



# HAMPSHIRE PROBATION AREA

## DIVERSITY REPORT

**APRIL 2007 – MARCH 2008**

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## **INTRODUCTION**

This is Hampshire Probation Area's Diversity Report for the period April 2007 – March 2008. It aims to provide a comprehensive range of quantitative measures segmented by race, gender and disability that reflect service delivery and employment outcomes. Disability monitoring is the latest equality strand to be introduced to equalities monitoring and reporting and this report represents the first time period that is able to include this data. Although for this time period there remains some missing service delivery data, we are nevertheless now able to begin to analyse outcomes in terms of disability generally. We can also look at specific types of – dyslexia and mental health being of particular interest as these are the two main disability categories for the offender group we work with.

Measurements consider all aspects of service delivery and a range of aspects of employment practice, as defined by the requirements of the Race Relations (Amendment) Act 2000, The Disability Act 2005 and the Equality Act 2006 which brought gender under the same monitoring requirements. Reference is also made to the results of the 2008 Staff Survey which had a specific section on Managing Diversity.

Analysis and reporting looks for differentials between ethnic groups, between men and women and disabled and non-disabled, in order to assess the effectiveness of the policies and procedures that HPA has in place to ensure parity of outcomes between groups. A red/amber/green rating is provided in order to give a clear indication of where disparities exist and to identify trends. Areas for improvement are identified based on current results and trend data. This report represents an important method by which to evaluate the success of our equalities approach and to assist in the impact assessment process.

Should you have any comments or queries regarding this report, please contact Julia Bahaj, Diversity Adviser or Jonathan Davies, Performance Analyst.

Julia Bahaj,  
Diversity Adviser,  
July 2008

## INFORMATION SOURCES

INFORMATION	SOURCE
Report Proposals: Standard Delivery, Fast Delivery and Oral	CRAMS
Court Disposals: Standard Delivery, Fast Delivery and Oral	CRAMS
Commencements: CJA Community Orders, Pre-CJA Community Orders, Licences and CJA Requirements	CRAMS
Successful Completions: CJA Community Orders, Pre-CJA Community Orders, Licences and CJA Requirements	CRAMS
Accredited Programmes: Referrals, Commencements and Completions	IAPS
DRR/DTTO Starts and Completions	CRAMS
Essential Skills Starts	ETE & ES Team
Approved Premises: Referrals, Admissions and Completions	APs
Ethnicity in Hampshire & The Isle of Wight	HCC
Analysis of Likelihood of Reconviction	eOASys
Analysis of Criminogenic Need	eOASys
Employment Sustained	CRAMS
Compliance	NSMART
Enforcement Outcomes	CRAMS
PPO Commencements and Completions	CRAMS
Victim Contact	VCU
Staff Employment Data	HR
Grievance and Discipline	HR
Racial Incidents	HR

## SUMMARY OF FINDINGS

### 1. Proposals:

The results indicate a larger difference in level of proposal for community orders across ethnic groups compared to previous reports, with minority ethnic offenders being less likely to have a community order proposal, and an increase in proposals for custody for all except White British groups.

There are small differences between male and female offenders in terms of proposals for community orders, and higher levels of male proposal for custody. These are exactly the same results as for the previous reporting period.

The introduction of disability data has shown small differences in proposals between those who have disclosed a disability and those who have not, but these are not marked.

## 2. Disposals:

The results show a slightly lower disposal for minority ethnic and White Irish offenders compared with other groups of white offenders for community orders and higher custodial disposals (27% of minority ethnic offenders compared to 18% of White British).

Female offenders continue to be more likely to receive a community order than men, and although less likely to receive a custodial sentence the proportion of women receiving custodial sentences has increased (9%).

The introduction of disability data has shown little differences overall between disabled offenders and non-disabled offenders in terms of disposal for a community order or custody, although there are more marked differences in the very small samples of the different disability categories.

## 3. Commencements:

**OVERALL 6.2% OF OFFENDERS COMMENCING COMMUNITY ORDERS DURING THIS PERIOD, EXCLUDING LICENCE, WERE FROM MINORITY ETHNIC BACKGROUNDS.**

**Asian Bangladeshi = 0.2% (n = 14)**

**Asian Indian = 0.5% (n = 35)**

**Asian Other = 0.5% (n = 30)**

**Asian Pakistani = 0.2% (n = 15)**

**Black African = 0.8% (n = 57)**

**Black Caribbean = 0.9% (n = 61)**

**Black Other = 0.4% (n = 25)**

**Chinese = 0.1% (n = 11)**

**Mixed African = 0.1% (n = 10)**

**Mixed Asian = 0.1% (n = 11)**

**Mixed Caribbean = 0.8% (n = 56)**

**Mixed Other = 0.3% (n = 19)**

**White British = 89% (n = 5329)**

**White Irish = 0.5% (n = 32)**

**White Other = 4% (n = 203)**

**Other Ethnic Group = 0.5% (n = 31)**

**Refusal = 0.2% (n = 9)**

**OVERALL, 16.2% OF OFFENDERS COMMENCING COMMUNITY ORDERS, EXCLUDING LICENCE, DURING THIS PERIOD WERE FEMALE.**

**18.5% OF OFFENDERS COMMENCING A COMMUNITY ORDER HAD DISCLOSED A DISABILITY**

**Dyslexia = 2.8% (n = 160)**

**Hearing difficulties = 0.8% (n = 54)**

**Learning difficulties = 1.3% (n = 83)**

**Mental illness = 3.7% (n = 235)**

**Progressive Condition = 0.3% (n = 20)**

**Reduced mobility = 1.8% (n = 118)**

**Reduced physical capacity = 1.3% (n = 83)**

**Severe disfigurement = 0.06% (n = 4)**

**Speech impairment = 0.1% (n = 8)**

**Visual Impairment = 0.4% (n = 29)**

**Other = 5% (n = 322)**

**Refused = 3**

**No disability disclosed = 75% (n = 4756)**

**OVERALL, 8% OF LICENCE COMMENCEMENTS DURING THIS TIME WERE FOR MINORITY ETHNIC OFFENDERS, WITH 87% WHITE BRITISH, 0.8% WHITE IRISH AND 1.7% WHITE OTHER.**

**7% OF LICENCE COMMENCEMENTS WERE WOMEN OFFENDERS AND 93% WERE MALE.**

**9.5% OF LICENCE COMMENCEMENTS HAD DISCLOSED A DISABILITY (NB – 26% MISSING DATA)**

#### **4. Commencements of CJA Requirements:**

Minority ethnic offenders are under-represented on ATRs (quite markedly and a change from previous report) and exclusion, and over represented on prohibited activity and residence. There were some slight differences between other requirements but these were the most marked and different from previous results so no real trends emerging.

Female Offenders are over represented on drug treatment, mental health, residence & specified activity. These are the same results as the previous report so a trend could be emerging. There is clear under representation on exclusion, prohibited activity and unpaid work, the latter of which was not identified in the previous report.

Disabled offenders are over-represented on ATRs, DRRs, Exclusion, Mental Health Requirements, Prohibited activity, specified activity and supervision. Where over-representation is identified, larger numbers of offenders with mental health issues is the main contributing factor. Interestingly, for the Mental Health Requirement only half of offenders identified themselves as having a mental health disability. Only real under-representation of disability is in unpaid work, with mental health again being the main category and to a lesser extent reduced physical capacity.

#### **5. Successful Completion of Community Orders and Licence:**

Minority ethnic offenders have slightly better rates of successful completion than White ethnic groups. There are however quite marked differences in outcome for different minority ethnic groups, ranging from a 45% completion rate to 100%, but some of the sample sizes are so small it is not reliable to draw any conclusions.

As per the last report, female offenders are more likely to successfully complete than male offenders.

Disability data has shown that offenders with a disability are slightly less likely to complete than the overall completion rate of 67%, but this is a negligible difference. The two largest disability categories (dyslexia and mental health) have a 69% completion rate, above the general level of successful completion. Those categories where there were lower levels of completion were in relation to learning difficulties, reduced physical capacity, speech and visual impairments and the category "other", but again caution because of small sample sizes.

## **6. Successful Completion of CJA Requirements:**

Minority ethnic offenders have better rates of successful completion than White ethnic groups. For some requirements the results are particularly good for minority ethnic offenders, e.g. unpaid work, specified activities and unpaid work (where the trend is now positive). For some measures there are quite marked differences in outcome for different minority ethnic groups, but some of the sample sizes are so small it is not reliable to draw any conclusions.

As per the last report, female offenders are more likely to successfully complete than male offenders on all requirements with the exception of curfew and drug treatment. The last report similarly showed lower levels of female completion on DRRs, despite their over-representation on this requirement. Women offenders show particularly good results in unpaid work and specified activity, as per the previous report.

Disability data has shown that offenders who have disclosed a disability are less likely to successfully complete requirements in ATRs, Curfew, Drug Treatment, Exclusion, Specified Activity and supervision. Only in unpaid work are disabled offenders doing better than the overall completion rate. Results differ across disability categories and small sample sizes make analysis of this limited, but results tend to be worse for the two largest disability categories (dyslexia and mental health) and learning difficulties more generally.

## **7. Programme Referrals, Commencements and Completions:**

### **Enhanced Thinking Skills**

The female offender pre-programme attrition rate is absent in these results which is an improvement on previous reports and completion rates are proportional to referrals, although overall level of representation is low.

Minority ethnic offenders' continue to have no pre-programme attrition rate although proportion of completions relevant to commencements has reduced slightly on last report. Level of representation is proportional.

No disability data was available.

### **Drink Impaired Drivers**

Female offenders continue to remain fairly well represented on this programme with no pre-programme attrition and good completion rates.

Minority ethnic offenders are slightly under-represented on this programme but the trend continues of no pre-programme attrition and good completion rates which are similar positive results as in the last 2 reports.

No disability data is available

### **Aggression Replacement Training**

There remains low numbers of female offenders on ART, considerable pre-programme attrition but some improvement in completions.

The proportion of BME offenders on ART has fallen again but no pre-programme attrition and good completion rates which indicate continuing improvements.

No disability data is available

### **Sex Offender Group Programme**

Previous reports have indicated an all White British male group for this programme, but for this data period there have been a small number of minority ethnic offenders on the programme, for whom there have been no successful completions.

### **Offender Substance Abuse Programme**

The level of female representation on this programme remains fairly high, and there is a return to high completion rates of earlier reports.

Minority ethnic offender representation continues to remain low but no pre-programme attrition and very good completion rates.

No disability data available

### **Integrated Domestic Abuse Programme**

IDAP is for male offenders only. Minority ethnic offenders continue to be well represented on this programme and on this data have progressed to being more likely to complete than white offenders.

## **8. DRR Commencements and Completions:**

Minority ethnic offenders have increased their representation on this requirement and have good completion rates, slightly higher than the overall completion. This is a continuing positive trend.

Female offenders continue to be over-represented on DRRs but there has been a downward turn in terms of successful completions.

Offenders who have disclosed a disability as an overall group are well represented on DRRs, with mental illness being the largest group of disabled offenders. Successful completion rates are considerably below the overall completion rate, even more so for those with mental health problems.

## **9. Essential Skills Starts:**

1742 offenders started an essential skills programme, 5% of these were from minority ethnic backgrounds and 16% female. This is more or less a proportional level of representation for Essential Skills starts for these groups.

Outcome data is currently not available from providers by HPA has some local data on drop out rates which suggests that minority ethnic offenders are not going through to gain qualifications from essential skills referrals. More data is being sort from providers to verify this and outcomes for other groups.

## **10. Approved Premises Referrals, Admissions and Successful Completions:**

The results represent a slight down turn on previous positive results in which data showed high representation at admission and high levels of successful completion for minority ethnic offenders. The data for this period is suggesting lower levels of admission compared to referral, specifically in Languard Road and The Grange. The completion rates however remain positive.

## **11. Analysis of Criminogenic Need:**

There are different levels of criminogenic need between different ethnic groups and different need profiles, with particularly low levels of need for those from Asian and Chinese backgrounds.

There is a clear distinction between male and female offenders, both in relation to levels of criminogenic need and need profiles.

## **12. Victim Contact**

There remain low levels of recording of ethnicity data for victims (31%), but as take up of contact is around 30% it is likely that our team is getting data where contact established and for the remainder we are reliant on the WCU.

The data that is available suggests that minority ethnic victims are as likely as white British victims to take up the offer of contact.

With a full quota of data on gender the results are more reliable. Here we are seeing slightly more female victims than men, although not marked, but quite definite disparities in offer of contact take up rates, with female victims being over twice as likely to have contact than male victims. This is a continuing trend.

## **13. Employment of Offenders**

Currently we measure 'the number of offenders who are being supervised by Hampshire Probation and have found and kept continuous employment for 4 weeks'. On this measure 5.5% were from minority ethnic backgrounds and 8.7% were female. These are the same results as this last report and remain an under-representation, particularly for female offenders.

In terms of disability, 7% of those who achieved the measure had disclosed a disability (1.4% who had dyslexia and 1.2% who had a mental illness). This is an under-representation of these groups in the employment measures. As this is the first time we have had disability data to consider we cannot compare with previous results.

## **14. Compliance and Enforcement Action:**

Compliance measure is 6 months of order without breach. On this measure 69% of male offenders were compliant compared to 74% of female offenders. Female offenders are therefore less likely to experience enforcement action.

70% of minority ethnic offenders are compliant compared to 69% of White British, 64% of White Irish and 74% of White Other. These are continuing Trends.

Disability data shows that 69% of offenders who had disclosed a disability were compliant in terms of this measure. Looking specifically at dyslexia and mental illness the levels are 73% and 74% respectively. The lowest level of compliance was for offender with a learning disability – 29% (n = 14)

For those offenders who underwent enforcement procedures, two outcome measures were considered – “Proven new sentence” and “Order unchanged”. It is not possible to produce data on custody as an outcome, although custody will be included in the new sentence data. This data therefore is of interest but has limited evaluative purpose.

Overall 31.6% of enforcement actions resulted in a new sentence. Women were more likely to receive a new sentence than men (33.7%:30.9%). Minority ethnic offenders were less likely to receive a new sentence than White British offenders (26.2% as compared to 31.8%). Disabled offenders were more likely to receive a new sentence than non-disabled (37%:33.6%)

Overall 3.7% of enforcement actions resulted in order unchanged. Women were less likely to have their order unchanged than men (2.8%:3.8%). Minority ethnic offenders were more likely to have their order unchanged than White British offenders (5.5%:3.6%). Disabled offenders were only very slightly more likely to have their order unchanged than non-disabled offenders.

The interpretation of these results is difficult because an order unchanged can be a positive indicator, but it may be that if the order did not meet the specific needs of an offender a modification or new sentence is what is required.

## **15. PPO Commencement and Completion**

4.6% of Pops were from minority ethnic backgrounds and 9% were female; both under representations as in previous reports. 17.5% of PPOs had disclosed a disability, with 6.5% having dyslexia and 4.6% a mental illness. Both of these are over-representations of this disability amongst this cohort.

0% of BME offenders successfully complete their order compared to 45% of White British offenders. This is a marked change from previous reports where minority ethnic offenders do better (n = 3). 44% of female offenders successfully complete, as do 44% of male offenders.

32% of offenders who have disclosed a disability successfully complete which is below the overall successful completion rate of 44%. 50% of those with dyslexia successfully complete but n = 3, and 30% of those with mental illness.

## 16. Staff Employment

**Staff Representation:** 3.7% of staff are from black and minority ethnic backgrounds, around the same proportion as previous reports. The gender breakdown of staff is 31% male and 69% female; a slight increase on male staff compared to the last report. 13% of staff have disclosed a disability, a slight increase on the previous report but still a lower proportion than the estimated 18-20% of the working age population.

Senior Probation Officers continue to have male over-representation and also staff from minority ethnic backgrounds. This is the same for the all manager staff group although the differences are less marked. Managers who have disclosed a disability show an under-representation at management level, although this is more marked for SPOs.

**Job Applications/Interviews:** 6% of job applicants during the period were from minority ethnic backgrounds. With Hampshire and Isle of Wight having a minority ethnic population of just over 3% (census 2001), this is a good level of applicants. 7% of interviewees from minority ethnic backgrounds similarly shows high levels of representation in this process.

29% of applicants and interviewees were male, a reduction on the previous report and a continuation of a female biased staff group.

5.6% of applicants disclosed a disability, which is an under-representation that could be related to a reluctance to disclose a disability prior to job offer or could mean we are not attracting disabled applicants. 8% of those interviewed had disclosed a disability, showing that although under-represented in the application stage, this is not replicated in opportunity for interview.

**Promotions:** The sample size for promotions is not large (22 staff), but with this as a caveat, 13% of promotions being staff from minority ethnic backgrounds is an over-represented proportion suggesting no disadvantaging factors in the selection process for minority ethnic staff. 27% of promotions for male staff suggests a proportional under-representation of male staff at gaining promotion. However, the SPO staff group continues to have male over-representation at 46%. Similarly a low proportion of staff who have disclosed a disability gained promotion.

**Appraisals:** Of the 265 returned appraisals, 3% were for staff from minority ethnic backgrounds, just under the 3.7% staff proportion, 25% were for male staff which again is an under-representation and 14% were for staff who had disclosed a disability. The final result is encouraging as Appraisal is a key point of review for reasonable adjustments.

**Leavers:** Neither minority ethnic or disabled staff are overly represented in those who have left HPA. Male staff are however more likely to leave than female staff (36%:64%)

**Grievance and Disciplines:** There were no grievances raised by minority ethnic staff and proportionality in terms of gender and disability

Only 4 disciplinaries were undertaken, with no staff from minority ethnic backgrounds or with a disability but 3 out of the 5 were male.

## RED/AMBER/GREEN RATING OF RESULTS

OUTCOME	RACE	GENDER	DISABILITY	TREND
Monitoring data gathered at outset of service delivery	Green	Green	Amber	Continuation of good monitoring data for race and gender and considerable improvements in gathering and recording disability monitoring data
Monitoring data available for analysis of all aspects of service delivery	Amber	Amber	Amber	Very few gaps remain but still limited victim data and gaps in provision of disability data in programmes
Monitoring data gathered at outset of employment	Green	Green	Green	continuation of positive results
Monitoring data available for analysis on all aspects of employment practice	Amber	Amber	Amber	Improving results but some gaps remain i.e. training and limited appraisal data
Successful completion of CJA Community Orders (whether minority ethnic, female and disabled offenders are less likely to complete orders than white, male and non-disabled offenders)	Green	Green	Amber	Continuing positive results for race and gender and now have disability data but differentials are apparent
Successful completion of Licences (whether minority ethnic, female and disabled offenders are less likely to complete Licences than white, male and non-disabled offenders)	Green	Green	Red	Continuing positive results for race and gender and now have disability data but differentials are apparent

Successful completion of Alcohol Treatment (whether minority ethnic, female and disabled offenders are less likely to complete an alcohol treatment requirement than white, male and non-disabled offenders)				Continuing positive results for race and gender and now have disability data but differentials are apparent
Successful completion of Curfew (whether minority ethnic, female and disabled offenders are less likely to complete a curfew requirement than white, male and non-disabled offenders)				There are small differentials between all groups, although sample sizes are small. Previous results showed same for BME but women previously did better than men
Successful completion of Drug Treatment (whether minority ethnic, female and disabled offenders are less likely to complete a drug treatment requirement than white, male and non-disabled offenders)				BME offenders are more likely than white offenders to complete drug treatment, a continuation of previous results, but women and disabled offenders are less likely to complete
Successful completion of Supervision (whether minority ethnic, female and disabled offenders are less likely to complete a supervision requirement than white, male and non-disabled offenders)				BME offenders and women are more likely to successfully complete a supervision requirement, a continuation of previous results, but first time disability data shows a clear differential
Successful completion of Unpaid Work (whether minority ethnic, female and disabled offenders are less likely to complete an Unpaid Work requirement than white, male and non-disabled offenders)				Continuing positive results for race and gender and now have disability data which similarly shows positive outcomes for unpaid work completions
Referrals Made to ETS (whether proportional to the numbers of minority ethnic and female offenders on community orders)			No data available	Continuing positive results for race and gender. No disability data available
Commencement of ETS (whether a proportional number of minority ethnic and female offenders who are given the programme requirement actually commence it)			No data available	Slight increase in pre-programme attrition for minority ethnic offenders but remains low for female offenders. No disability data available

Completion of ETS (whether a proportional number of minority ethnic and female offenders who commence the programme actually complete it)			No data available	Slight decrease in successful completion rates for minority ethnic offenders but female offenders continue to do well
Referral made to DIDs (whether proportional to the numbers of minority ethnic and female offenders on community orders)			No data available	Results for representation on DIDs fluctuate, with a return to under-representation of BME groups but proportional representation of women offenders
Commencement of DIDs (whether a proportional number of minority ethnic and female offenders who are given the programme requirement actually commence it)			No data available	Continuation of positive results with low pre-programme attrition for women and minority ethnic offenders
Completion of DIDs (whether a proportional number of minority ethnic and female offenders who commence the programme actually complete it)			No data available	Continuation of positive results
Referral to ART (whether proportional to the numbers of minority ethnic and female offenders on community orders)			No data available	Drop in representation of BME offenders on ART and continued under-representation of women
Commencement of ART (whether a proportional number of minority ethnic and female offenders who are given the programme requirement actually commence it)			No data available	Proportional commencement of BME offenders but high female offender pre-programme attrition
Completion of ART (whether a proportional number of minority ethnic and female offenders who commence the programme actually complete it)			No data available	BME offenders continue to have positive completion results and women offenders continue to have low completion of ART
Referral to OSAP (whether proportional to the numbers of minority ethnic and female offenders on community orders)			No data available	BME offenders are under-represented on OSAP and women offenders are slightly under-represented, a change from the previous report

Commencement of OSAP (whether a proportional number of minority ethnic and female offenders who are given the programme requirement actually commence it)			No data available	Low pre-programme attrition for both BME and women offenders. Continuing positive results
Completion of OSAP (whether a proportional number of minority ethnic and female offenders who commence the programme actually complete it)			No data available	Continued positive results in terms of completions for BME offenders and a return to positive results for female offender completions
Referral to IDAP (whether proportional to the numbers of minority ethnic and female offenders on community orders)		N/A	No data available	BME representation remains
Commence of IDAP (whether a proportional number of minority ethnic and female offenders who are given the programme requirement actually commence it)		N/A	No data available	Continued positive results
Complete IDAP (whether a proportional number of minority ethnic and female offenders who commence the programme actually complete it)		N/A	No data available	Continued positive results
Successful completion of DRRs (whether minority ethnic, female and disabled offenders are less likely to complete the requirement than white, male and non-disabled offenders)				Continued positive results for BME offenders but a downturn for female offenders and less positive results for disabled offenders
Essential Skills Starts (level of representation of minority ethnic and female offenders on awards programmes)			No data available	upward movement of level of representation of BME and female offenders
Approved Premises Referrals (level of representation of minority ethnic and female offenders)			No data available	
Approved Premises Admissions (level of representation of minority ethnic and female offenders)		N/A	No data available	The level of admissions relative to referrals has reduced for BME offenders
Approved Premises Completions (level of representation of minority ethnic and female offenders)		N/A	No data available	Continuation of positive results

Employment Sustained (whether minority ethnic, female and disabled offenders are less likely to find and keep continuous employment for four weeks whilst under Probation supervision than white, male and non-disabled offenders)				Continuation of positive results for BME offenders but female offenders and disabled offenders have do less well
Compliance (whether minority ethnic, female and disabled offenders are disproportionately more likely to be non-compliant than white, male and non-disabled offenders)				Continued positive results for BME offenders and women and new disability data
Successful PPO completions (whether minority ethnic, female and disabled offenders are less likely to successfully complete orders and licences than white, male and non-disabled offenders)				Continued positive results for women but BME offenders have had a downward move and disabled offenders are less likely to successfully complete
Victim Contact (whether minority ethnic and female victims are less likely to be contacted within 8 weeks of an offender receiving 12 months or more for a serious sexual or violent offence than white and male victims)			No data available	Positive results for BME offenders and women offenders
Staff Representation (whether level of representation is proportional to local populations and targets for ethnicity, gender and disability)				Continued positive results for BME staff representation but an under-representation of male staff and disabled staff

## AREAS FOR CONSIDERATION AND IMPROVEMENT

- There has been a considerable increase in custodial disposals for women offenders from the last report (up from 6.5% to 9% of women receive a custodial sentence). The level of custodial proposals for both women and men has also risen – 0.3% of women offenders had a custodial proposal in 2006/2007 and 1.2% in 2007/2008. The rise for male offenders was 3.5% to 4.5%.
- 27% of minority ethnic offenders receive a custodial disposal compared to 18% of White British men. This is a slight increase in a well established differential. Differences in proposals were not so marked –

3% of minority ethnic offenders had a custodial proposal compared to 2.6% of White British offenders.

- Disabled offenders are slightly less likely to complete their community order
- There is an under-representation of offenders with mental health needs on unpaid work, but completions are good.
- Offenders who have disclosed a disability are less likely to successfully complete requirements of ATR, Curfew, Drug Treatment, Exclusion, Specified Activity and Supervision. Results differ across the disability categories and small sample sizes make analysis of this limited, but results tend to be worse for the two largest disability categories (dyslexia and mental health) and learning difficulties more generally.
- Need to have disability data available for analysis for programmes
- There remains low numbers of female offenders on ART, considerable pre-programme attrition, but some improvement in completions.
- Small number of BME offenders on SOGP, which is the first time since reporting, but no successful completions
- Downward turn for female offenders successfully completing DRRs, on which they continue to be over-represented
- Offenders who have disclosed a disability as an overall group are well represented on DRRs, with mental illness being the largest group of disabled offenders. Successful completion rates are considerably below the overall completion rate, even more so for those with mental health problems.
- There is no disability data for Essential Skills or outcome measures
- Downward turn in Approved Premises results in terms of BME admissions relative to referrals. This is specifically at Languard Road and the Grange
- Low level of recording of ethnicity data (31%) for victims. Continuing trend of more take up of offers of contact by female victims than male.
- Under-representation of female offenders on employment measures, as well as disabled offenders, both generally and those with dyslexia and mental health needs particularly.
- Outcome data is currently not available from Essential Skills providers but HPA has some local data on drop out rates which suggests that minority ethnic offenders are not going through to gain qualifications

from essential skills referrals. More data is being sort from providers to verify this and outcomes for other groups.

- PPOs who have disclosed a disability are less likely to successfully complete and a downward turn for BME offenders.
- Staff monitoring data is missing for training and limited for appraisals
- An under-representation of male staff overall, but an over-representation in SPO staff group.
- There is under-representation of staff disclosing a disability and disabled staff are under represented in promotions.
- Male staff are more likely to leave the service than female staff.

## **KEY RESULTS**

### **1. PSR (Fast Delivery/Oral/Standard) Proposals**

- During the 12 month period, PSRs were undertaken on 6,357 offenders.
- 86.8% of these PSRs were for White British offenders, 0.6% for White Irish, 3.5% for White Other and 7.5% for minority ethnic offenders.
- 15.5% of PSRs were for female offenders
- 17.6% of PSRs were for offenders who had disclosed a disability
- Race & Ethnic Monitoring data was recorded in 98.8% of cases during this time period
- 9% of minority ethnic offenders had no proposal compared to 6.2% of White British offenders. This is an increase on previous data period, particularly for minority ethnic offenders. The target on 'clear proposals' has now been removed.
- 63.5% of minority ethnic offenders had a proposal for a community order, compared to 72% of White British offenders, 62.5% of White Irish and 74% of White Other.
- 73% of women had a proposal for a community order compared to 70% of men.
- 8% of women had a proposal for a suspended sentence compared to 9% of men.

- 6% of minority ethnic offenders had a proposal for a custodial sentence, compared to 2% of White British offenders, 10% of White Irish and 4% of White Other. This is an increase for all groups except White British – particularly minority ethnic and White Irish.
- 1.2% of women had a proposal for custody compared to 4.5% of men.
- 69% of offenders had a proposal for a community order compared to 72% of non-disabled offenders.
- 3% of disabled offenders had a custodial proposal compared to just over 2% of non-disabled offenders.

These results indicate a larger difference in level of proposal for community orders across ethnic groups compared to previous reports and an increase in proposals for custody for all except White British groups

There are small differences between male and female offenders in terms of proposals for community orders, and higher levels of male proposal for custody. These are exactly the same results as for the previous reporting period.

The introduction of disability data has shown small differences in proposals between those who have disclosed a disability and those who have not, but these are not marked.

## **2. PSR (fast delivery/oral and standard) Disposals**

- 46% of minority ethnic offenders received a community order, compared to 55% of White British offenders, 44% of White Irish offenders and 62% of White Others offenders, similar results from the last report with the exception of a definite drop of orders made for White Irish offenders
- 61% of women received a community order compared to 53% of men. A continuation of previous results. 19% of women had a suspended sentence compared to 17% of men.
- 27% of minority ethnic offenders received a custodial sentence, compared to 18% of White British offenders, 29% of White Irish and 18% of White Other offenders.
- Just over 9% of women received a custodial sentence compared to 21% of men, and increase of nearly 3% on the previous report on custodial sentences for women.
- 56% of disabled offenders got a community order compared to 57% of non-disabled offenders. The numbers in each disability category are

small making for difficult analysis, but there are differences in outcome according to different categories, e.g. 67% of those with learning difficulties received a community order, 53% with mental illness and 72% with a progressive condition.

- 15% of disabled offenders got a custodial sentence compared to 17% of non-disabled, with 10% of those with learning difficulties, 16% with mental illness and 8% with a progressive condition.

These results show a slightly lower disposal for minority ethnic and White Irish offenders compared with other groups of white offenders for community orders and higher custodial disposals (27% of minority ethnic offenders compared to 18% of White British).

Female offenders continue to be more likely to receive a community order than men, and although less likely to receive a custodial sentence the proportion of women receiving custodial sentences has increased (9%).

The introduction of disability data has shown little differences overall between disabled offenders and non-disabled offenders in terms of disposal for a community order or custody, although there are more marked differences in the very small samples of the different disability categories.

### 3. Commencements of Community Orders and Licence

**OVERALL 6.2% OF OFFENDERS COMMENCING COMMUNITY ORDERS DURING THIS PERIOD, EXCLUDING LICENCE, WERE FROM MINORITY ETHNIC BACKGROUNDS.**

**Asian Bangladeshi = 0.2% (n = 14)**  
**Asian Indian = 0.5% (n = 35)**  
**Asian Other = 0.5% (n = 30)**  
**Asian Pakistani = 0.2% (n = 15)**  
**Black African = 0.8% (n = 57)**  
**Black Caribbean = 0.9% (n = 61)**  
**Black Other = 0.4% (n = 25)**  
**Chinese = 0.1% (n = 11)**  
**Mixed African = 0.1% (n = 10)**  
**Mixed Asian = 0.1% (n = 11)**  
**Mixed Caribbean = 0.8% (n = 56)**  
**Mixed Other = 0.3% (n = 19)**  
**White British = 89% (n = 5329)**  
**White Irish = 0.5% (n = 32)**  
**White Other = 4% (n = 203)**  
**Other Ethnic Group = 0.5% (n = 31)**

**Refusal = 0.2% (n = 9)**

**OVERALL, 16.2% OF OFFENDERS COMMENCING COMMUNITY ORDERS, EXCLUDING LICENCE, DURING THIS PERIOD WERE FEMALE.**

**18.5% OF OFFENDERS COMMENCING A COMMUNITY ORDER HAD DISCLOSED A DISABILITY**

**Dyslexia = 2.8% (n = 160)**

**Hearing difficulties = 0.8% (n = 54)**

**Learning difficulties = 1.3% (n = 83)**

**Mental illness = 3.7% (n = 235)**

**Progressive Condition = 0.3% (n = 20)**

**Reduced mobility = 1.8% (n = 118)**

**Reduced physical capacity = 1.3% (n = 83)**

**Severe disfigurement = 0.06% (n = 4)**

**Speech impairment = 0.1% (n = 8)**

**Visual Impairment = 0.4% (n = 29)**

**Other = 5% (n = 322)**

**Refused = 3**

**No disability disclosed = 75% (n = 4756)**

**OVERALL, 8% OF LICENCE COMMENCEMENTS DURING THIS TIME WERE FOR MINORITY ETHNIC OFFENDERS, WITH 87% WHITE BRITISH, 0.8% WHITE IRISH AND 1.7% WHITE OTHER.**

**7% OF LICENCE COMMENCEMENTS WERE WOMEN OFFENDERS AND 93% WERE MALE.**

**9.5% OF LICENCE COMMENCEMENTS HAD DISCLOSED A DISABILITY (NB – 26% MISSING DATA)**

#### **4. Commencements of CJA Requirements**

- Alcohol Treatment (n = 725)
  - 95% of ATRs are for White British Offenders
  - 0.4% of ATRs are for White Irish Offenders
  - 1.8% of ATRs are for White Other Offenders
  - 1.8% of ATRs are for minority ethnic offenders
  - 17% of ATRs are for female offenders
  - 83% of ATRs are for male offenders
  - 22.5% of ATRs were for offenders who had disclosed a disability with the two largest categories being mental health at just under 5% and "other" at 6%)
  
- Curfew (n = 599)

- 89.5% of curfews are for White British Offenders
  - 0.5% of curfews are for White Irish Offenders
  - 3% of curfews are for White Other offenders
  - 5% of curfews are for minority ethnic offenders
  - 16% of curfews are for female offenders
  - 84% of curfews are for male offenders
  - 16% of Curfew requirements were for offenders who had disclosed a disability
- Drug Treatment (n = 538)
    - 87% of drug treatment requirements are for White British Offenders
    - 0% of drug treatment requirements are for White Irish offenders
    - 2.4% of drug treatment requirements are for White Other offenders
    - 7.6% of drug treatment requirements are for minority ethnic offenders
    - 24% of drug treatment requirements are for female offenders
    - 76% of drug treatment requirements are for male offenders
    - 19% of Drug Treatment requirements were for offenders who had disclosed a disability
- Electronic Monitoring (n = 82)
    - 88% of electronic monitoring requirements are for White British Offenders
    - 1% of electronic monitoring requirements are for White Irish offenders
    - 3.6% of electronic monitoring requirements are for White Other offenders
    - 7% of electronic monitoring requirements are for minority ethnic offenders
    - 18% of electronic monitoring requirements are for female offenders
    - 82% of electronic monitoring requirements are for male offenders
    - 18% of Electronic Monitoring requirements were for offenders who had disclosed a disability
- Exclusion (n = 47)
    - 100% of exclusion requirements are for White British Offenders
    - 0% of exclusion requirements are for White Irish offenders
    - 0% of exclusion requirements are for White Other offenders
    - 0% of exclusion requirements are for minority ethnic offenders
    - 12% of exclusion requirements are for female offenders
    - 82% of exclusion requirements are for male offenders

- 29% of Exclusion requirements were for offenders who had disclosed a disability. The largest category was those offenders with mental health needs (17%)
- Mental Health Treatment (n = 35)
  - 94% of MHT requirements are for White British Offenders
  - 0% of MHT requirements are for White Irish offenders
  - 0% of MHT requirements are for White Other offenders
  - 6% of MHT requirements are for minority ethnic offenders
  - 20% of MHT requirements are for female offenders
  - 80% of MHT requirements are for male offenders
  - 68.5% of Mental Health requirements were for offenders who had disclosed a disability. The largest category was for mental health at 51%
- Prohibited Activity (n = 34)
  - 82% of prohibited activity for White British Offenders
  - 9% of prohibited activity was for minority ethnic offenders
  - 9% of prohibited activity was for female offenders
  - 91% of prohibited activity requirements are for male offenders
  - 41% of prohibited activity was for offenders who had disclosed a disability, mental health and learning difficulties being the largest categories
- Residence (n = 32)
  - 72% of residence requirements are for White British Offenders
  - 0% of residence requirements are for White Irish offenders
  - 6% of residence requirements are for White Other offenders
  - 12% of residence requirements are for minority ethnic offenders
  - 22% of residence requirements are for female offenders
  - 75% of residence requirements are for male offenders
  - 19% of residence requirements were for offenders who had disclosed a disability
- Specified Activity (n = 531)
  - 92% of specified activity requirements are for White British Offenders
  - 0.4% of specified activity requirements are for White Irish offenders
  - 2% of specified activity requirements are for White Other offenders
  - 5% of specified activity requirements are for minority ethnic offenders
  - 24% of specified activity requirements are for female offenders
  - 76% of specified activity requirements are for male offenders

- 26% of specified activities are for offenders who had disclosed a disability with the two largest categories dyslexia at 5% and mental health at 7%
- Supervision (n = 3323)
  - 91% of supervision requirements are for White British Offenders
  - 0.4% of supervision requirements are for White Irish offenders
  - 2% of supervision requirements are for White Other offenders
  - 5% of supervision requirements are for minority ethnic offenders
  - 17.5% of supervision requirements are for female offenders
  - 82.5% of supervision requirements are for male offenders
  - 22% of supervision requirements were for offenders who disclosed a disability, with the two largest categories being mental illness at 6% and "other" at 6%
- Unpaid Work (n = 3219)
  - 86% of UW requirements are for White British Offenders
  - 0.6% of UW requirements are for White Irish offenders
  - 4% of UW requirements are for White Other offenders
  - 7.5% of UW requirements are for minority ethnic offenders
  - 13% of UW requirements are for female offenders
  - 87% of UW requirements are for male offenders
  - 14% of unpaid work requirements were for offenders who disclosed a disability. As this is a slight under-representation further analysis was undertaken to see if any specific disability category was under-represented. Offenders with mental health problems were under-represented on unpaid work and those with reduced physical capacity were slightly under-represented

Minority ethnic offenders are under-represented on ATRs (quite markedly and a change from previous report) and exclusion, and over represented on prohibited activity and residence. There were some slight differences between other requirements but these were the most marked and different from previous results so no real trends emerging.

Female Offenders are over represented on drug treatment, mental health, residence & specified activity. These are the same results as the previous report so a trend could be emerging. There is clear under representation on exclusion, prohibited activity and unpaid work, the latter of which was not identified in the previous report.

Disabled offenders are over-represented on ATRs, DRRs, Exclusion, Mental Health Requirements, Prohibited activity, specified activity and supervision. Where over-representation is identified, larger numbers of offenders with mental health issues is the main contributing factor. Interestingly, for the Mental Health Requirement only half of offenders identified themselves as having a mental health disability. Only real under-representation of disability is in unpaid work, with mental health again being the main category and to a lesser extent reduced physical capacity.

## 5. Successful Completions of Community Orders and Licence

- 66% of White British Offenders successfully complete
- 66% of White Irish Offenders successfully complete
- 69% of White Other Offenders successfully complete
- 71% of Minority ethnic Offenders successfully complete
- 69% of female offenders successfully complete
- 66% of male offenders successfully complete
- 65% of offenders who have disclosed a disability successfully complete

Minority ethnic offenders have slightly better rates of successful completion than White ethnic groups. There are however quite marked differences in outcome for different minority ethnic groups, ranging from a 45% completion rate to 100%, but some of the sample sizes are so small it is not reliable to draw any conclusions.

As per the last report, female offenders are more likely to successfully complete than male offenders.

Disability data has shown that offenders with a disability are slightly less likely to complete than the overall completion rate of 67%, but this is a negligible difference. The two largest disability categories (dyslexia and mental health) have a 69% completion rate, above the general level of successful completion. Those categories where there were lower levels of completion were in relation to learning difficulties, reduced physical capacity, speech and visual impairments and the category "other", but again caution because of small sample sizes.

## **6. Successful Completions of Requirements**

### Alcohol Treatment (overall successful completion rate is 64%)

- 64% of White British offenders successfully complete
- 66% of White Irish offenders successfully complete
- 56% of White Other offenders successfully complete
- 70% of BME offenders successfully complete
- 70% of female offenders successfully complete
- 63% of male offenders successfully complete
- 62% of offenders who had disclosed a disability successfully completed their ATR

### Curfew (overall successful completion rate is 73%)

- 72% of White British offenders successfully complete
- 100% of White Irish offenders successfully complete
- 75% of White Other offenders successfully complete
- 70% of BME offenders successfully complete
- 72% of female offenders successfully complete
- 73% of male offenders successfully complete
- 64% of offenders who had disclosed a disability successfully completed

### Drug Treatment (overall successful completion rate is 35%)

- 34% of White offenders successfully complete
- 100% of White Irish offenders successfully complete
- 34% of White British offenders successfully complete
- 37% of BME offenders successfully complete
- 29% of female offenders successfully complete
- 37% of male offenders successfully complete
- 22% of offenders who had disclosed a disability successfully complete. There were particularly low completion rates (small sample sizes to be taken into consideration) for offenders with dyslexia, mental illness, reduced mobility and "other" disabilities

### Electronic Monitoring (overall successful completion rate is 81%)

- 83% of White British offenders successfully completed
- 50% of BME offenders successfully completed (small numbers in sample)
- 100% of female offenders successfully completed
- 78% of male offenders successfully completed
- 87% of offenders who had disclosed a disability successfully completed

### Exclusion (overall successful completion rate is 77%)

- 76% of White British offenders successfully completed
- 100% of White Other offenders successfully completed (n = 1)
- 100% of BME offenders successfully completed
- 100% of female offenders successfully completed
- 70% of male offenders successfully completed
- 66% of offenders who had disclosed a disability successfully completed

### Prohibited Activity (n = 9)

- 63% of White British offenders successfully completed
- 100% of BME offenders successfully completed (n = 1)
- 100% of female offenders successfully completed (n = 1)
- 63% of male offenders successfully completed
- No disability data

### Residence (n = 13)

- 67% of White British offenders successfully complete
- 100% of White Other offenders successfully complete (n = 1)
- 50% of female offenders successfully completed (n = 2)
- 73% of male offenders successfully completed (n = 11)
- 7 offenders with a residence requirement had disclosed a disability of whom 2 completed (28%)

### Specified Activity (overall successful completion rate is 61%)

- 60% of White British offenders successfully completed
- 50% of White Irish offenders successfully completed
- 77% of White Other offenders successfully completed
- 86% of BME offenders successfully completed
- 72% of female offenders successfully completed
- 58% of male offenders successfully completed
- 52% of offenders who had disclosed a disability successfully completed. Quite a range of differences across disability categories with 76% of those with mental illness successfully completing, whereas only 42% of those with learning difficulties and 53% of those with dyslexia do

### Supervision (overall successful completion rate is 56%)

- 56% of White British offenders successfully completed
- 48% of White Irish offenders successfully completed
- 54% of White Other offenders successfully completed
- 59% of BME offenders successfully completed. The range across ethnic categories is high, with some groups (Black other, Mixed

Asian and Mixed Caribbean) having lower completion rates but sample sizes advise caution

- 60% of women offenders successfully completed
- 55% of male offenders successfully completed
- 41% of offenders who had disclosed a disability successfully completed. There were generally lower completion rates for all disability categories. The two largest disability categories had results of dyslexia 36% and mental illness 45%. Other categories with lower completion rates included learning difficulties, "Other", speech and visual impairments, but sample sizes are small. Disability categories with higher results include reduced mobility and reduced physical capacity. Even with caution about small sample sizes, the results could be indicative of generally poorer outcomes for disabled offenders

#### Unpaid Work (overall successful completion rate is 74%)

- 74% of White British offenders successfully completed
- 68% of White Irish offenders successfully completed
- 77% of White Other offenders successfully completed
- 78% of BME offenders successfully completed (results are high across all minority ethnic categories)
- 81% of female offenders successfully completed
- 73% of male offenders successfully completed
- 77% of offenders who had disclosed a disability successfully completed. Good results generally across all disability categories with those that fell below the overall successful completion rate being reduced physical capacity, dyslexia and learning difficulties)

Minority ethnic offenders have better rates of successful completion than White ethnic groups. For some requirements the results are particularly good for minority ethnic offenders, e.g. unpaid work, specified activities (where the trend is now positive). For some measures there are quite marked differences in outcome for different minority ethnic groups, but some of the sample sizes are so small it is not reliable to draw any conclusions.

As per the last report, female offenders are more likely to successfully complete than male offenders on all requirements with the exception of curfew and drug treatment. The last report similarly showed lower levels of female completion on DRRs, despite their over-representation on this requirement. Women offenders show particularly good results in unpaid work and specified activity, as per the previous report.

Disability data has shown that offenders who have disclosed a disability are less likely to successfully complete requirements in ATRs, Curfew, Drug Treatment, Exclusion, Specified Activity and supervision. Only in unpaid work are disabled offenders doing better than the overall completion rate. Results differ across disability categories and small sample sizes make analysis of this limited, but results tend to be worse for the two largest disability categories (dyslexia and mental health) and learning difficulties more generally.

## 7. Programme Referrals, Commencements and Completions

### Enhanced Thinking Skills (ETS)

Stage of Process	% of White British Offenders	% of White Irish Offenders	% of White Other Offenders	% of BME Offenders	% of Male Offenders	% of Female Offenders	% of Disabled Offenders
Referral	85%	0%	2%	7%	95%	5%	n/a
Commencement	86%	0%	1%	7%	95%	5%	n/a
Completion	89%	0%	0.7%	5%	95%	5%	n/a

The female offender pre-programme attrition rate is absent in these results which is an improvement on previous reports and completion rates are proportional to referrals, although overall level of representation is low.

Minority ethnic offenders' continue to have no pre-programme attrition rate although proportion of completions relevant to commencements has reduced slightly on last report. Level of representation is proportional.

No disability data was available.

### Drink Impaired Drivers (DIDs)

Stage of Process	% of White British Offenders	% of White Irish Offenders	% of White Other Offenders	% of BME Offenders	% of Male Offenders	% of Female Offenders	% of Disabled Offenders
Referral	87%	1%	5%	5%	77%	13%	n/a
Commencement	86%	1.7%	5%	6.5%	85%	15%	n/a
Completion	87%	1%	5%	6%	85%	15%	n/a

Female offenders continue to remain fairly well represented on this programme with no pre-programme attrition and good completion rates.

Minority ethnic offenders are slightly under-represented on this programme but the trend continues of no pre-programme attrition and good completion rates which are similar positive results as in the last 2 reports.

No disability data is available

### Aggression Replacement Training (ART)

Stage of Process	% of White British Offenders	% of White Irish Offenders	% of White Other Offenders	% of BME Offenders	% of Male Offenders	% of Female Offenders	% of Disabled Offenders
Referral	91%	1%	0%	4%	92%	8%	n/a
Commencement	91%	1%	0%	4%	96%	4%	n/a
Completion	91%	2%	0%	4%	96%	4%	n/a

There remains low numbers of female offenders on ART, considerable pre-programme attrition but some improvement in completions.

The proportion of BME offenders on ART has fallen again but no pre-programme attrition and good completion rates which indicate continuing improvements.

No disability data is available

### i-Sex Offender TP

All offenders on this programme are White British males

### Sex Offender Group Programme

Previous reports have indicated an all White British male group for this programme, but for this data period there have been a small number of minority ethnic offenders on the programme, for whom there have been no successful completions.

### Offender Substance Abuse Programme (OSAP)

Stage of Process	% of White British Offenders	% of White Irish Offenders	% of White Other Offenders	% of BME Offenders	% of Male Offenders	% of Female Offenders	% of Disabled Offenders
Referral	86%	0%	4.5%	1.5%	88%	12%	n/a
Commencement	89%	0%	0%	2%	87%	13%	n/a
Completion	84%	0%	4%	4%	81%	19%	n/a

The level of female representation on this programme remains fairly high, and there is a return to high completion rates of earlier reports.

Minority ethnic offender representation continues to remain low but no pre-programme attrition and very good completion rates.

No disability data available

## Integrated Domestic Abuse Programme (IDAP)

Stage of Process	% of White British Offenders	% of White Irish Offenders	% of White Other Offenders	% of BME Offenders	% of Male Offenders	% of Female Offenders	% of Disabled Offenders
Referral	88%	1%	2%	7%	100%	n/a	n/a
Commencement	89%	0.6%	0.6%	6%	100%	n/a	n/a
Completion	85%	3%	3%	8%	100%	n/a	n/a

IDAP is for male offenders only. Minority ethnic offenders continue to be well represented on this programme and on this data have progressed to being more likely to complete than white offenders.

## 8. DRR Commencement & Completions

- 7.6% of offenders commencing DRRs were from minority ethnic backgrounds. 37% of minority ethnic offenders successfully completed, compared to 34% of White British and an overall completion rate of 35%.
- 24% of commencements for DRRs were female offenders and 29% of women successfully completed compared to 37% of men.
- 19% of offenders commencing a DRR had disclosed a disability, with 5% of these having a mental illness (largest disability category). 24% of disabled offenders completed successfully (21% of those with a mental illness), compared to the overall completion rate of 35%.

Minority ethnic offenders have increased their representation on this requirement and have good completion rates, slightly higher than the overall completion. This is a continuing positive trend.

Female offenders continue to be over-represented on DRRs but there has been a downward turn in terms of successful completions.

Offenders who have disclosed a disability as an overall group are well represented on DRRs, with mental illness being the largest group of disabled offenders. Successful completion rates are considerably below the overall completion rate, even more so for those with mental health problems.

## **9. Essential Skills Starts (Awards no longer measured)**

1742 offenders started an essential skills programme, 5% of these were from minority ethnic backgrounds and 16% female. This is more or less a proportional level of representation for Essential Skills starts for these groups.

Outcome data is currently not available from providers but HPA has some local data on drop-out rates, which suggest that minority ethnic offenders are not going through to gain qualifications from essential skills referrals. More data is being sort from providers to verify this and outcomes for other groups.

## **10. Approved Premises Admissions**

- 9% of referrals to Hampshire's three Approved Premises during the report period were for minority ethnic offenders. 5% of admissions were for minority ethnic offenders and 6% of completions.
- For Dickson House, 8% of referrals, 9.5% of admissions and 7% of completions were for minority ethnic offenders.
- For Languard Road, 13% of referrals, 5% of admissions and 6% of completions were for minority ethnic offenders
- For The Grange, 9% of referrals, 5% of admissions and 6% of completions were for minority ethnic offenders

This represents a slight down turn on previous positive results in which data showed high representation at admission and high levels of successful completion for minority ethnic offenders. The data for this period is suggesting lower levels of admission compared to referral, specifically in Languard Road and The Grange. The completion rates however remain positive.

## 11. Analysis of Criminogenic Need – 3 highest needs

- **White:**
  - Thinking and Behaviour = 67%
  - ETE = 59%
  - Alcohol Misuse = 56%
  
- **Mixed:**
  - Thinking and Behaviour = 80%
  - ETE = 72%
  - Relationships = 60%
  
- **Asian/Asian British:**
  - Thinking and Behaviour = 63%
  - ETE = 38%
  - Emotional Well-being/ Relationships = 36%
  
- **Black/Black British:**
  - Thinking and Behaviour = 52%
  - ETE = 51%
  - Lifestyle = 48%
  
- **Chinese:**
  - Thinking and Behaviour = 33%
  - Emotional Well-being = 33%
  - All others at 22%
  
- **Other:**
  - Accommodation = 57%
  - Emotional Well-being = 52%
  - Relationships/lifestyle = 39%
  
- **Male:**
  - Thinking & Behaviour = 65%
  - ETE/Alcohol Misuse = 55%
  - Relationships/ Emotional well-being = 46%
  
- **Female:**
  - Emotional Well-being = 72%
  - Relationships = 64%
  - ETE = 57%

There are different levels of criminogenic need between different ethnic groups and different need profiles, with particularly low levels of need for those from Asian and Chinese backgrounds.

There is a clear distinction between male and female offenders, both in relation to levels of criminogenic need and need profiles.

## 12. Victim Contact

434 victims were referred during this period. Ethnicity data was available for 31% of the cohort.

### Referrals:

5% BME  
2% White Other  
93% White British

51% female  
49% male

### Initial Contact:

100% BME Victims were written to within 8 weeks  
99% White British  
75% White Other

### Take Up of Contact:

42% of BME victims took up offer of contact  
42% of White British victims took up offer of contact  
0% of White Other victims took up offer of contact

39% of female victims took up offer of contact  
14% of male victims took up offer of contact

### Overall take up of offer of contact is 30%

There remain low levels of recording of ethnicity data (31%), but as take up of contact is around 30% it is likely that our team is getting data where contact established and for the remainder we are reliant on the WCU.

The data that is available suggests that minority ethnic victims are as likely as white British victims to take up the offer of contact.

With a full quota of data on gender the results are more reliable. Here we are seeing slightly more female victims than men, although not marked, but quite definite disparities in offer of contact take up rates, with female victims being over twice as likely to have contact than male victims. This is a continuing trend.

## 13. Employment for Offenders

Currently we measure 'the number of offenders who are being supervised by Hampshire Probation and have found and kept continuous employment for 4 weeks'. On this measure 5.5% were from minority ethnic backgrounds and 8.7% were female. These are the same results as this last report and remain an under-representation, particularly for female offenders.

In terms of disability, 7% of those who achieved the measure had disclosed a disability (1.4% who had dyslexia and 1.2% who had a mental illness). This is an under-representation of these groups in the employment measures. As this is the first time we have had disability data to consider we cannot compare with previous results.

## 14. Compliance and Enforcement Outcomes

Compliance measure is 6 months of order without breach. On this measure 69% of male offenders were compliant compared to 74% of female offenders. Female offenders are therefore less likely to experience enforcement action.

70% of minority ethnic offenders are compliant compared to 69% of White British, 64% of White Irish and 74% of White Other.

These are continuing trends.

Disability data shows that 69% of offenders who had disclosed a disability were compliant in terms of this measure (overall compliance rate). Looking specifically at dyslexia and mental illness the levels are 73% and 74% respectively. The lowest level of compliance was for offenders with a learning disability – 29% (n = 14)

For those offenders who underwent enforcement procedures, two outcome measures were considered – "Proven new sentence" and "Order unchanged". It is not possible to produce data on custody as an outcome, although custody will be included in the new sentence data. This data therefore is of interest but has limited evaluative purpose.

Overall 31.6% of enforcement actions resulted in a new sentence. Women were more likely to receive a new sentence than men (33.7%:30.9%). Minority ethnic offenders were less likely to receive a new sentence than White British offenders (26.2% as compared to 31.8%). Disabled offenders were more likely to receive a new sentence than non-disabled (37%:33.6%)

Overall 3.7% of enforcement actions resulted in order unchanged. Women were less likely to have their order unchanged than men (2.8%:3.8%). Minority ethnic offenders were more likely to have their order unchanged than White British offenders (5.5%:3.6%). Disabled offenders were only

very slightly more likely to have their order unchanged than non-disabled offenders.

The interpretation of these results is difficult because an order unchanged can be a positive indicator, but it may be that if the order did not meet the specific needs of an offender a modification or new sentence is what is required.

## **15. PPO Commencements and Completions**

4.6% of PPOs were from minority ethnic backgrounds and 9% were female; both under representations as in previous reports. 17.5% of PPOs had disclosed a disability, with 6.5% having dyslexia and 4.6% a mental illness. Both of these are over-representations of this disability amongst this cohort.

0% of BME offenders successfully complete their order compared to 45% of White British offenders. This is a marked change from previous reports where minority ethnic offenders do better (n = 3). 44% of female offenders successfully complete, as do 44% of male offenders.

32% of offenders who have disclosed a disability successfully complete which is below the overall successful completion rate of 44%. 50% of those with dyslexia successfully complete but n = 3, and 30% of those with mental illness.



<b>African Black Other</b>	<b>0</b>								
<b>Chinese Other</b>	<b>1</b>								
<b>Refused</b>	<b>48</b>								
<b>All BME</b>	<b>27</b> <b>3.7%</b>	<b>59</b> <b>6%</b>	<b>14</b> <b>7%</b>	<b>3</b> <b>13%</b>		<b>8</b> <b>3%</b>			<b>4</b> <b>3%</b>
<b>Male</b>	<b>224</b> <b>31%</b>	<b>274</b> <b>29%</b>	<b>59</b> <b>29%</b>	<b>6</b> <b>27%</b>		<b>65</b> <b>25%</b>	<b>5</b> <b>22%</b>	<b>3</b> <b>75%</b>	<b>50</b> <b>36%</b>
<b>Female</b>	<b>502</b> <b>69%</b>	<b>672</b> <b>71%</b>	<b>146</b> <b>71%</b>	<b>16</b> <b>72%</b>		<b>200</b> <b>75%</b>	<b>18</b> <b>78%</b>	<b>1</b> <b>25%</b>	<b>88</b> <b>64%</b>
<b>Disability</b>	<b>93</b> <b>13%</b>	<b>53</b> <b>5.6%</b>	<b>17</b> <b>8%</b>	<b>1</b> <b>4.5%</b>		<b>38</b> <b>14%</b>	<b>4</b> <b>17%</b>	<b>0</b>	<b>15</b> <b>10%</b>
<b>Hearing Difficulty</b>	<b>12</b>								
<b>Speech Impairment</b>	<b>0</b>								
<b>Visual Impairment</b>	<b>2</b>								
<b>Reduced Mobility</b>	<b>10</b>								
<b>Progressive Condition</b>	<b>2</b>								
<b>Reduced Physical Capacity</b>	<b>7</b>								
<b>Severe Disfigurement</b>	<b>0</b>								
<b>Mental Illness</b>	<b>7</b>								
<b>Learning Difficulties</b>	<b>0</b>								
<b>Dyslexia</b>	<b>13</b>								

<b>Other</b>	<b>40</b>								
<b>Refused</b>	<b>6</b>	<b>150</b>							
<b>No Disability</b>	<b>629</b>								

	<b>Female</b>	<b>Male</b>	<b>BME</b>	<b>Disclosed a Disability</b>
<b>Senior Probation Officers</b>	54%	46%	8%	8%
<b>All Managers</b>	66%	34%	5.7%	11.4%

**Staff Representation:** 3.7% of staff are from black and minority ethnic backgrounds, around the same proportion as previous reports. The gender breakdown of staff is 31% male and 69% female; a slight increase on male staff compared to the last report. 13% of staff have disclosed a disability, a slight increase on the previous report but still a lower proportion than the estimated 18-20% of the working age population.

Senior Probation Officers continue to have male over-representation and also staff from minority ethnic backgrounds. This is the same for the all manager staff group although the differences are less marked. Managers who have disclosed a disability show an under-representation at management level, although this is more marked for SPOs.

**Job Applications/Interviews:** 6% of job applicants during the period were from minority ethnic backgrounds. With Hampshire and Isle of Wight having a minority ethnic population of just over 3% (census 2001), this is a good level of applicants. 7% of interviewees from minority ethnic backgrounds similarly shows high levels of representation in this process.

29% of applicants and interviewees were male, a reduction on the previous report and a continuation of a female biased staff group.

5.6% of applicants disclosed a disability, which is an under-representation that could be related to a reluctance to disclose a disability prior to job offer or could mean we are not attracting disabled applicants. 8% of those interviewed had disclosed a disability, showing that although under-represented in the application stage, this is not replicated in opportunity for interview.

**Promotions:** The sample size for promotions is not large (22 staff), but with this as a caveat, 13% of promotions being staff from minority ethnic backgrounds is an over-represented proportion suggesting no disadvantaging factors in the selection process for minority ethnic staff. 27% of promotions for male staff suggests a proportional under-representation of male staff at gaining promotion. However, the SPO staff group continues to have male over-representation at 46%. Similarly a low proportion of staff who have disclosed a disability gained promotion.

**Appraisals:** Of the 265 returned appraisals, 3% were for staff from minority ethnic backgrounds, just under the 3.7% staff proportion, 25% were for male staff which again is an under-representation and 14% were for staff who had disclosed a disability. The final result is encouraging as Appraisal is a key point of review for reasonable adjustments.

**Leavers:** Neither minority ethnic or disabled staff are overly represented in those who have left HPA. Male staff are however more likely to leave than female staff (36%:64%)

**Grievance and Disciplines:** There were no grievances raised by minority ethnic staff and proportionality in terms of gender and disability

Only 4 disciplinaries were undertaken, with no staff from minority ethnic backgrounds or with a disability but 3 out of the 5 were male.

## 17. Racial Incidents

The recording of racial incidents for offenders, victims and staff can be made through a number of systems:

- HPA Complaints Procedure
- Grievance Procedure
- Health & Safety Incident Form
- Diversity Learning Log
- Multi-Agency Racial Harassment Reporting (Southampton & Portsmouth)

Reporting on the Health & Safety incident form during this period has not been possible, but a review of the other systems revealed recorded incidents.

## 18. Results of Staff Survey 2008 – Managing Diversity

3 of the 5 key positive issues for respondents were diversity related responses, which induced both an acknowledgement of commitment to diversity principles and confidence in how to apply those principles. 90% of respondents see recruitment as anti-discriminatory. 81% as career progression and promotion as fair. There were therefore 19% (41 people) who had concerns about career progression opportunities which is something to give consideration to. This is unlikely to be linked to race or gender because of the low BME response rate and the next question which asks about race and gender shows low levels of perceived discrimination. It is possible that the discrimination that is being expressed here is more likely to relate to the distinction in opportunities for progression between POs and PSOs

The vast majority of staff felt that respect is accorded to all regardless of difference, but there were a few indicators which are worthy of noting – disability had 9% (19 people) disagreeing that they were treated with equal respect. 21 people felt that age could be an issue.

21% felt they didn't know enough about the harassment policy, 22% about grievance and discipline, 31% about minority staff support networks and 42% don't feel they know enough about flexible working.

Support and advice about discrimination and good practice got a response of 86% saying yes, they could get this. In relation to staff experiencing discrimination there were very low levels of respondents reporting

discrimination around sexual orientation, religion, race, marital status. For disability, part-time working, gender, age, a small group of staff reported experiencing. But discrimination was most likely to be reported as being experienced in terms of staff group and level in the organisation. No qualitative data was available to gain further insight into this.

In relation to disability, 92% of staff said they didn't feel discriminated against. However, 15 people did say yes to this question. Again no qualitative data was available.

For those staff who felt they had experienced discrimination, the majority hadn't reported it, the most likely reason cited for this being the belief that nothing would happen.

**REPORT PROPOSALS BY ETHNICITY & GENDER: SDR/FDR/ORAL**

<b>REPORT PROPOSALS</b>	<b>Asian:Bangladeshi</b>	<b>Asian:Indian</b>	<b>Asian:Other</b>	<b>Asian:Pakistani</b>	<b>Black:African</b>	<b>Black:Caribbean</b>	<b>Black:Other</b>	<b>Chinese</b>	<b>Mixed:African</b>	<b>Mixed:Asian</b>	<b>Mixed:Caribbean</b>	<b>Mixed:Other</b>	<b>Other Ethnic Group</b>	<b>Refusal</b>	<b>White:British</b>	<b>White:Irish</b>	<b>White:Other</b>	<b>Z - Old: Black</b>	<b>Z - Old: Other</b>	<b>Z - Old: Refused</b>	<b>Z - Old: White</b>	<b>Missing REM</b>	<b>F</b>	<b>M</b>	<b>Grand Total</b>
Absolute Discharge								1									1						2	2	
Att Centre & Order to Continue															1								1	1	
Attendance Centre															22						1		21	23	
CJA - Adult Custody		2	1		1	3	1	1			1				69		2			1	1	4	6	81	87
CJA - Community Order	11	30	21	10	47	39	19	11	13	7	47	13	29	9	3979	25	163				8	32	701	3812	4513
CJA - Custody Plus						1																	1	1	
CJA - Deferred Sentence															5		1						2	4	6
CJA - Extended Sent <= 10 yrs															3								3	3	
CJA - Ind Public Prot > 10 yrs															11		1				1		13	13	
CJA - Suspended Sentence		3	5		3	9	5	2	2	1	7	2	4	1	491	4	13	1	1		2	5	77	484	561
CJA - Weekday Int Custody															1								1	1	
CJA - Weekend Int Custody															2								1	1	2
Comb Punish & Rehab Order															6		1						2	5	7
Community Punishment Order							1								35		1						4	33	37
Community Rehabilitation Order															11		1						2	10	12
Compensation															3		1							4	4
Conditional Discharge	1			2	1	1		1		1	1	2			70		3				2	5	21	69	90
Cond'I Discharge Substituted															3								1	2	3
Curfew Order	1	1	2			1								1	101	3	1				2	2	28	87	115
Curfew Order/Elect Monitoring															1									1	1
Cus Ext Supervision Violence															2									2	2
Cus Extended Supervision Sex															1	1								2	2
Custody		2	2	1	1	2	2	1		1	1		3		92	3	5					5	2	119	121
Custody - ext sentnce CJA91/44															6									6	6
Custody - ext sup'n CJA91/2.2B										1					1							1		3	3

<b>REPORT PROPOSALS CONT...</b>	<b>Asian:Bangladeshi</b>	<b>Asian:Indian</b>	<b>Asian:Other</b>	<b>Asian:Pakistani</b>	<b>Black:African</b>	<b>Black:Caribbean</b>	<b>Black:Other</b>	<b>Chinese</b>	<b>Mixed:African</b>	<b>Mixed:Asian</b>	<b>Mixed:Caribbean</b>	<b>Mixed:Other</b>	<b>Other Ethnic Group</b>	<b>Refusal</b>	<b>White:British</b>	<b>White:Irish</b>	<b>White:Other</b>	<b>Z - Old: Black</b>	<b>Z - Old: Other</b>	<b>Z - Old: Refused</b>	<b>Z - Old: White</b>	<b>Missing REM</b>	<b>F</b>	<b>M</b>	<b>Grand Total</b>
Deferred Sentence															10		1						4	7	<b>11</b>
DTTO - High Intensity															1								1		<b>1</b>
DTTO - Low Intensity															1								1		<b>1</b>
Fine		1			1		1			1	1		1		32	1	1						6	34	<b>40</b>
Fine & Order to Continue															1									1	<b>1</b>
Hospital Order MHA83/37															2							1	1	2	<b>3</b>
Lie on File															1									1	<b>1</b>
Life Imprisonment															1									1	<b>1</b>
Money Payment Sup'n Order															2								1	1	<b>2</b>
No Action - Order to Continue															4		1						1	4	<b>5</b>
No Specific Proposal	1	2	4	1	10	8	1	1		1	8	2	3		345	2	20				1	13	56	367	<b>423</b>
Order Revoked - Re-Sentenced															5									5	<b>5</b>
Order Revoked/Discharged - NFA												1												1	<b>1</b>
Order to Continue, Modified															10								1	9	<b>10</b>
Other					1					1	1				45		3					2	9	44	<b>53</b>
Parents Bound Over																	1							1	<b>1</b>
Restitution Order															1									1	<b>1</b>
Restriction Order MHA/83/41																						1		1	<b>1</b>
Restriction/Exclusion Order															1									1	<b>1</b>
Supervision Order			1												14								1	14	<b>15</b>
Suspended Sentence	1	2	1		4	3	2	1			3		2	1	106		1					2	19	110	<b>129</b>
Suspended Sentence Sup'n Order			1		5	1	2			1	1	1	1		82	1	1					4	14	87	<b>101</b>
Young Offender Institution													1		5		1					1	1	7	<b>8</b>
<b>Grand Total</b>	<b>15</b>	<b>43</b>	<b>38</b>	<b>14</b>	<b>74</b>	<b>68</b>	<b>34</b>	<b>19</b>	<b>15</b>	<b>15</b>	<b>70</b>	<b>22</b>	<b>44</b>	<b>12</b>	<b>5585</b>	<b>40</b>	<b>224</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>16</b>	<b>80</b>	<b>966</b>	<b>5465</b>	<b>6431</b>

## REPORT PROPOSALS BY DISABILITY: SDR/FDR/ORAL

REPORT PROPOSALS	Dyslexia	Hearing Difficulties	Learning Difficulties	Mental Illness	No Disability	Other	Progressive Condition	Reduced Mobility	Reduced Physical Capacity	Refusal to disclose	Severe Disfigurement	Speech Impairment	Visual Impairment	Missing Disability	Grand Total
Absolute Discharge					2										2
Att Centre & Order to Continue					1										1
Attendance Centre	2				9	2								10	23
CJA - Adult Custody	1		1	1	61	4		3						19	90
CJA - Community Order	139	37	63	144	3561	233	18	87	66	2	2	4	24	342	4722
CJA - Custody Plus					1										1
CJA - Deferred Sentence	1				2	1								2	6
CJA - Extended Sent <= 10 yrs					3										3
CJA - Ind Public Prot > 10 yrs				2	8	2								1	13
CJA - Suspended Sentence	15	9	5	25	443	26	4	10	9		1	2	3	42	594
CJA - Weekday Int Custody					1										1
CJA - Weekend Int Custody					2										2
Comb Punish & Rehab Order					6									1	7
Community Punishment Order				1	29	1		2	1					4	38
Community Rehabilitation Order		1			10		1	1	1					1	15
Compensation					1									3	4
Conditional Discharge		1	3	4	50	6	1	2	3				2	24	96
Cond'l Discharge Substituted					2				1						3
Curfew Order	2	1		4	67	12		3	2					26	117
Curfew Order/Elect Monitoring					1										1
Cus Ext Supervision Violence					2										2
Cus Extended Supervision Sex				1		1		1					1		4
Custody	1		1	5	85	5		2	1				1	26	127
Custody - ext sentnce CJA91/44					4				1				1		6
Custody - ext sup'n CJA91/2.2B					3										3
Deferred Sentence				1	8	1								2	12
DTTO - High Intensity					1										1
DTTO - Low Intensity						1									1
Fine			1	2	25	1								11	40
Fine & Order to Continue					1										1
Hospital Order MHA83/37														3	3
Lie on File					1										1
Life Imprisonment					1										1
Money Payment Sup'n Order					2										2
No Action - Order to Continue					4									1	5
No Specific Proposal	13	2	3	27	280	30	1	9	6			1		72	444
Order Revoked - Re-Sentenced	1				3									1	5
Order Revoked/Discharged - NFA					1										1
Order to Continue, Modified					9									1	10
Other	1		3	6	37	1							1	7	56
Parents Bound Over					1										1
Restitution Order					1										1
Restriction Order MHA/83/41														1	1
Restriction/Exclusion Order		1													1
Supervision Order					11	2		1						2	16
Suspended Sentence		1	2	5	96	8		2	1				1	19	135
Suspended Sentence Sup'n Order	4	1	1	5	75	7		3	1				1	11	109
Young Offender Institution			1		6									1	8
<b>Grand Total</b>	<b>180</b>	<b>54</b>	<b>84</b>	<b>233</b>	<b>4917</b>	<b>344</b>	<b>25</b>	<b>126</b>	<b>93</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>35</b>	<b>633</b>	<b>6736</b>

## COURT DISPOSALS BY ETHNICITY & GENDER: SDR/FDR/ORAL

COURT DISPOSALS	Asian:Bangladeshi	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Chinese	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:British	White:Irish	White:Other	Z - Old: Black	Z - Old: Other	Z - Old: Refused	Z - Old: White	Missing REM	F	M	Grand Total	
Attendance Centre Order															23							1	2	22	24	
CJA - Adult Custody-Std Det		5	8	1	11	14	10	5	2	1	7	1	4	1	366	2	19			1	3	15	31	445	476	
CJA - Community Order	9	20	19	8	30	36	14	6	7	7	31	12	20	8	3218	18	142				3	15	604	3019	3623	
CJA - Custody - No Supervision	2	6	2		5	1	2				3	4	3		343	4	17				5	11	41	367	408	
CJA - Custody Plus															1								1		1	
CJA - Deferred Sentence											1				9								3	7	10	
CJA - Extended Sent <= 10 yrs		1			1	1					1				43	2	1					1	1	50	51	
CJA - Ind Public Prot > 10 yrs						1							1		28		1					3	3	31	34	
CJA - Suspended Sentence	2	8	5	5	15	10	5	3	3	4	9	1	10	1	1038	5	28	1			2	4	186	973	1159	
CJA - Transitional Custody-YOI	1	1			2	2		1	3	1	10	2			183	3	2					5	10	206	216	
Comm Pun/Rehab Order - Rehab															6								1	5	6	
Community Punishment Order															24		1						4	21	25	
Community Rehabilitation Order															10								1	9	10	
Compensation											1				4									5	5	
Cond Discharge Substituted															1								1		1	
Conditional Discharge	1				3			2			2		1		94	1	6				2	7	33	86	119	
Curfew Order		1	2		1								1	2	126	2	3					1	5	32	112	144
Curfew Order/Elect. Monitoring															3	1							1	3	4	
Cus Extended Supervision Sex															2									2	2	
Deferred Sentence															6								2	4	6	
Detention and Training Order															2									2	2	
Disqualification Order																	1							1	1	
DTTO - Low Intensity																	1							1	1	

<b>COURT DISPLOSALS CONT...</b>	<b>Asian: Bangladeshi</b>	<b>Asian: Indian</b>	<b>Asian: Other</b>	<b>Asian: Pakistani</b>	<b>Black: African</b>	<b>Black: Caribbean</b>	<b>Black: Other</b>	<b>Chinese</b>	<b>Mixed: African</b>	<b>Mixed: Asian</b>	<b>Mixed: Caribbean</b>	<b>Mixed: Other</b>	<b>Other Ethnic Group</b>	<b>Refusal</b>	<b>White: British</b>	<b>White: Irish</b>	<b>White: Other</b>	<b>Z - Old: Black</b>	<b>Z - Old: Other</b>	<b>Z - Old: Refused</b>	<b>Z - Old: White</b>	<b>Missing REM</b>	<b>F</b>	<b>M</b>	<b>Grand Total</b>
<b>Fine</b>		1	2		3	2	1			1	1		2		73	1	3				1	2	15	78	<b>93</b>
<b>Imprisonment</b>			1			1	1								9		1						1	12	<b>13</b>
<b>Imprisonment - Concurrent</b>															2									2	<b>2</b>
<b>Imprisonment - No Supervision</b>					2		2					2		1	24						1	1	3	30	<b>33</b>
<b>Life Imprisonment</b>															4									4	<b>4</b>
<b>No action - order to continue</b>															1									1	<b>1</b>
<b>Not Guilty</b>															2								1	1	<b>2</b>
<b>One Day's Imprisonment</b>															2									2	<b>2</b>
<b>Order Revoked - Re-sentenced</b>															1									1	<b>1</b>
<b>Order Revoked/Discharged NFA</b>															2									2	<b>2</b>
<b>Original Order Modfd and Contd Other</b>					1										3				1					5	<b>5</b>
<b>Psych Hosp Order (Non-Prob)</b>															3								1	2	<b>3</b>
<b>Psychiatric Hospital Order</b>															2							2		4	<b>4</b>
<b>Remitted</b>															1									1	<b>1</b>
<b>Restrict'n/Exclus'n/Football</b>															1									1	<b>1</b>
<b>Suspended Sent - Concurrent</b>															1									1	<b>1</b>
<b>Suspended Sentence</b>											1				6							2	2	7	<b>9</b>
<b>YOI - Consecutive</b>															2									2	<b>2</b>
<b>Young Offender Institution (blank)</b>		1				2		2	1	1	2		1	1	19		2						1	20	<b>21</b>
<b>Grand Total</b>	<b>15</b>	<b>44</b>	<b>39</b>	<b>14</b>	<b>74</b>	<b>70</b>	<b>35</b>	<b>19</b>	<b>16</b>	<b>15</b>	<b>71</b>	<b>23</b>	<b>44</b>	<b>12</b>	<b>5792</b>	<b>41</b>	<b>228</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>82</b>	<b>998</b>	<b>5657</b>	<b>6655</b>

## COURT DISPOSALS BY DISABILITY: SDR/FDR/ORAL

COURT DISPOSALS	Dyslexia	Hearing Difficulties	Learning Difficulties	Mental Illness	No Disability	Other	Progressive Condition	Reduced Mobility	Reduced Physical Capacity	Refusal to disdose	Severe Disfigurement	Speech Impairment	Visual Impairment	Missing Disability	Grand Total
Attendance Centre Order	1				13	2								8	24
CJA - Adult Custody-Std Det	12	3	2	19	363	23		8	5				5	57	497
CJA - Community Order	106	29	61	135	2915	203	10	69	55	2		5	22	198	3810
CJA - Custody - No Supervision	3	4	3	16	244	23	1	5	7					111	417
CJA - Custody Plus					1										1
CJA - Deferred Sentence					7			1						2	10
CJA - Extended Sent <= 10 yrs	1			1	39	1		1						8	51
CJA - Ind Public Prot > 10 yrs	1			1	22	1								9	34
CJA - Suspended Sentence	41	13	15	53	917	63	10	33	16		3	2	3	61	1230
CJA - Transitional Custody-YOI	9	2	3	3	179	6			1				1	22	226
Comm Pun/Rehab Order - Rehab	1				6										7
Community Punishment Order				1	19	2		1	1					4	28
Community Rehabilitation Order				1	9										10
Compensation					2									3	5
Cond Discharge Substituted														1	1
Conditional Discharge	1			8	54	7	2	1	5				1	43	122
Curfew Order	2	1	1	3	83	9		5	3				1	39	147
Curfew Order/Elect. Monitoring				1	1	1								1	4
Cus Extended Supervision Sex					1		1								2
Deferred Sentence	1				5										6
Detention and Training Order					1									1	2
Disqualification Order					1										1
DTTO - Low Intensity					1										1
Fine		2	1	2	46	4		1	1				1	37	95
Imprisonment					12									2	14
Imprisonment - Concurrent					2										2
Imprisonment - No Supervision	1	1	1		16	1		1						12	33
Life Imprisonment					3	1									4
No action - order to continue					1										1
Not Guilty				1	1										2
One Day's Imprisonment					2										2
Order Revoked - Re-sentenced					1										1
Order Revoked/Discharged NFA														2	2
Original Order Modfd and Contd					4									1	5
Other					1			1						1	3
Psych Hosp Order (Non-Prob)					1									3	4
Psychiatric Hospital Order						1								1	2
Remitted					1										1
Restrict'n/Exclus'n/Football					1										1
Suspended Sent - Concurrent														1	1
Suspended Sentence					7	1								2	10
YOI - Consecutive					2										2
Young Offender Institution	1			1	17	1								3	23
(blank)	3	2	3	6	79	7	1	3	1				1	24	130
<b>Grand Total</b>	<b>184</b>	<b>57</b>	<b>90</b>	<b>252</b>	<b>5080</b>	<b>357</b>	<b>25</b>	<b>130</b>	<b>95</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>35</b>	<b>657</b>	<b>6974</b>

## COMMENCEMENTS: CJA COMMUNITY ORDERS

<b>CJA COMMUNITY ORDERS</b>	<b>Aldershot</b>	<b>Alton</b>	<b>Andover</b>	<b>Basingstoke</b>	<b>Fareham</b>	<b>Farnborough</b>	<b>Havant</b>	<b>Lymington/Totton</b>	<b>Newport I.o.W.</b>	<b>Portsmouth Adult Offender Unit</b>	<b>Portsmouth Court Unit</b>	<b>Portsmouth DRR/PPO Unit</b>	<b>Portsmouth MAPPA Unit</b>	<b>Portsmouth Young Adult Unit</b>	<b>South West Court Unit</b>	<b>Southampton Community Unit</b>	<b>Southampton MAPPA Unit</b>	<b>Southampton Substance Misuse</b>	<b>Southampton Young Adult Unit</b>	<b>Winchester</b>	<b>Grand Total</b>
<b>Asian:Bangladeshi</b>							3	2	2	4				1		1			1		<b>14</b>
<b>Asian:Indian</b>	2			2	1	1				4	1			1	1	16	1	3	2		<b>35</b>
<b>Asian:Other</b>	4			2	1	2	1	1		3				2		10	2	2			<b>30</b>
<b>Asian:Pakistani</b>	2			2		1									1	3		3	3		<b>15</b>
<b>Black:African</b>	3	2	2	4	2	1		1	1	10		1	2	1	2	22		1	2		<b>57</b>
<b>Black:Caribbean</b>	8		3	14	3		1	2		8		5		1	1	8	2	3	2		<b>61</b>
<b>Black:Other</b>	2			4	1			3		2		2		1		6		1	2	1	<b>25</b>
<b>Chinese</b>	1			1						4				2		1		2			<b>11</b>
<b>Mixed:African</b>	1		1	2				1	1							1			3		<b>10</b>
<b>Mixed:Asian</b>					1	1				2				1		3		1	1	1	<b>11</b>
<b>Mixed:Caribbean</b>	6			11	1	2	3	1	1	2		4			3	8		4	10		<b>56</b>
<b>Mixed:Other</b>	1			1	3		2	1		3		1			1	4		2			<b>19</b>
<b>Other Ethnic Group</b>	5	1		1	3	1			1	12				1		4		1	1		<b>31</b>
<b>Refusal</b>				2				2		3						1		1			<b>9</b>
<b>White:British</b>	354	93	181	465	523	169	466	372	457	562	22	87	22	148	42	656	26	234	289	155	<b>5323</b>
<b>White:Irish</b>	7	1		2	2	1	3	1	5	2					1	3	2		1	1	<b>32</b>
<b>White:Other</b>	14	3	12	15	6	9	7	12	12	18	1	1		2	2	68	1	8	4	8	<b>203</b>
<b>Z - Old: Black</b>					1																<b>1</b>
<b>Z - Old: White</b>			1			1		2	2												<b>6</b>

<b>CJA COMMUNITY ORDERS CONT...</b>	<b>Aldershot</b>	<b>Alton</b>	<b>Andover</b>	<b>Basingstoke</b>	<b>Fareham</b>	<b>Farnborough</b>	<b>Havant</b>	<b>Lymington/Totton</b>	<b>Newport I.o.W.</b>	<b>Portsmouth Adult Offender Unit</b>	<b>Portsmouth Court Unit</b>	<b>Portsmouth DRR/PPO Unit</b>	<b>Portsmouth MAPPA Unit</b>	<b>Portsmouth Young Adult Unit</b>	<b>South West Court Unit</b>	<b>Southampton Community Unit</b>	<b>Southampton MAPPA Unit</b>	<b>Southampton Substance Misuse</b>	<b>Southampton Young Adult Unit</b>	<b>Winchester</b>	<b>Grand Total</b>
<b>Missing REM</b>	3		1	3	3	1	4	1	3	19		8	1	12	5	8	1	1	1	2	<b>77</b>
<b>F</b>	77	11	26	77	99	28	73	61	77	106	2	18	3	24	6	186	4	23	49	30	<b>980</b>
<b>M</b>	336	89	175	454	452	162	417	341	408	552	22	91	22	149	53	637	31	244	273	138	<b>5046</b>
<b>Dyslexia</b>	3	3	5	25	11	2	14	6	22	23		3	1	4		15	1	8	8	6	<b>160</b>
<b>Hearing Difficulties</b>	1	3	3	4	7	2	4	7	4	4		2			1	4		4	4		<b>54</b>
<b>Learning Difficulties</b>	1	3	4	14	7	1	7	7	4	9		1		2		7	3	3	8	2	<b>83</b>
<b>Mental Illness</b>	2	8	12	13	7	3	21	18	16	31		2		5	1	51	5	31	6	3	<b>235</b>
<b>No Disability</b>	363	84	160	430	478	156	426	295	390	473	23	85	20	129	38	617	18	183	249	139	<b>4756</b>
<b>Other</b>	33	11	10	19	11	11	25	14	38	24		5	2	8	2	61	4	19	11	14	<b>322</b>
<b>Progressive Condition</b>			2	1	3		1	3		5						4		1			<b>20</b>
<b>Reduced Mobility</b>	7		5	8	5	2	7	7	9	17		1		2		26	1	15	1	5	<b>118</b>
<b>Reduced Physical Capacity</b>	2	1	1	8	3		1	3	23	18			1	1	1	12		4	3	1	<b>83</b>
<b>Refusal to disclose</b>				3																	<b>3</b>
<b>Severe Disfigurement</b>																		4			<b>4</b>
<b>Speech Impairment</b>			1				1	2		2							2				<b>8</b>
<b>Visual Impairment</b>	1	1	1		1	1	3	1		7						9		4			<b>29</b>
<b>Missing Disability</b>	13	1	9	22	25	14	19	66	8	90	1	14	4	33	17	51	5	18	37	7	<b>454</b>
<b>Grand Total</b>	<b>413</b>	<b>100</b>	<b>201</b>	<b>531</b>	<b>551</b>	<b>190</b>	<b>490</b>	<b>402</b>	<b>485</b>	<b>658</b>	<b>24</b>	<b>109</b>	<b>25</b>	<b>173</b>	<b>59</b>	<b>823</b>	<b>35</b>	<b>267</b>	<b>322</b>	<b>168</b>	<b>6026</b>

## COMMENCEMENTS: PRE-CJA COMMUNITY ORDERS

PRE-CJA COMMUNITY ORDERS	Aldershot	Alton	Andover	Basingstoke	Fareham	Farnborough	Havant	Lymington/Totton	Newport I.o.W.	Portsmouth Adult Offender Unit	Portsmouth Court Unit	Portsmouth DRR/PPO Unit	Portsmouth Young Adult Unit	South West Court Unit	South ampton Community Unit	South ampton Substance Misuse	South ampton Young Adult Unit	Winchester	Grand Total
Asian:Indian										1							1		2
Asian:Pakistani															1				1
Black:African																	2		2
Black:Caribbean										1									1
Black:Other				1													1		2
Mixed:African															1		2		3
Mixed:Asian						1											1		2
Mixed:Caribbean									1								3		4
Other Ethnic Group														1					1
White:British	9	5	4	9	20	4	18	8	25	31	3	2	15	1	9	1	43	1	208
White:Other									2								1		3
Missing REM					2			1		1			3				8	1	16
F	1		1		2			1	4	2			1		2		7		21
M	8	5	3	10	20	5	18	8	24	32	3	2	17	2	9	1	55	2	224
Dyslexia					1				2				1				3		7
Learning Difficulties																	1		1
Mental Illness					1					1					1		1		4
No Disability	8	5	3	8	19	5	14	6	25	28	3	2	10	1	8	1	42	1	189
Other	1						6	2	3	2					2		1		17
Reduced Mobility									1										1
Reduced Physical Capacity				1															1
Missing Disability			1	1	3		1	1	2	5			7	1			16	1	39
<b>Grand Total</b>	<b>9</b>	<b>5</b>	<b>4</b>	<b>10</b>	<b>22</b>	<b>5</b>	<b>18</b>	<b>9</b>	<b>28</b>	<b>34</b>	<b>3</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>11</b>	<b>1</b>	<b>62</b>	<b>2</b>	<b>245</b>

## COMMENCEMENTS: LICENCES

LICENCES	Aldershot	Alton	Andover	Basingstoke	Fareham	Farnborough	Havant	Lymington/Totton	Newport I.o.W.	Portsmouth Adult Offender Unit	Portsmouth Court Unit	Portsmouth DRR/PPO Unit	Portsmouth MAPP A Unit	Portsmouth Young Adult Unit	South West Court Unit	Southampton Community Unit	Southampton MAPP A Unit	Southampton Substance Misuse	Southampton Young Adult Unit	Winchester	Grand Total
Asian:Bangladeshi								1	1										1		3
Asian:Indian								1										1	3		5
Asian:Other																1	1	1	1		4
Asian:Pakistani				1						1									1		3
Black:African						1	1	1		2								1	2	1	9
Black:Caribbean			1	3	1	1							1			2	4	1	4		18
Black:Other	1			1												1	3	1		2	9
Mixed:African					2	1													1	3	7
Mixed:Asian				1						1											2
Mixed:Caribbean			1	3		1	3		1	2							1	3	3		18
Mixed:Other					1					1		1				1		1			5
Other Ethnic Group										1						2			1		4
Refusal			1													1		1			3
White:British	35	12	30	81	76	30	74	64	71	79		14	33	19	5	40	65	28	147	22	925
White:Irish	1	1		1	1											1	2	1	1		9
White:Other			2	1	2			1	1	4						1	1	4	1		18
Z - Old: White										1			1								2
Missing REM				1	3	1	2	1	1	2	1	1	1	1		2			1	1	19
F	5		1	9	5		5	4	3	3		2	2	1		5	4	5	16		70
M	32	13	34	84	81	35	75	65	72	91	1	14	34	19	5	47	73	39	153	26	993
Dyslexia	1			5	3		2	2		4							2		5		24
Hearing Difficulties				1	1					1										2	5
Learning Difficulties		1		3			1										1			2	8
Mental Illness			3	1			1		1	1		2	1				1	2	1		14
No Disability	31	11	26	71	50	26	67	54	59	64		6	25	16	4	33	32	24	99	19	717
Other				2	1				1	2		1	1	2		2	3	2	7	2	26
Progressive Condition																		1			1
Reduced Mobility										1			1			1	3				6
Reduced Physical Capacity			1	1				1	1	3									2	1	10
Visual Impairment					1		2		1	1							2				7
Missing Disability	5	1	6	12	35	9	10	13	15	22	1	7	10	2	1	17	36	15	55	4	276
Grand Total	37	13	35	93	86	35	80	69	75	94	1	16	36	20	5	52	77	44	169	26	1063

## COMMENCEMENTS: CJA REQUIREMENTS

CJA REQUIREMENTS	Accredited Programme	Alcohol Treatment	Attendance Centre	Curfew	Drug Treatment	Electronic Monitoring	Exclusion	Mental Health Treatment	Prohibited Activity	Residence	Specified Activity	Supervision	Unpaid Work	Grand Total
Asian:Bangladeshi	1			1	2	1					2	4	11	22
Asian:Indian	5	1		4	1			1			1	17	26	56
Asian:Other	4	1		1	2							11	24	43
Asian:Pakistani	1			1		1				2	1	7	9	22
Black:African	7	1		2	2	1					2	24	42	81
Black:Caribbean	11	1		5	12					2	12	27	32	102
Black:Other	4		1	2	5	1					3	16	15	47
Chinese		1							2			5	9	17
Mixed:African		2		2								2	8	14
Mixed:Asian	1	2		3								7	4	17
Mixed:Caribbean	9	3	1	6	13	2		1			6	28	26	95
Mixed:Other	6		1	2	4							14	9	36
Other Ethnic Group	1	1		3					1			9	28	43
Refusal												1	8	9
White:British	945	690	32	536	469	72	47	32	28	23	488	3015	2771	9148
White:Irish	4	3		3	1	1					2	13	20	47
White:Other	22	13		17	13	3		1		2	13	78	138	300
Z - Old: Black	1											1		2
Z - Old: White	2	2										5	1	10
Missing REM	9	4	3	11	14				3	3	1	39	38	125
F	87	122	7	98	129	15	6	7	3	7	130	584	432	1627
M	946	603	31	501	409	67	41	28	31	25	401	2739	2787	8609
Dyslexia	26	25	2	9	14	1		2	1		26	97	86	289
Hearing Difficulties	8	11		1			1				5	32	31	89
Learning Difficulties	7	7	1	9	2		3		4	1	28	59	32	153
Mental Illness	33	34		25	29	4	8	18	4	2	36	190	51	434
No Disability	848	575	24	448	423	61	30	15	20	13	395	2578	2686	8116
Other	62	45	3	27	38	6	1	3	3	2	22	200	145	557
Progressive Condition	3	2		3	1						1	9	10	29
Reduced Mobility	14	12		19	11	1	1	1	1	1	9	69	44	183
Reduced Physical Capacity	11	21		4	4	3			1		5	54	29	132
Refusal to disclose												2	1	3
Severe Disfigurement	1	2			2							3	1	9
Speech Impairment	2										2	6	3	13
Visual Impairment	4	4		2	2						3	17	18	50
Missing Disability	64	33	10	77	47	8	4	2	7	14	25	203	211	705
<b>Grand Total</b>	<b>1033</b>	<b>725</b>	<b>38</b>	<b>599</b>	<b>538</b>	<b>82</b>	<b>47</b>	<b>35</b>	<b>34</b>	<b>32</b>	<b>531</b>	<b>3323</b>	<b>3219</b>	<b>10236</b>

**SUCCESSFUL COMPLETIONS: CJA COMMUNITY ORDERS, PRE-CJA COMMUNITY ORDERS & LICENCES**

<b>ORDERS &amp; LICENCES</b>	<b>ALL COMPLETIONS</b>	<b>SUCCESSFUL COMPLETIONS</b>	<b>% SUCCESSFUL</b>
Asian:Indian	33	22	67%
Asian:Pakistani	10	9	90%
Asian:Bangladeshi	10	7	70%
Asian:Other	27	24	89%
Black:Caribbean	38	28	74%
Black:African	38	31	82%
Black:Other	26	17	65%
Mixed:Caribbean	55	29	53%
Mixed:African	10	7	70%
Mixed:Asian	11	5	45%
Mixed:Other	12	11	92%
Refusal	6	6	100%
Chinese	5	5	100%
Other Ethnic Group	37	27	73%
White:British	4299	2848	66%
White:Irish	35	23	66%
White:Other	167	116	69%
Not Recorded	39	26	67%
ALL BME	312	222	71%
ALL WHITE	4501	2987	66%
M	3502	2298	66%
F	602	414	69%
<b>TOTAL</b>	<b>4871</b>	<b>3251</b>	<b>67%</b>

<b>ORDERS &amp; LICENCES</b>	<b>ALL COMPLETIONS</b>	<b>SUCCESSFUL COMPLETIONS</b>	<b>% SUCCESSFUL</b>
Dyslexia	35	24	69%
Hearing Impairment	7	6	86%
Learning Difficulties	20	10	50%
Mental Illness	54	37	69%
No Disability	1525	944	62%
Not Recorded	796	659	83%
Other	92	57	62%
Progressive Condition	8	7	88%
Reduced Physical Capacity	17	11	65%
Refusal to Disclose	NC	NC	NC
Reduced Mobility	29	21	72%
Severe Disfigurement	NC	NC	NC
Speech Impairment	3	0	0%
Visual Impairment	4	2	50%
ALL DISABILITIES	269	175	65%
<b>TOTAL</b>	<b>2590</b>	<b>1778</b>	<b>69%</b>

## SUCCESSFUL REQUIREMENT COMPLETIONS BY ETHNICITY & GENDER

SUCCESSFUL REQUIREMENT COMPLETIONS		Accredited Programme	Alcohol Treatment	Attendance Centre	Curfew	Drug Treatment	Electronic Monitoring	Exclusion	Prohibited Activity	Residence	Specified Activity	Supervision	Unpaid Work	Grand Total
Asian:Bangladeshi	Successful	1										3	5	9
	Unsuccessful					1	1				1	2	1	6
	<b>% Successful</b>	100%				0%	0%				0%	60%	83%	<b>60%</b>
Asian:Indian	Successful	3			1						1	9	13	27
	Unsuccessful				1	2					1	3	9	16
	<b>% Successful</b>	100%			50%	0%					50%	75%	59%	<b>63%</b>
Asian:Other	Successful	2	1			1					2	7	16	29
	Unsuccessful										1	2	1	4
	<b>% Successful</b>	100%	100%			100%					67%	78%	94%	<b>88%</b>
Asian:Pakistani	Successful	2			1							3	5	11
	Unsuccessful												1	1
	<b>% Successful</b>	100%			100%							100%	83%	<b>92%</b>
Black:African	Successful	7	3		1						3	11	26	51
	Unsuccessful	1									3	5	3	12
	<b>% Successful</b>	88%	100%		100%						50%	69%	90%	<b>81%</b>
Black:Caribbean	Successful		3		2	2		1			4	16	15	43
	Unsuccessful	1	1			2						7	3	14
	<b>% Successful</b>	0%	75%		100%	50%		100%			100%	70%	83%	<b>75%</b>
Black:Other	Successful	3		1	1	1	1				1	4	12	24
	Unsuccessful	2				2						7	4	15
	<b>% Successful</b>	60%		100%	100%	33%	100%				100%	36%	75%	<b>62%</b>
Chinese	Successful												6	6
	<b>% Successful</b>												100%	<b>100%</b>
Mixed:African	Successful				1	1					1	1	6	10
	Unsuccessful		1									1		2
	<b>% Successful</b>		0%		100%	100%					100%	50%	100%	<b>83%</b>
Mixed:Asian	Successful	1			1							1	3	6
	Unsuccessful	2				2						3	1	8
	<b>% Successful</b>	33%			100%	0%						25%	75%	<b>43%</b>
Mixed:Caribbean	Successful	1			2	3					3	8	17	34
	Unsuccessful	3	1		4	5					4	19	7	43
	<b>% Successful</b>	25%	0%		33%	38%					43%	30%	71%	<b>44%</b>

SUCCESSFUL REQUIREMENT COMPLETIONS CONT...		Accredited Programme	Alcohol Treatment	Attendance Centre	Curfew	Drug Treatment	Electronic Monitoring	Exclusion	Prohibited Activity	Residence	Specified Activity	Supervision	Unpaid Work	Grand Total
Mixed:Other	Successful	2		1	1	1					4	5	7	21
	Unsuccessful					1						2	1	4
	<b>% Successful</b>	100%		100%	100%	50%					100%	71%	88%	84%
Other Ethnic Group	Successful				1				1			9	19	30
	Unsuccessful											2	4	6
	<b>% Successful</b>				100%				100%			82%	83%	83%
Refusal	Successful	1										4	4	9
	Unsuccessful												1	1
	<b>% Successful</b>	100%										100%	80%	90%
White:British	Successful	365	197	9	256	126	40	22	5	8	329	1239	1696	4292
	Unsuccessful	198	110	2	98	242	8	7	3	4	222	990	607	2491
	<b>% Successful</b>	65%	64%	82%	72%	34%	83%	76%	63%	67%	60%	56%	74%	63%
White:Irish	Successful	4	2		1	1					1	10	13	32
	Unsuccessful	2	1				1				1	11	6	22
	<b>% Successful</b>	67%	67%		100%	100%	0%				50%	48%	68%	59%
White:Other	Successful	8	5		9	7		1		1	10	34	90	165
	Unsuccessful	5	4		3	8					3	29	27	79
	<b>% Successful</b>	62%	56%		75%	47%		100%		100%	77%	54%	77%	68%
Z - Old: Other	Successful		1											1
	<b>% Successful</b>		100%											100%
Z - Old: White	Successful		2		1	1	1				7	13	3	28
	Unsuccessful		1									1	1	3
	<b>% Successful</b>		67%		100%	100%	100%				100%	93%	75%	90%
Missing REM	Successful	3	1		2	2						6	6	20
	Unsuccessful	1	1			4						5	1	12
	<b>% Successful</b>	75%	50%		100%	33%						55%	86%	63%
F	Successful	30	39		41	29	7	8	1	1	91	251	267	765
	Unsuccessful	15	17	1	16	70				1	35	167	63	385
	<b>% Successful</b>	67%	70%	0%	72%	29%	100%	100%	100%	50%	72%	60%	81%	67%
M	Successful	373	176	11	240	117	35	16	5	8	275	1132	1695	4083
	Unsuccessful	200	103	1	90	199	10	7	3	3	201	922	615	2354
	<b>% Successful</b>	65%	63%	92%	73%	37%	78%	70%	63%	73%	58%	55%	73%	63%
Grand Total	Successful	403	215	11	281	146	42	24	6	9	366	1383	1962	4848
	Unsuccessful	215	120	2	106	269	10	7	3	4	236	1089	678	2739
	<b>% Successful</b>	65%	64%	85%	73%	35%	81%	77%	67%	69%	61%	56%	74%	64%

## SUCCESSFUL REQUIREMENT COMPLETIONS BY DISABILITY

SUCCESSFUL REQUIREMENT COMPLETIONS		Accredited Programme	Alcohol Treatment	Attendance Centre	Curfew	Drug Treatment	Electronic Monitoring	Exclusion	Prohibited Activity	Residence	Specified Activity	Supervision	Unpaid Work	Grand Total
Dyslexia	Successful		3			1					9	10	21	<b>44</b>
	Unsuccessful	2		1	2	5		1			8	18	13	<b>50</b>
	<b>% Successful</b>	0%	100%	0%	0%	17%		0%			53%	36%	62%	<b>47%</b>
Hearing Difficulties	Successful	2	4					1			2	5	15	<b>29</b>
	Unsuccessful	1			2						1	5	2	<b>11</b>
	<b>% Successful</b>	67%	100%		0%			100%			67%	50%	88%	<b>73%</b>
Learning Difficulties	Successful	2		1	1			1			5	9	9	<b>28</b>
	Unsuccessful	3	4			1					7	15	5	<b>35</b>
	<b>% Successful</b>	40%	0%	100%	100%	0%		100%			42%	38%	64%	<b>44%</b>
Mental Illness	Successful	6	8		7	3	1	2			16	36	28	<b>107</b>
	Unsuccessful	7	4		6	11	1	1		1	5	44	9	<b>89</b>
	<b>% Successful</b>	46%	67%		54%	21%	50%	67%		0%	76%	45%	76%	<b>55%</b>
No Disability	Successful	160	137	6	170	76	22	10	5	1	126	474	1114	<b>2301</b>
	Unsuccessful	143	92		74	199	9	4	3	4	164	760	492	<b>1944</b>
	<b>% Successful</b>	53%	60%	100%	70%	28%	71%	71%	63%	20%	43%	38%	69%	<b>54%</b>
Other	Successful	8	14	2	8	7	3			1	8	32	67	<b>150</b>
	Unsuccessful	7	8		4	23		1			7	54	16	<b>120</b>
	<b>% Successful</b>	53%	64%	100%	67%	23%	100%	0%		100%	53%	37%	81%	<b>56%</b>

SUCCESSFUL REQUIREMENT COMPLETIONS CONT...		Accredited Programme	Alcohol Treatment	Attendance Centre	Curfew	Drug Treatment	Electronic Monitoring	Exclusion	Prohibited Activity	Residence	Specified Activity	Supervision	Unpaid Work	Grand Total
Progressive Condition	Successful	1				1						1	5	8
	Unsuccessful				1							2		3
	<b>% Successful</b>	100%			0%	100%						33%	100%	<b>73%</b>
Reduced Mobility	Successful	1	4		10	1	3	2			3	13	23	60
	Unsuccessful	3	4		1	6					4	12	4	34
	<b>% Successful</b>	25%	50%		91%	14%	100%	100%			43%	52%	85%	<b>64%</b>
Reduced Physical Capacity	Successful	3	6		4	2					3	7	10	35
	Unsuccessful	1	3								1	6	5	16
	<b>% Successful</b>	75%	67%		100%	100%					75%	54%	67%	<b>69%</b>
Speech Impairment	Successful											1		1
	Unsuccessful	3				1					2	5		11
	<b>% Successful</b>	0%				0%					0%	17%		<b>8%</b>
Visual Impairment	Successful	1			1								9	11
	Unsuccessful		1								1	2	1	5
	<b>% Successful</b>	100%	0%		100%						0%	0%	90%	<b>69%</b>
Missing Disability	Successful	223	48	4	89	62	15	8	1	7	200	811	703	2171
	Unsuccessful	58	12	1	19	42		2			48	217	146	545
	<b>% Successful</b>	79%	80%	80%	82%	60%	100%	80%	100%	100%	81%	79%	83%	<b>80%</b>
Grand Total	Successful	407	224	13	290	153	44	24	6	9	372	1399	2004	4945
	Unsuccessful	228	128	2	109	288	10	9	3	5	248	1140	693	2863
	<b>% Successful</b>	<b>64%</b>	<b>64%</b>	<b>87%</b>	<b>73%</b>	<b>35%</b>	<b>81%</b>	<b>73%</b>	<b>67%</b>	<b>64%</b>	<b>60%</b>	<b>55%</b>	<b>74%</b>	<b>63%</b>

## ACCREDITED PROGRAMMES: REFERRALS, COMMENCEMENTS & COMPLETIONS

REFERRALS	ART	DID	ETS	IDAP	i-SOTP	OSAP	TV-SOGP	Grand Total
Asian:Indian	1	1	2	9				13
Asian:Pakistani	1							1
Asian:Bangladeshi			4	8				12
Asian:Other		3	2					5
Black:Caribbean			5	21				26
Black:African	2	5	1	14				22
Black:Other		2	1			1		4
Mixed:Caribbean			3	4				7
Mixed:African				15				15
Mixed:Asian								
Mixed:Other		1		6				7
Refusal		1		9		1		11
Chinese							3	3
Other Ethnic Group		1		1				2
White:British	89	205	209	981	16	58	103	1661
White:Irish	1	3		13				17
White:Other		11	5	22		3		41
Missing REM	4	2	13	13		4	6	42
ALL BME	4	13	18	78	0	1	3	117
ALL WHITE	90	219	214	1016	16	61	103	1719
Male	90	203	232	1116	16	59	112	1828
Female	8	32	13			8		61
<b>TOTAL</b>	<b>98</b>	<b>235</b>	<b>245</b>	<b>1116</b>	<b>16</b>	<b>67</b>	<b>112</b>	<b>1889</b>

COMMENCED	ART	DID	ETS	IDAP	i-SOTP	OSAP	TV-SOGP	Grand Total
Asian:Indian	1	1	2	2				6
Asian:Pakistani	1							1
Asian:Bangladeshi			1	0				1
Asian:Other		2	2					4
Black:Caribbean			3	2				5
Black:African	1	5	1	2				9
Black:Other		2	1			1		4
Mixed:Caribbean			2	1				3
Mixed:African				2				2
Mixed:Asian								
Mixed:Other		1		1				2
Refusal		0		2		0		2
Chinese							1	1
Other Ethnic Group		1		0				1
White:British	70	156	147	134	16	40	33	596
White:Irish	1	3		1				5
White:Other		9	2	1		0		12
Missing REM	3	2	9	2		4	0	20
ALL BME	3	12	12	10	0	1	1	39
ALL WHITE	71	168	149	136	16	40	33	613
Male	74	154	162	150	16	39	34	629
Female	3	28	8			6		45
<b>TOTAL</b>	<b>77</b>	<b>182</b>	<b>170</b>	<b>150</b>	<b>16</b>	<b>45</b>	<b>34</b>	<b>674</b>

<b>COMPLETED</b>	<b>ART</b>	<b>DID</b>	<b>ETS</b>	<b>IDAP</b>	<b>i-SOTP</b>	<b>OSAP</b>	<b>TV-SOGP</b>	<b>Grand Total</b>
<b>Asian:Indian</b>	1	1	2	0				<b>4</b>
<b>Asian:Pakistani</b>	1							<b>1</b>
<b>Asian:Bangladeshi</b>			0	1				<b>1</b>
<b>Asian:Other</b>		1	2					<b>3</b>
<b>Black:Caribbean</b>			0	2				<b>2</b>
<b>Black:African</b>	0	4	1	1				<b>6</b>
<b>Black:Other</b>		2	1			1		<b>4</b>
<b>Mixed:Caribbean</b>			1	0				<b>1</b>
<b>Mixed:African</b>				1				<b>1</b>
<b>Mixed:Asian</b>								
<b>Mixed:Other</b>		1		0				<b>1</b>
<b>Refusal</b>		0		0		0		<b>0</b>
<b>Chinese</b>							0	<b>0</b>
<b>Other Ethnic Group</b>		1		1				<b>2</b>
<b>White:British</b>	50	131	116	62	16	22	39	<b>436</b>
<b>White:Irish</b>	1	2		2				<b>5</b>
<b>White:Other</b>		7	1	2		1		<b>11</b>
<b>Missing REM</b>	2	1	6	1		2	4	<b>16</b>
<b>ALL BME</b>	2	10	7	6	0	1	0	<b>26</b>
<b>ALL WHITE</b>	51	140	117	66	16	23	39	<b>452</b>
<b>Male</b>	53	128	123	73	16	21	43	<b>457</b>
<b>Female</b>	2	23	7			5		<b>37</b>
<b>TOTAL</b>	<b>55</b>	<b>151</b>	<b>130</b>	<b>73</b>	<b>16</b>	<b>26</b>	<b>43</b>	<b>494</b>

## DRR/DTTO STARTS

### DRR Starts

<b>Ethnicity</b>	<b>Grand Total</b>
Asian:Bangladeshi	<b>2</b>
Asian:Indian	<b>1</b>
Asian:Other	<b>2</b>
Black:African	<b>2</b>
Black:Caribbean	<b>12</b>
Black:Other	<b>5</b>
Mixed:Caribbean	<b>13</b>
Mixed:Other	<b>4</b>
White:British	<b>469</b>
White:Irish	<b>1</b>
White:Other	<b>13</b>
Mising REM	<b>14</b>
F	<b>129</b>
M	<b>409</b>
Dyslexia	<b>14</b>
Learning Difficulties	<b>2</b>
Mental Illness	<b>29</b>
No Disability	<b>423</b>
Other	<b>38</b>
Progressive Condition	<b>1</b>
Reduced Mobility	<b>11</b>
Reduced Physical Capacity	<b>4</b>
Severe Disfigurement	<b>2</b>
Visual Impairment	<b>2</b>
Missing Disability	<b>47</b>
<b>Grand Total</b>	<b>538</b>

### DTTO Commencements

<b>Ethnicity</b>	<b>Grand Total</b>
Black:African	<b>1</b>
White:Other	<b>1</b>
F	<b>0</b>
M	<b>2</b>
Mental Illness	<b>1</b>
No Disability	<b>1</b>
<b>Grand Total</b>	<b>2</b>

## DRR/DTTO COMPLETIONS

### DRR Completions

<b>Ethnicity</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
Asian:Bangladeshi		1	<b>0%</b>
Asian:Indian		2	<b>0%</b>
Asian:Other	1		<b>100%</b>
Black:Caribbean	2	2	<b>50%</b>
Black:Other	1	2	<b>33%</b>
Mixed:African	1		<b>100%</b>
Mixed:Asian		2	<b>0%</b>
Mixed:Caribbean	3	5	<b>38%</b>
Mixed:Other	1	1	<b>50%</b>
White:British	126	242	<b>34%</b>
White:Irish	1		<b>100%</b>
White:Other	7	8	<b>47%</b>
Z - Old: White	1		<b>100%</b>
Mising REM	2	4	<b>33%</b>
F	29	70	<b>29%</b>
M	117	199	<b>37%</b>
Dyslexia	1	5	<b>17%</b>
Learning Difficulties		1	<b>0%</b>
Mental Illness	3	11	<b>21%</b>
No Disability	76	199	<b>28%</b>
Other	7	23	<b>23%</b>
Progressive Condition	1		<b>100%</b>
Reduced Mobility	1	6	<b>14%</b>
Reduced Physical Capacity	2		<b>100%</b>
Speech Impairment		1	<b>0%</b>
Missing Disability	62	42	<b>60%</b>
<b>Grand Total</b>	<b>146</b>	<b>269</b>	<b>35%</b>

### DTTO Completions

<b>Ethnicity</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
Black:Caribbean		1	<b>0%</b>
White:British	4	1	<b>80%</b>
White:Irish	1		<b>100%</b>
White:Other	1	1	<b>50%</b>
F	1		<b>100%</b>
M	5	3	<b>63%</b>
No Disability	1		<b>100%</b>
Other	1		<b>100%</b>
Missing Disability	5	3	<b>63%</b>
<b>Grand Total</b>	<b>6</b>	<b>3</b>	<b>67%</b>

## ESSENTIAL SKILLS STARTS

<b>Ethnicity</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Asian:Indian	4	12	<b>16</b>
Asian:Pakistani		3	<b>3</b>
Asian:Bangladeshi		4	<b>4</b>
Asian:Other		8	<b>8</b>
Black:Caribbean	2	14	<b>16</b>
Black:African	2	11	<b>13</b>
Black:Other	2	5	<b>7</b>
Mixed:Caribbean	3	7	<b>10</b>
Mixed:African		2	<b>2</b>
Mixed:Asian		4	<b>4</b>
Mixed:Other		2	<b>2</b>
Not Recorded	2	5	<b>7</b>
Chinese		2	<b>2</b>
White:British	252	1346	<b>1598</b>
White:Irish	2	6	<b>8</b>
White:Other	5	37	<b>42</b>
<b>Total</b>	<b>274</b>	<b>1468</b>	<b>1742</b>

N.B. Information obtained from the ETE & ES Team

## APPROVED PREMISES: REFERRALS, ADMISSIONS & COMPLETIONS

NUMBERS		White			Mixed				Asian				Black			Other			Total
		British	Irish	Other	White & Black Caribbean	White & Black African	White & Asian	Other	Indian	Pakistani	Bangladeshi	Other	Caribbean	African	Other	Chinese	Other	Not Available	
DICKSON HOUSE	Referrals	129		5	4		1	1		1			3		2				<b>146</b>
	Admissions	74	1	1	4								2		2				<b>84</b>
	Completed	37		1	1								1		1				<b>41</b>
	Failed to Complete	42											1		1				<b>44</b>
LANDGUARD ROAD	Referrals	231	3	5	7	2		2	2				4	2	3		19	40	<b>320</b>
	Admissions	77	1		1	1		2											<b>82</b>
	Completed	47	1		1			2											<b>51</b>
	Failed to Complete	29				1							2						<b>32</b>
THE GRANGE	Referrals	172							1				2		1		1		<b>177</b>
	Admissions	42																	<b>42</b>
	Completed	27						1											<b>28</b>
	Failed to Complete	12																	<b>12</b>
ALL HOSTELS	Referrals	<b>532</b>	<b>3</b>	<b>10</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>20</b>	<b>40</b>	<b>643</b>
	Admissions	<b>193</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>208</b>
	Completed	<b>111</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>120</b>
	Failed to Complete	<b>83</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>88</b>

		White			Mixed				Asian				Black			Other			Total
		British	Irish	Other	White & Black Caribbean	White & Black African	White & Asian	Other	Indian	Pakistani	Bangladeshi	Other	Caribbean	African	Other	Chinese	Other	Not Available	
<b>DICKSON HOUSE</b>	Referrals	88%	0%	3%	3%	0%	1%	1%	0%	1%	0%	0%	2%	0%	1%	0%	0%	0%	<b>100%</b>
	Admissions	88%	1%	1%	5%	0%	0%	0%	0%	0%	0%	0%	2%	0%	2%	0%	0%	0%	<b>100%</b>
	Completed	90%	0%	2%	2%	0%	0%	0%	0%	0%	0%	0%	2%	0%	2%	0%	0%	0%	<b>100%</b>
	Failed to Complete	95%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	2%	0%	0%	0%	<b>100%</b>
<b>LANDGUARD ROAD</b>	Referrals	72%	1%	2%	2%	1%	0%	1%	1%	0%	0%	0%	1%	1%	1%	0%	6%	13%	<b>100%</b>
	Admissions	94%	1%	0%	1%	1%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<b>100%</b>
	Completed	92%	2%	0%	2%	0%	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<b>100%</b>
	Failed to Complete	91%	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	<b>100%</b>
<b>THE GRANGE</b>	Referrals	97%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%	1%	0%	1%	0%	<b>100%</b>
	Admissions	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<b>100%</b>
	Completed	96%	0%	0%	0%	0%	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<b>100%</b>
	Failed to Complete	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<b>100%</b>
<b>ALL HOSTELS</b>	Referrals	<b>83%</b>	<b>0%</b>	<b>2%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>3%</b>	<b>6%</b>	<b>100%</b>
	Admissions	<b>93%</b>	<b>1%</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>
	Completed	<b>93%</b>	<b>1%</b>	<b>1%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>
	Failed to Complete	<b>94%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>3%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

N.B. Information obtained from Approved Premises' quarterly returns

## ETHNICITY IN HAMPSHIRE & THE ISLE OF WIGHT: CENSUS 2001

	<b>All People</b>	<b>White</b>	<b>Mixed</b>	<b>Asian or Asian British</b>	<b>Black or Black British</b>	<b>Chinese or Other Ethnic Group</b>
<b>Basingstoke &amp; Deane</b>	152,573	96.56%	1.03%	1.23%	0.57%	0.61%
<b>East Hampshire</b>	109,274	98.35%	0.65%	0.40%	0.19%	0.41%
<b>Eastleigh</b>	116,169	97.42%	0.70%	1.18%	0.18%	0.51%
<b>Fareham</b>	107,977	98.26%	0.60%	0.48%	0.15%	0.51%
<b>Gosport</b>	76,415	98.34%	0.61%	0.46%	0.21%	0.36%
<b>Hart</b>	83,505	97.69%	0.72%	0.81%	0.26%	0.53%
<b>Havant</b>	116,849	98.54%	0.57%	0.40%	0.15%	0.34%
<b>New Forest</b>	169,331	98.96%	0.50%	0.25%	0.12%	0.29%
<b>Rushmoor</b>	90,987	95.57%	1.08%	1.75%	0.63%	0.97%
<b>Test Valley</b>	109,801	97.93%	0.65%	0.74%	0.20%	0.48%
<b>Winchester</b>	107,222	97.84%	0.65%	0.69%	0.25%	0.56%
<b>Portsmouth</b>	186,701	94.74%	1.00%	2.45%	0.51%	1.32%
<b>Southampton</b>	217,445	92.37%	1.50%	3.79%	1.03%	1.30%
<b>Isle of Wight</b>	132,731	98.69%	0.54%	0.33%	0.23%	0.22%
<b>Hampshire (HCC)</b>	1,240,103	97.80%	0.70%	0.74%	0.27%	0.50%
<b>Former Hampshire</b>	1,644,249	96.73%	0.84%	1.34%	0.39%	0.69%
<b>Hampshire &amp; IOW</b>	1,776,980	96.88%	0.82%	1.27%	0.38%	0.66%

N.B. Information courtesy of Hampshire County Council: [www.hants.gov.uk](http://www.hants.gov.uk)

## ANALYSIS OF LIKELIHOOD OF RECONVICTION BY ETHNICITY, GENDER & AGE

ETHNICITY		WHITE		MIXED		ASIAN OR ASIAN		BLACK OR BLACK		CHINESE		OTHER		NOT STATED		NOT RECORDED		MALE		FEMALE		NO. OF ASSESSMENTS
		NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	
UNKNOWN	START	110	81	2	1	1	1	3	2	0	0	0	0	2	1	16	12	115	85	20	15	135
	TERMINATION	69	87	0	0	0	0	3	4	0	0	0	0	1	1	5	6	58	73	21	27	79
LOW	START	694	70	7	1	19	2	26	3	3	0	4	0	3	0	219	22	838	85	147	15	985
	TERMINATION	538	75	6	1	19	3	13	2	0	0	7	1	4	1	128	18	595	83	126	17	721
MEDIUM	START	1848	80	42	2	29	1	53	2	0	0	7	0	24	1	265	11	1974	85	343	15	2317
	TERMINATION	855	81	21	2	11	1	23	2	0	0	3	0	11	1	101	10	906	85	154	15	1060
HIGH	START	1020	86	28	2	3	0	27	2	0	0	2	0	15	1	86	7	1071	90	118	10	1189
	TERMINATION	363	87	4	1	1	0	6	1	0	0	0	0	6	1	33	8	361	86	57	14	418
<b>TOTAL NO.</b>		<b>5497</b>		<b>110</b>		<b>83</b>		<b>154</b>		<b>3</b>		<b>23</b>		<b>66</b>		<b>853</b>		<b>5918</b>		<b>986</b>		

AGE		18		19		20		21		22-24		25-30		31-40		41-50		51+		NOT RECORDED		NO. OF ASSESSMENTS
		NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	
UNKNOWN	START	13	10	12	9	15	11	15	11	20	15	17	13	23	17	14	10	6	4	0	0	135
	TERMINATION	1	1	1	1	4	5	4	5	10	13	20	25	22	28	14	18	3	4	0	0	79
LOW	START	31	3	46	5	46	5	50	5	111	11	183	19	240	24	180	18	98	10	0	0	985
	TERMINATION	1	0	36	5	38	5	31	4	85	12	121	17	198	27	118	16	93	13	0	0	721
MEDIUM	START	130	6	175	8	152	7	113	5	270	12	481	21	551	24	333	14	110	5	0	0	2317
	TERMINATION	26	2	68	6	74	7	52	5	132	12	202	19	294	28	153	14	59	6	0	0	1060
HIGH	START	72	6	137	12	105	9	61	5	160	13	248	21	299	25	90	8	17	1	0	0	1189
	TERMINATION	11	3	42	10	34	8	27	6	55	13	86	21	111	27	43	10	9	2	0	0	418
<b>TOTAL NO.</b>		<b>285</b>		<b>517</b>		<b>468</b>		<b>353</b>		<b>843</b>		<b>1358</b>		<b>1738</b>		<b>945</b>		<b>395</b>		<b>0</b>		

## ANALYSIS OF CRIMINOGENIC NEED BY ETHNICITY, GENDER & AGE

ETHNICITY & GENDER	OFFENDING INFORMATION		ACCOMMODATION		ETE		FINANCIAL		RELATIONSHIPS		LIFESTYLE		DRUG MISUSE		ALCOHOL MISUSE		EMOTIONAL WELL BEING		THINKING & BEHAVIOUR		ATTITUDES		NUMBER OF ASSESSMENTS
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	
<b>BLANKS</b>	87	73	37	31	56	47	24	20	58	48	41	34	32	27	66	55	62	52	70	58	36	30	<b>120</b>
<b>WHITE</b>	3214	67	2124	44	2854	59	1379	29	2477	52	2244	47	1393	29	2770	58	2430	51	3194	67	1954	41	<b>4797</b>
<b>MIXED</b>	75	74	43	42	73	72	45	44	61	60	58	57	38	37	51	50	43	42	82	80	52	51	<b>102</b>
<b>ASIAN OR ASIAN BRITISH</b>	24	33	20	28	27	38	19	26	26	36	24	33	12	17	21	29	26	36	45	63	24	33	<b>72</b>
<b>BLACK OR BLACK BRITISH</b>	97	60	73	45	82	51	50	31	59	36	78	48	62	38	59	36	66	41	84	52	68	42	<b>162</b>
<b>CHINESE</b>	0	0	2	22	2	22	2	22	2	22	2	22	0	0	0	0	3	33	3	33	1	11	<b>9</b>
<b>OTHER</b>	10	43	13	57	10	43	7	30	9	39	9	39	4	17	10	43	12	52	7	30	4	17	<b>23</b>
<b>NOT STATED</b>	53	77	29	42	49	71	30	43	32	46	37	54	26	38	35	51	33	48	42	61	29	42	<b>69</b>
<b>NOT RECORDED</b>	411	36	405	36	450	40	234	21	407	36	384	34	212	19	486	43	503	44	581	51	311	27	<b>1139</b>
<b>MALE</b>	3607	64	2394	42	3134	55	1520	27	2601	46	2549	45	1534	27	3110	55	2580	46	3677	65	2233	39	5663
<b>FEMALE</b>	364	44	352	42	469	57	270	33	530	64	328	40	245	30	388	47	598	72	431	52	246	30	830
<b>TOTAL NO.</b>	<b>3971</b>		<b>2746</b>		<b>3603</b>		<b>1790</b>		<b>3131</b>		<b>2877</b>		<b>1779</b>		<b>3498</b>		<b>3178</b>		<b>4108</b>		<b>2479</b>		

AGE	OFFENDING INFORMATION		ACCOMMODATION		ETE		FINANCIAL		RELATIONSHIPS		LIFESTYLE		DRUG MISUSE		ALCOHOL MISUSE		EMOTIONAL WELL BEING		THINKING & BEHAVIOUR		ATTITUDES		NUMBER OF ASSESSMENTS
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	
<18	2	50	0	0	3	75	0	0	1	25	1	25	0	0	1	25	1	25	3	75	1	25	<b>4</b>
18	221	64	153	44	216	63	93	27	112	32	196	57	71	21	216	63	114	33	234	68	157	46	<b>345</b>
19	308	65	231	49	337	72	151	32	214	45	276	59	142	30	304	65	199	42	359	76	231	49	<b>471</b>
20	259	64	183	45	261	65	115	29	173	43	217	54	115	29	252	63	171	42	289	72	188	47	<b>403</b>
21	188	58	141	43	215	66	98	30	158	48	170	52	75	23	196	60	157	48	220	67	139	43	<b>326</b>
22-24	504	62	364	45	500	62	243	30	393	49	397	49	246	30	472	58	358	44	569	71	343	43	<b>807</b>
25-30	874	66	564	43	748	56	418	32	681	51	579	44	479	36	676	51	650	49	821	62	484	37	<b>1324</b>
31-40	985	62	658	41	826	52	439	28	834	52	670	42	483	30	806	51	872	55	957	60	553	35	<b>1591</b>
41-50	497	58	333	39	372	43	179	21	426	50	261	30	147	17	433	50	476	55	483	56	266	31	<b>860</b>
51+	133	37	119	33	125	35	54	15	139	38	110	30	21	6	142	39	180	50	173	48	117	32	<b>362</b>
<b>TOTAL NO.</b>	<b>3971</b>		<b>2746</b>		<b>3603</b>		<b>1790</b>		<b>3131</b>		<b>2877</b>		<b>1779</b>		<b>3498</b>		<b>3178</b>		<b>4108</b>		<b>2479</b>		

## EMPLOYMENT SUSTAINED

<b>Ethnicity</b>	<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
Asian:Bangladeshi		1	<b>1</b>
Asian:Indian		3	<b>3</b>
Asian:Other		4	<b>4</b>
Asian:Pakistani		1	<b>1</b>
Black:African		1	<b>1</b>
Black:Caribbean		10	<b>10</b>
Black:Other		3	<b>3</b>
Mixed:African		1	<b>1</b>
Mixed:Asian		2	<b>2</b>
Mixed:Caribbean	2	7	<b>9</b>
Other Ethnic Group		7	<b>7</b>
Refusal		1	<b>1</b>
White:British	59	629	<b>688</b>
White:Irish		4	<b>4</b>
White:Other	3	12	<b>15</b>
Z - Old: White		3	<b>3</b>
Missing REM	2	6	<b>8</b>
Dyslexia		11	<b>11</b>
Hearing Difficulties		1	<b>1</b>
Learning Difficulties		4	<b>4</b>
Mental Illness	3	6	<b>9</b>
No Disability	31	407	<b>438</b>
Other	2	17	<b>19</b>
Progressive Condition		1	<b>1</b>
Reduced Mobility		4	<b>4</b>
Reduced Physical Capacity		4	<b>4</b>
Visual Impairment		1	<b>1</b>
Missing Disability	33	254	<b>287</b>
<b>Grand Total</b>	<b>66</b>	<b>695</b>	<b>761</b>

N.B. Sustained employment refers to the number of offenders supervised by Hampshire Probation that have found and kept continuous employment for four weeks. Employment includes self-employment, agency working and part-time working for at least 16 hours a week

## COMPLIANCE

### 6 Months without Breach

ORDERS & LICENCES	ENFORCED & COMPLIANT	COMPLIANT	%
Asian:Indian	12	10	83%
Asian:Pakistani	1	1	100%
Asian:Bangladeshi	2	2	100%
Asian:Other	6	5	83%
Black:Caribbean	8	8	100%
Black:African	9	6	67%
Black:Other	2	1	50%
Mixed:Caribbean	16	5	31%
Mixed:African	6	5	83%
Mixed:Asian	1	1	100%
Mixed:Other	4	3	75%
Refusal	1	1	100%
Chinese	2	2	100%
Other Ethnic Group	10	6	60%
White:British	1088	752	69%
White:Irish	11	7	64%
White:Other	39	29	74%
ALL BME	79	55	70%
ALL WHITE	1138	788	69%
Male	1051	721	69%
Female	167	123	74%
<b>TOTAL</b>	<b>1218</b>	<b>844</b>	<b>69%</b>

ORDERS & LICENCES	ENFORCED & COMPLIANT	COMPLIANT	%
Dyslexia	11	8	73%
Hearing Impairment	2	2	100%
Learning Difficulties	14	4	29%
Mental Illness	23	17	74%
No Disability	526	363	69%
Not Recorded	612	425	69%
Other	21	14	67%
Progressive Condition	1	0	0%
Reduced Physical Capacity	6	6	100%
Refusal to Disclose	NC	NC	NC
Reduced Mobility	6	6	100%
Severe Disfigurement	NC	NC	NC
Speech Impairment	NC	NC	NC
Visual Impairment	4	4	100%
<b>ALL DISABILITIES</b>	<b>88</b>	<b>61</b>	<b>69%</b>
<b>TOTAL</b>	<b>1226</b>	<b>849</b>	<b>69%</b>

## **Compliance Attendance**

<b>ORDERS &amp; LICENCES</b>	<b>APPOINTMENTS ARRANGED</b>	<b>APPOINTMENTS ATTENDED</b>	<b>%</b>
Asian:Indian	245	212	<b>87%</b>
Asian:Pakistani	18	16	<b>89%</b>
Asian:Bangladeshi	39	32	<b>82%</b>
Asian:Other	107	99	<b>93%</b>
Black:Caribbean	193	162	<b>84%</b>
Black:African	190	156	<b>82%</b>
Black:Other	53	47	<b>89%</b>
Mixed:Caribbean	448	361	<b>81%</b>
Mixed:African	122	101	<b>83%</b>
Mixed:Asian	19	16	<b>84%</b>
Mixed:Other	97	80	<b>82%</b>
Refusal	21	17	<b>81%</b>
Chinese	37	23	<b>62%</b>
Other Ethnic Group	208	158	<b>76%</b>
White:British	25706	21388	<b>83%</b>
White:Irish	270	225	<b>83%</b>
White:Other	789	615	<b>78%</b>
ALL BME	1776	1463	<b>82%</b>
ALL WHITE	26765	22228	<b>83%</b>
Male	20151	16763	<b>83%</b>
Female	3381	2714	<b>80%</b>
<b>TOTAL</b>	<b>28562</b>	<b>23708</b>	<b>83%</b>

<b>ORDERS &amp; LICENCES</b>	<b>APPOINTMENTS ARRANGED</b>	<b>APPOINTMENTS ATTENDED</b>	<b>%</b>
Dyslexia	228	182	<b>80%</b>
Hearing Impairment	50	37	<b>74%</b>
Learning Difficulties	333	262	<b>79%</b>
Mental Illness	574	515	<b>90%</b>
No Disability	12032	10006	<b>83%</b>
Not Recorded	13810	11516	<b>83%</b>
Other	458	364	<b>79%</b>
Progressive Condition	16	13	<b>81%</b>
Reduced Physical Capacity	136	122	<b>90%</b>
Refusal to Disclose	NC	NC	<b>NC</b>
Reduced Mobility	88	85	<b>97%</b>
Severe Disfigurement	NC	NC	<b>NC</b>
Speech Impairment	NC	NC	<b>NC</b>
Visual Impairment	90	82	<b>91%</b>
ALL DISABILITIES	1973	1662	<b>84%</b>
<b>TOTAL</b>	<b>27815</b>	<b>23184</b>	<b>83%</b>

## ENFORCEMENT OUTCOMES

ENFORCEMENT OUTCOMES	Closed - Warrant Issued	ECL - No Recall Action	Not Proven	Proven - Adj Pre-Sent Report	Proven - New Sentence	Proven - Order Modified	Proven - Order Unchanged	Proven - Other	Terminated on Recall	WithDrawn	(blank)	Grand Total
Asian:Bangladeshi					1	5	1			4	1	12
Asian:Indian		1			9	4		1		5		20
Asian:Other					2	7				4		13
Asian:Pakistani						2	1			7	1	11
Black:African			1		6	13	2			8		30
Black:Caribbean					7	12	3	3	1	14		40
Black:Other					9	5	1			10	1	26
Chinese						2						2
Mixed:African					1	3	1			2		7
Mixed:Asian	1		1		2	2	2					8
Mixed:Caribbean					20	16	1	1	2	12		52
Mixed:Other					2	4	1			3		10
Other Ethnic Group			2		8	4	1	1		4		20
Refusal					1	2				3	1	7
White:British	15	8	47	4	1150	1141	132	45	33	997	43	3615
White:Irish					11	10		1	3	2	1	28
White:Other	2		3		47	27	4	2	1	34	5	125
Z - Old: Other						1				1		2
Z - Old: White					2	2				1		5
Missing REM					3	4			1	5	3	16
F	1	1	7		170	167	14	5	3	120	7	495
M	17	8	47	4	1111	1099	136	49	38	996	49	3554
Dyslexia	1	1	1		23	24	3	1	2	18	1	75
Hearing Difficulties					5	9				4		18
Learning Difficulties					12	15	2			6		35
Mental Illness			2		38	25	6	1		21	1	94
No Disability	5	5	31	4	881	847	84	30	25	677	31	2620
Other		1			57	44	4	2		35	2	145
Progressive Condition						3				1		4
Reduced Mobility	1				14	10		1		7		33
Reduced Physical Capacity					10	3	1	1		6		21
Speech Impairment					2	10	1			4		17
Visual Impairment					4	10				1		15
Missing Disability	12	3	21		283	326	57	20	15	390	25	1152
<b>Grand Total</b>	<b>18</b>	<b>9</b>	<b>54</b>	<b>4</b>	<b>1281</b>	<b>1266</b>	<b>150</b>	<b>54</b>	<b>41</b>	<b>1116</b>	<b>56</b>	<b>4049</b>

## PPO COMMENCEMENTS & COMPLETIONS

COMMENCEMENTS	Total
Black:Caribbean	4
Black:Other	1
Mixed:Caribbean	2
Mixed:Other	3
White:British	201
White:Other	3
Missing REM	3
F	20
M	197
Dyslexia	14
Hearing Difficulties	1
Learning Difficulties	1
Mental Illness	10
No Disability	170
Other	12
Missing Disability	31
<b>Grand Total</b>	<b>217</b>

COMPLETIONS	Successful	Unsuccessful	% Successful
Black:Caribbean		1	0%
Black:Other		1	0%
Mixed:Caribbean		1	0%
White:British	82	102	45%
White:Other	1	2	33%
Missing REM	1		100%
F	7	9	44%
M	77	98	44%
Dyslexia	3	3	50%
Hearing Difficulties		1	0%
Mental Illness	3	7	30%
No Disability	62	84	42%
Other	2	6	25%
Missing Disability	22	14	61%
<b>Grand Total</b>	<b>84</b>	<b>107</b>	<b>44%</b>

## VICTIM CONTACT

<b>VICTIM CONTACT</b>	<b>VICTIMS</b>	<b>WRITTEN TO WITHIN 8 WEEKS</b>	<b>FACE-TO-FACE CONTACT</b>	<b>% WRITTEN TO WITHIN 8 WEEKS</b>	<b>% FACE-TO-FACE CONTACT</b>
Asian:Bangladeshi	5	5	2	<b>100%</b>	<b>40%</b>
Asian:Indian	1	1	0	<b>100%</b>	<b>0%</b>
Asian:Other	1	1	0	<b>100%</b>	<b>0%</b>
Asian:Pakistani	3	3	1	<b>100%</b>	<b>33%</b>
Black:African					
Black:Caribbean	1	1	1	<b>100%</b>	<b>100%</b>
Black:Other					
Chinese					
Mixed:African					
Mixed:Asian					
Mixed:Caribbean					
Mixed:Other	1	1	1	<b>100%</b>	<b>100%</b>
Other Ethnic Group					
Refusal	6	6	0	<b>100%</b>	<b>0%</b>
White:British	207	204	87	<b>99%</b>	<b>42%</b>
White:Irish					
White:Other	4	3	0	<b>75%</b>	<b>0%</b>
Missing REM	299	272	40	<b>91%</b>	<b>13%</b>
BME	12	12	5	<b>100%</b>	<b>42%</b>
WHITE	211	207	87	<b>98%</b>	<b>41%</b>
Female	223	210	86	<b>94%</b>	<b>39%</b>
Male	305	287	46	<b>94%</b>	<b>15%</b>
<b>TOTAL</b>	<b>528</b>	<b>497</b>	<b>132</b>	<b>94%</b>	<b>25%</b>

N.B. These statistics are difficult to interpret due to the high proportion of victims with unknown ethnicity