



# HAMPSHIRE PROBATION AREA

## DIVERSITY REPORT

**APRIL 2008 – MARCH 2009**

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# INTRODUCTION

This is Hampshire Probation Area's Diversity Report for the period April 2008 – March 2009. 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 there remain some areas where the data is not yet available and there is still some missing data. Although for this time period there remains some missing 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, learning difficulties and mental health being of particular interest as these are the 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 2009 Offender Survey.

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 Justin Brookman, Performance Analyst.

Julia Bahaj,  
Diversity Adviser,  
November 2009

## Section One: Summary – Strengths and Areas for Improvement

### *Strengths:*

There was a slight reduction in the number of custodial disposals for women and for minority ethnic offenders (including a decrease in proposal for custody for minority ethnic offenders)

Minority ethnic offenders and women offenders are more likely than White and male offenders to successfully complete a community order. Disabled offenders are as likely as those without a disability to successfully completed a community order.

- Minority ethnic offenders have better rates of successful completion than White ethnic groups on completion of most requirements. For some requirements the results are particularly good for minority ethnic offenders e.g. unpaid work, specified activities (where the trends are now positive)
- Female offenders are as/more likely to successfully complete on all requirements than male offenders (with the exception of drug treatment). Women offenders continue to show particularly good results in unpaid work and specified activity.
- Minority ethnic offenders continue to have good completion rates on most programmes, although downward turn in relation to ART and IDAP
- Female offenders do well on DIDs and have shown improvements in relation to ART
- Minority ethnic offenders are more likely to complete DRR's than White offenders.
- Minority ethnic offenders have higher levels of compliance than White offenders and women remain more compliant than male offenders. The overall level of compliance for offenders with a disability is also higher than those without a disability (although variance between the categories)
- Minority ethnic PPO's are more likely to successfully complete their orders than White PPO's and there are no differences in successful completion rates between men and women.

- Good representation of BME staff in the overall staff group and over-representation within management grades and in promotions
- Proportional representation of BME applications and at interviews, as well as good representation of disabled applicants at interview.
- BME, disabled and female staff are not over-represented as leavers of the service.
- BME staff and women proportionally access training opportunities

### ***Areas for improvement:***

- The level of custodial proposals for women has risen slightly again - 0.3% of women offenders had a custodial proposal in 2006/2007, 1.2% in 2007/2008, 1.4% in 2008/9.
- Disabled offenders remain slightly less likely to complete their community order and this is especially marked in relation to dyslexia and learning difficulties.
- Women offenders remain less likely to complete a DRR, upon which they are over-represented
- Disabled offenders are less likely to complete a number of requirement and results tend to be worse for the two largest disability categories, dyslexia and mental health, and learning difficulties more generally.
- Reduction of minority ethnic offender referrals to all programmes and in successful completions for ART and IDAP. Poor completion rates for women on OSAP.
- Need to have disability data available for analysis for programmes
- Although disabled offenders completion of DRR's has improved overall, this is not the case for offenders with dyslexia.
- There is no data for Essential Skills
- Downward turn in Approved Premises results in terms of BME offenders. A reduction in referrals overall, particularly for the Grange, admissions low at Landguard and successful completions for minority ethnic offenders showing a dramatic drop in Landguard Road and The Grange, although not Dickson House. No disability data available for AP's
- Low level of recording of ethnicity data (63%) for victims, although this is an improvement . No disability data. Continuing trend of more take

up of offers of contact by female victims than male. No offers of contact were taken up by BME victims.

- Under-representation of female offenders on employment measures, as well as disabled offenders, those with mental health needs particularly. Slight under-representation for minority ethnic offenders.
- Disabled PPO's less likely to successfully complete although with this cohort dyslexia and learning difficulties do better.
- Staff monitoring data is limited for appraisals and disability data is only available for some measures
- Under-representation of male and disabled job applicants
- An under-representation of male staff overall, but an over-representation in SPO staff group (reduction since last year) and in promotions
- There is under-representation of staff disclosing a disability and disabled staff are under represented in promotions and at SPO level
- Male staff remain more likely to leave the service than female staff.
- No racial incident monitoring data available

**Section Two: Red/Amber/Green Rating of Results**

- **17 out of 87 (19%) measures indicate an Area for Improvement – this is a reduction of 1% from last report, although the AFI's in some cases are different.**
- **18 out of 87 (20%) measures indicate an improving area**
- **52 out of 87 (61%) measures are positive, many with trend data**

OUTCOME	RACE	GENDER	DISABILITY	TREND
Monitoring data gathered at outset of service delivery				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				Very few gaps remain but still limited victim data, no essential skills data and gaps in provision of disability data in programmes

Monitoring data gathered at outset of employment				continuation of positive results
Monitoring data available for analysis on all aspects of employment practice				Improving results but some gaps remain i.e. training and limited appraisal data and disability data is not available for all measures
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)				Continuing positive results for race and gender and now have disability data but differentials remain apparent for some types of disability
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)				Downward turn for race results. Continuing positive results for gender. Disability data showing improvements but differentials remain
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 remain small differentials between White and minority ethnic offenders. Continuing positive results for female offenders and improvements for disabled offenders but differentials remain.
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 continue to be more likely than white offenders to complete drug treatment. Women offenders continue to do markedly less well than men. There are improvements in outcomes for disabled offenders but some categories (dyslexia) remain with lower completion rates.

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. Significant improvements in outcome for disabled offenders with only a small differential remaining, except in the case of dyslexia.
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 long term positive results for race and gender, disability data shows a slightly reduced level of completion with dyslexia and learning difficulties being the least likely to complete of the disability categories.
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	Remaining slight pre-programme attrition for minority ethnic offenders and 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 increase in successful completion rates for minority ethnic offenders but female offenders have shown a reduction in successful completions relative to commencements
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

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	Low pre-programme attrition for BME and female offenders
Completion of ART (whether a proportional number of minority ethnic and female offenders who commence the programme actually complete it)			No data available	Downward turn for BME offenders in proportion of successful completions but women offenders have good completion rates for the first time.
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	Pre-programme attrition rates have risen for both BME and women offenders. A turn around from previous 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 but a marked drop in positive results for female offender completions
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	Relative to referrals the pre-programme attrition rate is good
Complete IDAP (whether a proportional number of minority ethnic and female offenders who commence the programme actually complete it)		N/A	No data available	Slight downward turn on previous 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. Continuation of marked less positive results for female offenders. Considerable improvements for disabled offenders overall, but offenders with dyslexia remain less likely to complete.
Essential Skills Starts (level of representation of minority ethnic and female offenders on awards programmes)	No data available	No data available	No data available	
Approved Premises Referrals (level of representation of minority ethnic and female offenders)		N/A	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	A downturn in positive results on completions
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 continue to do less well but improving results
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 disability data although offenders with dyslexia show lower levels of compliance

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)				A return to positive results for BME offenders. Continued positive results for women. Disabled offenders remain less likely to successfully complete
Victim Contact (whether minority ethnic and female victims are less likely to take up offer of contact)			No data available	Low results for BME victims. Women victims continue to be more likely than men to take up offer of contact
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

## KEY

Area for improvement and/or women, those with a disability or those from minority ethnic groups do less well

Area showing improvements but where some disparities remain

Area of strength and/or women or those from minority ethnic groups do the same or better

## Section Three: Key Results (with Results Summary Boxes)

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

- During the 12 month period, PSRs were undertaken on 6,758 offenders.
- 87% of these PSRs were for White British offenders, 0.7% for White Irish, 3.3% for White Other and 6.7% for minority ethnic offenders.
- 15% of PSRs were for female offenders
- 21% of PSRs were for offenders who had disclosed a disability
- Race & Ethnic Monitoring data was recorded in just under 100% of cases during this time period

- 4.8% of minority ethnic offenders had no proposal compared to 5% of White British offenders. This is a decrease on last year's data period, returning the figure back to the previous year. The target on 'clear proposals' has now been removed.
- Just under 76% of minority ethnic offenders had a proposal for a community order, compared to 76% of White British offenders, 70% of White Irish and 72% of White Other (an increase for most categories).
- 78% of women had a proposal for a community order compared to 75% of men (an increase for both men and women on last year's report).
- 4% of minority ethnic offenders had a proposal for a custodial sentence, compared to 3.8% of White British offenders, 2.2% of White Irish and 4.4% of White Other. This is a decrease for all groups.
- 1.4% of women had a proposal for custody compared to 2.5% of men (similar proportions to last year's report).
- 73% of disabled offenders had a proposal for a community order compared to 75% of non-disabled offenders.
- 4.6% of disabled offenders had a custodial proposal compared to 4% of non-disabled offenders.

These results indicate an increase in level of proposal for community orders across ethnic groups compared to previous reports and a decrease in proposals for custody since the last report.

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

The introduction of disability data has shown negligible differences in proposals between those who have disclosed a disability and those who have not.

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

- 52% of minority ethnic offenders received a community order, compared to 57% of White British offenders, 55% of White Irish offenders and 55% of White Others offenders, an increase on previous reports of community order disposals for minority ethnic offenders and a drop of orders made for White Other offenders.

- 64% of women received a community order compared to 55% of men. A continuation of previous results.
- 23.4% of minority ethnic offenders received a custodial sentence, compared to 18% of White British offenders, 16% of White Irish and 12.5% of White Other offenders (similar differences across ethnic categories as previous results)
- 8.7% of women received a custodial sentence compared to 18% of men, a reduction in proportions for both genders from the previous report.
- 60% of disabled offenders got a community order compared to 58% of non-disabled offenders, similar results to the last report.
- 17% of disabled offenders got a custodial sentence compared to 19% of non-disabled, similar results to the last report.

These results show an increase in disposals for community orders for minority ethnic offenders and a continuation of higher custodial disposals although the differential has dropped from (27% of minority ethnic offenders to 23.4% 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 considerably less likely to receive a custodial sentence. The proportion of women receiving custodial sentence is more or less the same as the last report of 9%.

Disability data has shown only negligible differences overall between disabled offenders and non-disabled offenders in terms of disposal for a community order or custody, as in the previous report.

### ***3. Commencements of Community Orders***

#### **COMMUNITY ORDERS**

**OVERALL 6.4% OF OFFENDERS COMMENCING COMMUNITY ORDERS DURING THIS PERIOD, EXCLUDING LICENCE, WERE FROM MINORITY ETHNIC BACKGROUNDS.**

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

**Asian Indian = 0.5% (n = 37)**

**Asian Other = 0.4% (n = 28)**

**Asian Pakistani = 0.1% (n = 9)**

**Black African = 1% (n = 67)**  
**Black Caribbean = 1.2% (n = 76)**  
**Black Other = 0.5% (n = 29)**  
**Chinese = 0.08% (n = 5)**  
**Mixed African = 0.2% (n = 12)**  
**Mixed Asian = 0.2% (n = 10)**  
**Mixed Caribbean = 0.7% (n = 60)**  
**Mixed Other = 0.4% (n = 27)**  
**White British = 89% (n = 5013)**  
**White Irish = 0.8% (n = 52)**  
**White Other = 3% (n = 193)**  
**Other Ethnic Group = 0.5% (n = 31)**  
**Refusal = 0.1% (n = 3)**

**OVERALL, 16% OF OFFENDERS COMMENCING COMMUNITY ORDERS, EXCLUDING LICENCE, DURING THIS PERIOD WERE FEMALE.**

**22.5% OF OFFENDERS COMMENCING A COMMUNITY ORDER HAD DISCLOSED A DISABILITY (a rise of 3.5% on last report)**

**Dyslexia = 3% (n = 184)**  
**Hearing difficulties = 0.9% (n = 55)**  
**Learning difficulties = 1.6% (n = 96)**  
**Mental illness = 4.5% (n = 273)**  
**Progressive Condition = 0.3% (n = 19)**  
**Reduced mobility = 1.8% (n = 110)**  
**Reduced physical capacity = 1.2% (n = 72)**  
**Severe disfigurement = 0.04% (n = 3)**  
**Speech impairment = 0.1% (n = 9)**  
**Visual Impairment = 0.5% (n = 32)**  
**Other = 7% (n = 428)**  
**Refused = 1**  
**No disability disclosed = 75% (n = 4558)**

## **LICENCE**

**OVERALL, 7.4% OF LICENCE COMMENCEMENTS DURING THIS TIME WERE FOR MINORITY ETHNIC OFFENDERS.**

**Asian Bangladeshi = 0**  
**Asian Indian = 0.5% (n = 7)**  
**Asian Other = 0.5% (n = 6)**  
**Asian Pakistani = 0.08% (n = 1)**  
**Black African = 1% (n = 14)**  
**Black Caribbean = 1% (n = 16)**  
**Black Other = 0.7% (n = 9)**  
**Chinese = 0.1% (n = 2)**

Mixed African = 0.5% (n = 5)  
Mixed Asian = 0.1% (n = 2)  
Mixed Caribbean = 1.4% (n = 20)  
Mixed Other = 0.08% (n = 1)  
White British = 87.5% (n = 1065)  
White Irish = 0.7% (n = 9)  
White Other = 3% (n = 37)  
Other Ethnic Group = 0.5% (n = 7)

**6.7% OF LICENCE COMMENCEMENTS WERE WOMEN OFFENDERS AND 93.3% WERE MALE.**

**14.8% OF LICENCE COMMENCEMENTS HAD DISCLOSED A DISABILITY (An increase of 5% from last year's report)**

Dyslexia = 2.5% (n = 28)  
Hearing difficulties = 0.2% (n = 3)  
Learning difficulties = 1.2% (n = 13)  
Mental illness = 28% (n = 28)  
Progressive Condition = 0.2% (n = 3)  
Reduced mobility = 1.2% (n = 14)  
Reduced physical capacity = 1.2% (n = 12)  
Severe disfigurement = 0  
Speech impairment = 0.2% (n = 2)  
Visual Impairment = 0  
Other = 5.5% (n = 62)  
Refused = 1  
No disability disclosed = 75% (n = 957)

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

- Alcohol Treatment (n = 747)
  - 93.7% of ATRs are for White British Offenders
  - 1.2% of ATRs are for White Irish Offenders
  - 2.2% of ATRs are for White Other Offenders
  - 2.5% of ATRs are for minority ethnic offenders
  - 15% of ATRs are for female offenders
  - 85% of ATRs are for male offenders
  - 30.5% of ATRs were for offenders who had disclosed a disability with the two largest categories being mental health and dyslexia

- Curfew (n = 658)
  - 90.8% of curfews are for White British Offenders
  - 0.9% of curfews are for White Irish Offenders
  - 1.8% of curfews are for White Other offenders
  - 5.7% of curfews are for minority ethnic offenders
  - 13.8% of curfews are for female offenders
  - 86.2% of curfews are for male offenders
  - 22% of Curfew requirements were for offenders who had disclosed a disability, with the two largest categories being mental health and dyslexia
  
- Drug Treatment (n = 628)
  - 91% of drug treatment requirements are for White British Offenders
  - 0.3% of drug treatment requirements are for White Irish offenders
  - 1.8% of drug treatment requirements are for White Other offenders
  - 6.8% of drug treatment requirements are for minority ethnic offenders
  - 21% of drug treatment requirements are for female offenders
  - 79% of drug treatment requirements are for male offenders
  - 20.5% of Drug Treatment requirements were for offenders who had disclosed a disability, with the two largest categories being mental health and dyslexia
  
- Electronic Monitoring (n = 95)
  - 96.8% of electronic monitoring requirements are for White British Offenders
  - 0 of electronic monitoring requirements are for White Irish offenders
  - 0 of electronic monitoring requirements are for White Other offenders
  - 3.2% of electronic monitoring requirements are for minority ethnic offenders
  - 14.7% of electronic monitoring requirements are for female offenders
  - 85.3% of electronic monitoring requirements are for male offenders
  - 9.7% of Electronic Monitoring requirements were for offenders who had disclosed a disability
  
- Exclusion (n = 44)
  - 91% of exclusion requirements are for White British Offenders
  - 0% of exclusion requirements are for White Irish offenders
  - 6.8% of exclusion requirements are for White Other offenders

- 2.2% of exclusion requirements are for minority ethnic offenders
  - 6.8% of exclusion requirements are for female offenders
  - 93.2% of exclusion requirements are for male offenders
  - 30% of Exclusion requirements were for offenders who had disclosed a disability.
- Mental Health Treatment (n = 27)
    - 96.3% 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
    - 3.7% of MHT requirements are for minority ethnic offenders
    - 3.7% of MHT requirements are for female offenders
    - 96.3% of MHT requirements are for male offenders
    - 66% of Mental Health requirements were for offenders who had disclosed a disability. Lack of recording on mental health data given that only half of those on mental health treatment had a mental health disability recorded.
- Prohibited Activity (n = 55)
    - 92.7% of prohibited activity for White British Offenders
    - 0% of prohibited activity for White Irish Offenders
    - 1.8% of prohibited activity for White Other Offenders
    - 5.4% of prohibited activity was for minority ethnic offenders
    - 3.6% of prohibited activity was for female offenders
    - 96.4% of prohibited activity requirements are for male offenders
    - 34% of prohibited activity was for offenders who had disclosed a disability, mental health and learning difficulties being the largest categories
- Residence (n = 49)
    - 89% of residence requirements are for White British Offenders
    - 0% of residence requirements are for White Irish offenders
    - 4% of residence requirements are for White Other offenders
    - 6% of residence requirements are for minority ethnic offenders
    - 14% of residence requirements are for female offenders
    - 86% of residence requirements are for male offenders
    - 32% of residence requirements were for offenders who had disclosed a disability
- Specified Activity (n = 954)

- 92% of specified activity requirements are for White British Offenders
  - 0.5% of specified activity requirements are for White Irish offenders
  - 1.4% 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
  - 23% of specified activities are for offenders who had disclosed a disability with the largest categories being dyslexia, mental health and learning difficulties.
- Supervision (n = 3997)
    - 91% of supervision requirements are for White British Offenders
    - 1% of supervision requirements are for White Irish offenders
    - 2% of supervision requirements are for White Other offenders
    - 5.5% of supervision requirements are for minority ethnic offenders
    - 17.6% of supervision requirements are for female offenders
    - 82.4% of supervision requirements are for male offenders
    - 30% of supervision requirements were for offenders who disclosed a disability, with the largest categories being mental illness (268), Dyslexia (136) and learning difficulties (74)
- Unpaid Work (n = 3370)
    - 86.8% 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
    - 7.6% of UW requirements are for minority ethnic offenders
    - 12.8% of UW requirements are for female offenders
    - 87.2% of UW requirements are for male offenders
    - 14.7% of unpaid work requirements were for offenders who disclosed a disability. Again, a slight under-representation.

Minority ethnic offenders remain under-represented on ATRs, electronic monitoring, exclusion, mental health treatment, specified activity and over represented on unpaid work. 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, as in previous reports, specified activity and supervision. The main trend relates to specified activity and drug treatment. There is clear under representation on exclusion,

mental health treatment, prohibited activity and to a lesser extent unpaid work.

Disabled offenders are over-represented on alcohol treatment, exclusion, mental health treatment, prohibited activity, residence and supervision. They are under-represented on electronic monitoring and unpaid work – a continuation of last year's results.

## ***5. Successful Completions of Community Orders and Licence***

- 72% of White British Offenders successfully complete
- 68% of White Irish Offenders successfully complete
- 84% of White Other Offenders successfully complete
- 76% of Minority ethnic Offenders successfully complete
- 76% of female offenders successfully complete
- 72% of male offenders successfully complete
- 70% of offenders who have disclosed a disability successfully complete
- 72% of offenders who have not disclosed a disability successfully complete

**NB Overall successful completion rate is 72%, which is an increase on previous report at 67%**

Minority ethnic offenders continue to have slightly higher rates of successful completion than White British and White Irish offenders, although White Other offenders have the highest successful completion rate overall. There remain differences in outcome for different minority ethnic groups, although these are not so marked as they have previously been with the range being from 63% for Mixed Caribbean to 94% for Asian "Other" (NB very small sample sizes for some categories make it unreliable to draw any strong conclusions).

As per the last two reports, 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 72%, but this is a negligible difference. The three largest disability categories are dyslexia (57% completion rate) and mental health (72% completion rate) and learning difficulties (69% completion rate). Similar results as previous report. Other categories where there were lower levels of completion were in relation to speech impairment and severe disfigurement, but this relates to a sample size of 8.

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

### Alcohol Treatment (overall successful completion rate is 79% - previously 64%)

- 79% of White British offenders successfully complete
- 83% of White Irish offenders successfully complete
- 70% of White Other offenders successfully complete
- 56% of BME offenders successfully complete
- 87% of female offenders successfully complete
- 78% of male offenders successfully complete
- 70% of offenders who have disclosed a disability successfully completed their ATR (previously 62%)

### Curfew (overall successful completion rate is 81% - previously 73%)

- 80% of White British offenders successfully complete
- 100% of White Irish offenders successfully complete
- 91% of White Other offenders successfully complete
- 77% of BME offenders successfully complete
- 81% of female offenders successfully complete
- 81% of male offenders successfully complete
- 75% of offenders who had disclosed a disability successfully completed (previously 64%)

### Drug Treatment (overall successful completion rate is 50% - previously 35%)

- 48% of White British offenders successfully complete
- 0% of White Irish offenders successfully complete
- 60% of White Other offenders successfully complete
- 69% of BME offenders successfully complete
- 37% of female offenders successfully complete
- 53% of male offenders successfully complete
- 52% of offenders who had disclosed a disability successfully complete (previously 22%). The completion rates for offenders with dyslexia remain lower, however.

### Electronic Monitoring (overall successful completion rate is 83%)

- 82% of White British offenders successfully completed
- 100% of BME offenders successfully completed (small numbers in sample)
- 89% of female offenders successfully completed
- 82% of male offenders successfully completed

- 87% of offenders who had disclosed a disability successfully completed

Exclusion (overall successful completion rate is 86%)

- 89% of White British offenders successfully completed
- 100% of White Other offenders successfully completed (n = 1)
- 0% of BME offenders successfully completed (n = 1)
- 100% of female offenders successfully completed (n = 1)
- 86% of male offenders successfully completed

Prohibited Activity (overall successful completion rate is 69% where n = 16)

- 69% of White British offenders successfully completed
- 0 BME offenders on completion data
- 0 female offenders on completion data
- 69% of male offenders successfully completed

Residence (overall successful completion rate is 73% where n = 22)

- 74% of White British offenders successfully complete
- 100% of White Other offenders successfully complete (n = 1)
- 50% of BME offenders successfully complete (n = 1)
- 50% of female offenders successfully completed (n = 2)
- 78% of male offenders successfully completed

Specified Activity (overall successful completion rate is 70% - previously 61%)

- 70% of White British offenders successfully completed
- 40% of White Irish offenders successfully completed
- 71% of White Other offenders successfully completed
- 73% of BME offenders successfully completed
- 73% of female offenders successfully completed
- 69% of male offenders successfully completed
- 72% of offenders who had disclosed a disability successfully completed. Quite a range of differences across disability categories with 68% of those with mental illness successfully completing, 79% of those with learning difficulties and 63% of those with dyslexia.

Supervision (overall successful completion rate is 64% - previously 56%)

- 64% of White British offenders successfully completed
- 47% of White Irish offenders successfully completed
- 77% of White Other offenders successfully completed

- 69% of BME offenders successfully completed. The range across ethnic categories is high, with some groups having lower completion rates but sample sizes advise caution to the validity of these results
- 70% of women offenders successfully completed
- 63% of male offenders successfully completed
- 63% of offenders who had disclosed a disability successfully completed (previously 41%). The three largest disability categories had results of dyslexia 52%, Learning difficulties 72% and mental health 65%. These are improving results on the previous report although dyslexia remains a lower proportion of successful completions.

Unpaid Work (overall successful completion rate is 78% - previously 74%)

- 77% of White British offenders successfully completed
- 69% of White Irish offenders successfully completed
- 84% of White Other offenders successfully completed
- 83% of BME offenders successfully completed (results are high across all minority ethnic categories)
- 87% of female offenders successfully completed
- 77% of male offenders successfully completed
- 74% 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 continuing to be dyslexia and learning difficulties. Offenders with mental health needs, reduced mobility and reduced physical capacity show good completion rates.

Minority ethnic offenders have better rates of successful completion than White ethnic groups (except in relation to Alcohol Treatment & Curfew where white groups have improving rates of successful completion and minority ethnic offenders have seen a reduction in levels). For some requirements the results are particularly good for minority ethnic offenders, e.g. unpaid work, specified activities (where the trends are 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 as/more likely to successfully complete than male offenders on all requirements with the exception of drug treatment. The last two reports 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 reports.

Disability data has shown that offenders who have disclosed a disability remain less likely to successfully complete requirements in ATRs, Curfew and supervision. In unpaid work the difference is only slight and in drug treatment and specified activities disabled offenders are more likely to complete. Results differ across disability categories and small sample sizes make analysis of this limited, but results still 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	92%	1%	0.3%	2.4%	93%	8%	n/a
Commencement	95%	1.6%	0.5%	2%	94%	6%	n/a
Completion	94%	1.4%	0.7%	3.5%	95%	5%	n/a

There is a return of a slight female offender pre-programme attrition rate and completion rates are down. Overall level of representation remains 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 much lower than previous report.

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	91%	0.6%	2.5%	2.5%	88%	12%	n/a
Commencement	93%	0.7%	3%	3%	86%	14%	n/a
Completion	93%	0.9%	3.5%	2.6%	86%	14%	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 representation on this programme has reduced, although the category "White Other" has increased. The trend continues of low programme attrition and good completion rates for BME offenders and white other offenders, 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	92%	0%	1.3%	3.2%	94%	6%	n/a
Commencement	94%	0%	2%	4.3%	93%	7%	n/a
Completion	97%	0%	2%	1%	91%	9%	n/a

There remains low numbers of female offenders on ART, but higher numbers than previous reports. Attrition rates have dropped and further improvements in completions are shown.

The proportion of BME offenders on ART shows a continuing trend of reducing numbers with completion rates also falling for the first time.

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 but for this programme, as for the last data period there have been 2 minority ethnic offenders on the programme and 2 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%	2.7%	5.5%	86%	14%	n/a
Commencement	91%	0%	4%	3%	91%	9%	n/a
Completion	85%	0%	8%	8%	100%	0%	n/a

The results for women on this programme have shown decreasing levels of commencement to previous reports and no successful completions.

Minority ethnic offender representation continues to remain low but no pre-programme attrition and very good completion rates. High representation of "white other" offenders and 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	95%	0%	0.6%	0.6%	100%	n/a	n/a
Commencement	96%	0%	2.4%	1.6%	100%	n/a	n/a
Completion	95%	0%	1%	1%	100%	n/a	n/a

IDAP is for male offenders only. There has been a reduction in the number of minority ethnic offenders on this programme and a reduction in completion rates. The category "white other" offenders is well represented on commencements of this programme, although a drop off in completions for this group.

## **8. DRR Commencement & Completions**

- 6.8% of offenders commencing DRRs were from minority ethnic backgrounds. 69% of minority ethnic offenders successfully completed, compared to 47% of White British and an overall completion rate of 49%. These are continuing positive results for minority ethnic offenders.
- 21% of commencements for DRRs were female offenders and 37% of women successfully completed compared to 52% of men.
- 20.4% of offenders commencing a DRR had disclosed a disability, with 5% of these having a mental illness (largest disability category as in last year's report) and 2.3% disclosing dyslexia. 51% of disabled offenders completed successfully (74% of those with a mental illness), compared to the overall completion rate of 49%. These results are a marked improvement on last year's report. Offenders with dyslexia however remain with lower levels of successful completion at 38%.

Minority ethnic offenders continue to have proportional representation on this requirement and further improving rates, higher than the overall completion. This is a continuing positive trend.

Female offenders continue to be over-represented on DRRs but continue to be less likely to successfully complete.

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 have improved considerably with a rate of successful completions for all disabled offenders higher than the overall rate. However, those with dyslexia remain less likely to complete.

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

This data is not available for this reporting period.

## **10. Approved Premises Referrals, Admissions & Completions**

- 6.6% of referrals to Hampshire's three Approved Premises during the report period were for minority ethnic offenders. 5.6% of admissions were for minority ethnic offenders and 3.3% of completions.

- For Dickson House, 10% of referrals, 7.7% of admissions and 7.8% of completions were for minority ethnic offenders.
- For Landguard Road, 7.3% of referrals, 3.4% of admissions and 1.8% of completions were for minority ethnic offenders
- For The Grange, 3.2% of referrals, 6.7% of admissions and 0% of completions were for minority ethnic offenders

This represents a down turn on previous positive results. Data shows a reduction in referrals overall, and particularly for the Grange, admissions low at Landguard and successful completions for minority ethnic offenders showing a dramatic drop in Landguard Road and The Grange, although not Dickson House.

## **11. Victim Contact**

487 victims were referred during this period. Ethnicity data was available for 63% of the cohort which is double over the previous report.

3% of referrals were from minority ethnic backgrounds (n = 9). None of these referrals accepted face to face contact. Neither did any of the White Other referrals. 27% of White British referrals accepted face to face contact.

48% of referrals are for female victims. 22% of women accepted face to face contact compared to 15% of men.

**Overall take up of offer of contact is 18%**

There have been improvements on the recording of ethnicity data from 31% in the previous report to 63% in the current reporting period.

The numbers of referrals is low for minority ethnic victims and none of them accepted the offer of face to face contact.

With a full quota of data on gender the results are more reliable. Here we are seeing slightly less female victims than men, a drop on last reports figures, with continued disparities in offer of contact take up rates. Women remain more likely to take up the offer of contact, a continuing trend, although the difference between men and women has reduced

No disability data was available.

## **12. 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 9% were female. These are the same results as this last report and remain an under-representation for female offenders.

In terms of disability, 12% of those who achieved the measure had disclosed a disability (an increase on the last report but still an under-representation of disabled offenders. 3.3% of offenders who achieved the measure had dyslexia which is proportional and an increase on the last report. 1.8% who had a mental illness which is similar to the last report and an under-representation of this group of offenders in the employment measure.

## **13. Compliance**

The compliance measure is 6 months of order without breach. On this measure 74% of male offenders were compliant compared to 86% of female offenders (an improvement for both men and women) Female offenders remain less likely therefore to experience enforcement action.

83% of minority ethnic offenders are compliant compared to 75% of White British, 43% of White Irish and 72% of White Other.

These are continuing trends.

Disability data shows that 80% 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 70% and 83% respectively. The level of compliance for offenders with a learning disability had improved dramatically, rising from 29% in the last report to 83% in the current results.

## **14. PPO Commencements and Completions**

7.36% of PPOs were from minority ethnic backgrounds (an increase on last year's results) and 5.6% were female (a reduction on last year's results and a continuing under-representation) 17.5% of PPOs had disclosed a disability, with 2.7% having dyslexia and 4% a mental illness. Both of these are over-representations of this disability amongst this cohort.

61% of BME offenders successfully complete their order compared to 55% of White British offenders. An improvement on last year's results. 55% of female offenders successfully complete, as do 55% of male offenders.

49% of offenders who have disclosed a disability successfully complete which is below the overall successful completion rate of 55%. 50% of those with dyslexia successfully complete, 57% of those with a learning disability and 53% of those with mental illness.

## 15. Staff Employment Data 2008 - 2009

CATEGORIES	STAFF IN POST June 09 (excludes sessionals and secondees)	APPLICATIONS RECEIVED	APPLICATIONS INTERVIEWED	PROMOTIONS	APPLICATIONS FOR TRAINING	RECIPIENTS OF TRAINING	APPRAISALS 2008 (this measure is who received an appraisal – see analysis)	GRIEVANCE	DISCIPLINE	LEFT EMPLOY-MENT
TOTAL	678	1,246	215	14		1771	442 returned to HR	12	12	135
White British	623 (91%)	994	199	12		1655 (94.4%)	403	9	10	109 (80.7%)
White Irish	9 (1%)	4	0	0		19 (1%)	5	1	0	0
White Other	8 (1%)	28	1	0		25 (1.4%)	7	1	0	4 (2.9%)
Mixed White & Black Caribbean	3 (0.4%)	2	1	0		3	3	0	0	0
Mixed White & Black African	0	0	0	0		0	0	0	0	0
Mixed White & Asian	2 (0.2%)	8	1	1		4	1	0	0	0
Mixed Other	4 (0.5%)	5	0	0		8	3	1	0	1
Asian Indian	3 (0.4%)	8	2	0		4	2	0	0	0
Asian Bangladeshi	0	0	0	0		0	0	0	0	0

CATEGORIES	STAFF IN POST June 09 (excludes seasonals and secondees)	APPLICATIONS RECEIVED	APPLICATIONS INTERVIEWED	PROMOTIONS	APPLICATIONS FOR TRAINING	RECIPIENTS OF TRAINING	APPRAISALS 2008 (this measure is who received an appraisal = see analysis)	GRIEVANCE	DISCIPLINE	LEFT EMPLOY-MENT
Asian Pakistani	1 (0.1%)	0	0	0		0	1	0	0	1
Asian Other	2 (0.1%)	0	0	0		5	2	0	0	1
Black Caribbean	2 (0.2%)	2	0	0		8	0	0	1	1
Black African	5 (0.7%)	2	2	1		9	4	0	1	0
Black Other	0	0	1	0		0	0	0	0	1
Chinese	1 (0.1%)	1	0	0		0	0	0	0	0
Other Ethnic Group	5 (0.7%)	8	1			15	2	0	0	1
Refused	10	1	1	0		16	9	0	0	2
Nil Return	0	183	6			0	0	0	0	14
All BME (%)	28 (4%)	36 (3.4%)	8 (3.8%)	2 (14%)		56 (3.2%)	18 (4%)	1 (8%)	2 (16%)	5 (4.4%)
Male (%)	178 (26%)	364 (29%)	56 (26%)	4 (29%)		123 (26.4%)	121 (28%)	3 (25%)	8 (66%)	52 (38.5%)
Female (%)	500 (74%)	882 (71%)	159 (74%)	10 (71%)		343 (73.6%)	312 (72%)	9 (75%)	4 (34%)	83 (61.5%)

CATEGORIES	STAFF IN POST June 09 (excludes sessionals and secondees)	APPLICATIONS RECEIVED	APPLICATIONS INTERVIEWED	PROMOTIONS	APPLICATIONS FOR TRAINING	RECIPIENTS OF TRAINING	APPRAISALS 2008 (this measure is who received an appraisal – see analysis)	GRIEVANCE	DISCIPLINE	LEFT EMPLOY-MENT
Disability Total	95 (14%)	77 (5.6%)	32 (15%)	1 (7%)		No data available	63 14.5%	2 (16%)	No data available	18 (13%)
Hearing Difficulty	9									
Speech Impairment	0									
Visual Impairment	3									
Reduced Mobility	10									
Progressive Condition	2									
Reduced Physical Capacity	6									
Severe Disfigurement	0									
Mental Illness	9									
Learning Difficulties	0									
Dyslexia	15									

CATEGORIES	STAFF IN POST June 09 (excludes sessionals and secondees)	APPLICATIONS RECEIVED	APPLICATIONS INTERVIEWED	PROMOTIONS	APPLICATIONS FOR TRAINING	RECIPIENTS OF TRAINING	APPRAISALS 2008 (this measure is who received an appraisal – see analysis)	GRIEVANCE	DISCIPLINE	LEFT EMPLOY-MENT
Other	27			13						
Unspecified	14									
Refused	0	2								
No Disability	583	1,059								
<b>Age</b>										
18-21	2 (0.2%)									
22-25	40 (5.8%)									
26-35	181 (26.6%)									
36-45	182 (26.8%)									
46-55	166 (24.5%)									
56-65	105 (15.4%)									
66+	0									

	Female	Male	BME	Disclosed a Disability
Senior r Managers (n = 17)	9 (53%)	8 (47%)	1 (OEG) 6%	3 (17%)
Senior Probation Officers (n = 34)	23 (68%)	11 (32%)	5 (14%)	3 (8%)
All Managers (n = 76)	44 (58%)	32 (42%)	7 (9%)	12 (15.8%)
Probation Officers (n = 147)	111 (76%)	36 (24%)	4 (3%)	23 (15.6%)
PSO's (n = 217)	137 (63%)	80 (37%)	9 (4%)	26 (12%)
Administrative/support Staff (n = 135)	127 (94%)	8 (6%)	7 (9%)	23 (15.6%)

**Staff Representation:** 4% of staff are from black and minority ethnic backgrounds, a very slight increase on last year's report. The overall gender breakdown of staff is 26% male and 74% female; a reduction in male staff compared to the last report. 14% of staff have disclosed a disability, again a slight increase on the previous reports but still a lower proportion than the estimated 18-20% of the working age population.

Senior Probation Officers as well as the "all manager" group continue to have male over-representation. Those from a minority ethnic background are also over-represented. Managers who have disclosed a disability show an under-representation at SPO level, although this is not the case for all managers.

**Job Applications/Interviews:** 3.4% of job applicants during the period were from minority ethnic backgrounds (previous report 6%). However, with Hampshire and Isle of Wight having a minority ethnic population of just over 3% (census 2001), this remains a good level of applicants. 3.8% of interviewees from minority ethnic backgrounds similarly shows high levels of representation in this process.

29% of applicants and interviewees were male, a continuation of the proportion identified in 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. 15% of those interviewed had disclosed a disability (an increase on the previous 8%), showing that although under-represented in the application stage, this is not replicated in opportunity for interview.

**Promotions:** The sample size for promotions is small (14 staff), but with this as a caveat, 14% 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. 29% of promotions for male staff suggests a slight over-representation of male staff at gaining promotion. The SPO staff group continues to have male over-representation at 32% (although notably this is a reduction from last year's bias of 46%). Similarly a low proportion of staff who have disclosed a disability gained promotion.

**Appraisals:** Of the 442 returned appraisals, 4% were for staff from minority ethnic backgrounds, the same as the staff proportion, 28% were for male staff, which is a slight over-representation, and 14.5% were for staff who had disclosed a disability. The final result is encouraging as Appraisal is a key point of review for reasonable adjustments.

The measure required by legislation is one that demonstrates that minority ethnic staff do not suffer disproportionate detriment through performance appraisal. There is no performance related pay system in the Probation Service so the only other measure would be to link appraisals to capability monitoring, which we currently do not monitor. Only 6 members of staff who had an appraisal were deemed to be performing below standard and none of these staff were from minority ethnic backgrounds.

**Leavers:** 4.4% of leavers were from minority ethnic backgrounds and 13% had disclosed a disability, which is more or less proportional. However male staff remain more likely to leave than female staff with an increase in the differential from last year – 38.5% male to 61.5% female.

**Grievance and Disciplines:** 1 (8%) grievance was raised by a minority ethnic member of staff out of the total of 12 formal grievances that were raised during the period. 2 were raised by disabled staff (16%) and there was a 25%:75% male to female proportion.

12 disciplinaries were undertaken. 2 were for staff from minority ethnic backgrounds (16%) which is disproportional but a very small sample size. 35% of disciplinaries were on male staff which again is disproportionately high, as in the previous report but with the same caveat about such small numbers. There was no disability data available.

**Training:** Training data relates to training received. It is unlikely that there would be any differences between the figures of applied for and received because it is very unusual for training applications to be refused. On this data, 3.2% of staff who received training were from minority ethnic backgrounds – a very slight under-representation. There was gender proportionality at 26.4% male to 73.6% female. No disability data was available.

## **Offender Survey 2009 – Diversity Analysis: Strengths and Areas for Improvement**

The results of HPA's Offender Survey had some of the key responses segmented in relation to race (small sample sizes mean that an aggregate "BME" category is used, n = 40), gender and four specific disabilities – dyslexia (n = 92), mental health (n = 73), reduced mobility (n = 50) and learning difficulties (n = 45), which are the largest disabilities represented in the offender sample. The data is analysed by looking for differentials in results between the diversity category and the rest of the sample population as an indication of disparity in outcomes between groups.

A few additional questions were also segmented for offenders with hearing impairments (n = 18), visual impairments (n = 11) and reduced physical capacity (n = 15).

NB – The full report is available on the performance database.

### ***Strengths and Areas for Improvement***

Overall, this additional analysis has identified the following strengths and areas for improvement:

Strengths:

1. Responses from the group of minority ethnic offenders who completed the survey (n = 40), were for the majority of responses at least as positive, if not more positive, than for White offenders (and the results for both groups were good). Minority ethnic offenders were more likely to report positively in relation to unpaid work.
2. Responses from female offenders who completed the survey (n = 76), were for the majority of responses to be at least as positive, and in several cases more positive, than for male offenders. Female offenders were more likely to report positively in relation to the fairness of report and proposal; help given to them if reporting was difficult; satisfaction with drug interventions; benefiting from help received whilst on Probation; feeling that their opportunities had increased; and less likely to say that Probation had not impacted on the possibility of future offending.
3. For many of the respondents who had said they had a disability, results were as positive as those who had not identified a disability. This remained the case when data was segmented further to individual disability categories – many of which showed very high positives for some groups in relation to levels of satisfaction. High scores were

attained for those with dyslexia and learning difficulties in relation to literacy services and in relation to helping if problems were experienced with reporting.

#### Areas for Improvement:

1. Those offenders who had identified themselves as having dyslexia or learning difficulties were less likely to give positive feedback in relation to a number of areas:
  - less likely to be satisfied with leaflets
  - less likely to feel that their difficulties were taken into consideration on unpaid work
  - less likely to be satisfied with ETE assistance
  - less likely to be satisfied with drug and alcohol assistance
  - less likely to feel that they had benefited from the help they had received whilst on Probation
  - More likely to feel that Probation had had no impact
  
2. Some offenders with visual impairments and reduced physical capacity were saying that they did not get assistance when they were having difficulties reporting

Offenders with mental health needs were slightly less likely to feel that they had benefited from the help they had received whilst on Probation and slightly more likely to feel that

# Data Tables

Report Proposals	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: White	M	F	Missing REM	Grand Total
Absolute Discharge															1				1			1
Anti-Social Behaviour Order															1				1			1
Attendance Centre		1								1					21				25	1	3	26
CJA - Adult Custody		1			1	2					1	2			122	1	6	1	135	8	6	143
CJA - Community Order	11	35	24	8	65	65	23	3	9	8	41	20	33	4	4,485	36	165	9	4,302	795	53	5,097
CJA - Custody Plus															5				5			5
CJA - Deferred Sentence															3				2	1		3
CJA - Extended Sent <= 10 yrs									1						7				8			8
CJA - Ind Public Protection															16		1		16	1		17
CJA - Suspended Sentence	1	1	3	3	5	6	1	4	1		1	2			370	3	16	3	372	52	4	424
Comb Punish & Rehab Order	1														2				3			3
Community Punishment Order					1										9				11	1	2	12
Community Rehabilitation Order															6				7		1	7
Compensation															4				4			4
Conditional Discharge				1	1			2		2	2				102	4	4		89	36	7	125
Cond'l Discharge Substituted							1							1	2				3	1		4
Curfew Order				1	4					1	1	1	2		97	1	3	2	94	25	6	119
Curfew Order/Elect Monitoring															3				3			3
Cus Ext Supervision Violence															1				1			1
Custody		1			1	2	1	1			1	1	2		80	2	3		87	11	3	98
Custody - ext sentnce CJA91/44															6				6			6
Custody - ext sup'n CJA91/2.2B															2				2			2
Deferred Sentence		1													5				6			6
DTTO - High Intensity															1					1		1
Fine				1			1				1		1		55		1		55	10	5	65
Fine & Order to Continue															2				2			2
Hospital Order MHA83/37															3				1	3	1	4
Life Imprisonment															1				1			1
No Action - Order to Continue															1		1		2			2
No Specific Proposal	1	1	1		8	2	1		1		3		4	1	295	1	16		301	41	7	342
Order Revoked - Re-Sentenced															7				6	1		7
Order to Continue, Modified															63	1	6	1	62	12	2	74
Other		1													1				1			1
Restriction/Exclusion Order															1				1			1
Supervision Order															3				3			3
Suspended Sentence	1		2		1				1		2	1	1		52		3		59	7	2	66
Suspended Sentence Sup'n Order										1	1	1			48		2		49	5	1	54
Young Offender Institution						1					1				16	1	1		18	2		20
<b>Grand Total</b>	<b>15</b>	<b>42</b>	<b>30</b>	<b>14</b>	<b>87</b>	<b>78</b>	<b>28</b>	<b>10</b>	<b>13</b>	<b>13</b>	<b>55</b>	<b>28</b>	<b>43</b>	<b>6</b>	<b>5,898</b>	<b>51</b>	<b>228</b>	<b>16</b>	<b>5,743</b>	<b>1,015</b>	<b>103</b>	<b>6,758</b>

Figure 1: Report Proposals By Ethnicity & Gender: (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					1										1
Anti-Social Behaviour Order					1										1
Attendance Centre					16	3							1	7	27
CJA - Adult Custody	4	2	4	4	114	10		4	2				1	9	154
CJA - Community Order	161	45	75	233	4,109	377	13	116	68	1	1	3	29	246	5,477
CJA - Custody Plus					3		1		1					1	6
CJA - Deferred Sentence			1			1								1	3
CJA - Extended Sent <= 10 yrs					8										8
CJA - Ind Public Protection			1		13				1					2	17
CJA - Suspended Sentence	13	7	8	24	346	22	2	10	9			1	2	16	460
Comb Punish & Rehab Order					3										3
Community Punishment Order		1			7	1			1					2	12
Community Rehabilitation Order	1				5									1	7
Compensation				1	3										4
Conditional Discharge	4			11	68	11	2	6	1			1		25	129
Cond'l Discharge Substituted	1				2	1								1	5
Curfew Order	2		2	5	71	6		3	5					30	124
Curfew Order/Elect Monitoring					2	1								1	4
Cus Ext Supervision Violence					1										1
Custody	4	2	3	2	77	9	1	4	1					7	110
Custody - ext sentnce CJA91/44					4	1								1	6
Custody - ext sup'n CJA91/2.2B				1	1										2
Deferred Sentence	1			1	3	1								1	7
DTTO - High Intensity					1										1
Fine	1			1	41	4		1	3					15	66
Fine & Order to Continue					2										2
Hospital Order MHA83/37				2	1	1								1	5
Life Imprisonment					1										1
No Action - Order to Continue					1	1									2
No Specific Proposal	13	8	6	24	242	28	2	13	3		1		3	43	386
Order Revoked - Re-Sentenced						1									1
Order to Continue, Modified	2				4	1		1			1				9
Other	2			6	50	6		2	2					12	80
Restriction/Exclusion Order				1											1
Supervision Order					1									2	3
Suspended Sentence	3	1	1	2	54	4	1	2	3					4	75
Suspended Sentence Sup'n Order	1		2	5	43	3		1	1					2	58
Young Offender Institution			1	1	17									1	20
Grand Total	213	66	104	324	5,316	493	22	163	101	1	3	5	36	431	7,278

Figure 2: Report Proposals by Disability (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: White	M	F	Missing REM	Grand Total
Absolute Discharge															1				1			1
Anti-Social Behaviour Order															1				1			1
Attendance Centre Order										1					33				36	4	6	40
Bound Over															1				1			1
CJA - Adult Custody-Std Det	3	2	3	2	7	10	2	1		1	6	4	4		467	5	26	3	519	41	14	560
CJA - Community Order	9	27	15	1	46	42	17	2	7	8	27	16	23	4	3,438	28	129	3	3,192	661	11	3,853
CJA - Custody - No Supervision		4	3	1	13	8	4	2			4	1	6		381	3	23	2	430	40	15	470
CJA - Deferred Sentence															2				2			2
CJA - Extended Sent <= 10 yrs															17				18		1	18
CJA - Ind Public Protection											1		1		19		1		21	2	1	23
CJA - Suspended Sentence	2	5	9	5	13	8	3	1	5	1	8	7	5		994	10	37	4	958	163	4	1,121
CJA - Transitional Custody-YOI				1		1			1				1		101		2		101	6		107
Comm Pun/Rehab Order - Rehab															3				3			3
Community Punishment Order															4				3	1		4
Community Rehabilitation Order															3				3			3
Compensation					1										8				10	1	2	11
Conditional Discharge		2		1	2	1		3		1	3			2	112	1	4		105	42	15	147
Curfew Order		1		1	2		1			1	3		2		140	2	2	2	135	33	11	168
Curfew Order/Elect. Monitoring															1				1			1
Cus Extended Supervision Sex															1				1			1
Deferred Sentence															2				1	1		2
Detention and Training Order																			1		1	1
Fine		1					2	1		1			1		101	1	3		104	17	10	121
Imprisonment															7				6	1		7
Imprisonment - Concurrent															1				1			1
Imprisonment - Consecutive				1											1				2			2
Imprisonment - No Supervision					4	1							2		12		1		22		2	22
Life Imprisonment															1				1			1
One Day's Imprisonment															3				3			3
Original Order Modfd and Contd															5				5			5
Other						1									5				5	1		6
Psych Hosp (No Conv/Non-Prob)															1				1			1
Psych Hosp Order (Non-Prob)															5				1	4		5
Psychiatric Hospital Order															3				5	2	4	7
Remitted															1				1			1
Supervision Order															1				1			1
Suspended Sentence															7				5	2		7
Suspended Sentence Sup'n Order	1																		1			1
Withdrawn for Other Reason															2				2			2
YOI - Concurrent															4				4			4
YOI - Consecutive															1				1			1
Young Offender Institution		1				4					4				99	1	4		106	8	1	114
Grand Total	15	43	30	13	88	76	29	10	13	14	56	28	45	6	5,989	51	232	14	5,820	1,030	98	6,850

Figure 3: Court Disposals by Ethnicity & Gender: (SDR/FDR/ORAL)

Court Disposals	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					1										1
Anti-Social Behaviour Order				1											1
Attendance Centre Order					21	4							1	16	42
Bound Over					1										1
CJA - Adult Custody-Std Det	21	7	10	31	440	34	4	18	9			1	4	29	608
CJA - Community Order	127	44	67	207	3,116	322	12	83	55	1	1	2	23	125	4,185
CJA - Custody - No Supervision	12	5	1	19	333	29		11	11		3		1	76	501
CJA - Deferred Sentence	1				3										4
CJA - Extended Sent <= 10 yrs	1		2		11	1			1					3	19
CJA - Ind Public Protection				1	18				1					3	23
CJA - Suspended Sentence	38	9	20	44	923	74	8	33	17		1	2	5	29	1,203
CJA - Transitional Custody-YOI	7		4	2	102	1			1						117
Comm Pun/Rehab Order - Rehab					3										3
Community Punishment Order					4										4
Community Rehabilitation Order					3			1							4
Compensation	1			1	6									3	11
Conditional Discharge	4		1	8	74	7	1	5						48	148
Curfew Order	3		2	8	85	14		9	4			1	1	52	179
Curfew Order/Elect. Monitoring					1										1
Cus Extended Supervision Sex					1										1
Deferred Sentence					3			1							4
Detention and Training Order														1	1
Fine	2			4	81	3		4	3				1	25	123
Imprisonment					4	2								1	7
Imprisonment - Concurrent					1										1
Imprisonment - Consecutive					2										2
Imprisonment - No Supervision			1	2	15	2								3	23
Life Imprisonment														1	1
One Day's Imprisonment					3										3
Original Order Modfd and Contd				1	4										5
Other				1	3	1								1	6
Psych Hosp (No Conv/Non-Prob)				1					1						1
Psych Hosp Order (Non-Prob)					4	1								1	6
Psychiatric Hospital Order				3										4	7
Remitted					1										1
Supervision Order														1	1
Suspended Sentence					5	2		1							8
Suspended Sentence Sup'n Order					1										1
Withdrawn for Other Reason				1	1										2
YOI - Concurrent					4										4
YOI - Consecutive					1										1
Young Offender Institution	4	1	4	2	102	1							1	2	117
Grand Total	221	66	112	337	5,381	498	25	166	102	1	5	6	37	424	7,381

Figure 4: Court Disposals by Disability (SDR/FDR/ORAL)

CJA Community Orders	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: White	Missing REM	Grand Total
Aldershot		3		1	9	11	1	1		1	3		2	1	372	6	22		2	435
Alton					3		1		2		2				168	7	4			187
Andover					3		1		2		2	1	1		206	1	6	3	4	230
Basingstoke	2	2	2		5	16	3				12	2	2		454	6	19		2	527
Fareham	1	7		1	3			1				3	3		539	1	7		4	570
Farnborough					1	1					2				44			1		49
Havant		1	1		3	1	1			2	1	2	2	1	461	2	11	2	4	495
Lymington/Totton		1			1	1	3		1		1		2		359	2	6	1	1	379
Newport I.o.W.					1	2			1		3	3			520	6	7		1	544
Portsmouth Court Unit					1										34		4		2	41
Portsmouth DRR/PPO Unit			1	1	4	14	2				2	2	2		141		1	1	5	176
Portsmouth MAPPa Unit												1			24		1			26
South West Court Unit					2		4								47	1	3			57
Southampton Community Unit		15	12	1	10	9	3	1	2	4	2	4	2	1	513	13	29		1	622
Southampton MAPPa Unit			1	1	1				2		1				25		3		1	35
Southampton Substance Misuse	1	5	6		7	13	7	1	2	1	6	7	3	1	473		57		7	597
Southampton Young Adult Unit	2	1	3		4	3	2				6		7		277	1	3		3	312
Winchester	1	1					2						2	1	142	1	2		1	153
Portsmouth OMU 1	3	1	2	1	12	3	1	1	1		4		2		235	1	7	1	4	279
Portsmouth OMU 2	3	3	2	1	11	3			1	1	1	2	1		404	3	12	1	2	451
Reducing Custody Basingstoke											2				42				1	45
Reducing Custody Southampton												1			72	1				74
<b>Grand Total</b>	<b>13</b>	<b>40</b>	<b>30</b>	<b>7</b>	<b>81</b>	<b>77</b>	<b>31</b>	<b>5</b>	<b>14</b>	<b>9</b>	<b>50</b>	<b>28</b>	<b>31</b>	<b>5</b>	<b>5,552</b>	<b>52</b>	<b>204</b>	<b>10</b>	<b>45</b>	<b>6,284</b>

Figure 5: Commencements of CJA Community Orders by Ethnicity

CJA Community Orders	M	F	Grand Total
Aldershot	356	79	435
Alton	152	35	187
Andover	201	29	230
Basingstoke	452	75	527
Fareham	482	88	570
Farnborough	40	9	49
Havant	418	77	495
Lymington/Totton	328	51	379
Newport I.o.W.	461	83	544
Portsmouth Court Unit	39	2	41
Portsmouth DRR/PPO Unit	145	31	176
Portsmouth MAPPA Unit	23	3	26
Portsmouth OMU 1	235	44	279
Portsmouth OMU 2	348	103	451
Reducing Custody Basingstoke	33	12	45
Reducing Custody Southampton	61	13	74
South West Court Unit	49	8	57
Southampton Community Unit	502	120	622
Southampton MAPPA Unit	35		35
Southampton Substance Misuse	492	105	597
Southampton Young Adult Unit	284	28	312
Winchester	124	29	153
<b>Grand Total</b>	<b>5,260</b>	<b>1,024</b>	<b>6,284</b>

Figure 6: Commencements of CJA Community Orders by Gender

CJA Community Orders	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
Aldershot	7	6	3	3	382	36	1	4	2				1	21	466
Alton	3	1	3	3	181	14		4	2			2	1	4	218
Andover	6	1	7	5	180	17	2	4	2				3	10	237
Basingstoke	16	9	16	9	443	18		14	10	1			1	11	548
Fareham	11	4	10	24	506	26	1	7	1			1	4	15	610
Farnborough	1			2	45	4		2						2	56
Havant	21	6	9	47	383	56		14	4				6	21	567
Lymington/Totton	6	4	6	18	293	14	3	5	7			1		42	399
Newport I.o.W.	39	4	12	26	397	75	1	16	18				2	8	598
Portsmouth Court Unit			3	1	31	3			1				1	7	47
Portsmouth DRR/PPO Unit	5			4	130	18		4					1	8	170
Portsmouth MAPPA Unit	1			2	18	2		2	1					2	28
South West Court Unit	2				31			2	1					21	57
Southampton Community Unit	18	4	5	51	478	61	2	20	18		2	2	5	11	677
Southampton MAPPA Unit	1	1	1	3	28	2		1	1					1	39
Southampton Substance Misuse	11	1	7	39	507	39		12	5				2	18	641
Southampton Young Adult Unit	16	5	11	5	264	14	2	1				1	2	8	329
Winchester	5	1	1	7	138	9						1		2	164
Portsmouth OMU 1	12	2	4	20	230	30	3	5	3			1	1	20	331
Portsmouth OMU 2	12	13	2	39	344	30	4	8	6		1		3	25	487
Reducing Custody Basingstoke	2		2	4	31	1	2	3	2					1	48
Reducing Custody Southampton	6	2	4	8	58	6			1						85
<b>Grand Total</b>	<b>201</b>	<b>64</b>	<b>106</b>	<b>320</b>	<b>5,098</b>	<b>475</b>	<b>21</b>	<b>128</b>	<b>85</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>33</b>	<b>258</b>	<b>6,802</b>

Figure 7: Commencements of CJA Community Orders by Disability

Pre CJA Community Orders	Asian:Indian	Asian:Pakistani	Black:African	Black:Caribbean	Mixed:African	Mixed:Caribbean	Mixed:Other	White:British	White:Irish	White:Other	Missing REM	Grand Total
Aldershot								7				7
Alton								5				5
Andover								4			1	5
Basingstoke				1				6				7
Fareham					1			18			1	20
Havant								23			2	25
Lymington/Totton						1	1	16				18
Newport I.o.W.								17		2	1	20
Portsmouth Court Unit								5				5
Portsmouth DRR/PPO Unit					1							1
Portsmouth MAPPA Unit								1				1
Portsmouth OMU 1								7			2	9
Portsmouth OMU 2			2					20				22
Reducing Custody Basingstoke								2				2
Reducing Custody Southampton								2				2
Southampton Substance Misuse								1				1
Southampton Young Adult Unit	3	2	1	1		13		79	1	4	1	105
Winchester								4			2	6
<b>Grand Total</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>14</b>	<b>1</b>	<b>217</b>	<b>1</b>	<b>6</b>	<b>10</b>	<b>261</b>

Figure 8: Commencements of pre-CJA Community Orders by Ethnicity

Pre CJA Community Orders	M	F	Grand Total
Aldershot	7		7
Alton	5		5
Andover	5		5
Basingstoke	7		7
Fareham	20		20
Havant	20	5	25
Lymington/Totton	17	1	18
Newport I.o.W.	19	1	20
Portsmouth Court Unit	4	1	5
Portsmouth DRR/PPO Unit	1		1
Portsmouth MAPPA Unit	1		1
Portsmouth OMU 1	9		9
Portsmouth OMU 2	19	3	22
Reducing Custody Basingstoke	2		2
Reducing Custody Southampton	1	1	2
Southampton Substance Misuse	1		1
Southampton Young Adult Unit	92	13	105
Winchester	3	3	6
<b>Grand Total</b>	<b>233</b>	<b>28</b>	<b>261</b>

Figure 9: Commencements of pre-CJA Community Orders by Gender

Pre CJA Community Orders	Dyslexia	Learning Difficulties	Mental Illness	No Disability	Other	Reduced Mobility	Visual Impairment	Missing Disability	Grand Total
Aldershot				6				1	7
Alton				3			1	1	5
Andover				3				2	5
Basingstoke		1		5				1	7
Fareham				18	2			2	22
Havant	2	3	1	15	7			1	29
Lymington/Totton	1			15				2	18
Newport I.o.W.				12	3	1		4	20
Portsmouth Court Unit				5					5
Portsmouth DRR/PPO Unit								1	1
Portsmouth MAPPA Unit				1					1
Portsmouth OMU 1				7				4	11
Portsmouth OMU 2				18	1			3	22
Reducing Custody Basingstoke				2					2
Reducing Custody Southampton				3					3
Southampton Substance Misuse				1					1
Southampton Young Adult Unit		3		100	2			2	107
Winchester				4				2	6
<b>Grand Total</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>218</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>26</b>	<b>272</b>

Figure 10: Commencements of pre-CJA Community Orders by Disability

Licence Commencements	Asian: Indian	Asian: Other	Asian: Pakistani	Black: African	Black: Caribbean	Black: Other	Chinese	Mixed: African	Mixed: Asian	Mixed: Caribbean	Mixed: Other	Other Ethnic Group	White: British	White: Irish	White: Other	Z - Old: White	Missing REM	Grand Total
Automatic Conditional Release	2	2		1	3	4		1		1		1	91	1	3		2	112
CJA Adult Custody	3	3		8	8	5	1	3	1	5	1	4	402	5	25	3	7	484
CJA Extended Sentence					1								31	1	1			34
CJA Indeterminate Public Protection													1					1
Custody Extended Supn Sex													6					6
Custody Extended Supn Violence										1			1					2
Custody Plus													1					1
Detention Centre	1		1	3	1			1	1	7		2	264		4			285
Discretionary Conditional Release													8					8
Extended Supervision (Sex Offenders)														1				1
Imprisonment - no contact													1					1
Life Imprisonment/detention S53(1)													4					4
Parole				1														1
Psychiatric Hospital													2					2
Unconditional Automatic Release													2				1	3
Youth Custody <= 12 months		1								3			134		3		1	142
Youth Custody; 12 months +	1				2		1			4			33					41
Grand Total	7	6	1	13	15	9	2	5	2	21	1	7	981	8	36	3	11	1,128

Figure 11: Licence Commencements By Ethnicity

Licence Commencements	M	F	Grand Total
Automatic Conditional Release	105	7	112
CJA Adult Custody	450	34	484
CJA Extended Sentence	31	3	34
CJA Indeterminate Public Protection	1		1
Custody Extended Supn Sex	6		6
Custody Extended Supn Violence	2		2
Custody Plus		1	1
Detention Centre	266	19	285
Discretionary Conditional Release	8		8
Extended Supervision (Sex Offenders)	1		1
Imprisonment - no contact	1		1
Life Imprisonment/detention S53(1)	4		4
Parole	1		1
Psychiatric Hospital	2		2
Unconditional Automatic Release	3		3
Youth Custody <= 12 months	131	11	142
Youth Custody; 12 months +	39	2	41
<b>Grand Total</b>	<b>1,051</b>	<b>77</b>	<b>1,128</b>

Figure 12: Licence Commencements By Gender

Licence Commencements	Dyslexia	Hearing Difficulties	Learning Difficulties	Mental Illness	No Disability	Other	Progressive Condition	Reduced Mobility	Reduced Physical Capacity	Refusal to disclose	Speech Impairment	Missing Disability	Grand Total
Automatic Conditional Release	2			3	83	3		1	1			22	115
CJA Adult Custody	9	3	1	15	385	36	2	9	10		1	44	515
CJA Extended Sentence			1		26	1		1		1		5	35
CJA Indeterminate Public Protection												1	1
Custody Extended Supn Sex					4			1				1	6
Custody Extended Supn Violence					1							1	2
Custody Plus					1								1
Detention Centre	11		7	5	273	9		1				5	311
Discretionary Conditional Release					5							3	8
Extended Supervision (Sex Offenders)					1								1
Imprisonment - no contact					1								1
Life Imprisonment/detention S53(1)					3				1				4
Parole					1								1
Psychiatric Hospital				2									2
Unconditional Automatic Release					1				1			1	3
Youth Custody <= 12 months	8		3	2	132	11	1	1				2	160
Youth Custody; 12 months +			1	1	37	1					1	4	45
<b>Grand Total</b>	<b>30</b>	<b>3</b>	<b>13</b>	<b>28</b>	<b>954</b>	<b>61</b>	<b>3</b>	<b>14</b>	<b>13</b>	<b>1</b>	<b>2</b>	<b>89</b>	<b>1,211</b>

Figure 13: Licence Commencements By Disability

CJA Requirement Commencements	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							2	12	15
Asian:Indian	9	1	1	1		1			1		4	19	24	61
Asian:Other	3	2		3		1					3	16	18	46
Asian:Pakistani												3	6	9
Black:African	6	3	1	3	3				1		6	26	62	111
Black:Caribbean	18	1		8	18						11	53	32	141
Black:Other	7	2		7	9			1	1	1	4	17	11	60
Chinese				1									5	6
Mixed:African	1	1			1						1	6	9	19
Mixed:Asian	2	1									1	7	5	16
Mixed:Caribbean	11	3		8	3		1				9	29	26	90
Mixed:Other	4	2	1	6	1					1	4	15	16	50
Other Ethnic Group	3	1		1	2	1					3	13	21	45
Refusal				1							2	1	2	6
White:British	943	634	33	551	508	87	37	25	43	38	815	3,296	2,735	9,745
White:Irish	14	9		5	2						5	37	20	92
White:Other	19	16		11	11		3		1	2	13	73	141	290
Z - Old: White	2	3		2							1	6	3	17
Missing REM	5	2	1	3	8				1		4	24	19	67
M	957	578	32	525	450	77	39	25	46	36	669	2,998	2,757	9,189
F	90	103	5	86	117	13	2	1	2	6	217	645	410	1,697
Dyslexia	33	27	2	24	14	2		1	2	2	35	136	91	369
Hearing Difficulties	6	9		5	2				1		9	39	33	104
Learning Difficulties	14	18	2	20	6			1	5	3	27	74	45	215
Mental Illness	38	55		28	33	2	3	14	4	2	47	268	73	567
No Disability	874	509	28	492	482	68	31	9	33	32	711	2,833	2,748	8,850
Other	75	75	2	31	51	6	6	2	3	4	81	338	158	832
Progressive Condition	4	5			1						2	13	8	33
Reduced Mobility	21	17		16	8	2	1		3	3	7	83	45	206
Reduced Physical Capacity	16	12	1	8	4	2	1		1	2	9	66	24	146
Refusal to disclose				1								1		2
Severe Disfigurement				1								2		3
Speech Impairment	4	1		1							2	7	3	18
Visual Impairment	6	4		3	5		1				3	22	13	57
Missing Disability	37	15	2	28	22	13	1		3	1	21	115	129	387
Grand Total	1,047	681	37	611	567	90	41	26	48	42	886	3,643	3,167	10,886

Figure 14: CJA Requirements Commencements By Ethnicity, Gender & Disability

<b>CUMULATIVE PERFORMANCE</b>		<b>Successful Completions</b>	
<b>Target per Annum</b>		<b>70%</b>	
		<b>#</b>	<b>%</b>
<b>Asian:Bangladeshi</b>	<b>A3</b>	13	87%
<b>Asian:Indian</b>	<b>A1</b>	26	70%
<b>Asian:Other</b>	<b>A9</b>	16	94%
<b>Asian:Pakistani</b>	<b>A2</b>	8	67%
<b>Black:African</b>	<b>B2</b>	38	70%
<b>Black:Caribbean</b>	<b>B1</b>	38	72%
<b>Black:Other</b>	<b>B9</b>	24	86%
<b>Chinese</b>	<b>O1</b>	9	82%
<b>Mixed:African</b>	<b>M2</b>	10	83%
<b>Mixed:Asian</b>	<b>M3</b>	8	80%
<b>Mixed:Caribbean</b>	<b>M1</b>	29	63%
<b>Mixed:Other</b>	<b>M9</b>	12	80%
<b>Not Recorded</b>	<b>NR</b>	46	90%
<b>Other Ethnic Group</b>	<b>O9</b>	23	88%
<b>Refusal</b>	<b>NS</b>	6	100%
<b>White:British</b>	<b>W1</b>	3526	72%
<b>White:Irish</b>	<b>W2</b>	21	68%
<b>White:Other</b>	<b>W9</b>	136	84%
<b>ALL BME</b>		<b>254</b>	<b>76%</b>
<b>ALL WHITE</b>		<b>3683</b>	<b>72%</b>
<b>Female</b>		<b>627</b>	<b>76%</b>
<b>Male</b>		<b>3362</b>	<b>72%</b>
<b>TOTAL</b>		<b>3989</b>	<b>72%</b>

**Figure 15: Successful Completions: CJA Community Orders, Pre-CJA Community Orders & Licences by Ethnicity & Gender**

CUMULATIVE PERFORMANCE		Successful Completions	
Target per Annum		70%	
		#	%
Dyslexia	DY	96	57%
Hearing Impairment	HD	33	80%
Learning Difficulties	LD	57	69%
Mental Illness	MI	134	72%
No Disability	ND	2973	70%
Not Recorded	NR	522	86%
Other	OD	201	71%
Progressive Condition	PC	9	90%
Reduced Mobility	RM	66	77%
Reduced Physical Capacity	RC	47	77%
Refusal to Disclose	RD	2	100%
Severe Disfigurement	SD	2	67%
Speech Impairment	SI	6	55%
Visual Impairment	VI	23	85%
ALL DISABILITIES		674	70%
TOTAL		4171	72%

Figure 16: Successful Completions: CJA Community Orders, Pre-CJA Community Orders & Licences by Disability

Successful Requirement Completions		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	Missing REM	M	F	Grand Total
Accredited Programm	Successful	2	4	2		4	7	1		1		4	1		1	450	5	14	3	465	34	499
	Unsuccessful		2				1			1		2	2			154	1	2		156	9	165
	% Successful	100%	67%	100%		100%	88%	100%		50%		67%	33%		100%	75%	83%	88%	100%	75%	79%	75%
Alcohol Treatment	Successful			1		1				1	1	2	1	2		528	5	7	4	459	94	553
	Unsuccessful		1	1		1		1	1	1						137	1	3		133	14	147
	% Successful		0%	50%		50%		0%	0%	50%	100%	100%	100%	100%		79%	83%	70%	100%	78%	87%	79%
Attendance Centre	Successful															9				7	2	9
	Unsuccessful															7				5	2	7
	% Successful															56%				58%	50%	56%
Curfew	Successful			1		1	3	1	1		1	3	4	2		362	3	10	4	344	52	396
	Unsuccessful				1		1	1				2				88		1		82	12	94
	% Successful			100%	0%	100%	75%	50%	100%		100%	60%	100%	100%		80%	100%	91%	100%	81%	81%	81%
Drug Treatment	Successful	1		1			9	5				8	1			214		6	5	213	37	250
	Unsuccessful	1				2	4					2	1	1		236	2	4	2	192	63	255
	% Successful	50%		100%		0%	69%	100%				80%	50%	0%		48%	0%	60%	71%	53%	37%	50%
Electronic Monitoring	Successful		1											1		51		2		47	8	55
	Unsuccessful															11				10	1	11
	% Successful		100%											100%		82%		100%		82%	89%	83%
Exclusion	Successful															24		1		24	1	25
	Unsuccessful										1					3				4		4
	% Successful										0%					89%		100%		86%	100%	86%
Prohibited Activity	Successful															11				11		11
	Unsuccessful															5				5		5
	% Successful															69%				69%		69%
Residence	Successful						1									14		1		14	2	16
	Unsuccessful						1									5				4	2	6
	% Successful						50%									74%		100%		78%	50%	73%
Specified Activity	Successful		1	2		1	2	4				4	1			393	2	5	2	314	103	417
	Unsuccessful	1					1	1				1				169	3	2		140	38	178
	% Successful	0%	100%	100%		100%	67%	80%				80%	100%			70%	40%	71%	100%	69%	73%	70%
Supervision	Successful	2	10	6	3	18	15	7	4	1	4	11	4	3	2	1,580	8	44	14	1419	317	1,736
	Unsuccessful	1	5	1	1	3	8	3	1	1	2	6	5	2		904	9	13	1	827	139	966
	% Successful	67%	67%	86%	75%	86%	65%	70%	80%	50%	67%	65%	44%	60%	100%	64%	47%	77%	93%	63%	70%	64%
Unpaid Work	Successful	10	14	13	6	26	19	11	6	3	5	9	8	17	3	1,851	9	97	21	1773	355	2,128
	Unsuccessful	1	6	1		7	6	1	1			5		1		541	4	19	2	542	53	595
	% Successful	91%	70%	93%	100%	79%	76%	92%	86%	100%	100%	64%	100%	94%	100%	77%	69%	84%	91%	77%	87%	78%
Grand Total	Successful	15	30	26	9	51	56	29	11	6	11	41	20	25	6	5,487	32	187	53	5,090	1,005	6,095
	Unsuccessful	4	14	3	2	13	22	7	3	3	2	19	8	4	0	2,260	20	44	5	2,100	333	2,433
	% Successful	79%	68%	90%	82%	80%	72%	81%	79%	67%	85%	68%	71%	86%	100%	71%	62%	81%	93%	71%	75%	71%

Figure 17: Successful CJA Requirements By Ethnicity & Gender

Successful Requirement Completions		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
Accredited Programm	Successful	8	5	4	13	396	19		12	3				2	62	524
	Unsuccessful	6		1	10	134	12		4	3			1		8	179
	% Successful	57%	100%	80%	57%	75%	61%		75%	50%			0%	100%	89%	75%
Alcohol Treatment	Successful	21	6	7	37	438	38	4	9	10		2		3	18	593
	Unsuccessful	10		4	6	123	11		2	4					2	162
	% Successful	68%	100%	64%	86%	78%	78%	100%	82%	71%		100%		100%	90%	79%
Attendance Centre	Successful	1				9										10
	Unsuccessful	1				6										7
	% Successful	50%				60%										59%
Curfew	Successful	10	1	9	18	316	20		13	5				1	23	416
	Unsuccessful	4	2	5	5	70	7		1	1					4	99
	% Successful	71%	33%	64%	78%	82%	74%		93%	83%				100%	85%	81%
Drug Treatment	Successful	3	3	3	21	204	15		1	1		2	1	2	17	273
	Unsuccessful	5	1	2	7	226	21		7	3			1	1	8	282
	% Successful	38%	75%	60%	75%	47%	42%		13%	25%		100%	50%	67%	68%	49%
Electronic Monitoring	Successful				1	46	2		1						6	56
	Unsuccessful	1			2	9										12
	% Successful	0%			33%	84%	100%		100%						100%	82%
Exclusion	Successful			1	4	15	2		1	1					1	25
	Unsuccessful					4	1									5
	% Successful			100%	100%	79%	67%		100%	100%					100%	83%
Prohibited Activity	Successful			5	2	4									2	13
	Unsuccessful				1	4	1									6
	% Successful			100%	67%	50%	0%								100%	68%
Residence	Successful			1	1	8									6	16
	Unsuccessful					4	2									6
	% Successful			100%	100%	67%	0%								100%	73%
Specified Activity	Successful	19	6	23	23	301	26		6	2			2	2	40	450
	Unsuccessful	11	1	6	11	151	4	1	3	1			2	1	4	196
	% Successful	63%	86%	79%	68%	67%	87%	0%	67%	67%			50%	67%	91%	70%
Supervision	Successful	47	18	39	102	1229	109	6	38	30	2	2	2	10	214	1848
	Unsuccessful	44	5	15	54	806	75		23	17		1	5	2	29	1076
	% Successful	52%	78%	72%	65%	60%	59%	100%	62%	64%	100%	67%	29%	83%	88%	63%
Unpaid Work	Successful	49	23	23	40	1805	92	6	34	19		1	5	12	113	2222
	Unsuccessful	32	8	12	15	508	26	2	7	1			2	1	29	643
	% Successful	60%	74%	66%	73%	78%	78%	75%	83%	95%		100%	71%	92%	80%	78%
Grand Total	Successful	158	62	115	262	4,771	323	16	115	71	2	7	10	32	502	6,446
	Unsuccessful	114	17	45	111	2045	160	3	47	30		1	11	5	84	2,673
	% Successful	58%	78%	72%	70%	70%	67%	84%	71%	70%	100%	88%	48%	86%	86%	71%

Figure 18: Successful Requirement Completions By Disability

Referrals	Asian:Indian	Asian:Bangladeshi	Asian:Other	Black:Caribbean	Black:African	Black:Other	Mixed:Caribbean	Mixed:African	Refusal	Chinese	Other Ethnic Group	White:British	White:Irish	White:Other	Missing REM	M	F	Grand Total
ART				1	1		1	1			1	144		2	6	147	10	157
DID			1	1			2					148	1	4	5	142	20	162
ETS		1		4			2					271	3	1	12	275	19	294
IDAP	1					3	1		5		1	919		6	24	960		960
i-SOTP												13			0	13		13
OSAP			1	1								31		1	2	31	5	36
TV-SOGP	2									1		101	1		2	107		107
Grand Total	3	1	2	7	1	3	6	1	5	1	2	1,627	5	14	51	1,675	54	1,729

Figure 19: Accredited Programme Referrals By Ethnicity & Gender

Commencements	Asian:Indian	Asian:Bangladeshi	Asian:Other	Black:Caribbean	Black:African	Black:Other	Mixed:Caribbean	Mixed:African	Refusal	Chinese	Other Ethnic Group	White:British	White:Irish	White:Other	Missing REM	M	F	Grand Total
ART				1	1		1	1			1	105		2	5	109	8	117
DID			1	1			2					118	1	4	3	111	19	130
ETS		0		2			2					172	3	1	8	177	11	188
IDAP	0					1	1		0		0	118		3	3	126	0	126
i-SOTP												13			0	13	0	13
OSAP			1	0								20		1	1	21	2	23
TV-SOGP	1									0		33	1		2	37	0	37
Grand Total	1	0	2	4	1	1	6	1	0	0	1	579	5	11	22	594	40	634

Figure 20: Accredited Programme Commencements By Ethnicity & Gender

Completed	Asian:Indian	Asian:Bangladeshi	Asian:Other	Black:Caribbean	Black:African	Black:Other	Mixed:Caribbean	Mixed:African	Refusal	Chinese	Other Ethnic Group	White:British	White:Irish	White:Other	Missing REM	M	F	Grand Total
ART				0	1		0	0			0	90		2	3	87	9	96
DID			1	1			1					107	1	4	2	100	17	117
ETS		1		2			2					135	2	1	6	141	8	149
IDAP	1					0	0		2		0	76		1	1	81		81
i-SOTP												13			0	13		13
OSAP			1	0								11		1	1	14	0	14
TV-SOGP	1									1		31	1		1	35		35
Grand Total	2	1	2	3	1	0	3	0	2	1	0	463	4	9	14	471	34	505

Figure 21: Accredited Programme Completions By Ethnicity & Gender

<b>DRR Starts</b>	<b>Grand Total</b>
Asian:Bangladeshi	1
Black:African	3
Black:Caribbean	18
Black:Other	9
Mixed:African	1
Mixed:Caribbean	3
Mixed:Other	1
Other Ethnic Group	2
White:British	502
White:Irish	5
White:Other	11
Missing REM	8
M	445
F	119
Dyslexia	14
Hearing Difficulties	2
Learning Difficulties	6
Mental Illness	33
No Disability	483
Other	51
Progressive Condition	1
Reduced Mobility	8
Reduced Physical Capacity	4
Visual Impairment	5
Missing Disability	22
<b>Grand Total</b>	<b>564</b>

**Figure 22: DRR Starts by Ethnicity Gender & Disability**

DRR Completions	Successful	Unsuccessful	% Successful
Asian:Bangladeshi	1	1	50%
Asian:Other	1		100%
Black:African		2	0%
Black:Caribbean	9	4	69%
Black:Other	5		100%
Mixed:Caribbean	8	2	80%
Mixed:Other	1	1	50%
Other Ethnic Group		1	0%
White:British	212	236	47%
White:Irish		2	0%
White:Other	6	4	60%
Missing REM	5	2	71%
M	211	192	52%
F	37	63	37%
Dyslexia	3	5	38%
Hearing Difficulties	3	1	75%
Learning Difficulties	3	2	60%
Mental Illness	20	7	74%
No Disability	204	225	48%
Other	15	21	42%
Reduced Mobility	1	7	13%
Reduced Physical Capacity		3	0%
Severe Disfigurement	2		100%
Speech Impairment	1	1	50%
Visual Impairment	2	1	67%
Missing Disability	17	8	68%
Grand Total	248	255	49%

Figure 23: DRR Completions by Ethnicity, Gender & Disability

Approved Premises Referrals, admissions & completions (Number)		White			Mixed			Asian				Black			Other		Not Available	Total
		British	Irish	Other	White & Black Caribbean	White & Black African	White & Asian	Other	Indian	Pakistani	Bangladeshi	Other	Caribbean	African	Other	Chinese		
Dickson House	Referrals	134		1	1		1	2	1			6	2			2		150
	Admissions	58		2		1						3				1		65
	Completed	46	1		1							3						51
	Failed to Complete	17		1	1	1												20
Landguard Road	Referrals	169	1	1	7							5		1		3	32	219
	Admissions	79	1	4	1							1		1			1	88
	Completed	55									1							56
	Failed to Complete	3			2													32
The Grange	Referrals	171	3	4					1			3		2			2	186
	Admissions	53	1	1	1			1				2						59
	Completed	4	1															41
	Failed to Complete	9										1						10
All Hostels	Referrals	474	4	6	8		1	2	2			14	2	3		5	34	555
	Admissions	19	2	7	2	1		1				6		1		1	1	212
	Completed	141	2		1						1	3						148
	Failed to Complete	56		1	3	1						1						62

Figure 24: Approved Premises Referrals, Admissions & Completions (Numbers) Source: Approved Premises Quarterly Returns

Approved Premises Referrals, admissions & completions (%)		White			Mixed			Asian					Black			Other		Not Available	Total
		British	Irish	Other	White & Black Caribbean	White & Black African	White & Asian	Other	Indian	Pakistani	Bangladeshi	Other	Caribbean	African	Other	Chinese	Other		
Dickson House	Referrals	89%	0%	1%	1%	0%	0%	1%	1%	1%	0%	0%	4%	1%	0%	0%	1%	0%	100%
	Admissions	89%	0%	3%	0%	0%	2%	0%	0%	0%	0%	0%	5%	0%	0%	0%	2%	0%	100%
	Completed	90%	2%	0%	2%	0%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	100%
	Failed to Complete	85%	0%	5%	5%	0%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
Landguard Road	Referrals	77%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	1%	15%	100%
	Admissions	90%	1%	5%	1%	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	0%	1%	100%
	Completed	98%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	100%
	Failed to Complete	9%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
The Grange	Referrals	92%	2%	2%	0%	0%	0%	0%	0%	1%	0%	0%	2%	0%	1%	0%	0%	1%	100%
	Admissions	90%	2%	2%	2%	0%	0%	0%	2%	0%	0%	0%	3%	0%	0%	0%	0%	0%	100%
	Completed	10%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%
	Failed to Complete	90%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%	100%
All Hostels	Referrals	85%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	3%	0%	1%	0%	1%	6%	100%
	Admissions	9%	1%	3%	1%	0%	0%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%	100%
	Completed	95%	1%	0%	1%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	0%	0%	100%
	Failed to Complete	90%	0%	2%	5%	0%	2%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	100%

Figure 25: Approved Premises Referrals, Admissions & Completions (%) Source: Approved Premises Quarterly Returns

CUMULATIVE PERFORMANCE		Enforcement		Compliance 6m Without Breach	
Target per Annum		90%		70%	
		10 days			
		#	%	#	%
Asian:Bangladeshi	A3			2	100%
Asian:Indian	A1	3	100%	6	67%
Asian:Other	A9	1	100%	8	89%
Asian:Pakistani	A2	1	100%	4	80%
Black:African	B2	1	100%	3	75%
Black:Caribbean	B1	1	100%	9	90%
Black:Other	B9	2	100%	5	71%
Chinese	O1			1	100%
Mixed:African	M2			4	100%
Mixed:Asian	M3	1	100%	3	75%
Mixed:Caribbean	M1	1	100%	9	90%
Mixed:Other	M9			2	100%
Not Recorded	NR				
Other Ethnic Group	O9	2	100%	6	75%
Refusal	NS				
White:British	W1	270	93%	868	75%
White:Irish	W2	4	100%	3	43%
White:Other	W9	9	100%	23	72%
ALL BME		13	100%	62	83%
ALL WHITE		283	94%	894	75%
Female		23	96%	143	86%
Male		273	94%	813	74%

Figure 26: Enforcement & Compliance By Ethnicity & Gender

CUMULATIVE PERFORMANCE		Enforcement		Compliance 6m Without Breach	
Target per Annum		90%		70%	
		10 days			
		#	%	#	%
Dyslexia	DY	8	89%	21	70%
Hearing Impairment	HD	1	100%	6	86%
Learning Difficulties	LD	2	100%	10	83%
Mental Illness	MI	9	100%	43	83%
No Disability	ND	255	94%	765	74%
Not Recorded	NR	4	80%	33	87%
Other	OD	14	100%	46	77%
Progressive Condition	PC			2	100%
Reduced Mobility	RM	2	67%	12	80%
Reduced Physical Capacity	RC			14	100%
Refusal to Disclose	RD				
Severe Disfigurement	SD				
Speech Impairment	SI				
Visual Impairment	VI	1	100%	4	80%
ALL DISABILITIES		37	95%	158	80%
TOTAL		296	94%	956	75%

Figure 27: Enforcement & Compliance by Disability

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					2	4				2		8
Asian:Indian					7	7	1	1		7		23
Asian:Other					3	5		1		2		11
Asian:Pakistani	1					3				3		7
Black:African					9	6	1	4		7		27
Black:Caribbean	1		1		12	7	1	1	2	6	2	33
Black:Other					2	9	1			1		13
Chinese					2							2
Mixed:African	1					2				3		6
Mixed:Asian					2	5				2		9
Mixed:Caribbean					16	15	2		2	9	1	45
Mixed:Other			1		2	11						14
Other Ethnic Group					5	3			1	3		12
Refusal					1	2						3
White:British	12	6	42	4	892	1,199	64	119	52	667	31	3,088
White:Irish	1			1	4	3	2	1	1	5		18
White:Other	2	1			31	31	4	5	2	23	2	101
Z - Old: White									1			1
Missing REM					6	13				11	1	31
Grand Total	18	7	44	5	996	1,325	76	132	61	751	37	3,452

Figure 28: Enforcement Outcomes By Ethnicity

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
Dyslexia			2		37	39	2	5	1	24	1	111
Hearing Difficulties					8	8		2		10		28
Learning Difficulties			1	1	22	25		1	1	7	1	59
Mental Illness			1		32	46	2	4		20		105
No Disability	12	7	37	4	842	1,144	61	114	53	627	33	2,934
Other	3		4	2	59	82	2	5	2	43		202
Progressive Condition					2	2				1		5
Reduced Mobility			1		15	14		2	1	11		44
Reduced Physical Capacity	1		1		5	10	1	2	1	3		24
Severe Disfigurement					1	2						3
Speech Impairment					4	1		1		2		8
Visual Impairment					5	8				6		19
Missing Disability	4		4		55	55	11	11	7	54	5	206
Grand Total	20	7	51	7	1,087	1,436	79	147	66	808	40	3,748

Figure 29: Enforcement Outcomes By Disability

'Enforcement Outcomes	M	F	Grand Total
Closed - Warrant Issued	16	2	18
ECL - No Recall Action	7		7
Not Proven	39	5	44
Proven - Adj Pre-Sent Report	4	1	5
Proven - New Sentence	845	151	996
Proven - Order Modified	1,129	196	1,325
Proven - Order Unchanged	70	6	76
Proven - Other	118	14	132
Terminated on Recall	59	2	61
Withdrawn	644	107	751
(blank)	35	2	37
<b>Grand Total</b>	<b>2,966</b>	<b>486</b>	<b>3,452</b>

Figure 30: Enforcement Outcomes By Gender

<b>PPO Commencements</b>	<b>Total</b>
Asian:Indian	1
Asian:Pakistani	4
Black:African	2
Black:Caribbean	13
Black:Other	2
Mixed:Asian	1
Mixed:Caribbean	9
Mixed:Other	1
Other Ethnic Group	2
White:British	434
White:Irish	3
White:Other	6
Missing REM	2
M	453
F	27
Dyslexia	13
Learning Difficulties	9
Mental Illness	19
No Disability	396
Other	37
Progressive Condition	1
Reduced Mobility	9
Reduced Physical Capacity	1
Mising Disability	15
<b>Grand Total</b>	<b>480</b>

**Figure 31: Prolific & Priority Offender (PPO) Commencements by Ethnicity, Gender & Disability**

PPO Commencements	Successful	Unsuccessful	% Successful
Asian:Pakistani		4	0%
Black:Caribbean	2	3	40%
Black:Other	2		100%
Mixed:African	1		100%
Mixed:Asian	1		100%
Mixed:Caribbean	7	2	78%
Other Ethnic Group	1		100%
White:British	225	184	55%
White:Irish	1	2	33%
White:Other	2	1	67%
M	227	184	55%
F	15	12	56%
Dyslexia	8	8	50%
Learning Difficulties	4	3	57%
Mental Illness	8	7	53%
No Disability	207	159	57%
Other	13	14	48%
Progressive Condition	1		100%
Reduced Mobility	3	5	38%
Reduced Physical Capacity	1	1	50%
Visual Impairment	1	2	33%
Missing Disability	11	2	85%
Grand Total	242	196	55%

Figure 32: Prolific & Priority Offender (PPO) Completions by Ethnicity, Gender & Disability

	All People	White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group
<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%

**Figure 33: Ethnicity in Hampshire & Isle of Wight. Source: Census 2001**

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

<b>Employment Sustained</b>	<b>Total</b>
Asian:Bangladeshi	3
Asian:Indian	5
Asian:Other	3
Black:African	6
Black:Caribbean	5
Black:Other	3
Mixed:African	1
Mixed:Asian	4
Mixed:Caribbean	3
Mixed:Other	3
Refusal	2
White:British	600
White:Irish	4
White:Other	11
Missing REM	8
<b>M</b>	<b>602</b>
<b>F</b>	<b>59</b>
Dyslexia	23
Hearing Difficulties	2
Learning Difficulties	6
Mental Illness	13
No Disability	563
Other	26
Reduced Mobility	10
Refusal to disclose	1
Severe Disfigurement	1
Speech Impairment	1
Visual Impairment	2
Missing Disability	43
<b>Grand Total</b>	<b>661</b>

Figure 34: Employment Sustained by Ethnicity, Gender & Disability

Victim Contact		Victims	Written to Within 8 Weeks	Face-To- Face Contact	%	
					Written to Within 8 Weeks	% Face-to- Face Contact
Asian:Bangladeshi	A3	1	1	0	100%	0%
Asian:Indian	A1	4	4	0	100%	0%
Asian:Other	A9					
Asian:Pakistani	A2	1	1	0	100%	0%
Black:African	B2					
Black:Caribbean	B1					
Black:Other	B9					
Chinese	O1	1	1	0	100%	0%
Mixed:African	M2					
Mixed:Asian	M3	1	1	0	100%	0%
Mixed:Caribbean	M1					
Mixed:Other	M9					
Other Ethnic Group	O9	1	1	0	100%	0%
Refusal	NS					
White:British	W1	295	292	81	99%	27%
White:Irish	W2					
White:Other	W9	5	5		100%	0%
Missing REM		178	172	7	97%	4%
BME		9	9	0	100%	0%
WHITE		300	297	81	99%	27%
Female	F	232	230	51	99%	22%
Male	M	255	248	37	97%	15%
TOTAL		487	478	88	98%	18%

Figure 35: Victim Contact

NB: These statistics are difficult to interpret due to the high proportion of victims with unknown ethnicity