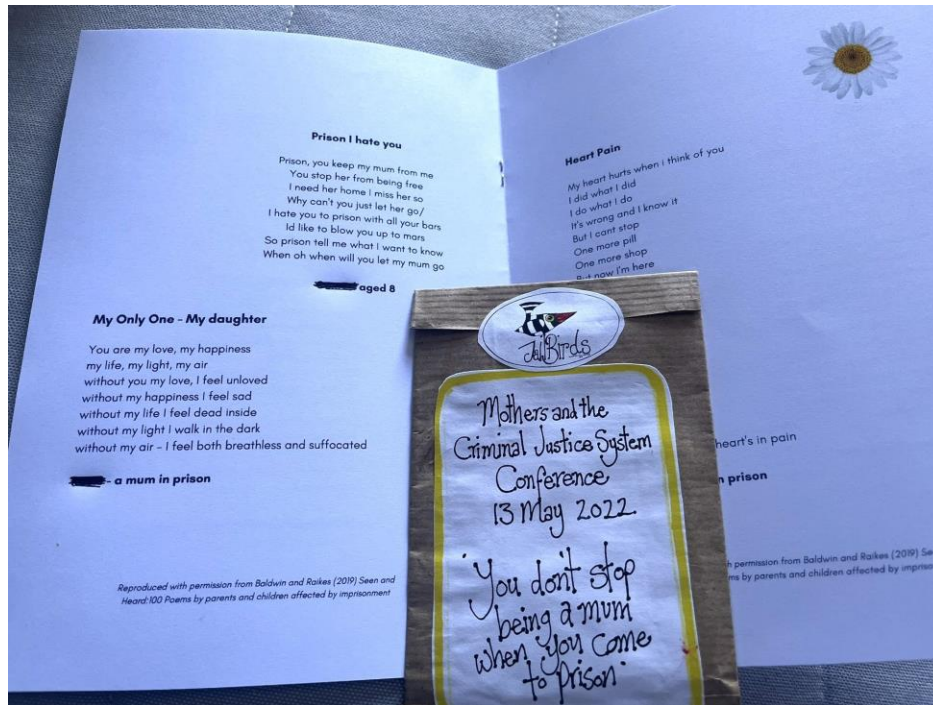
22 - Tour of the Four Inns of Court with Amanda Pinto QC



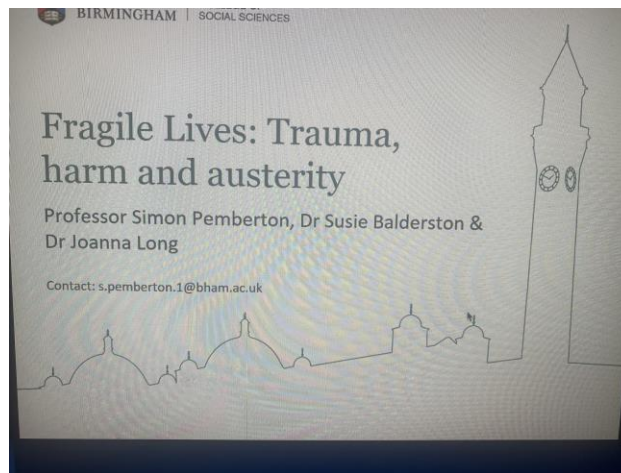
23 - Oasis Restore Secure School



24 - Co-production: Connecting Policy with the Frontline



25 - Mothers and the Criminal Justice System



26 - Fragile Lives

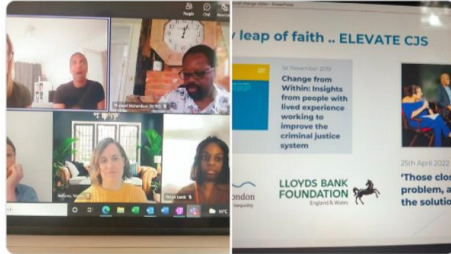


27 - The Prison Growth Project



CJ Burge
@_CJBurge

Excellent & inspiring Lunchtime @HmppsInsights event with @ninachampioncja from @cjalliance & the wonderful Nola Sterling, ELEVATE Project Manager, for a chat about Leadership for Social Change! "Change is not easy", "needs courage", and we saw alot of that from those in the room



1:14 PM · May 13, 2022



Kirstine Szifris
@KirstineSzifris

Loved discussing my book 'philosophy behind bars' for an @HmppsInsights event this morning! Great to be chatting with former colleague Kevin Wong from @MMUPolicyEval Some really great questions from those there. Thanks for having me! #insights22

11:21 AM · May 13, 2022

14 Reply Share



Annie
@pitbull3399

Thank you @HmppsInsights for the opportunity to spend the day training with the Search Dogs Team @HMPCookhamWood an amazing peek at the work of some of the cuter Prison staff - less flippantly in awe of the skills of dogs, handlers and trainers #insights22 #searchdogs

1:17 PM · May 13, 2022



Joanne Wood
@1woodjoanne

A great first week of @HmppsInsights events. In #Bristol visitors had a tour of the CFO Activity Hub. 1 participant told their story of their journey through the hub and the criminal justice system before supporting the visitors to cook their own lunch before tie dying hoodies.



5:58 PM · May 13, 2022



Monday 16th May 2022



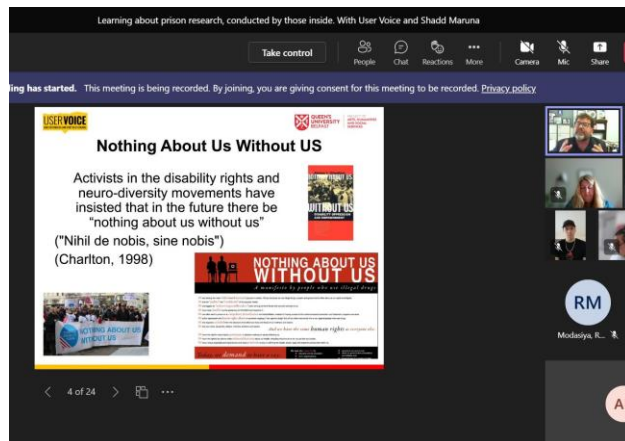
The second week of the Festival kicked off in style with a VIP tour of the **Royal Courts of Justice** in London (avoiding the paparazzi), expertly guided by colleagues from the **National Justice Museum**. In Leeds, the **Pride in Prisons and Probation (PiPP)** network gave some useful tips on recognising and challenging inappropriate and discriminatory behaviour in the workplace, and guests in Nottingham experienced a taster of the **Thinking Skills** accredited programme. In Bolton, guests visited the **HM Pasties Bakery**, which was set up by ex-offender **Lee Wakeham** and now provides a successful transitional employment programme for people leaving prison.

We were honoured to be joined by award-winning writer and broadcaster **Claudia Hammond** today, in conversation with **Helen Bagnall, Artistic Director at Salon London**, who spoke about the 'Art of Rest', and its inextricable links to wellbeing. We also heard from leading criminal justice academic **Shadd Maruna (Queen's University, Belfast)**, who joined **User Voice** to talk about how to do participatory user research well, and the findings of their recent research into the **impact of Covid-19** on people in prison.

We had two events today aimed at improving our understanding of violence so that we can improve our practice. **HMPPS Interventions team** talked us through the **biopsychosocial model of violence**, while **Dr Kate Gooch (University of Bath)** drew our attention to her research into the relationship between **early**

tragedy and violence in young men. HMPPS Interventions led a further session today to improve our understanding of **why people join gangs** and what works to support their disengagement from them.

In support of the **recruitment** drive across HMPPS, we were pleased to work in collaboration with **workforce leads** across prison, probation and YCS to deliver four careers sessions during Insights22. Open to the general public, these events showcased the different **careers available across HMPPS**, with opportunities for attendees to ask questions directly to staff already working in those roles.



28 - Shadd Maruna & User Voice



29 - PiPP Workplace Language Workshop

30 - Prison and Probation Careers

Alexander Rose • 2nd
 Coaching Manager at StandOut | #AlexThinkingOutLoud
 1mo • Edited •

I took so much away from [User Voice](#), [Mark Johnson](#) and [Shadd Maruna](#) on the [HMPPS Insights](#) gathering on 'prison research conducted by those inside'. Tonnes of wisdom on the call.

In particular, I was gripped with by mantra, 'Nothing About Us Without US' which essentially outlines that any service constructed to support people with a particular lived-experience needs to be: conceived, structured and delivered by (i.e. equal paid positions right up the organisation chart) those the service aims to assist. It's a no brainer and challenges our (my) limited notions of what 'service user involvement' is. [Mark Johnson](#) made a great point of moving away from the language of service user involvement, in favour of forging genuine 'Partnerships' with people with lived experience.

So much was said that I could comment on further but I'll end it here as I need to digest what I've listened to and consider how I need to adapt in response.

NJMLearning
 @NJMLearning

This afternoon at the Royal Courts of Justice, we are very excited to be taking part in [#insights2022](#) [@HmppsInsights](#). You can find us giving a tour of the courts and a Q&A with a Judge!

9:14 AM · May 16, 2022

👍 4 💬 Reply ➦ Share

Greater Manchester Probation Service
 @GMPProbation

Criminal Justice Network
 @intcnetwork

Tuesday 17th May 2022



Today was a particularly busy day for the **Co-Financing Organisation (CFO)**, with four of their Activity Hubs opening their doors at **Manchester, Stoke, Bristol and Chatham**. We also had opportunities to have a tour of **HMP Bronzefield** women's prison, and to see the innovative digital work that **Code4000** are doing at **HMP Humber**. Some of us had a chance to work in a prison kitchen at **HMPYOI Brinsford** today while others got to meet the people in prison working at **The Clink** restaurant at **HMP Highdown** and enjoy a spot of lunch!

We were delighted to include the Police Service in the Insights Festival this year. In addition to opportunities to accompany the **Metropolitan Police** on ride-alongs in London, **Staffordshire Police** also welcomed Insights22 guests to visit a police custody suite in Etruria today. It was great to also showcase the resettlement and public protection work going on in some of our Approved Premises, with tours of **Jackie Harriet House** in Birmingham, and an overview of the psychologically informed planned environment (PIPE) at **Peterborough AP**.

While **East Midlands Probation Region** were giving guests a taster of the **Building Better Relationships** programme in Derby, the **HMPPS Interventions team** gave an overview of **Horizon**, a strengths-based programme for people convicted of sexual offences. **HMPPS in Wales** also showcased interventions today, with a workshop on **restorative practices**. We were also joined online by yet another seminal probation academic, **Hazel Kemshall (DeMontford University)**, who explained the **art of decision-making** in risk management.

The **HMPPS Staff Networks** were back again today with workshops on how to be an **effective ally**, and **race in the LGBTI** community. We had a really interesting session from the **HMPPS Effective Practice & Service Improvement Group (EPSIG)** on **county lines**. **Working Chance** gave us some tips and techniques on how to **practically embed lived experience** in policy and service improvement, and the

Mulberry Bush talked to us about the importance of **therapeutic approaches** and interventions with children who are in the Criminal Justice System.

Thanks to **Legal Aid Agency** who joined us again today, for a session on **domestic abuse awareness**, and also from their **CEO Jane Harbottle** who drew on her own leadership experiences to engage in a conversation about **self limiting beliefs**.



31 - Peterborough PIPE AP

A promotional graphic for the HMPPS Insights Festival '22. It features the HMPPS and Insights logos at the top. The main text reads "Find out about Circles South West". Below this, it states: "Circles South West works in close partnership with HMPPS, other statutory and voluntary organisations, and local communities, towards 'No More Victims' of sexual abuse in South West England." It then says: "Join us at this online information session to find out about Circles of Support and Accountability, Inform Plus, support programmes for non-offending partners and families, training for professionals, and more." At the bottom, it provides a link: "More info: <https://www.bikabottle.com/events/hmppsinsights22/148718>". On the right side, it says "DELIVERED ON ZOOM" and provides the date "May 17th 22" and time "10:00-11:30".

32 - Circles South West

A promotional graphic for the Howard League for Penal Reform. It features the Commission on Crime & Gambling Related Harms logo at the top left and the Howard League for Penal Reform logo at the top right. The main text reads "Exploring people's lived experiences of crime and gambling harms". Below this, there are five small portrait photos of the speakers: Anita Dockley, Dr Lauren Smith, Steve Girling, Dr Nicola Harding, and Dr Julie Trebilcock. At the bottom, it says "Tuesday 17 May 2022, 12.30-1.30pm, online".

33 - Howard League for Penal Reform



34 - Drugs Diagnostic at HMPYOI Swinfen Hall



An inspirational session by @DLNR_CRC_Prob offering an insight into [#buildingbetterrelationships](#) intervention for people leaving prison as part of [#insights22](#)!

The session looked at [#identitymaps](#) [#attachmentstyles](#) [#decisionmaking](#) & [#learninghistory](#) to name a few.

Thank you!



wayne george
@waynege39454148

[@LegalAidAgency](#) [@HmppsInsights](#) [#insights22](#) [#LearningAtWorkWeek](#)

Fantastic event hosted by LAA Chief Exec Jane Harbottle on self limiting beliefs. Quote from guest, 'you develop the most when working at the edge of your competency' 💜

11:15 AM · May 17, 2022 from Stoke-on-Trent, England · Twitter for iPhone

1 Retweet 1 Like



Community Justice Team
@probationDMU

Brilliant webinar from [@eventsdmu](#) and [@HmppsInsights](#) with Professor Hazel Kemshall speaking on 'Risk: The Art of Decision Making'. Truly insightful and thought provoking as always. 'Protective Integration' really is the way forward. Hopefully our PQIPs were viewing and learning.

12:42 PM · May 17, 2022 · Twitter Web App

1 Retweet 16 Likes



Nic Bellamy @NicBellamyHMPPS · May 17

Replying to [@TheClinkCharity](#) [@HMP_HighDown](#) and [@HmppsInsights](#)
It was a great day learning about the excellent work that [@TheClinkCharity](#) do, meeting the learners and having a top lunch! -thanks 🍴

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Wednesday 18th May 2022



The Insights Festival is all about bringing people together, and what better way to do that than to 'buss a lime' with the **Breaking Down Barriers** (BDB) leadership team! Not only did guests get to enjoy a

delicious Afro-Caribbean lunch, they also got to learn more about the fantastic work that BDB are doing to showcase and inspire people from **black and ethnic minority backgrounds**.

Many of our hosts used Insights22 as a vehicle for bringing people together from across different sectors to engage in a conversation and collaborate on some of the biggest challenges in our system, and that's exactly what the **HMPPS Transforming Delivery in Prisons** programme team did today. They were joined in Newbold Revel by a range of people from across the CJS who had a real opportunity to influence the design of the **prison regimes** model for the future.

If you wanted to find out more about the work of **Probation in court**, there were opportunities to meet with probation staff and sentencers at **Maidstone Magistrates** today, or spend the day in the life of a **Court Officer in Loughborough**. You could also hear about the pilot work taking place in Exeter by **South West Probation** region with **women who are at risk of recall**.

HMP North Sea Camp and **HMP Askham Grange** both opened their doors today, and you also had the chance to see the work taking place at **HMP Warren Hill**, developing employment opportunities for people on release with **New Futures Network**. In North Wales, **HMP Berwyn** showcased their **Accelerator Project** and you also had an opportunity to meet with their **Chaplaincy** team to find out more about the work they do to support people in prison.

In Manchester, guests took part in an interactive workshop with **Electronic Monitoring Services** to learn about, and try out, the innovative technology they are developing to enhance public protection and rehabilitation. In Nottingham, attendees got hands on with a creative workshop and tour of the **National Justice Museum**.

Online, the **HMPPS Race Action Programme** encouraged a conversation about how we can work better with the third sector to support people from **Gypsy, Roma and Traveller** backgrounds, and **HMI Probation** shared the principles of effective assessment in relation to **black and mixed heritage boys** in the Youth Custody Service. We also had a session by the **HMPPS International team** who were joined by HMPPS staff who had been seconded abroad, sharing their experiences of supporting prison and probation services in **UK overseas territories**.

Today, we also found out more about the work of the **Prisoners' Education Trust** and **Nacro**, and **Why Me?** gave us a helpful overview of their work in **restorative justice**.



35 - Liverpool CFO Hub



36 - National Justice Museum Workshop



37 - Transforming Prison Regimes



38 - 'Buss a Lime' with Breaking Down Barriers



39 - Creating Ethical Digital Prisons



40 - Supporting Care Leavers



Thursday 19th May 2022



Well today was a real treat with a FULL day of international content, sharing global innovation and effective practice. Working in partnership with the **International Network for Criminal Justice**, we brought you a eight hour event, starting in Australia and ending in Trinidad & Tobago, with the England

and Wales section hosted by our colleagues in the **HMPPS Reducing Reoffending, Partnerships and Accommodation Directorate**. Each country had an hour slot to give us an insight into the particular challenges within their criminal justice systems and some of the innovative work they are doing to overcome it. Thanks to all of the countries that took part!

Back in the UK, there were opportunities to visit **HMP Frankland**, **HMPYOI Deerbolt**, and get involved in a physical education session at **HMP Brinsford**. You could spend a day in Kent, finding out more about the **Intensive Intervention and Risk Management Service (IIRMS)**, or enjoy a performance art workshop in Manchester with **OddArts**. Some lucky guests also got a chance to try out the **virtual reality** technology at the **University of Portsmouth** and learn about how it can enhance risk management training.

We were honoured to be able to offer opportunities for a couple of VIP guests to shadow **Rachel Treweek, the Bishop of Gloucester**, at the **House of Lords** today, spend a day in the life of **Duncan O'Leary, CEO of New Futures Network** or shadow a **Nacro** resettlement worker at **HMP Wandsworth**. In Newbold Revel, the **HMPPS Transforming Delivery in Prisons (TDiP)** team led interactive workshops on how we can overcome everyday errors through a **systems thinking approach**.

Online, the **NPS Learning & Development team** got us thinking about how to represent **diversity and inclusion** in virtual learning delivery, while the **Prison Education Team** explored **neurodiversity** issues in prison. **HMPPS Insights Group** gave us an update on their research into the **use of force** across the prison estate, and the **MoJ Organisational Effectiveness** let us in on the **art of effective facilitation**.



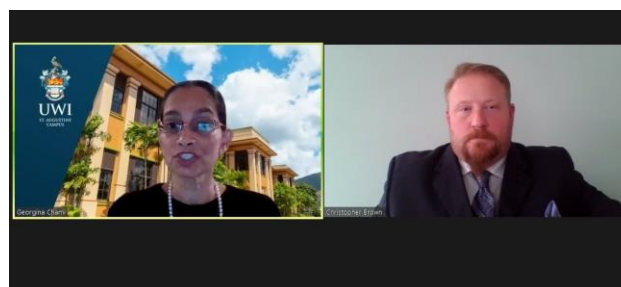
41 - Shadowing the Bishop of Gloucester



42 - Nigeria



43 - Spain



44 - Trinidad & Tobago



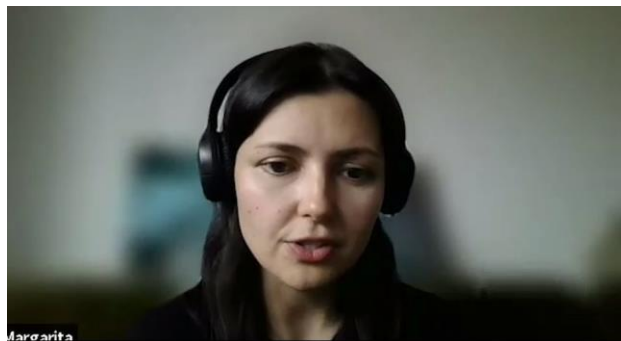
45 - Australia



46 - International Insights agenda



47 - Bermuda



48 - Estonia



49 - India



50 - Japan



51 - OddArts Performance Workshop



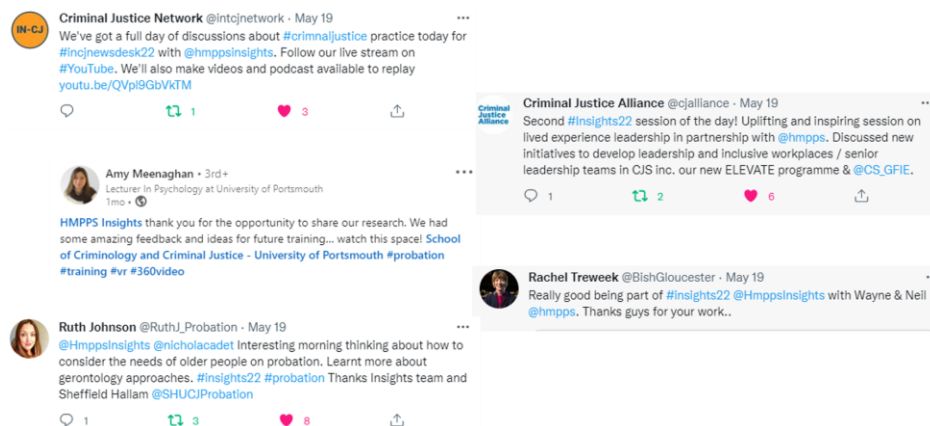
52 - OddArts Performance Workshop



53 - Virtual Reality at University of Portsmouth



54 - Virtual Reality at University of Portsmouth



Friday 20th May 2022



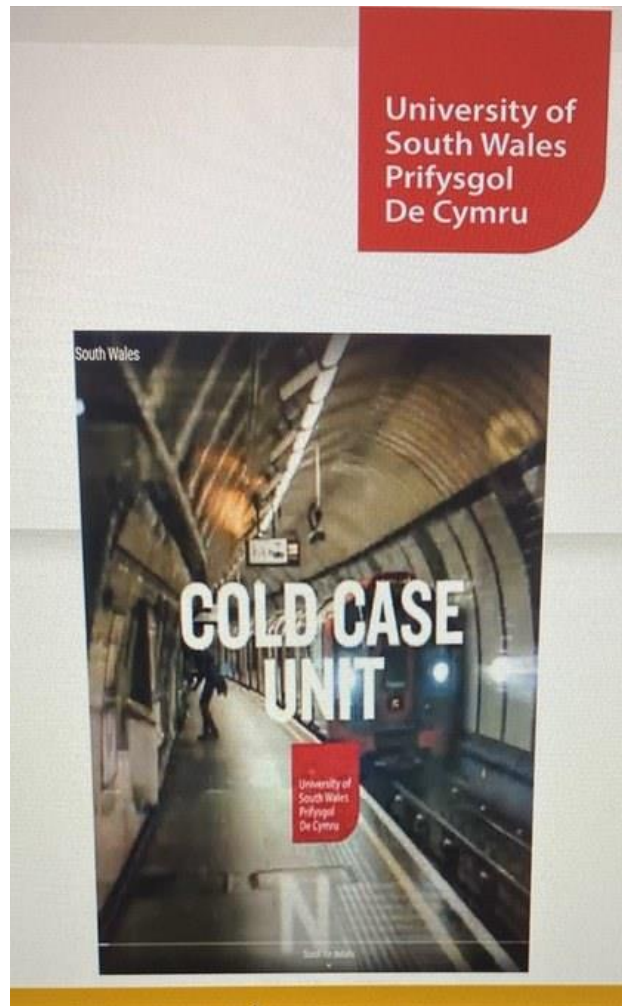
It was the final day of the Insights22 Festival but that didn't stop our hosts pulling out all of the stops to give staff some exciting learning experiences. And that was certainly true for the full day of demonstrations that the **HMPPS Operational Response and Resilience Unit** put on for guests at their training site in Kidlington, Oxfordshire. These specially trained staff (and dogs) are deployed to deal with the most serious incidents and emergencies across the prison estate in England and Wales, and we are lucky to have such dedicated and skilled staff on hand to support us. It was inspiring to see them at work.

Across in London, some of our VIP guests had an exhilarating (and windy) tour of the **London Air Ambulance** air pad and learn more about how this fantastic charity have continued to operate 24/7 during the pandemic to save lives across the region. Also in London, there was an opportunity to learn about their **Multi Agency Public Protection Arrangements (MAPPA)** and meet with the MAPPA leadership team. In Reading, a few lucky individuals had the opportunity to shadow staff at the **Elizabeth Fry Approved Premises**, and see first-hand their holistic approach to helping women resettlement in the community whilst protecting the public.

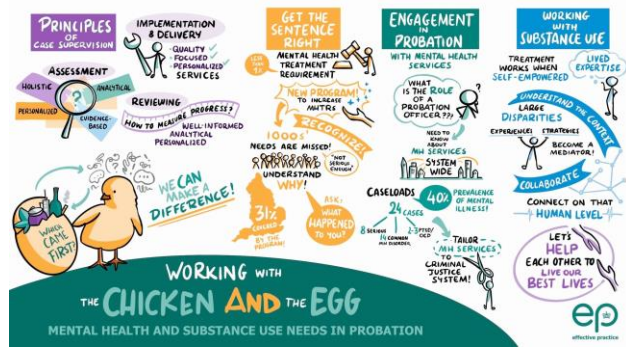
Online, **Dr Cheryl Allsop at the University of South Wales** talked to us about the work she has been doing with **Locate International**, developing practical ways for students, community volunteers and investigative experts to work together on **cold case investigations**. As a team, they work on unsolved

murders, long term missing people and unidentified found remains, giving students real-life transferable skills on how to conduct investigations and problem solving more broadly. The event left many attendees wishing they were still students!

Also online, the **National Unpaid Work team** updated us on how **community payback** is contributing to the sustainability agenda, and **Manchester Metropolitan University** gave us some useful tips on how to start up a **podcast**. The **HMPPS Strategy Team** delivered a workshop to develop staff's **strategic thinking skills**, and **HMI Probation** engaged attendees in a conversation about the challenges and complications associated with supporting people who have both **mental health and substance misuse** problems.



55 - The Cold Case Unit



56 - HMI Probation



57 - London Air Ambulance



58 - Tactical & Technical Response Awareness

Tammie Burroughs • 2nd
Effective Practice Lead at HM Inspectorate of Probation
1mo • 🌐

A huge thank you to everyone who took time out of their busy schedules to attend the **HMPPS Insights Festival** event hosted by **HM Inspectorate of Probation** with speakers from the Inspectorate, **Avtar Singh** and myself, **Sunny Dhadley FRSA**, **Mignon French JP** and **Charlie Brooker**.

It was fantastic to hear the expertise being shared in order to drive effective practice with those with mental health and substance use needs. If you missed it then there will be a chance to catch up when the recording goes live. If you would like to see a snippet of what was shared that why not check out the visual scribe of the event below, provided by Ludic Group...

#criminaljustice #mentalhealth #substanceuse #recoveryispossible #probation

Claire Jones (She/Her) • 2nd
Employee Owner - Deputy Director for Service Delivery at Interventions Allia...
1mo • 🌐

I was absolutely enthralled listening to **Cheryl Allsop** talk to us today about the work of the **University of South Wales Cold Case Unit** as part of the **HMPPS Insights festival**. I think most of us on the call wished we were students again. What an amazing opportunity and such valuable work 🙌

Cheryl Allsop @DrCherylAllsop • May 20

Really enjoyed speaking at the Festival today thank you for inviting me and to the audience for being so interested and engaged in the talk, great questions and discussion, thank you

Nic Bellamy @NicBellamyHMPPS • May 20

I am still buzzing after spending the day with the HMPPS Operational Response & Resilience Unit in Kidlington today #insights22. Such a pleasure to watch such skilled and dedicated staff doing what they do best...and the dogs were pretty special too 🐕 @Hmppsinsights

💬 1 🔄 3 ❤️ 11 📎

wayne george @waynege39454148 • May 20

@DNalamb @hmpps @Hmppsinsights @HMPPS_EPSIG #insights22

Fascinating Insights22 event at the London Air Ambulance Helipad at the Royal London Hospital. The dedication & professional service offered is world leading and reassuring to native Londoners & visitors. Thank you 🙌




💬 1 🔄 1 ❤️ 4 📎

And there was more...



As if two weeks of jam packed events wasn't enough, a few additional events took place slightly after the Festival. One of these was an interactive day with the **3Pillars Project** at **Twickenham Stadium**, where guests got to hear about the fantastic work that they are doing to divert young people away from the justice system and support those on release through sports.

Our four-legged staff at HMPPS have attracted a lot of interest during Insights22 so it was only fitting that we ended the Festival with a day at **Stirling House** in Suffolk, observing and getting involved in training our dogs with the **Six Counties Dog Search Team**. Not only did guests get to witness the fantastic partnership working between the dogs and their handlers, they also got a cuddle too!

Of course, these are **just a few** of the **hundreds** of events that took place across the two weeks of the Insights22 Festival, but are a shining example of the **skills, knowledge, creativity** and **innovation** across our **criminal justice community**.

Thank you to everyone who took part - we have a lot to feel proud of.

**Learning at
Work Week**



59 - Prison Dog Training



Re-live the Insights22 experience



Did you miss one of our online events? Well you are in luck! Many of our events were recorded and will be available to watch at your own leisure on the [HMPPS Insights website](#).

*We will also be bringing you a series of **guest blogs** on the website, where attendees and hosts will be sharing and reflecting on their experiences during the Festival. Please keep checking back for more content over the coming months.*

*If you would like to **share your experiences** from Insights22, we would love to hear from you! In addition, if you would like to hear **how we can support you** in communicating and engaging in creative ways throughout the year, please contact us at insights@justice.gov.uk*

Thank you to our hosts!

