

**ORIGINATOR: HEAD OF POLICY &  
PERFORMANCE**

**DECISION NUMBER: 18-2019**

**REASON FOR SUBMISSION: DECISION**

**SUBMITTED TO: POLICE AND CRIME COMMISSIONER**

**SUBJECT: ESTABLISHING A RESTORATIVE JUSTICE SERVICE**

**SUMMARY:**

1. Restorative Justice (RJ) involves the use of direct or indirect forms of communication between offender and victim, or harmer and harmed, usually after an offence or wrong doing has taken place in order to repair the harm. Restorative Justice is about bringing people together with the focus of helping offenders consider the impact of their offending and having the potential to reduce re-offending and providing scope for victims to cope and recover from the harm caused. These, in turn, can impact on re-victimisation and future victimisation.
2. The Code of Practice for Victims of Crime requires the police to offer victims information about Restorative Justice. The Office of the PCC is required to ensure that a service is in place offering Restorative Justice for those victims and offenders who wish to pursue that route.
3. The Police and Crime Commissioner can commission services that:
  - a) secure, or contribute to securing, crime and disorder reduction in Suffolk;
  - b) are intended to help victims or witnesses of, or other persons affected by offences and anti-social behaviour.This is in accordance with the provisions in the Anti-Social Behaviour, Crime and Policing Act 2014. In applying this provision, the PCC will ensure that services are consistent with the Suffolk Police and Crime Plan 2017-2021. Ensuring Restorative Justice is offered and provided, and compliance with the Code for Practice for Victims of Crime, are outlined in within the Police and Crime Plan.
4. This report seeks approval of £38,000 to fund posts and software to support the establishment of a Restorative Justice Service for Norfolk and Suffolk for two years.

**RECOMMENDATION:**

That the PCC for Suffolk provides up to £38,000 to establish a Restorative Justice Service for Suffolk and Norfolk.

**APPROVAL BY: PCC**

The recommendation set out is agreed.

Signature

*Tina Parry*

Date

*28<sup>th</sup> April  
2019*

## DETAIL OF THE SUBMISSION

### 1. KEY ISSUES FOR CONSIDERATION:

- 1.1 Norfolk and Suffolk OPCCs are working with Norfolk and Suffolk Constabularies to develop a Restorative Justice (RJ) Service which will offer restorative justice interventions for victims and offenders.
- 1.2 The Code of Practice for Victims of Crime requires victims to be provided with information about RJ and for PCCs to have a service in place to deliver RJ.
- 1.3 Following an investment in an RJ Advisor in Suffolk for a temporary period to evaluate the use and understanding of Restorative Justice in Suffolk, a report was produced which highlighted current practice and areas for improvement. It was agreed that in order to improve the approach to restorative justice, Norfolk and Suffolk OPCCs would take steps to develop a service within the Norfolk and Suffolk Constabularies.
- 1.4 There are several benefits to this approach. It will:
  - i) support an improved understanding of RJ within the forces to improve the ability of officers and staff to offer victims information;
  - ii) support a culture shift in understanding the benefits that RJ can offer to support victims and offenders
  - iii) use (and develop) trained resources within the forces to support RJ intervention;
  - iv) enable resilience for the service
  - v) support victims to cope and recover from the crime and support offenders to consider the impact of their offending;
  - vi) offer the opportunity, over time, to work more closely with other Criminal Justice agencies in the delivery of RJ.
- 1.5 This approach will build knowledge within the force and provide support to victims and offenders seeking to use restorative justice. The potential benefits of restorative justice include helping offenders consider the impact of their offending and having the potential to reduce re-offending alongside providing scope for victims to cope and recover from the harm caused. These, in turn, can impact on re-victimisation and future victimisation.
- 1.6 The service will be delivered by two part time RJ Advisors and an RJ administrator, funded by Norfolk and Suffolk OPCCs. The RJ Advisors will lead the RJ interventions with victims and offenders, supported by a pool of trained officers within the forces to support this work. There is currently one part-time RJ Advisor (based in the Joint Justice Directorate and funded by the Suffolk OPCC) and for the new service to go live we will be recruiting into the Joint Justice Command an additional part-time RJ Advisor and a full time administrator. The administrator will enable both advisors to focus their time on delivering interventions and training. All three posts will be funded by Norfolk and Suffolk OPCCs and together they will be able to make the Restorative Justice offer to victims in Norfolk and Suffolk. The service will be line-managed from within the Joint Justice Command.
- 1.7 The Restorative Justice Council recommends co-facilitation in order to offer a safe and risk assessed service to victims and offenders. The new Restorative Justice Service will be based on utilising, and developing, the pool of staff and officers who are RJ trained within the Constabularies. Those staff and officers will work with the RJ advisors to support RJ interventions (as and when support is required). The

requirement on police resources will be minimal but a memorandum of understanding has been drafted to support the involvement of these officers.

- 1.8 In terms of enhancing knowledge and resilience within the forces, the RJ Service will provide training to support officers to use Restorative Justice techniques as part of their role and improve their knowledge base regarding how RJ could be used to support victims.
- 1.9 The service will also seek to work in partnership with other partners who have an RJ provision, for example Suffolk Youth Justice Service and Norfolk YOT.

#### Management and Monitoring of the service

- 1.9 The Restorative Justice Service will be line managed within the Joint Justice Command and provided accredited supervision as necessary to the role.
- 1.10 The OPCCs will receive quarterly monitoring information and establish quarterly review meetings to understand how the service is operating.
- 1.11 OPCCs will require quarterly review meetings to discuss how the service is progressing and these meetings should be supported by quarterly reports to include the following:

#### Outputs:

- 1.12 a) Number of new cases opened in the period, broken down by:
  - where the referrals have come from geographically
  - who the referrals have come from (which organisations/self-referrals/officers).
- b) Cases in train at the end of the period – brief progress with status
- c) Number of cases closed during the period and the reason for closure:  
e.g. direct intervention delivered; indirect intervention delivered; victim disengaged; offender disengaged; etc

#### Outcomes:

- 1.13 An evaluation of the extent that the service helped victims to cope and recover from the impacts of the crime and the extent that the service helped offenders to understand the harm they caused. This will be undertaken by distance travelled and satisfaction surveys. The MoJ requires feedback on commissioned services in relation to whether the victim has experienced an 'Improvement'; 'No change' or 'deterioration' in relation to the following as a result of using the service.
  - Improved health and wellbeing
  - Better able to cope with aspects of everyday life
  - Increased feelings of safety
  - Better informed and empowered to act

#### Narrative:

- 1.14 A general service update should be provided in narrative form to cover the following:
  - Opportunities, unforeseen costs and risks
  - Training/awareness raising delivered
  - Partnership working
  - Service improvements

## 2. FINANCIAL IMPLICATIONS:

2.1 The costs of the service (per annum) are as follows:

0.5 FTE RJ Advisor (Band E) based in Suffolk	c.£20,719
0.5 FTE RJ Advisor (Band E) based in Norfolk	c.£18,146
One RJ Administrator (Band C)	c.£28,302
*costs will be specified once recruited	
My RJ Case Management System and training (excluding VAT) per annum	£6,262
Expenses (travel, room hire, training)	£2,000
Total across Norfolk and Suffolk OPCCs £75,434	

2.3 The service model is committed to for two years initially. The overall service cost will be split equally between Norfolk and Suffolk OPCC - £37,717 each.

## 3. OTHER IMPLICATIONS AND RISKS:

- 3.1 There will be some implications on the Norfolk and Suffolk Constabularies by allowing officer time for training and to support RJ interventions and providing the line management for the service.
- 3.2 The service would seek, once fully established, to become accredited with the Restorative Justice Council Quality Mark and there would be a cost implication to undertaking that process which will need to be addressed in the future.

**PUBLIC ACCESS TO INFORMATION:** *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the Police and Crime Commissioner's website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*

<b>ORIGINATOR CHECKLIST (MUST BE COMPLETED)</b>	<b>PLEASE STATE 'YES' OR 'NO'</b>
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

**APPROVAL TO SUBMIT TO THE DECISION-MAKER** (this approval is required only for submissions to the PCC).

<b>Chief Executive</b>	
I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the (add decision-maker's title e.g. the PCC).	
Signature: 	Date 23 April 2013