

 WARWICKSHIRE POLICE		POLICY and PROCEDURE
Security Classification	OFFICIAL	
Disclosable under Freedom of Information Act 2000	Yes	

POLICY TITLE	INTEGRATED OFFENDER MANAGEMENT POLICY
REFERENCE NUMBER	WP208
Version	1.1

POLICY OWNERSHIP	
DIRECTORATE	Protective Services
BUSINESS AREA	Public Protection

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NEXT REVIEW DATE:	July 2027
RISK RATING	LOW
EQUALITY ANALYSIS	LOW

Warwickshire Police welcome comments and suggestions from the public and staff about the contents and implementation of this policy. Please e-mail policiesandprocedures@warwickshire.police.uk

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1. POLICY OUTLINE

This policy will harmonise the protocol for effective Integrated Offender Management (IOM) across Warwickshire, providing high level principles for which each local policing area will follow.

The policy sets out intelligence-led and human rights compliant practice to reflect our duty to protect and uphold the human rights of our communities whilst ensuring maximum effectiveness against crime and disorder.

The policy is directed at all members of the Warwickshire Police who are engaged in offender management, including police staff, warranted officers and managers with responsibility for monitoring and supervision within each Local Policing Area (LPA).

It will not dictate the local delivery of these principles; this will be covered in the Warwickshire delivery manual and the National IOM Operating Guide. The framework will document the strategic and tactical delivery of IOM in each area to ensure that Warwickshire is able to empower problem solving for local problems in-line with partnership working in policing areas. The policy also outlines the working mechanism in place for an overarching Warwickshire offender management process which identifies the highest harm offenders and opportunities to enhance their management.

It also outlines the processes and working practices of the Offenders Team, which works closely with IOM Co-ordinators to 'police manage' IOM nominals.

APPENDIX A – National IOM Operating Guidance

2. PURPOSE OF THE POLICY

The purpose of this policy is to outline the statutory basis and procedural guidance for managing individuals under offender management.

This policy will ensure that offender management is conducted lawfully, fairly and effectively in order to respond to offenders both in Force and with our Partners.

It will provide guidance to ensure that efficient and effective deployment of resources is achieved in order to manage harm causing nominals and will ensure that all offender management strands are engaged through a collaborative and over arching policy.

This policy will support Warwickshire's strategy in terms of prevention, engagement and investigation. It will provide management of those individuals that present the greatest threat, risk and harm to our communities.

APPENDIX B – Warwickshire Police Prevent Strategy.

3. IMPLICATIONS OF THE POLICY

The introduction of this policy will provide those engaged in offender management and the wider organisation with a policy document which outlines the fundamental principles and approach to dealing with harm causing nominals.

This policy will introduce a Warwickshire approach to IOM across all local policing areas.

This document will support the IOM delivery manual and strategic framework and therefore provide a concise summary of the working principles.

APPENDIX C – Warwickshire IOM Refresh Working Principles

4. NATIONAL GUIDANCE

This policy has been developed making reference to current legislation and national guidance, these include:

- The Human Rights Act 1998
- Police and Criminal Evidence Act 1984
- NOMS - MAPPA Guidance 2012

Useful documents for reference

- College of Policing – Code of Ethics
- College of Policing APP – “Enforcing sentences and managing offenders”
- Offender Rehabilitation Act 2014
- Police MAPPA notebook (sharepoint.com) – Warwickshire One Note Page

5. CONSULTATION

This policy has been produced by Warwickshire Police in consultation with a number of different departments across the county.

Warwickshire Police and Crime and Commissioners’ have been consulted regarding the introduction of this policy.

Whilst this is an internal Police policy, it is acknowledged that offender management is a multi-agency function and this policy will be shared with the core agencies engaged in this area of work (Probation, Youth Offending, Drugs & Alcohol Treatment Providers, Local Authority etc).

Department	Contact
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<u>Health & Safety / Risk Assessment</u>	
<u>Equality & Diversity</u>	Gill Wall
<u>Information Compliance</u>	Emma Ball
<u>ICT</u>	Digital Services
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<u>Federation</u>	Simon Payne

<i>Chief Officer/Business Lead Consulted</i>	<i>Date Authorisation Received</i>
<i>ACC David GARDNER</i>	<i>November 2023</i>

6. DOCUMENT HISTORY

The history and rationale for change to policy will be recorded using the below chart:

Date	Author Reviewer	Amendments & Rationale	Approval / Adoption
July 2016	Chloe Barnes/Tina Moss	Creation and adoption of a harmonised Alliance policy reflecting organisational change. Was (A162) Now (A216d) linked to overarching policy.	JNCC 18/11/2016
Nov 2023	CI Karl Faulkner/DI Katie Reynolds/Fran Stead	Review post alliance and new process implementation.	July 2024

7. HEALTH & SAFETY, RISK & EQUALITY IMPACT ASSESSMENT

These are available on a separate document.

8. DECISION MAKING

National Decision Making Model

All officers and Police Staff should be clear on the organisational expectations for managing harm causing nominals and the statutory powers and the legal obligations placed upon them regarding their own conduct and information required to be provided to members of the public prior to using these powers and management tools.

Officers and Police Staff engaged in offender management will act to deliver the highest professional standards in their service to the public within their policing principles and standards of professional behaviour.

Officers and Police Staff should make use of the National Decision Making Model (NDM) in considering their response with the code of ethics at the centre of any decision making.



THRIVE

THRIVE (Threat, Harm, Risk, Investigation, Vulnerability & Engagement) has been introduced in order to ensure that safeguarding and professional curiosity amongst staff is maximised.

THRIVE is a fundamental tool for guiding staff when assessing incoming calls for service, investigations and incidents. It provides a useful mnemonic for remembering the fundamental principles associated with managing risk.

THRIVE will be embedded within the Integrated Offender Management Unit (IOM), Offenders Team and offender management process. This policy sets the expectation that this principle will be used when working within these environments.

9. HOME OFFICE – OFFENDER MANAGEMENT KEY PRINCIPLES

- Integrated offender management (IOM) is the joint management of offenders by police, Probation and other partner agencies.
- IOM is not a statutory management arrangement.
- All partners are involved in the case management of IOM nominals and work with offenders to offer priority access to rehabilitative interventions and services.
- In the event of reoffending, police and Probation will take necessary enforcement action.
- IOM aims to make communities safer by reducing reoffending making the best use made of existing programmes and governance arrangements.

- IOM aims to achieve long-term desistance from crime.
- A focus on neighbourhood crime.

10. RISK ASSESSMENTS

The offender management process will provide continual risk assessments to ensure that those posing the most risk are managed.

Multiple assessments will be taken into account dependent on the nominal's offending behaviour.

- Domestic Abuse – DARA
- RSO / Violence – ARMS, RM2000 & MAPPA category & level, CSS, and the Cambridge Harm Index,
- IOM nominals – Probation OGRS score (offender group reconviction score)
- Organised Crime – National / regional Mapping

All nominals will be scored via the crime severity matrix (CSS) prior to selection in order to ensure that the harm causing nominal is managed in-line with the National Refresh.

The Red, Amber & Green (RAG) system for managing risk will be used to highlight offender's status and for officers and Staff knowledge and understanding via the IOM system.

Green

- The offender is engaging and complying with all aspects of the scheme and there is no or limited intelligence to suggest offending.
- Management intervention will be light with as little as one recognised contact a week. They will be working towards a denomination from the scheme.

Amber

- The nominal may be engaging and complying with most aspects of the scheme but there is intelligence to suggest possible offending.
- Alternatively, the offender is failing to engage in the plan designed to tackle their offending pathways and although there is no, or limited, intelligence as to their involvement in crime, this failure to engage may be detrimental to their long-term reduction in risk.
- Management intervention will be increased with all agencies seeking to encourage the nominal to fully engage in the scheme.

Red

- The offender is either circulated on PNC wanted, or, locally known to be wanted for any element of their offending or non-compliance.
- They become an area priority due to intelligence that results in them becoming an LPA target.
- The nominal should be entered onto PNC as wanted if outstanding for arrest.
- All agencies who may still be in contact with the individual are to encourage the cohort member to report to the Police so the matter can be dealt with accordingly.

In order to enhance information sharing, Warwickshire Police will recognise the Probation risk assessment tool:

- OASys – risk of harm
- OGRS – risk of offending

11. IOM REFERRAL ROUTES, SCREENING & SELECTION

There are a number of different routes onto the scheme:

- Referrals – In Force and Partnership
- Prison release screening
- Via the daily business / arrests / intelligence / repeat offender list
- MAPPA screening
- Automatic selection of all MAPPA 2 and 3 violent nominals
- MARAC referrals from the Chair
- Out of area / Cross Border transfers

Whilst referral routes may differ, the Multi Agency Case Conference (MACC) meetings will provide oversight for the selection of nominals.

Offenders will be scored outside of MACC and presented at the next meeting with a rationale and a brief summary of the management plan and the added value to come from IOM.

CSS scoring will be undertaken; this will be presented within the risk management plan and recorded on the IOM Pathways spreadsheet.

MACC meetings will feed into the Warwickshire-wide offender management process. This, in turn, provides information to the Tasking and Co-ordination Groups (TTCG) with details of the current threat level presented by the cohorts.

11.1 De-Selection

Those that no longer require active management who are already RAG rated green, are brought to MACC by the IOM Co-ordinator for de-selection discussion. MACC will consider if the risk has been reduced, whether IOM can continue to add value or whether, aims and objectives have been achieved. When a nominal is deselected from IOM, the flags and IOM status are removed. Corporate memory exists on IDIOM (Intelligence Driven Integrated Offender Management).

APPENDIX D – IDIOM DPIA V2

11.2 Management approach

A management plan is created for all IOM nominals which outlines the level of service that they will be subject to and collate all interventions and activity.

The RAG approach will help to shape the most appropriate level of intervention required and it should be noted that flagging up and gravity down through the RAG system should have a direct impact on the level of supervision and activity provided.

All IOM nominals are allocated an IOM Co-ordinator and a named police owner.

11.3 Catch, Control & Convict Nominals

Catch, control & convict nominals will be owned by the Offenders Teams working alongside the IOM Co-ordinators. An enforcement response aimed at those causing harm, those that are unmanageable in other areas of the business and those that require a robust organisational response will be taken.

Please note, this strand has been adapted by the Home Office approach of “Catch & Control”, taking into account the changes to the cohort and shift towards high harm groups whereby often securing conviction is problematic. The control element refers to bail conditions, licence conditions and use of civil interventions legislation etc.

11.4 Engagement

IOM nominals are subject to intensive supervision by IOM Co-ordinators and will all have a named police owner from the Offenders Team.

Dependant on their RAG status they will be subject to a robust management plan, taking into account the following (list not exhaustive):

- 1-2-1 management
- Full IOM licence conditions
- Enhanced drug testing regime
- Multi-agency management
- Increased scrutiny through the CJS
- Pathway interventions
- Tagging
- Use of civil interventions

12. IOM COHORTS

Offender Management will provide a coordinated response to harm causing nominals that present a credible threat to the community. It will use the tools provided by Integrated Offender Management (IOM) to maximise every opportunity to reduce offending, decrease recidivism and increase the effectiveness of enforcement activity.



HM Prison &
Probation Service



Integrated
Offender
Management
Scheme



IOM Team: *Warwickshire*

FIXED Cohort

We accept referrals for this cohort where there is an index offence of:

- Burglary
- Robbery
- Theft from Person
- Theft from Vehicle/of MV

Referrals should have a minimum of the following scores:

- Crime Severity Score 1000+

AND

- OGRS 75+

FLEX Cohort

For those that do not meet the threshold criteria for the Fixed Cohort, the IOM team will consider referrals with a;

- Crime Severity Score 1000+

AND / OR

- OGRS 75+
- MAPPA Level 2 and 3

FREE Cohort

We accept limited referrals with the following offender profiles for our Free Cohort whom would benefit from an IOM approach:

- Professional Judgement
- DA perpetrators
- VOO
- Non Stat
- PDPs
- SCPOs
- Transition young people

Who do not fit in the Fixed or Flex Cohorts.

13. MULTI-AGENCY WORKING

Whilst this policy considers Warwickshire's response to harm causers, it is acknowledged that Offender Management is a multi-agency task which requires considerable information sharing, joint working and collaborative risk management planning.

APPENDIX E - Warwickshire Community Safety Information Sharing Protocol

14. COMMUNICATION

All IOM nominals have a problem-solving plan (PSP) on Athena. Information that needs sharing outside of this process is disseminated via:

- Tasking and co-ordination officer (TACO) briefings
- Prison release posters via email
- Athena briefing entries

15. VISITING REGIME

Warwickshire Police adopts a strong intelligence led focus in the functioning of the IOM.

Risk Management Plans will be used to monitor and periodically update the risks to ensure that the correct regime is applied according to current intelligence and dynamic risk factors. As part of the dynamic risk assessment, consideration around PPE/radio must be made prior to a visit to ensure officer/staff safety. All risk management plans are subject to supervisory overview by IOM Manager. All RMPs to be recorded on Athena.

The IOM Manager will allocate the most appropriate co-ordinator to be an IOM's offender manager based on their risk, harm, intelligence and offending profile.

All contact with an IOM nominal will be documented on the RMP (risk management plan). At no point shall officers share personal contact details including phone numbers and email addresses with a nominal. Any contact with a nominal off duty must be reported to a supervisor as soon as practicable and recorded on the RMP.

16. FLAGS & MARKERS

PNC

All offenders managed under IOM will be subject to PP markers for flagging on PNC.

Due to the lack of PNC IOM flag, all offenders will have to be marked as PPO with the marker, the free text will denote the Criminal Justice response which is required and highlight the nominal's offending behaviour.

PROLIFIC OFFENDER - ACTIVE MULTI-AGENCY MANAGEMENT

- **ACTIVE MULTIAGENCY MANAGEMENT IOM@WARWICKSHIRE.PNN.POLICE.UK.**

MARKER/TEXT	DATE	FS/REF	UPDATED
PROLIFIC OFFENDER	30/10/18	23PO/1234/18	30/10/18
ACTIVE MULTIAGENCY MANAGEMENT IOM@WARWICKSHIRE.PNN.POLICE.UK			

PROLIFIC OFFENDER - INFORMATION SHARING ONLY

INFORMATION SHARING ONLY IOM@WARWICKSHIRE.PNN.POLICE.UK.

MARKER/TEXT	DATE	FS/REF	UPDATED
PROLIFIC OFFENDER	30/10/18	22PO/1234/18	30/10/18
INFORMATION SHARING ONLY IOM@WARWICKSHIRE.PNN.POLICE.UK			

16.1 PINS

Each nominal will be flagged on the PINS system, this will be undertaken locally and at a Force level by the Systems Administration Department to ensure that those entering the prison system with the appropriate marker to highlight their status as an IOM nominal.

16.2 Informing Statutory Agencies

Due to the impact IOM has on the supervision of offenders, it is imperative that the Probation Service are informed.

These agencies will add the appropriate IOM flags to their systems (Child View and N-Delius)

This is incredibly important as not only does it promote joint working, but has an impact on levels of supervision, licence conditions and enforcement.

Other agencies will be informed via business as usual principles such as social services and children services.

17. APPENDICES

APPENDIX A – National IOM Operational Guidance



National IOM
Operational Guidance

APPENDIX B – Warwickshire Police Prevention Strategy



Prevention
Strategy.pdf

APPENDIX C – Warwickshire IOM Refresh Working Principles



Warwickshire IOM
Refresh Working Prin

APPENDIX D – IDIOM DPIA



APPENDIX D IDIOM
DPIA v1.2 - Signed.do

APPENDIX E – Warwickshire Community Safety Information Sharing Protocol



APPENDIX E
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