



A Celebration



1 - Amy Rees, Director General CEO, HMPPS



2 - Hannah Meyer, Executive Director, Strategy, Planning and Performance



3 - Gill Attrill, Deputy Director, HMPPS Insights Group

Forewords

This year's Insights Festival provided another great opportunity for staff to showcase, visit and experience different parts of the system, develop professional skills and networks, share learning, and celebrate success.

I am particularly pleased that as we set out to provide a real focus on events benefitting frontline delivery, 56% of ticket holders were frontline prison and probation staff and colleagues. With a range of evidence-based practice sessions, behind the scenes tours, project showcases and shadowing opportunities, there really was something for everyone!

I was delighted to host some events myself this year. These included a session with Michelle Jarman-Howe, Chief Operating Officer for Prisons about our career journeys and what we have learnt along the way; a session with Antonia Romeo, MoJ Permanent Secretary, Carlene Dixon, HMPPS Director of Women, and Sarah McKnight, Deputy Director Reducing Reoffending, to hear our reflections on what it is like to be a woman working in justice and the support and developmental opportunities available; a really insightful coffee and chat session with a small group of staff and even a run and chat around St James Park in London with Jim Barton, Executive Director, HMPPS Change and myself!

A huge thank you to everyone who helped organise and deliver such a fantastic and rich programme of events to support the learning and development of staff which, in turn, will help improve the services we deliver to protect the public and reduce reoffending.

Amy Rees, Director General CEO, HMPPS

The Insights23 Festival provided a brilliant opportunity to celebrate our organisation and the huge value of the work across HMPPS and partners. I'm immensely proud of the team who put such a great programme together, working with hosts from across the whole of the Criminal Justice System.

I was delighted to host two events myself – I partnered with Dominic Herrington, Executive Director for Transforming Delivery, to reflect on joining HMPPS from other government departments or public bodies, with some great questions from those who attended. I also met with two members of staff to talk about how we describe, measure and report our performance at HMPPS. They then had the opportunity to shadow a Prison Performance Committee meeting to see how the governance works, and reported positively about how the committee properly accounted for the experiences of frontline staff.

The Insights Festival is great example of what it means to be a learning organisation and what an 'open learning culture' looks like in practice - a core principle of the HMPPS Business Strategy. I encourage you to take a look back over some of the highlights of the programme and appreciate what we, as a criminal justice community, achieved together.

Hannah Meyer, Executive Director, Strategy, Planning and Performance

Our award winning Insights Festival has once again shown the incredibly diverse work, impressive skills and valued partnerships we bring together to protect the public and reduce reoffending.

Congratulations to everyone involved for making this the biggest most vibrant festival yet. Over 17,000 ticket registrations for as many events as there are days in the year. Delivered by our colleagues for our colleagues. Wow.

Thank you to every host and participant, for sharing your experience and creating new connections and learning.

Thank you to the Insights team who hold it all together for us, with such grace, professionalism and determination. Thank you for shouldering the pressures and putting in the hours.

Insights Festival is an opportunity to learn, to connect and to share. Its also a celebration of all the things we should be proud of. That is huge.

Gill Attrill, Deputy Director, HMPPS Insights Group



<https://sway.cloud.microsoft/HkmXyUme1qzQwIJU#content=GFUz6xRIf9I4jE>

4 - Watch the Insights23 Promo Video

*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 success of Insights22, we were delighted to bring the Festival back for Sep to Oct 2023, with over **350** events taking place online and across the UK, with over **17,000** ticket registrations.*

For Insights23 we wanted to showcase regional partnership approaches and projects, through in-person, online and VIP events that aimed to:

- *benefit frontline delivery*
 - *share learning and innovative practice*
 - *promote evidence-based approaches to working with people in prison/on probation*
 - *develop staff skills and professional networks*
 - *provide VIP access to exclusive, exciting, and unique insights into different parts of the justice system from senior leaders, academics, subject matter experts, and frontline practitioners*
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*To make it easier for operational staff to book tickets we introduced and issued **2631 Frontline Passes**. Available to all staff in prisons, probation offices, courts, approved premises, and unpaid work, delivering, or supporting, frontline services and interventions, these provided early bird access to tickets two weeks before general release. This resulted in **56%** of tickets being allocated to prison, probation and YCS operational staff this year, up **10%** from last year.*

Over the following pages, we have summarised just a few of the many amazing events from each day, with photos, social media posts and feedback from hosts and attendees. You will also see links to guest blogs and recordings of events, where available.

*So grab a cuppa and join us to celebrate, the **success of Insights23**.*

Monday 25 September 2023



Insights23 kicked off with a vibrant first day of VIP, in-person and online events.

Lucky VIP ticket winners visited **Canadian Avenue**, London's first Psychologically Informed Planned Environment (PIPE) Approved Premises. Meeting staff and residents, they saw for themselves the PIPE's psychosocially informed focus on the importance and quality of relationships and interactions to maximise learning opportunities within 'ordinary' living experiences.

Online, **HMPPS Executive Director Jim Barton** focussed on the future OneHMPPS Area model across England, a significant transformational change programme across HMPPS, exploring potential collaboration opportunities, innovation and change initiatives and implications across all organisations. You could also hear about how it already operates across HMPPS Wales.

Failure is inevitable. We all experience it at some point, either at work or home, but how do we effectively embrace failure as part of the natural learning process? We got answers from **The MoJ Innovation Team** in 'The F Word', unpacking failure; what it means, why it's important, and how we can embrace it to improve our productivity at work.



Ed Cornmell
@YCSExecDirector



The [@HmppsInsights](#) festival starts today, bringing together colleagues across our sector to learn from each other and develop new skills.

Thanks to colleagues in YCS for opening their doors and sharing experiences so attendees can learn about our unique part of the estate.



9:02 AM · Sep 25, 2023 · 280 Views



The **Office of the Public Guardian (OPG)** demonstrated the value of customer insights and working smarter in a post-COVID world in a thought-provoking session drawing on experience and lessons from how OPG has grappled with increasing volumes of Lasting Power of Attorney applications and as a result, work smarter in a post Covid world to clear backlogs.

The **HMPPS Crime, Corruption & Policing Unit** kicked off their very popular event series about their work to protect HMPPS from threats from the most serious and organised criminals, and corruption. **HMPPS Midlands Psychology Services** and **West Midlands Police** showcased their partnership addressing stalking by ex-partners.

Probation staff valued insight from the **Arukah Project** about how Adverse Childhood Experiences and trauma impacts the lives of those we work with in the Criminal Justice System. **The Always Hope Project** shared how they bring together prison, probation and local authority leaving care teams to support young adults with experience of care and custody.

Tuesday 26 September 2023



Today we heard right from the top of HMPPS. **Amy Rees, Director General Chief Executive Officer HMPPS** hosted a small in-person group discussion about her priorities for HMPPS. Amy later joined **Michelle Jarman-Howe, Chief Operating Officer for Prisons** online, reflecting on the 'things I wish I had known' and what they have learnt along their career journeys.

A number of prisons opened their doors today including: **HMP Hewell's Steps to Wellbeing**, showcasing how they support their most complex and challenging prisoners; and **HMP Kirklevington Grange** provided insights into prison life. The Psychologically Informed Planned Environment (PIPE) at **HMP Hull** offered fascinating insight into clinical and operational practice, with testimonials from prisoners about how the PIPE works, is different to their previous prison experiences, and how it had helped them. [You can read a blog about the experience here.](#)



5 - Observing the Six Counties Dog Search Team



6 - Observing the Six Counties Dog Search Team

We took up the challenge from **Lilleshall PE College** to pass the national Prison Service fitness test and learnt about the important role played by prison PE instructors. It wouldn't

be Insights without the dogs and the Search Dog Experience with **Six Counties Dog Search Team** certainly didn't disappoint, offering a chance to meet the dogs and learn about their important work.



7 - Visit to Lilleshall PE College



8 - Visit to Lilleshall PE College



9 - Visit to Lilleshall PE College

Budding broadcasters went backstage at **HMP Nottingham's** TV studio and **HMP Wandsworth's** Radio Wanno. A guest at Wandsworth said "I learnt about how prisoners put

themselves forward and are selected to work in the studio... and how talented the prison staff were in using their skills to deliver a creative, meaningful activity for prisoners to experience. It inspired people and gave them motivation”.

Online, we looked ahead with **The MoJ Science Office** and **HMPPS Strategy Unit**’s workshop about applying Futures Thinking in Government, using design to understand emerging technologies and behavioural trends, and exploring their social, cultural, and ethical impacts.

The Behavioural Insights Team gave us ‘a nudge in the right direction’ on applying behavioural science to improve CJS outcomes. **Professor Sanjay Bhasin, Head of Continuous Improvement** for the Probation Service and MoJ Innovation Lead [demonstrated the benefits of HMPPS becoming a learning organisation](#). **Probation Northern Ireland** showcased their learning from the Belfast Substance Misuse Court, a problem-solving initiative aiming to reduce reoffending rates by tackling underlying problems. **Nacro’s** Criminal Record Support Service helped us navigate the complex world of criminal record disclosure.



Wednesday 27 September 2023



VIP ticket holders went to **Oakhill**, the only secure training centre in the UK for children in custody. This interesting event provided an opportunity to see some of the innovative

practice which seeks to help young people to learn some of the useful practical and life skills to increase the likelihood they will lead positive and constructive lives on release.

The **National Justice Museum** hosted a guided tour of the Greater Manchester Police Museum covering a history of policing as well as a courtroom workshop with criminal barristers/solicitors who gave an overview of their role and answered questions from attendees.

There is evidence that having stable and constructive employment reduces the likelihood someone will re-offend. **Bounce Back** showcased how their Brighter Futures project supports people to progress into self-employment. Self-employment is about self-discipline and taking personal responsibility - guests heard about people who have committed offences learning these skills and applying them to running their own business.



10 - Tour of the Greater Manchester Police Museum



11 - Mock trial at the Greater Manchester Police Museum

HMP & YOI Parc's Invisible Walls Family Services opened their doors, providing an insight into how they help to mitigate some of the hugely disruptive effects of having a family member sent to custody. Demonstrating how working with both prisoners and preserving and promoting family ties can make people's passage through the custodial environment

less traumatic whilst offering support to those family members left was a key point of this event.

HMPPS Interventions Services showed us how The Success Wheel is used in Accredited Programmes for people convicted of sexual offences as a therapeutic tool and for evaluation.

Probation Journal and Probation Quarterly editors joined **Sonia Flynn, HMPPS Probation Workforce Programme**, to discuss writing for academic publication for probation practitioners. **Anne Burrell** provided insights about probation and the politics of professional identity from studies supervised by **De Montfort University**.

Staffordshire University and **HMPPS Drug Testing Team** explained how HMPPS are tackling the spread of drugs and using screening to not only prevent their entry into prisons but as a vital tool in recognising new psychoactive substances.



12 - Bounce Back event



Karen Baker • 3rd+

Head of Training

15h • 🌐

Thank you to [Michael Situ](#), The Mayor of Southwark, for supporting [Bounce Back Project](#) at the [HMPPS Insights](#) event. Lots of great connectivity and opportunities for us to support the Mayor in his work in the borough.



👍❤️🌱 19

2 comments • 3 reposts

Reactions



+11



Julia Harris • 2nd

Interventions Manager (Engaging People on Probation) at The Wise Group
19h • 🌐

Today, I had the absolute privilege of hosting "Criminal Justice Journeys – An Experiential Roundtable", the first of 7 online sessions being delivered by [The Wise Group](#) and [St Giles](#) at the [HMPPS Insights Festival 23](#).

I'm so proud of the 3 Experiential Advisors on the panel, they were absolutely superb. 🍌🍌🍌

They were brave and open in sharing their criminal justice journey in a way that was respectful and with awareness of the challenges faced by probation. Their contributions were collaborative and insightful as well as showcasing the fantastic work being done across the country by the Engaging People on Probation contract.

Feedback from attendees included:

- ★ "Thank you Ann, David and Steven for sharing :) ...these sort of events are so valuable - thank you"
- ★ "Ann - that growth that you describe is the best part of the role - seeing that in people is a real privilege - it's the bit that gave me fire in my belly - thank you for sharing :)"
- ★ "Thank you all for sharing your experiences,"
- ★ "Thank you to all presenters for sharing your stories and openness"
- ★ "Thank you so much for sharing, this has been really insightful"
- ★ "Thank you for sharing your stories, so helpful to hear and reflect on"



Project delivered by:

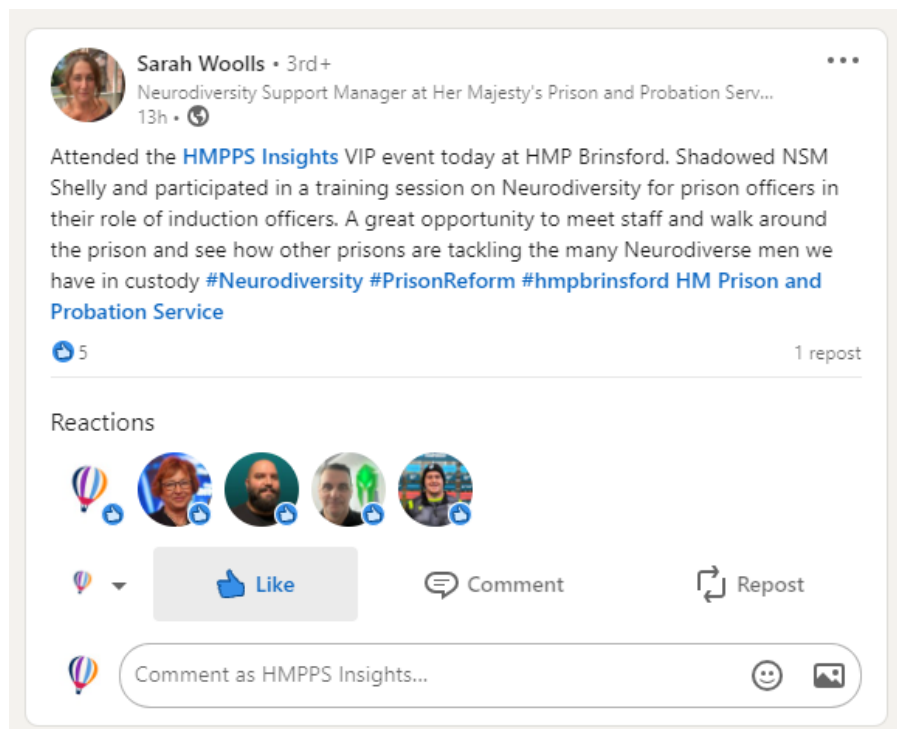
St Giles
Turning a past into a future

W
wise group



5

1 repost



Thursday 28 September 2023



Lucky VIP winners on Day 4 took the opportunity to meet in London with **Prison Reform Trust Chief Executive (PRT), Pia Sinha**, herself a former senior HMPPS leader, to discuss some of PRT's research and engagement work. [Read more about the day in the PRT event blog.](#)

Meanwhile, others witnessed bespoke unpaid work provision for females on probation in Nottingham which is designed to deliver not only the sentence of the court, but also offer a supportive and rewarding experience to those involved.

The **OPG** gave a rare and informative first-hand look at the Lasting Power of Attorney process at their offices in Birmingham. Whilst not directly related to criminal justice, the Public Guardian carries out an essential legal function which ensures that the rights of people unable to represent themselves for various reasons are adequately protected.



13 - OPG Event



14 - OPG Event

Prisons opening their doors today included **HMP Whitemoor** High Security prison. A visitor to Whitemoor said, “We were given a full tour of the prison and were able to meet with people in prison for an extended chat. We were also given demonstrations and presentations with the drug dog handlers, the patrol dog handlers. The day completely surpassed my expectations and I could not recommend it enough!”

Online, **St Giles Wise** posed thought-provoking questions: [“Is there such a thing as rehabilitation?”](#) and [“Is lived experience just another label?”](#). Social media commentary described these events as, “a brilliant discussion with much to take away.” You can catch watch the events in full here via the links.



15 - Community Payback



16 - Community Payback



Kirsty Teague

@kirstyteague_



Had a great morning presenting at [@HmppsInsights](#) with [@DrAnneOGrady](#) [@DrPHamilton72](#) [@JoeHale24](#) some lively discussion around the role of partnerships between universities and the criminal justice sector [@DerbyUni](#) [@TrentUni](#) 😊



[tickettailor.com](#)

Get your ticket – Advancing Justice through Partnership Working with Higher ...
At this event, academics from the University of Derby and Nottingham Trent University will share learning from the development ...

2:05 PM · Sep 28, 2023 · 19 Views





Julia Harris • 2nd

Interventions Manager (Engaging People on Probation) at The Wise Group
15h • 🌐

What a fantastic day of discussions for the [HMPPS Insights Festival](#)
Bravo [Ewan McCall](#) and [Tier Blundell](#) 🙌🙌🙌 you were superb hosts for today's panelists who took part in "is there such a thing as rehabilitation?" and "is lived experience just another label?"
I'm looking forward to the 4 Perspectives of Probation (PoP) Talks next week. It's not too late to register:

1️⃣ Talk 1: Womens' Perspectives, 2nd October 09:00 Register here

<https://lnkd.in/eDKHeF3e>

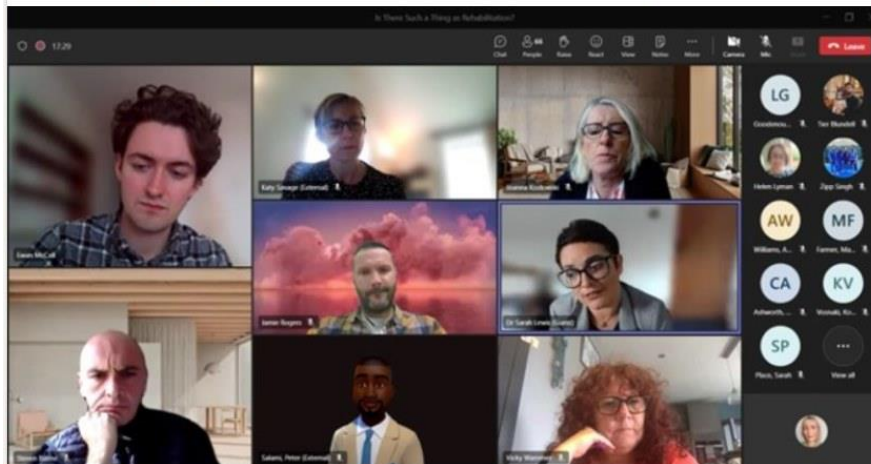
2️⃣ Talk 2: Transgender Perspectives, 3rd October 12:30 Register here

<https://lnkd.in/e6FhArDh>

3️⃣ Talk 3: Perspective of People from Ethnic Minorities, 4th October 09:00 Register here <https://lnkd.in/e57Revsu>

4️⃣ Talk 4: Perspectives of People with Disabilities, 5th October 12:30 Register here <https://lnkd.in/eUZY-fcj>

[#EPOP](#) [#EngagingPeopleOnProbation](#) [St Giles](#) [The Wise Group](#)



3 reposts



Prison Reform Trust
@PRTuk



We were delighted to host a roundtable on the work of PRT last week as part of [@HmppsInsights](#) festival. Thanks to those who attended!
[#Insights23](#)



2:39 PM · Oct 2, 2023 · 285 Views

Friday 29 September 2023



Online, on Day 5 there were academic inputs to improve practice. An event on meeting the needs of autistic adults and adults with learning disabilities in Midlands prisons from the **University of Lincoln** was a popular choice and is also [available to view here](#).

Best practice in debt advice and financial capability' was explored by **Richard Machin** of **Nottingham Trent University**. This event was based on Developing Academic Policy Engagement', which is a match-funded project by the MoJ and Nottingham Trent University. [You can enjoy a full video recording of this useful seminar here](#).



The national charity **Reading in Time** demonstrated the power of the written word and showed how shared reading by people in prison can support improved wellbeing and positive changes in thinking and behaviour. [Read what Madeline Broome had to say about her experience of the session in her blog here](#).

Over 300 people seeking hints and tips on career progression registered for the 'Getting ahead in the recruitment process' masterclass and Q&A presented by **Angela Cossins, South-West Regional Probation Director**. Angela spoke very informatively about what people might do to best prepare for competitive selection processes and how to give oneself an edge in the contest.

Great events continued into the weekend and attendees started their Saturday morning by walking, jogging or running a 5k parkrun with young adults at **HMYOI Feltham**. Find out more about the motivation of the participants and how it brought together people from across different parts of the justice system including those in custody, [by reading the event blog](#).



@HMYOIFeltham
@hmyoifeltham



A great morning for [@parkrunUK](#) #105 welcoming in colleagues from across prisons, probation and approved premises as part of [@HmppsInsights](#). It was great for our men to be able to show off this positive initiative to staff in supporting sectors [#powerofsport](#) [#powerofparkrun](#) ❤️



👤 HMPPS and 3 others

2:46 PM · Sep 30, 2023 from South East, England · 4,373 Views



United Kingdom Acquired Brain Injury Forum
@UKABIF



Excellent talk from [@HopeKent20](#) on School to Prison Pipelines for Children with Brain Injury at [@HmppsInsights](#) today. Hope will be speaking about her research on Suicide and Self Harm in UK Prisons: The Importance of Screening for Traumatic Brain Injury at [#UKABIFSummit2023](#).



11:04 AM · Sep 29, 2023 · 279 Views



5



8



Monday 2 October 2023



Week 2 of Insights23 began with more amazing VIP events: A Tour of the Four Inns of Court with **Amanda Pinto, King's Counsel**, was a popular event and included an in person visit to one of the oldest and most important seats of legal practice. Joining one of the Inns is a requirement for all trainee barristers. An Insights visitor praised the "amazing behind the scenes access to barristers' chambers, libraries, chapels and the incredible Middle Temple Hall, plus much mutually informative conversation about the role probation at court."

The National Justice Museum held their Probation in Objects Interactive workshop, Attendees were invited to choose an object they believe represents probation to them, then explore the various chosen objects and what they mean to the attendees. The workshop was very visual and interactive to help facilitate conversations about probation work and provide an insight into occupational culture, and clarity about the mission of probation.



17 - Four Inns of Court Tour



18 - A volunteer at the Introduction to Polygraph event

The **HMPPS National Security Division** gave a fascinating introduction to Polygraph testing, including a live demonstration by a 'willing' volunteer! This event was enjoyable, but also highly relevant given the valuable role polygraph testing plays in managing risk of serious harm.

Online, **St Giles Wise** kicked off their series of 'Perspectives of Probation Talks' with lively discussion about women on probation. **The University of Birmingham** also shared their research about recruiting and retaining prison staff and what difference a military background makes to the professional culture and approach to prison work.



19 - 3 Pillars event

Tuesday 3 October 2023



Week 2 continued in full swing and VIP ticket holders met at MoJ HQ with a panel of female senior leaders including **Permanent Secretary Antonia Romeo** and **HMPs CEO Amy Rees** for a frank and, “really insightful, empowering, honest and relatable” reflection on being a woman in the justice system. The event also focussed on the support and developmental opportunities available to staff and updated attendees on the work underway to reduce re-offending by women. Another guest fed back that it was a “unique opportunity to hear directly from women in senior leadership, who were authentic in their responses.”

A tour of **The Royal Courts of Justice**, including question time with a High Court Judge, provided a behind the scenes look at the often-obscure world of the judiciary whilst allowing guests to visit one of the oldest and most venerated courts in the world. One guest commented, “The trip to RCJ was personally and professionally really rewarding. Learning about the history and architecture of the building was very interesting and explained some of the more arcane procedures and costumes that we see in Court in our everyday work.” Another guest said, “Out of all the opportunities I may have had in my 20 years’ experience in probation, this will definitely go down as one to remember!”



20 - Women in Justice event



21 - PPO Ombudsman event

Some fortunate ticket holders could also try their hand at simulated investigations as a **Prisons and Probation Ombudsman** (PPO) Investigator. The PPO carries out independent investigations into complaints and deaths in custody. [Read the Insights blog to find out more about why the PPO felt that it was important to be part of the Insights Festival.](#)

De Montfort University presented a highly topical workshop on ‘How to cultivate professional curiosity’ which involves questioning information rather than accepting it without thought, a critical principle for accurate assessment and risk management.

Recruitment and retention has been a continued focus across the agency so it was interesting to hear how the **HMPPS Probation Workforce Programme** developed the Probation Service Recruitment and Retention Strategy as well as how they have used technology in probation workforce planning.



22 - Social media feedback from the Novus event



Anna Owen • 3rd+

Head of Radio and Music in Prisons, HMPPS - on secondment from the BBC.

10h • Edited •

My secondment from the BBC to HMPPS is one of the most interesting jobs I've ever done and I'm hugely grateful for the opportunity. But it's also one of the most challenging, for all sorts of reasons. The two organisations have surprisingly different cultures and, at times, it isn't easy navigating between them.

Yesterday, though, I spent an hour in a room at the Ministry of Justice listening to four brilliant women who've made it to the top, all talking about their experiences of working in the justice sector. They were open, unashamedly honest, funny and hugely inspiring. And they had some great advice.

It was part of something called [HMPPS Insights](#) which is an annual festival of learning at the MOJ where staff at all levels give their time and resources to share knowledge and skills. There are opportunities to shadow someone in a completely different job for a day, attend online discussions and workshops, and visit all sorts of prison and probation settings.

This session was called Women in Justice. It's one of several Insights events I've been able to attend and I've absolutely loved them all and learnt so much. As with all large organisations, the Civil Service has its challenges. But this is something it's doing very right. [#insights23](#) [#learning](#) [#women](#) [#justice](#) [#inspiring](#)



10

Wednesday 4 October 2023



In the Midlands, colleagues shadowed court officers at **Derby Justice Centre**, observed Duty Officers in the courtroom and learned how probation assist the Court in their sentencing decisions. Visitors observed a pre-sentence report interview and were able to discuss assessment of risk with court staff as well as speaking with sentencers including Magistrates and District Judges. One attendee, themselves a member of the judiciary said “As a Magistrate, I see the inside of a magistrate court on a regular basis. It is always good to see it from a different perspective”.

HMPPS Effective Practice and **Service Improvement Group** provided fascinating insights into modern slavery and human trafficking today and the importance of being aware of these during practice. The **HMPPS Counter Corruption** team discussed live corruption threats and how the team are working to build staff’s resilience. ‘Managing people on probation with personality difficulties’ drew a large online audience to hear from probation and **NHS** colleagues in the North East discuss about the biopsychosocial model of managing risk for this complex group. Attendees were keen to understand the research underpinning the model, how the model works for recall back to custody and tips on explaining the model to people on probation in a less clinical way. [The session recording is available on the Insights website.](#)



23 - RJ4ALL event

RIFT social enterprise encouraged the exploration of self-employment as a viable option for those with lived experience leaving custody as a vehicle for reintegration and empowerment. The webinar explored RIFT's self-employment support and two-year project developing, delivering and learning from a self-employment support offer to women with convictions, with Insights participants hearing first-hand the challenges and barriers faced by those with criminal convictions.

In Swindon, colleagues enjoyed a morning experiencing **Community Payback** on site seeing how unpaid work operates, challenging preconceptions, seeing the positive rapport between staff and people on probation and the difference this and other projects make to the local community. [Read Bayley Hill's reflections on an 'eye-opening visit' and how community payback had much more to it than she anticipated.](#)

Elsewhere in the South West, visitors enjoyed an interactive visit to **Storybook Dads** – a national charity operating in approximately 100 prisons helping people in prison record bedtime stories to support maintain family ties through the magic of storytelling. One attendee commented that "...it was so insightful to see how this charity operates within the prison and the amazing work they do with those in custody. I was also afforded a tour of the prison as well as the Storybook Dads facilities, so 2 for 1!".

Online, colleagues from **The Disabilities Trust Brain Injury Link Worker Service** explored the relationship between brain injury and offending to equip frontline professionals with the knowledge and tools to support men and women with the complex needs that are often associated with brain injury.



Jemma En Rose • 3rd+
Porticus Project Lead at RIFT Social Enterprise
1d • Edited •

What an incredibly fulfilling last couple of weeks it has been! Myself, Daisy Mills MIEP and Oliver Goodwin had the pleasure of hosting a workshop for HMPPS Insights 23, delving into the reasons why self-employment can be a viable and empowering option for those leaving prison. Additionally, I got to spend some virtual time with my [RIFT Social Enterprise](#) colleagues, through a cuppa and chat, in our support of World Mental Health Day.

One standout event was the fantastic networking event I attended yesterday, graciously hosted by the remarkable [Lady Val Corbett](#). This event provided a valuable space to connect with like-minded individuals who share our common goal. It was great to meet old and new friends to discuss avenues for collaboration and innovative ways to make a positive impact. It was a true privilege to be a part of such an inspiring and purpose-driven community.

Andy Gullick FIEP RSA Keman Allen Rhys Williams Gemma Starley Jan Post
Rebekah Mitchell Lucy Fleming Sid Singh Christopher Leslie Dominic Headley
FRSA Faith Spear FRSA Stef Jones Gee Punia Shamima Edye-Lindner

#HMPPSInsights23 #SelfEmploymentOpportunities #Reintegration
#EmpoweringOthers #WorldMentalHealthDay #SupportMentalHealth
#NetworkingEvent #CommunityBuilding #CollaborationForChange
#PositiveImpact #InspiringCommunity #PurposeDrivenLeadership
#EmpowermentThroughWork #SocialImpactLeadership #MakingADifference
#SecondChances #CriminalJusticeReform #BuildingConnections
#EmpoweringTransitions #TransformingLives #InnovationInImpact
#CollaborativeSolutions #SocialEntrepreneurship #CommunityEngagement
#InspiringChange #TogetherWeCan #CreatingOpportunities
#SupportingRecovery #ImpactfulNetworking #EmpoweringCommunities





Daisy Mills MIEP • 3rd+

Head of Business and Enterprise at RIFT Social Enterprise | Trustee for Launc...
1h • 🌐

We were thrilled to be a part of the [HMPPS Insights 23 Festival](#)!

[Jemma En Rose](#), [Oliver Goodwin](#) and I held a workshop today on Exploring Self-Employment as a Viable Path for Prison Leavers.

We shared the amazing work we do at [RIFT Social Enterprise](#) within the Prison and Probation space, as well as sharing latest action-learning updates from our specialist projects, including Over 50's, the Women's Estate and People Convicted of Sexual Offences.

We had an incredible group in attendance, with so many insightful questions and comments.

Thank you to all involved in organising a wonderful celebration.

[#Insights23](#)



7

2 reposts

Reactions



Brainkind
@brainkinduk

Great to be presenting [@HmppsInsights](#) event today and educating colleagues on Acquired Brain Injury in prisons. [#ABI](#) [#prisonservice](#)

2:42 PM · Oct 4, 2023 · 42 Views



1



3



Thursday 5 October 2023



An Insights Festival first as colleagues from prison, probation and HQ stepped inside 10 Downing Street, climbed the iconic staircase and spent time with the **Prime Ministers' Private Secretary for Home Affairs, Sarah Barrett**. There was lively discussion about pertinent issues in the justice system with genuine interest from Sarah in suggestions from frontline staff to highlight to the Prime Minister. [You can read a blog about the experience here.](#)







In Leicester, a group experienced a day in the life of the new privately-managed prison, **HMP Fosse Way** which opened in the summer and is managed by SERCO. Insights visitors saw the finishing touches being added to brand new cutting-edge training and skills workshops, were impressed by the multi-agency facilities in the learning and health hub and the modern design of both the houseblocks and visits facilities. The Director and probation team from the Offender Management Unit provided a great overview of their collaborative approach and participated in an engaging Q&A.



24 - Fosse Way event

The **HMPPS Prison Education Service** offered an informative look at supporting neurodiversity in prisons and the role of Neurodiversity Support Managers. Attendees heard the issues and challenges highlighted in the 2021 Review of Evidence on Neurodiversity in the Criminal Justice Service and what HMPPS is doing to address these. [You can watch the online session recording on the Insights website.](#)



25 - HMPPS Prison Education Service event

Further support for frontline practitioners came from **HMPPS Public Protection Group** who along with colleagues from the **Lucy Faithfull Foundation** discussed child protection and the **Stop it Now!** helpline. Attendees heard about the invaluable support offered by the anonymous and confidential helpline for people concerned about their inappropriate and potentially harmful thoughts and behaviour. The session used case studies to explore complex issues and HMPPS staff were able to make use of additional resources.

The **HMPPS Women's Directorate** led a half day seminar about working in a women's prison covering: the importance of early days for women in custody; why the focus is different in a women's prison; working as a trainee forensic psychologist; and the link between women's health and self-injury.

One lucky colleague spent the day shadowing **Julie Lindsay, Deputy Director of Power of Attorney Services** to gather insights of a typical day of a Chief Operating Officer and Operational Deputy Director. Afterwards they said "The VIP experience at the Office for Public Guardian was great. I learnt a lot and the opportunity to understand a niche process

(the Legal Power of Attorney) which impacts everyone at one point or another was great. The host was insightful and knowledgeable which heightened the experience”.

Friday 6 October 2023



As the Festival drew to a close, attendees shadowed a shift at **Edith Rigby Approved Premises** in Preston, experiencing the support for women on release from custody and the importance of a trauma informed and relational approach. Edith Rigby House accommodates female residents with a focus on those individuals with personality disorders.



26 - Edith Rigby event

In Bristol, the **CFO Activity Hub** opened its doors, demonstrating the safe space for people on probation to spend time and reintegrate back into their community, and the role of local organisations offering a structured and individually tailored package of support. “The visit to the CFO hub in Bristol was brilliant and really gave me an excellent insight into how they work and meeting people on probation.”

Business author and consultant **Chris Collison** helped us consider how organisations create a culture of learning with examples from the Red Arrows, biotech firm Syngenta and how lessons are transferred between hosts of the Olympic Games. Attendees were able to try out the 'interactive learning wall' to capture reflections, ideas arising from the examples and consider application to their own area of work in HMPPS.

Online, West Midlands Probation provided insight into the future of managing women in the community at Birmingham's Female Intensive Supervision Programme. This virtual event shared the journey of the team who set up the programme, how the first community orders of this kind are progressing and some insight into what that means for the future management of women in the community.

Durham University and **Nepacs** showcased their family and prisoner support programme at **HMP Durham** and **HMP Low Newton**. Attendees joining this virtual session heard about the amazing work Early Days in Custody project, envisioned as a crisis intervention designed to provide targeted support in the first 14 days after entry into custody to prisoners and family members.

Today we enjoyed an inspirational virtual coffee and career journey chat with **Amy Holmes, CEO of the Office of the Public Guardian, Jane Harbottle, CEO of the Legal Aid Agency and Linda Brown, CEO of the Criminal Injuries Compensation Authority**. All three women offered great insights and advice about being brave with career choices, leadership and culture plus hints and tips for interview panels. One attendee said "What a panel?! Inspirational leadership!! Such a brilliant session, thoroughly enjoying getting to know how you all started out and what your areas of business do."





Re-live the Insights23 experience



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

We also have a series of **guest blogs** on the website, where attendees and hosts have shared and reflected on their experiences during the Festival.

If you would like to **share your experiences** from Insights23, 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!

