

# HAMPSHIRE PROBATION TRUST

# DIVERSITY REPORT

**APRIL 2010 – MARCH 2011**

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## INTRODUCTION

This is Hampshire Probation Trust's Diversity Report for the period April 2010 – March 2011. It aims to provide a comprehensive range of measures segmented by race, gender and disability that reflect service delivery and employment outcomes. Our disability monitoring allows us to analyse outcomes in terms of disability generally and to look at specific types of disability – dyslexia, learning difficulties and mental health being of particular interest as these remain the largest disability categories for the offender group we work with.

This report also introduces profiling information in terms of the other protected characteristics of age, sexual orientation, religion and belief. There is currently not enough data to measure outcomes in terms of these characteristics as our returns in relation to sexual orientation and religion and belief still remain low. We will continue to develop our capacity to report on outcome measures in these areas.

Measurements consider all aspects of service delivery and a range of aspects of employment practice, as defined by the requirements of the Public Sector Duties of the Single Equality Act 2010. Also included is information from the 2010 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 HPT 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 Samara Heppenstall, Senior Performance Analyst.

Julia Bahaj,  
Diversity Adviser,  
July 2011

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

<b>STRENGTHS</b>	<b>AREAS FOR IMPROVEMENT</b>
<p><b>Data Availability</b></p> <ol style="list-style-type: none"> <li>1. There is now a high level of monitoring data available for offender and employment measures in terms of race, disability and gender</li> <li>2. Increase in level of recording of disability for offenders (27%), with learning difficulties and mental health needs remaining the largest categories.</li> <li>3. Considerable improvement in ethnicity data for Victim Contact (88%)</li> </ol>	<p><b>Data Availability:</b></p> <ol style="list-style-type: none"> <li>1. Although there is now some data for religion and sexual orientation, both in service delivery and employment, the proportion of available data remains too low for any meaningful analysis.</li> <li>2. Still gaps in disability data for victim contact</li> <li>3. Still low levels of recording of dyslexia</li> <li>4. Would be valuable to have further HR monitoring capacity, especially in relation to capability policy and more service delivery outcome measures</li> </ol>
<p><b>Service Delivery Race:</b></p> <ol style="list-style-type: none"> <li>1. The number of BME offenders with a custodial proposal (3%) and 'no proposal' (5%) has decreased by 50%. Now have parity with White British offenders.</li> <li>2. There is a marked decrease in custodial disposals for BME offenders (18.5%, the lowest in four years)</li> <li>3. Minority ethnic offenders continue to have higher levels of successful completion of orders and higher levels of requirement completions, especially in Community Payback.</li> <li>4. Higher levels of successful completion for BME offenders in ART. I-sex offender TP, Thinking Skills</li> <li>5. Higher levels of successful completion of Drug Rehabilitation Requirement (DRR)</li> <li>6. BME offenders are over-represented in terms of qualifications gained</li> </ol>	<p><b>Service Delivery Race:</b></p> <ol style="list-style-type: none"> <li>1 Some minority ethnic groups do less well than others in terms of successful completion of orders (Mixed Caribbean, Black Other, Asian Bangladeshi)</li> <li>2. Minority ethnic offenders do less well on Drink Impaired Drivers (DID), Sex offender group programme and IDAP (Integrated Domestic Abuse Programme)</li> <li>3. In the Offender Survey, Black British offenders were the most likely group to say that they needed more help, particularly in relation to Employment, Training &amp; Education (ETE) and housing.</li> <li>4. In the offender Survey, BME offenders were slightly less likely to have an overall positive survey result than White British Offenders</li> </ol>

<p>7. BME offenders have higher levels of successful completion rates for Approved Premises.</p> <p>8. BME offenders have slightly higher levels of compliance than White ethnic groups, a return to positive results following last year's downturn.</p> <p>9. BME Prolific and Priority Offenders (PPOs) have higher levels of successful completion of orders</p>	
<p><b>Service Delivery Gender:</b></p> <p>1.The proportion of female offenders going to custody continues to reduce – now at 6%</p> <p>2.As per last four year's reporting, women are more likely than men to successfully complete their orders.</p> <p>3.Women are more likely than men to complete all their requirements, with the exception of the Breach SAR.</p> <p>4.Women have high levels of successful completion for the Thinking Skills programme</p> <p>5.The successful completion rates for the women's programmes is high</p> <p>6.Female offenders continue to have higher levels of compliance</p>	<p><b>Service Delivery Gender:</b></p> <p>1. There are lower levels of completion of the breach SAR for women, on which they're over-represented.</p> <p>2. There are lower levels of completion on some programmes – DID, ART</p> <p>3. Women are over-represented on DRRs but continue to have lower levels of completion.</p> <p>4. There are lower levels of gaining qualifications for women or gaining employment</p> <p>5. Male victims are considerably less likely to take up offer of victim contact</p> <p>6. Offender Survey showed higher levels of positive feedback from women than from men.</p>
<p><b>Service Delivery Disability:</b></p> <p>1.There is parity of outcome of proposal/disposal between offenders with and without a disability</p> <p>2.Offenders with a disability do well on Community Payback (with the exception of learning difficulties) and on some programmes (Sex offender programmes, ART, DIDs)</p> <p>3.There has been an increase in successful</p>	<p><b>Service Delivery Disability:</b></p> <p>1.Offenders with a disability are slightly less likely to complete orders. The three largest disability categories of dyslexia, learning difficulty and mental health all have lower completion rates, the most marked being learning difficulty.</p> <p>2.Lower levels of completion rates are also apparent in many requirements, including the Breach SAR, DRRs, ETE, supervision and</p>

<p>completion rates for disabled offenders in Approved Premises.</p> <p>4. Positive results for offenders with a disability in the employment measure</p> <p>5. Offender survey, which did not disaggregate disability categories, showed little difference in positive responses between those offenders with a disability and those without (however, previous data which had looked specifically at learning difficulties had showed poor positive responses for this cohort)</p>	<p>community payback. Results 10%-20% lower for those with a learning difficulty.</p> <p>3. Disabled offenders have lower completion rates on Thinking Skills, Covaid and IDAP programmes.</p> <p>4. Disabled offenders are less likely to have gained a qualification.</p>
<p><b>Employment Results Race:</b></p> <p>1. HPT has an over-representation of minority ethnic staff, including within management roles.</p> <p>2. 7% of job applicants and interviewees are from minority ethnic backgrounds, which is an over-representation. Minority ethnic staff are under-represented amongst those leaving employment. No grievances were raised during the reporting period for minority ethnic staff and they are over-represented in attendance at training.</p> <p>3. Overall, very positive results for minority ethnic staff.</p>	<p><b>Employment Results Race:</b></p> <p>1. There is an under-representation of BME staff in PO roles and there are currently no BME PQF students.</p>
<p><b>Employment Results Gender:</b></p> <p>1. There is now gender proportionality in Senior Management roles</p> <p>2. There has been a further fall in the gender pay gap to 7%. There is no evidence that this figure is related to any pay discrimination, but there is clear evidence of occupational segregation.</p> <p>3. All those who reached the end of the maternity leave during the reporting period have returned to employment. All staff who applied for flexible working patterns were accommodated and HPT currently has 36% of its staff group working part-time.</p>	<p><b>Employment Results Gender:</b></p> <p>1. Female bias has increased by 0.5%. 27% of workforce is male. 29% of applicants to HPT are male. However, 42% of leavers are male. PQF currently has a 39% male participation.</p> <p>2. Men are under-represented in training.</p> <p>3. Continued over representation of men in management roles.</p> <p>4. Male staff have a trend of being more likely to face disciplinary action.</p>

<p><b>Employment Results Disability:</b></p> <p>1. Although there is a low level of disclosure of disability at application stage, there is a higher proportion of disabled applicants being interviewed.</p> <p>2. There is proportional representation of disabled staff in management roles, except for in Senior Management positions.</p> <p>3. Disabled staff are not over-represented as leavers of HPT, or in any disciplinary action. There is proportionality in relation to accessing training.</p>	<p><b>Employment Results Disability:</b></p> <p>1. Disclosure of disability at 14% remains under the 20% estimate of the adult working population. Dyslexia remains the largest disability amongst staff. This could be either a lower representation of disabled staff in HPT or a recording problem.</p> <p>2. There is very low disclosure of disability at application stage (6%)</p> <p>3. 9 out of the 16 formal grievances (56%) were raised by disabled staff. Five of these were linked to claims of disability discrimination.</p>
<p><b>Employment Results Age:</b></p> <p>1. There is a fairly even distribution of staff across the age ranges, although there continues to be a lower proportion of staff over the age of 56 and under the age of 26.</p>	<p><b>Employment Results Age:</b></p> <p>1. 25% of job applicants are under the age of 25, but only 4% of the current staff group fall into this age range. 21% of applicants are over the age of 55, but only 10% of those who get an interview are in this age range.</p>

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

- 21 out of 90 (23%) measures indicate an Area for Improvement – this is an increase of 6% from last report but there were 5 new measures introduced and some previous measures were removed.. Gender inequality (either in relation to men or women) scores the highest number of Reds (10). Disability scores 7 and race scores 4.
- 23 out of 90 (25%) measures indicate an improving area or area of slippage in this reporting period
- 46 out of 90 (51%) measures are positive, many with trend data. This is a reduction of 2% from the last reporting period

**KEY**

Area for improvement – absence of data or differentials between categories exist

Area showing improvements but where some disparities remain or where there has been proportionality and this has slightly reduced for one’s year’s set of results

Area of strength where no differentials exist between categories.

OUTCOME	RACE	GEN	DIS	TREND
Monitoring data gathered at outset of service delivery				High levels of monitoring data available for Race and gender, only a few gaps in relation To disability. Low levels for sexual orientation & religion.
Monitoring data available for analysis of all aspects of service delivery				Very few gaps remain for race, gender And disability but still limited victim data And no data on sexual orientation and religion
Monitoring data gathered at outset of employment				continuation of positive results for race, gender and disability, but low levels for sexual orientation and religion.
Monitoring data available for analysis on all aspects of employment practice				Now a full complement of measures in place, although Not able to report on religion and sexual orientation
95% of BME offenders to have a clear proposal				Return to positive results
Reduction of custodial disposals, or women offenders.				4 year trend data to show reduction in custodial disposals for women

Successful completion of CJA Community Orders & licence				Continuing positive results for race and gender but Remains lower levels of successful completion for some disabilities (learning difficulties and mental health)
Successful completion of Alcohol Treatment				Improved results for BME offenders and continuing positive results for gender. Disability data continues to show some differentials.
Successful completion of Curfew				Positive results across all measures for the first time.
Successful completion of DRR's				BME offenders continue to be more likely than white offenders to complete drug treatment. Of successful completion. Disabled offenders continue to show some differentials.
Successful completion of Supervision				BME offenders and women remain more likely to successfully complete a supervision requirement, a continuation of previous results. Disabled offenders continue to show differentials for Those with learning difficulties and mental health needs
Successful completion of Community Payback				Continuing long term positive results for race and gender similarly show proportionality.
Breach SAR				First time this has been measured. Shows minority Ethnic offenders do better than White British offenders But there are differentials for women and disabled Offenders.
ETE Sar				BME offenders and women have higher level of Successful completion than White British or male Offenders, but disabled offenders do less well
Women's programme				First time this has been measured and shows that Minority ethnic women and disabled women do as well Or better than white or non-disabled women.
Completion of Thinking skills				First time this has been measured and shows Positive results for minority ethnic and women offenders But some differentials remain for disabled offenders.
Completion of DIDs				Slight downward turn for all categories.
Completion of ART				Second year of positive results for BME offenders. lower completion rates for women offenders. Positive results for all disabled offenders for the second Year
Completion of i Sex offender TP				First time this has been measured. Positive results for BME and disabled offenders.

Completion of Sex offender group programme		N/A		First time measured. BME offenders less likely to complete. Disabled offenders do well.
Complete IDAP		N/A		Continued lower levels of completion for BME and Disabled offenders.
Complete COVAID		N/A		No minority ethnic completions and slightly lower level of disabled offenders complete a continuing trend
Essential Skills Starts (level of representation of minority ethnic and female offenders on awards programmes)	No data available	No data available	No data available	
Offender achieved a learning Outcome				First time this has been measured and shows that Women and disabled offenders are less likely To achieve learning, but BME offenders do better than White British offenders.
Offenders gain employment				Minority ethnic offenders and women offenders were less Likely to achieve an employment outcome. No differential for disabled offenders however.
Approved Premises Admissions		N/A		The level of admissions relative to referrals continues To be proportional
Approved Premises Completions)		N/A		The level of completions for BME offenders And disabled offenders is at least proportional.
Compliance				A return to positive results for BME offenders. Continued positive results for women but some differentials remain for disabled offenders.
Successful PPO completions				A return to positive results for BME offenders. A slight reduction in proportionality for women offenders And some differentials remain for disabled offenders.
Victim Contact			No data available	Improved results for BME victims. Women victims continue to be more likely than men to take up offer of contact

Staff Representation	Green	Red	Red	Continued positive results for BME staff representation but an under-representation of male staff and disabled staff
Applications received (whether level of applicants is proportional to local populations)	Green	Red	Red	Proportional to Hampshire minority ethnic population in terms of representation of male and disabled applicants
Applications interviewed (whether interviewees are proportionally representative to applications)	Green	Green	Green	All categories have over-representation at interview relative to applications.
Recipients of Training	Green	Red	Green	Both minority ethnic staff and disabled staff continue to be at least proportionally represented in attending training, but male staff remain slightly under-represented.
Left employment	Green	Red	Red	Minority ethnic staff remain under-represented in those leaving employment, and this is now also the case for disabled staff. Men remain over-represented.

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

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

- During the 12 month period, PSRs were undertaken on 7,313 offenders.
- 86% of these PSRs were for White British offenders, 0.5% for White Irish, 3% for White Other and 7% for minority ethnic offenders.
- 15% of PSRs were for female offenders
- 17% of PSRs were for offenders who had disclosed a disability, a reduction on the previous report
- Race & Ethnic Monitoring data was recorded in 97% of cases during this time period
- Disability data was recorded in 93% of cases during this time period (a slight reduction in the amount of disability data available)
- Data on religion was recorded in only 0.5% of cases
- Data on sexual orientation was recorded in 23% of cases, although 6% of those were refusals.
- 5.5% of minority ethnic offenders had no proposal compared to 5% of White British offenders. This is a reduction on last year's data period.
- 3% of minority ethnic offenders had a proposal for a custodial sentence (a 50% reduction on last year's figure), as did 3% of White British offenders and 5.5% of White Irish and White Other. Adding no proposals and custodial proposals together gives a proposal that is likely to mean custody at around 8% for both White British and minority ethnic offenders. This equitable result is a considerable improvement on the previous reporting period.
- 73% of minority ethnic offenders had a proposal for a community order, as did 73% of White British offenders, 72% of White Irish and 74% of White Other. Again, these results show greater levels of parity than previous reports.
- 1.1% of women had a proposal for custody compared to 3.7% of men (a slight increase for women offenders.)
- 72.6% of women had a proposal for a community order and 71.6% of men had a community order proposal (a downward turn for both men and women in the number of community orders proposed).
- 17.5% of offenders had disclosed a disability. Data on proposal type cannot aggregate into a single category of "disabled offenders" because of the count of multiple disabilities. However, data can look at proposals by disability type and look to see if there are any particular disabilities that are more likely to have a custodial, community order or no proposal. The table below shows those results. There are no

large variations, with most fluctuations most likely being attributed to very small sample sizes for individual disabilities. The only possible exception to this is learning difficulties, which has over 11% custodial and no proposal, which is higher than other disabilities or no disability.

Proposal	Dys	Learn Diffs	Hearing	Men Hea	Pro Con	Red Mob	RPC	Disfig	Speec	Vis	Other	No Dis
Custody	2%	3.4%	3.6%	2.5%	1.8%	0.9%	1.6%	0	7%	0	2.7%	3.3%
No spec prop	6%	8%	6%	6.5%	7.4%	5.7%	5%	25%	0	7%	4.4%	5.2%
Com Order	72%	72%	82%	70%	66%	69.6%	66.6%	75%	71%	74%	74%	73.7%

REM data dropped down to 97%.

These results indicate a decrease in the amount of data on disability, although still at 93%, and a reduction in disclosure of disability.

Lack of any meaningful data on sexual orientation and religion

The number of BME offenders with a custodial proposal and 'no proposal' has decreased by 50%. Now have parity with White British offenders.

There are similar levels of proposals for community orders across ethnic groups.

Women offenders have seen a slight increase in the level of custodial proposal although at 1.1% it remains low and lower than for male offenders.

Reduction for both men and women of community orders proposed, back to previous reporting levels.

Not much variation for disabled offenders in terms of proposal with the possible exception of those with a learning difficulty, who are more likely to get a "custodial/no proposal" proposal.

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

- 18.5% of minority ethnic offenders received a custodial sentence. This is a considerable drop from the 26.3% recorded in the last reporting period and is much closer to the 15% recorded for White British offenders. 22% of White Irish offenders received a custodial sentence (small sample) and 20% of White Other.

- 51% of minority ethnic offenders received a community order, compared to 56% of White British offenders, 50% of White Irish offenders and 51% of White Others offenders. These are very similar results to the previous report.
- 6% of women received a custodial sentence compared to 18% of men, a further reduction by 1.3% of women offenders receiving a custodial sentence from the last report, representing a three year downward trend. However, in terms of short term custody, 3.7% of women received a short custodial sentence, an increase of just under 1% from the last report.
- 61% of women received a community order compared to 54% of men. A continuation of similar previous results for the last three years.
- 17.5% of offenders had disclosed a disability. Data on disposal cannot aggregate into a single category of “disabled offenders” because of the count of multiple disabilities. However, data can look at disposals by disability type and look to see if there are any particular disabilities that are more likely to have received a custodial sentence or community order. The table below shows those results. There are no large variations, with most fluctuations most likely being attributed to very small sample sizes for individual disabilities. Overall, those without a disability are slightly more likely to receive a custodial sentence.

Proposal	Dys	Learn Diffs	Hearing	Men Hea	Pro Con	Red Mob	RPC	Disfig N = 4	Speec	Vis	Other	No Dis
Custody	15%	15%	13%	14%	15%	14%	15%	25%	14%	9%	12%	16%
Com Order	55%	60%	68%	57%	41%	51%	53.6%	75%	64%	42%	57%	73.7%

These results show some significant changes from the last reporting period.

There is a marked decrease in custodial disposals for minority ethnic offenders resulting in only a small difference between minority ethnic and White British offenders. White Other offenders and White Irish offenders have higher levels of custodial disposal although differences are not large and sample sizes are smaller.

The proportion of female offenders going to custody continues to reduce, although there has not been a reduction in levels of short term custody for women in this reporting period. The slight increase puts levels back to 2009 levels. Female offenders continue to be more likely to receive a community order than men, although the number of community orders has dropped.

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 previous reports.

**Trend results in terms of custodial proposals/disposals for BME and White British offenders**

	BME custodial proposal	BME no proposal	WB custodial proposal	WB no proposal	BME Custody Disposal	WB custody Disposal
<b>2007-2008</b>	6%	9%	2%	6.2%	27%	18%
<b>2008-2009</b>	4%	4.8%	3.8%	5%	23.4%	18%
<b>2009-2010</b>	6.4%	7%	3%	4.5%	26.3%	16.4%
<b>2010-2011</b>	3%	5.5%	3%	5%	18.5%	15%

**Trend results in terms of disposals for women offenders – custody, short term custody and community orders**

<b>2007-2008 (n = 998)</b>	9% custodial Disposal	4.1% short term custody	73% community order Proposals	61% community order Disposal
<b>2008-2009 (n = 1030)</b>	8.7% custodial Disposal	3.8% short term custody	78% community order Proposals	64% community order Disposal
<b>2009-2010 (n = 1019)</b>	7.3% custodial Disposal	2.8% short term custody	81% community order Proposal	63% community order Disposal
<b>2010-2011 (n = 1085)</b>	6% custodial disposal	3.7% short term custody	72.6% community order proposal	61% community order disposal

**Race**

These results show that the upturn of BME custodial proposals and “no proposals” has now reduced to the lowest it has been in the last four years, and in fact is slightly lower than for White British offenders. The custodial disposals for BME

offenders is also at its lowest for the four year period, with a substantial drop which has put the figure only slightly above that of White British offenders.

### **Gender**

These results relate to the agenda of reducing custody, especially short term custody, for women offenders and optimising the use of community orders which appropriately address the needs of women.

Four years worth of data show that HPT has achieved a reduction in custodial disposals for women, both short term and custodial sentences over 12 months, although the short term custodial disposals have risen back to the 2009 figures and there has been a slight decrease in community order proposals and disposals.

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

### **COMMUNITY ORDERS**

#### **Race**

**OVERALL JUST OVER 7% OF OFFENDERS COMMENCING COMMUNITY ORDERS DURING THIS PERIOD, EXCLUDING LICENCE, WERE FROM MINORITY ETHNIC BACKGROUNDS.**

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

**Asian Indian = 0.8% (n = 42)**

**Asian Other = 0.7% (n = 46)**

**Asian Pakistani = 0.3% (n = 19)**

**Black African = 1% (n = 53)**

**Black Caribbean = 0.9% (n = 43)**

**Black Other = 0.6% (n = 29)**

**Chinese = 0.1% (n = 7)**

**Mixed African = 0.2% (n = 14)**

**Mixed Asian = 0.1% (n = 8)**

**Mixed Caribbean = 1% (n = 58)**

**Mixed Other = 0.5% (n = 29)**

**White British = 89% (n = 4751)**

**White Irish = 0.5% (n = 28)**

**White Other = 3.4% (n = 191)**

**Other Ethnic Group = 0.6% (n = 34)**

**Refusal = 2**

**Missing = 137 (2.5%)**

#### **Gender**

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

## **Disability**

**27% OF OFFENDERS COMMENCING A COMMUNITY ORDER HAD DISCLOSED A DISABILITY – (a marked increase on last report)**

Dyslexia = 3.8% (n = 202)  
Hearing difficulties = 1.2% (n = 64)  
Learning difficulties = 2.5% (n = 132)  
**Mental illness = 9% (n = 478)**  
Progressive Condition = 0.6% (n = 33)  
Reduced mobility = 2.6% (n = 140)  
Reduced physical capacity = 1.5% (n = 79)  
Severe disfigurement = 0.02% (n = 1)  
Speech impairment = 0.15% (n = 8)  
Visual Impairment = 0.7% (n = 38)  
Other = 7.6% (n = 401)  
Refused = 3  
No disability disclosed = 73% (n = 3686)  
Missing = 8.6% (474)

## **Sexual Orientation**

**Only 22% of current commencements have sexual orientation data recorded. With this limited data the results show:**

Bisexual – 1.3% (n = 19)  
Gay/Lesbian – 2% (n = 30)  
Heterosexual – 96% (n = 1385)  
Other – 0.2% (n = 3)

## **Religion**

**Very low levels of recording were available for religion. Only 23 cases had a recording for religion, 0.2%. For this reason there is no profiling available by religion in this report.**

## **Age**

**18 – 24 = 2112 = 33%**

**25 – 34 = 2026 = 32%**

**35 – 44 = 1307 = 20%**

**45 – 54 = 707 = 11%**

**55 – 64 = 184 = 3%**

**65+ = 56 = 0.9%**

### **COMMUNITY ORDER COMMENCEMENTS BY LDU (GENDER)**

**Hampshire – 15% female**

**Southampton – 17.6% female**

**Portsmouth – 16% female**

### **COMMUNITY ORDER COMMENCEMENTS BY LDU (ETHNICITY)**

**Hampshire – 6.5% BME**

**Southampton – 11% BME**

**Portsmouth – 4.6% BME**

## **LICENCE**

**OVERALL, 7.6% OF LICENCE COMMENCEMENTS DURING THIS TIME WERE FOR MINORITY ETHNIC OFFENDERS.**

**Asian Bangladeshi = 0.1% (n = 1)**

**Asian Indian = 0.4% (n = 4)**

**Asian Other = 0.4% (n = 4)**

**Asian Pakistani = 0.5% (n = 5)**

**Black African = 0.9% (n = 9)**

**Black Caribbean = 1.3% (n = 13)**

**Black Other = 1% (n = 10)**

**Chinese = 0.1% (n = 1)**

**Mixed African = 0.1% (n = 1)**

**Mixed Asian = 0.1% (n = 1)**

**Mixed Caribbean = 1.9% (n = 19)**

**Mixed Other = 0.3% (n = 3)**

**White British = 88% (n = 867)**

**White Irish = 0.7% (n = 7)**

**White Other = 3.3% (n = 34)**

**Other Ethnic Group = 0.4% (n = 4)**

**6% OF LICENCE COMMENCEMENTS WERE WOMEN OFFENDERS AND 94% WERE MALE.**

**22% OF LICENCE COMMENCEMENTS HAD DISCLOSED A DISABILITY**

Dyslexia = 4.7% (n = 44)  
Hearing difficulties = 0.8% (n = 8)  
Learning difficulties = 3.6% (n = 34)  
**Mental illness = 7.6% (n = 71)**  
Progressive Condition = 0.6% (n = 6)  
Reduced mobility = 2.3% (n = 22)  
Reduced physical capacity = 0.8% (n = 7)  
Severe disfigurement = 0  
Speech impairment = 0.2% (n = 2)  
Visual Impairment = 0.4% (n = 4)  
Other = 5.1% (n = 48)  
No disability disclosed = 88% (n = 725)

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

- Alcohol Treatment (n = 70)
  - 97% of ATRs are for White British Offenders
  - 0% of ATRs are for White Irish Offenders
  - 3% of ATRs are for White Other Offenders
  - 0% of ATRs are for minority ethnic offenders
  - 11% of ATRs are for female offenders
  - 89% of ATRs are for male offenders
  - 43% of ATRs were for offenders who had disclosed a disability (large increase on previous reporting periods, mental health and LDs largest groups)
- Curfew (n = 550)
  - 90% of curfews are for White British Offenders
  - 0.5% of curfews are for White Irish Offenders
  - 3% of curfews are for White Other offenders
  - 6% of curfews are for minority ethnic offenders
  - 16% of curfews are for female offenders
  - 84% of curfews are for male offenders
  - 25% of Curfew requirements were for offenders who had disclosed a disability, with the two largest categories being mental health and dyslexia
- Mental Health Treatment (n = 17)

- 87.5% 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
  - 12.5% of MHT requirements are for minority ethnic offenders
  - 29% of MHT requirements are for female offenders
  - 71% of MHT requirements are for male offenders
  - All offenders on a Mental Health requirements have a disability in relation to their mental health needs, although not all had it recorded as such.
- Specified Activity Breach Re-engagement (n = 425)
    - 5.8% of BR SAR are for minority ethnic offenders, a slight under-representation
    - 19% of BR SAR are for women offenders, an over representation
    - 30% of BR SAR have a disability (5.6% dyslexia, 3.5% other learning difficulties, 10% mental health needs). There is therefore a high representation of disability on this SAR.
- Specified Activity ETE (n = 155)
    - 9.7% of ETE SARs are for minority ethnic offenders, an over-representation
    - 11% of ETE SARs are for women offenders, a slight under-representation
    - 36% of ETE SARs have a disability (9% dyslexia, 5% other learning difficulties, 11% mental health needs). There is therefore a high representation of disability on this SAR
- Specified Activity Womens Programmes (n = 103)
    - 6.8% of Women's Programmes SARs are for minority ethnic offenders
    - 40% of Women's programmes SARs have a disability (7.7% dyslexia, 17% mental health needs) There is therefore a high representation of disability on this SAR
- Supervision (n = 3036)
    - 88.8% of supervision requirements are for White British Offenders
    - 0.5% of supervision requirements are for White Irish offenders
    - 5% of supervision requirements are for White Other offenders
    - 6.7% of supervision requirements are for minority ethnic offenders. The largest minority ethnic groups are Mixed British Caribbean and Black British Caribbean.
    - 17.8% of supervision requirements are for female offenders
    - 82.2% of supervision requirements are for male offenders
    - 30% of supervision requirements were for offenders who disclosed a disability. This is an over-representation of offenders with a disability on a supervision requirement, with the largest categories being mental illness, Dyslexia and learning difficulties.
- Community Payback (n = 2699)

- 86% of UW requirements are for White British Offenders
- 0.5% of UW requirements are for White Irish offenders
- 5% of UW requirements are for White Other offenders
- 8% of UW requirements are for minority ethnic offenders
- 12% of UW requirements are for female offenders
- 88% of UW requirements are for male offenders
- 15% of CP work requirements were for offenders who disclosed a disability. Again, an under-representation that covers all disability categories.

Minority ethnic offenders remain under-represented on ATRs, and Breach requirements, but are over-represented on ETE, CP and Mental Health Requirements.

Female Offenders are over represented on Breach, Mental Health and Supervision requirements and under-represented on ETE, ATRs and Community Payback.

Disabled offenders are over-represented or well represented on all requirements except for Community Payback, as in previous reports. Over-representation is particularly marked in ATRs, ETE and womens' programmes, with mental health, dyslexia and learning difficulties being for all requirements the largest disability categories.. The Breach requirement has an over-representation of women and disabled offenders, again with mental health, dyslexia and learning difficulties being the largest groups.

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

- 76% of White British Offenders successfully completed
- 78% of White Irish Offenders successfully completed
- 76% of White Other Offenders successfully complete
- 81% of Minority ethnic Offenders successfully complete
- 78% of female offenders successfully completed
- 76% of male offenders successfully completed
- 74% of offenders who have disclosed a disability successfully completed (*dyslexia 65%, learning difficulties 57%, Mental health 71*)
- 77% of offenders who had not disclosed a disability successfully completed

**NB Overall successful completion rate is 77%**

Minority ethnic offenders continue to have higher rates of successful completion than White ethnic groups. However, there remain differences in outcome for different minority ethnic groups, with some falling below the overall successful completion rate – Asian Bangladeshi, Mixed Caribbean, Black Other.

As per the last four reports, female offenders are more likely to successfully complete than male offenders, although the difference is now quite small.

Disability data has shown that offenders with a disability are slightly less likely to complete than the overall completion rate of 77%, a slight downward turn from the last report. The three largest disability categories of dyslexia, other learning difficulties and mental health all have lower successful completion rates, the most marked of these being learning difficulties. This is a slight downward turn again for offenders with dyslexia.

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

### Alcohol Treatment (overall completion rate = 90%)

- 89% of White British offenders successfully completed
- 100% of White Irish offenders successfully completed
- 80% of White Other offenders successfully completed
- 100% of BME offenders successfully completed
- 93% of female offenders successfully completed
- 89% of male offenders successfully complete
- 83% of offenders who have disclosed a disability successfully completed their ATR compared to 92% of those without a disability (third year of improving results although lower results for those with dyslexia 76%, learning difficulties 20% and mental illness 74%)

### Curfew (overall completion rate = 88%)

- 87% of White British offenders successfully complete
- 0% of White Irish offenders successfully complete
- 86% of White Other offenders successfully complete
- 100% of BME offenders successfully complete
- 91% of female offenders successfully complete
- 87% of male offenders successfully complete
- 92% of offenders who had disclosed a disability successfully completed compared to 86% of offenders without a disability (third year of improving results 88% dyslexia, 100% learning difficulties and 76% mental illness)

#### ▪ Specified Activity Breach Re-engagement (overall successful completion rate = 60%)

- 64% of minority ethnic offenders successfully completed the BR SAR.
- 61% of White British offenders successfully completed the BR SAR
- 66% of White Irish offenders successfully completed the BR SAR
- 71% of White Other offenders successfully completed the BR SAR.
- 53% of women offenders successfully completed the BR SAR
- 62% of male offenders successfully completed the BR SAR
- 41% of offenders with dyslexia complete a BR SAR, 53% of those with another learning difficulty and 61% with mental health needs.

#### ▪ Specified Activity ETE (overall successful completion rate = 59%)

- 64% of minority ethnic offenders successfully completed the ETE SAR.

- 59% of White British Offenders successfully completed the ETE SAR
  - 50% of White Other offenders successfully completed the ETE SAR
  - 68% of women successfully completed the ETE SAR compared to 57% of men.
  - 56% of offenders with dyslexia successfully completed the ETE SAR, 33% of those with learning difficulties and 63% of those with mental health needs.
- Specified Activity Womens Programmes
    - 80% of women successfully completed a SAR Women's Programme, and the proportion of 80% is the same for White British and minority ethnic women offenders.
    - All those women with dyslexia or another learning difficulty successfully completed, as did 90% of those women with a mental health need. This compares to 72% of women without a disability.
- Supervision (overall successful completion rate is 74%)
    - 73% of White British offenders successfully completed
    - 64% of White Irish offenders successfully completed
    - 88% of White Other offenders successfully completed
    - 74% of BME offenders successfully completed. The range across ethnic categories is large, with some groups having lower completion rates, (e.g Black Other offenders continue to have a lower successful completion rate at 57%)
    - 74% of women offenders successfully completed
    - 74% of male offenders successfully completed
    - 72% of offenders who had disclosed a disability successfully completed compared to 74% of those without a disability. The three largest disability categories had results of dyslexia 56% (reduction), learning difficulties 48% (reduction), and mental health 64% (very small reduction). These results represent a downward turn again for the three largest disability categories which remain with lower proportions of successful completions.

Community Payback (overall successful completion rate is 80%)

- 80% of White British offenders successfully completed
- 75% of White Irish offenders successfully completed
- 68% of White Other offenders successfully completed
- 87% of BME offenders successfully completed (results are high across most minority ethnic categories).
- 88% of female offenders successfully completed
- 79% of male offenders successfully completed
- 80% of offenders who had disclosed a disability successfully completed, as did 80% who didn't disclose a disability. Reduced mobility and reduced physical capacity show high completion rates, but offenders with dyslexia and other learning difficulties do less well, 63% and 50% respectively..

Minority ethnic offenders continue to have the same or better rates of successful completion than White ethnic groups in relation to all requirements, with Community Payback having particularly good results.

As per the last report, female offenders are as/more likely to successfully complete than male offenders on all requirements with the exception of the breach re-engagement SAR. Women offenders continue to show particularly good results in Community Payback and ATR, the latter being a large improvement on previous results.

There is more of a mixed bag of results for disability, with CP, Women's Programme and curfew being the only requirements which see the same/better level of successful completions. Even when this is the case overall, dyslexia, learning difficulties and mental health needs result in lower successful completion rates on all requirements except curfew and women's programme.

## 7. Programme Referrals, Commencements and Completions

### 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 N = 91	91%	0%	3.4%	5.6%	79%	21%	21%
Commencement N = 72	90%	0%	3%	5.6%	81%	19%	23%
Completion N = 63	92%	0%	5%	3%	87%	13%	21%

Female offenders are over-represented on this programme, although completion rates are lower than commencements.

The trend of good completion rates for BME offenders has dropped off slightly with a lower proportion of completions to commencements.

Disabled offenders are slightly under-represented on this programme, with completion levels just under commencement levels.

### 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 N = 55	96%	1.8%	0%	1.8%	91%	9%	26%

Commencement N = 41	97.5%	0%	0%	2.5%	95%	5%	26%
Completion N = 35	91%	0%	6%	3%	97%	3%	26%

There remains low representation of women offenders on ART and they are less likely to successfully complete the programme than men.

The proportion of BME offenders on ART has reduced but successful completions are good in relation to commencements.

Disabled offenders are proportionally represented on ART and their completions are proportional to their commencements.

### i-Sex Offender TP

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 N = 6	100%	0%	0%	0%	100%	0%	33%
Commencement = 7	86%	0%	0%	14%	100%	0%	14%
Completion N = 3	66%	0%	0%	33%	100%	0%	33%

The very small sample makes it difficult to draw any conclusions, but there is an over-representation of BME offenders on this programme, with good completion rates. Similarly disabled offenders are over-represented and have high levels of completion.

### Sex Offender Group Programme

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 N = 17	88%	0%	0%	12%	100%	0%	35%
Commence-	91%	0%	0%	9%	100%	0%	27%

ment N = 12							
Completion N = 16	100%	0%	0%	0%	100%	0%	29%

BME offenders were over-represented in referrals and commencements of this programme during the reporting period, but there were no completions for BME offenders.

Disabled offenders are proportionally represented on the programme, with high levels of completion.

### 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 N = 191	89%	0.5%	3%	8%	100%	n/a	20%
Commencement N = 159	88.5%	0.6%	3%	7.6%	100%	n/a	23.6%
Completion N = 137	94%	0%	3%	3%	100%	n/a	17%

IDAP is for male offenders only. There has been an increase in the number of minority ethnic offenders on this programme, but completion levels are markedly lower than commencement levels meaning that minority ethnic offenders are less likely to complete than White British offenders.

.The proportion of offenders with a disability on IDAP is lower than the overall offender level, and the completion rate is lower still, meaning that disabled offenders are less likely to complete than non-disabled offenders.

### COVAID

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 N = 13	100%	0%	0%	0%	100%	n/a	56%
Commence-	100%	0%	0%	0%	100%	n/a	54%

ment N = 14							(26% mental health needs)
Completion N = 17	100%	0%	0%	0%	100%	n/a	13%

COVAID is for male offenders only. There continues to be no representation on this programme for any ethnic group other than White British.

Disabled offenders are over-represented on this programme, particularly those with mental health needs. Disabled offenders are less likely to complete than non-disabled offenders.

### Thinking Skills Programme

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 N = 344	90%	1.5%	1.5%	7.3%	92.5%	7.5%	31%
Commencement N = 238	88.7%	1.3%	1.3%	8.6%	92%	8%	31%
Completion N = 147	90%	1%	1%	8%	88%	12%	23%

Women are under-represented on this programme but completion rates relative to commencements are good.

Minority ethnic offenders are over-represented on this programme and have good completion rates.

Disabled offenders are slightly over-represented on this programme, but their completion rates are lower than their commencement rates.

### 8. DRR Commencement & Completions

- 6.5% of offenders commencing DRRs were from minority ethnic backgrounds, almost proportionate. 66% of minority ethnic offenders successfully completed, compared to 48% of White British and 50% of White Other. There was an overall completion rate of 49%. These are continuing positive results for BME offenders.
- 21.5% of commencements for DRRs were female offenders and 35% of women successfully completed compared to 52% of men. This represents a return to

previous low levels of completion for female offenders, last year's higher levels of successful completion being largely due to a different reporting method.

- 25% of offenders commencing a DRR had disclosed a disability, with 8.5% of offenders who are on a DRR having disclosed a mental illness (largest disability category as in last 3 year's reports). Disabled offenders are over-represented on DRRs, particularly those with mental health needs. 49% of offenders with a disability successfully completed (48% of those with mental health needs successfully completed). This compares favourably with a successful completion rate of 47% for offenders without a disability.
- However, offenders with dyslexia and other learning difficulties have a lower successful completion rate at 39%.

Minority ethnic offenders are now at proportionate levels of representation on this requirement and continue the trend of having higher successful completion rates than White British offenders.

Female offenders continue to be over-represented on DRRs and continue to have lower completion rates than male offenders. Last year's more positive reporting was due to an error in collating data..

Offenders who have disclosed a disability as an overall group are well represented on DRRs, with mental illness remaining the largest group of disabled offenders. Successful completion rates remain similar between those with/without a disability, including those with mental health needs. However, for those offenders with dyslexia and other learning difficulties, successful completion rates are 10% lower.

## 9. Offenders referred to learning, commencements and qualifications gained

	% women	% Men	% BME	% White British	% White Other	% White Irish	% Disabled
<b>Referrals</b>	10%	90%	8%	89%	2.5%	0.5%	<u>25%</u> 6% Dys 3% LDs 8% MH
<b>Commencements</b>	8%	92%	10%	88%	1.5%	0.5%	<u>24%</u> 6% Dys 3% LDs 8.5% MH
<b>Qualifications Gained</b>	2%	98%	10%	90%	1.5%	1.5%	<u>15%</u> 4.5% Dys

							1.5% LDs 3% MH
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Women offenders are under-represented in the referrals to learning and they are much less likely than men to commence with a further dramatic drop in the proportion of women who gain a qualification.

Minority ethnic offenders are over-represented in the referrals and commencements of learning and similarly in the proportion who gained a qualification.

Disabled offenders are slightly under-represented in referrals and commencements of learning and this proportion falls substantially lower when it comes to gaining qualifications. The three biggest disability categories are well represented in accessing learning, but the outcomes for them are far lower than for offenders without a disability.

## 10. Approved Premises Referrals, Admissions & Completions

- 5.3% of referrals to Hampshire's three Approved Premises during the report period were for minority ethnic offenders. 6% of admissions were for minority ethnic offenders. 73% of minority ethnic offenders complete compared to 70% of White British offenders.
- For Dickson House, 5.6% of referrals and 8.5% of admissions were for minority ethnic offenders. 67% of minority ethnic offenders complete compared to 72% of White British.
- For Landguard Road, 10% of referrals and 4% of admissions were for minority ethnic offenders. 66% of minority ethnic offenders complete compared to 61% of White British Offenders.
- For The Grange, 1.6% of referrals and 7% of admissions were for minority ethnic offenders. 100% of minority ethnic offenders completed compared to 83% of White British offenders.
- Overall, 94% of those with a disability had a successful completion compared to 98% of those who had not disclosed a disability. Landguard Road had the lowest level of completion for disabled offenders at 86%, Dickson and the Grange had 100% successful completions for disabled offenders.

These results represent a retention of largely positive results for minority ethnic offenders within HPT's Approved Premises. Although levels of referrals and

admissions vary across AP's, the overall result for all three premises is that minority ethnic offenders are slightly more likely to complete than White British offenders. Results vary slightly between premises, with Landguard Road having slightly lower levels of admission relative to referral.

In relation to disability, this year's report shows an increase in successful completion rates across all APs for offenders with a disability, with both Dickson and the Grange having 100% successful completions.

## **11. Victim Contact**

481 victims were referred during this period. Ethnicity data was available for 88% of the cohort which is a marked improvement over the previous report's 67%.

26 (6%) of the referrals during this time period were recorded as being for victims from a minority ethnic background, a doubling of the proportion from the last report. 6 of these victims accepted face-to-face contact (21%), which is a reduction on the last report, although the sample size is much bigger. It is slightly under the 24% of White British who accept face to face contact and much less than the 50% of White Irish and White Other, although this only relates to a cohort of 4. Overall, however, these are improving results.

46% of referrals are for female victims, an increase on last year's report. 26% of women accepted face to face contact compared to 13% of men. This is a slight increase in the level of male take up of offer of contact and exactly the same level of take up for women.

There is no disability data available.

**Overall take up of offer of face-to-face contact is 19% (16% in last year's report)**

## **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 6.7% were female. These are the same results for minority ethnic offenders as previous reports and remain an under-representation. For women offenders there has been a reduction in the proportion and a continued under-representation. However, we do not have an indication of the level of employment related need for minority ethnic offenders and female offenders from which to draw strong conclusions.

In terms of disability, 19% of those who achieved the measure had disclosed a disability (an increase on the last report and a slightly higher proportion of disabled offenders.) 4.7% of offenders who achieved the measure had dyslexia which is proportional and an increase on the last report. 3.7% had another learning difficulty,

again a proportional figure and an increase. 5% had a mental illness, which is an under-representation..

### **13. Compliance**

The compliance measure is 6 months of order without breach. On this measure 75% of male offenders were compliant compared to 80% of female offenders (same results as previous report) Female offenders therefore remain more compliant than male offenders and are less likely to experience enforcement action.

In this reporting period 77% of minority ethnic offenders were compliant compared to 75% of White British, 75% of White Irish and 80% of White Other.

These results are a return to the previous trend of minority ethnic offenders being more compliant than white ethnic groups, following a marked drop in the last report.

Disability data shows that 78% of offenders who had disclosed a disability were compliant compared to 75% of offenders who were not disabled. The levels of compliance for those with dyslexia had reduced, going down to 69%, but for those with other learning difficulties the level had picked up to 74%.

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

4.6% of PPOs were from minority ethnic backgrounds (a further decrease on previous reports), 95% White British and 0.2% White Irish. 8.2% were female (a slight increase on last year's results but a continuing under-representation of women PPO's). 21.4% of PPOs had disclosed a disability (a large increase on last year's report), with 5.8% recorded as having dyslexia and 8.2% another learning difficulty (higher recording than the general offender group). 8.8% disclosed mental health needs.

83% of BME offenders successfully complete their order (a marked improvement on last year's results) compared to 52% of White British and 50% of White Irish. There were no offenders in the White Other category.. 46% of female offenders successfully completed, compared to 54% of male offenders.

51% of offenders who had disclosed a disability successfully completed which is only slightly below the overall successful completion rate of 54%. 45% of those with dyslexia successfully complete, 23% of those with a learning difficulty and 34% of those with mental illness.

### **15. Offender Survey 2010: Diversity Analysis**

A selection of questions from the Offender Survey 2010 were analysed to see if there were any differences in outcomes for offenders on the basis of their ethnicity, gender or due to a disability. This analysis is used to provide evaluation of current approaches that HPT are deploying to ensure that we do not discriminate and work in a way that is inclusive and meaningful to all groups.

The sample size of Black and minority ethnic offenders was around 40, women around 50 and those with a disability around 90. This means that there is a comparison between two very different sample sizes, with the larger sample being around 500. Any differential that is remarked upon is one that is over 5%. There is no statistical significance test for this differential, but nevertheless it is still considered valid information, especially when it reflects the findings of other surveys and data collection.

The request that offenders disclose a disability was not disaggregated to show results for different disabilities. We were not therefore able to use this data to evaluate our work with offenders with learning difficulties.

<b>Question</b>	<b>% of BME offenders who agreed</b>	<b>% of White Offenders who agreed</b>	<b>% of Male offenders who agreed</b>	<b>% of Female offenders who agreed</b>	<b>% of Disabled Offenders who agreed</b>	<b>% of non-disabled offenders who agreed</b>
1.4 Did you feel involved in drawing up the sentence plan?	86%	88%	88%	95%	85%	90%
2.1 I feel my social skills have improved during my time on probation	58%	55%	54%	50%	55%	48%
2.2. I have been able to fit Probation around my work/family life	77%	82%	80%	76%	80%	80%
2.3 I feel my Probation Officer and I work well together	78%	86%	86%	84%	86%	86%
2.4 I feel that my time on Probation is well organised	80%	70%	75%	81%	74%	77%
2.5 I am more confident because of the training and support I have had on Probation	61%	52%	51%	55%	62%	51%
2.8 Overall I have been treated better than I expected on Probation	73%	77%	73%	83%	73%	74%
2.9 The things I have learned and done while on Probation have made me a better person.	64%	62%	61%	53%	61%	61%
2.10 My time on	71%	75%	73%	74%	71%	76%

Probation has made me less likely to offend						
2.11 Probation has given me new opportunities for the future	61%	50%	49%	52%	56%	49%
2.12 My Probation Officer tries to motivate me to complete my programmes or courses	75%	66%	75%	96%	76%	80%
2.13 Probation staff are usually able to answer all my questions about my time on probation	71%	84%	82%	83%	76%	85%
2.14 I feel that I have learned new skills that will help me in the future	51%	56%	52%	60%	56%	54%
2.16 I think that Probation staff are fair to me	87%	87%	86%	89%	80%	89%
2.18 Being on Probation has sorted out most of the problems that made me offend	66%	60%	58%	66%	45%	63%

### Count of Positive Surveys

BME offenders	69%
White offenders	76%
Female offenders	82%
Male offenders	75%
Disabled offenders	75%
Non-disabled offenders	76%

### Would have liked more help with...

Black British offenders would have liked more help with all issues than any other ethnic group. There were particularly higher levels of need expressed around employment, housing, education and training.

“Other Ethnic Group” had extremely high needs expressed around employment and financial issues.

Disabled offenders were more likely to say that they need more help with all issues than non-disabled offenders, particularly housing, drugs and alcohol and emotional support.

Women said that they needed more help than men expressed with housing, money, family issues, drugs and alcohol and emotional support (28% of women requested more help in this area compared to 11% of men)

## **Main Findings:**

Overall, for all groups, the pattern of these results is that the highest positive responses relate to feedback about the quality of relationships with Probation Staff and the processes that offenders engage with. When questions are related to feeling that Probation has impacted on skills and opportunities, there is a drop of scores from the 70's and 80's down to the 60's, 50's and 40's. The only outcome perception measure that remains in the 70s is that one which relates to Probation having had an impact on the reducing the likelihood of reoffending, which is of course a positive result.

This pattern is largely the same across all groups. However, there are some specific points worth further elaboration:

## **Ethnicity**

The results for the sample of around 40 offenders from minority ethnic backgrounds show only two areas where there is lower level of positive responses than for White offenders – working well with their offender manager and offender manager answering all their questions.

There were 5 questions where minority ethnic offenders gave more positive responses than White offenders, including finding OMs motivating, having gained confidence from work they have done and gaining new opportunities for the future.

However, overall they did score lower than White offenders in terms of average score. Further, looking at specific ethnic groups in terms of whether they felt they needed more help than they had received, this was particularly marked for Black or Black African offenders who were more likely than any other ethnicity to say they needed more help, particularly around employment, housing, education and training. This information is valuable to assist in developing future action plans.

## **Gender**

Women offenders have answered more positively than male offenders on the majority of the questions. There is evidence that the majority of the women have found Probation a positive experience and feel that they have gained from it, and more so than male offenders. There was a slightly lower positive response for women around being able to fit Probation in with family/work life – 76% agreed compared to 80% of men. Overall 82% of women had a positive survey score compared to 75% of men.

However, women were still more likely than men to say that they needed more help in a range of areas and this was particularly marked in relation to housing, money, family issues, drugs and alcohol and emotional support (28% of women requested more help in this area compared to 11% of men). These findings reflect other evaluative work with women, in which they engage well with Probation and feel largely positive about the experience, but that the work that is done with them doesn't always meet all their needs. This new measure can be used to monitor progress in this area as part of the continued implementation of our Women Offender Strategy.

## **Disability**

This survey did not disaggregate disability into different categories and so it is not possible to evaluate responses according to different types of disability. We are not able therefore to evaluate our work on learning difficulties. However, the sample did contain 91 offenders who disclosed some form of disability and the results are largely positive, with high scores and little differences between those offenders with a disability and those who did not disclose one.

There were however a couple of notable deviations from this. There was a marked difference between disabled offenders who felt that Probation had helped them address the problems that had contributed to offending 45%, and those without a disability 63%. Although still scoring highly at 80%, disabled offenders were less likely than offenders without a disability to think that they were treated fairly.

Disabled offenders were also more likely to say that they need more help with all issues than non-disabled offenders, particularly housing, drugs and alcohol and emotional support.

These results, although very positive in the main, do still point to the need to develop our approach to working with offenders with some disabilities.

## **16. Complaints**

HPT has a complaints process through which offenders can raise any concerns they have at any level of contact with the Trust and its staff. During the time period we received 28 written complaints. Monitoring on complaints is only available in terms of gender. 93% of complaints were made by male offenders. None of the complaints that were made were in relation to any experiences of discrimination.

### 17. Staff Employment Data May 2011

<b>CATEGORIES</b>	<b>STAFF IN POST June 11</b>	<b>APPLICATIONS RECEIVED</b>	<b>APPLICATIONS INTERVIEWED</b>	<b>PROMOTIONS</b>	<b>RECIPIENTS OF TRAINING (places received)</b>	<b>APPRAISALS 2010 (this measure is who received an appraisal - see analysis)</b>	<b>GRIEVANCE</b>	<b>DISCIPLINE</b>	<b>LEFT EMPLOY-MENT</b>
TOTAL (with sessionals)	670	1045	436	3	875	557 returned	16	9	156
<b>Ethnicity data</b>									
White British	608 (91%)	840 (89%)	400 (92.7%)	2	797 (91%)	516	15	9	140 (90%)
White Irish	7 (1%)	2 (0.2%)	0	0	9 (1%)	7	0	0	3 (2%)
White Other	12 (1.8%)	30 (3%)	4	1	22 (2.5%)	6	1	0	1 (0.5%)
Mixed White & Black Caribbean	2 (0.3%)	1 (0.1%)	2	0	1 (0.1%)	2	0	0	2 (1%)
Mixed White & Black African	0	1 (0.1%)	0	0	0	0	0	0	0
Mixed White & Asian	3 (0.4%)	4 (0.4%)	1	0	4 (0.4%)	3	0	0	0
Mixed Other	4 (0.5%)	5 (0.5%)	2	0	6 (0.6%)	3	0	0	0

Asian Indian	5 (0.7%)	10 (1%)	7	0	7 (0.8%)	2	0	0	2 (1%)
Asian Bangladeshi	0	4 (0.4%)	1	0	0	0	0	0	0
<b>CATEGORIES</b>	<b>STAFF IN POST June 11</b>	<b>APPLI CATIONS RECEIVED</b>	<b>APPLI CATIONS INTERVIEWED</b>	<b>PROMOT IONS</b>	<b>RECIPI ENTS OF TRAINING</b>	<b>measure is who received an</b>	<b>GRIEVAN CE</b>	<b>DISCIPLI NE</b>	<b>LEFT EMPLOY- MENT</b>
Asian Pakistani	1 (0.1%)	9 (0.9%)	1	0	1 (0.1%)	1	0	0	0
Asian Other	2 (0.1%)	1 (0.1%)	0	0	1 (0.1%)	2	0	0	0
Black Caribbean	3 (0.4%)	(0.4%)	6	0	3 (0.3%)	1	0	0	0
Black African	5 (0.7%)	22 (2.3%)	7	0	7 (0.8%)	3	0	0	2 (1%)
Black Other	0	2 (0.2%)	0	0	0	0	0	0	0
Chinese	1 (0.1%)	3 (0.3%)	4	0	0	1	0	0	0
Other Ethnic Group	4 (0.5%)	2 (0.2%)	1	0	7 (0.8%)	5	0	0	0
Refused	4	2 (0.2%)	3	0	6 (0.6%)	5	0	0	6
Nil Return	9	103 (44%)	38	0	4	0	0	0	0
<b>All BME (i.e. not a white ethnicity)</b>	<b>30 (4.5%)</b>	<b>68 (7%)</b>	<b>32 (7.3%)</b>	<b>0</b>	<b>41 (4.7%)</b>	<b>23 (4%)</b>	<b>0</b>	<b>0</b>	<b>6 (3.8%)</b>
<b>Gender Data</b>									

Male (%)	183 (27%)	310 (29%)	95 (30%)	0	190 (22%)	134 (24%)	5 (31%)	5 (55%)	65 (42%)
Female (%)	487 (73%)	735 (71%)	232 (70%)	3 (100%)	685 (78%)	423 (76%)	11 (69%)	4 (45%)	92 (58%)
<b>CATEGORIES</b>	<b>STAFF IN POST June 11</b>	<b>APPLICATIONS RECEIVED</b>	<b>APPLICATIONS INTERVIEWED</b>	<b>PROMOTIONS</b>	<b>RECIPIENTS OF TRAINING</b>	<b>APPRAISALS 2010 (this measure is who received an appraisal - see analysis)</b>	<b>GRIEVANCE</b>	<b>DISCIPLINE</b>	<b>LEFT EMPLOY-MENT</b>
<b>Disability Data</b>									
<b>Disability Total</b>	<b>93 (14%)</b>	54 (6%)	40 (10.5%)	0	115 (13%)	79 (14%)	9 (56%)	1	19 (12%)
Hearing Difficulty	8								
Speech Impairment	0								
Visual Impairment	2								
Reduced Mobility	5								
Progressive Condition	2								
Reduced Physical Capacity	5								

Severe Disfigurement	0								
Mental Illness	8								
Learning Difficulties	0								
Dyslexia	25								
Other	24								
Unspecified	0	160 (15%)							
Refused	4	0							
No Disability	560	831 (94%)	257		760 (87%)				
<b>Sexual Orientation Data</b>									
<b>Missing</b>	520								
<b>Gay</b>	3								
<b>Lesbian</b>	2								
<b>Bi-Sexual</b>	1								
<b>Heterosexual</b>	137								
<b>Refused</b>	7								
<b>Religion or Belief Data</b>									

Missing	552								
Christian	53								
Muslim	1								
Sikh	2								
Other	7								
No religious belief	53								
Refusal	2								
<b>Age Data</b>									
18-21	1	41 (4%)	1 (0.4%)		2 (0.2%)				
22-25	27 (4%)	225 (21%)	40 (18%)		71 (8%)				
26-35	176 (26%)	332 (32%)	55 (25%)		264 (30%)				
36-45	177 (26%)	270 (26%)	65 (29%)		236 (27%)				
46-55	168 (25%)	160 (15%)	40 (18%)		205 (23%)				
56-65	114 (17%)	60 (6%)	22 (10%)		95 (11%)				
66+	6 (1%)	3 (0.2%)	0		0				

**Job Roles:**

	<b>Female</b>	<b>Male</b>	<b>BME</b>	<b>Disclosed a Disability</b>
<b>Senior Managers</b> (n = 14)	71%	29%	7%	7%
<b>Senior Probation Officers</b> (n = 32)	66%	44%	16%	13%
<b>All Managers</b> (n = 75)	63%	37%	8%	13%
<b>Probation Officers</b> (n = 150)	74%	26%	1.3%	15%
<b>PSO's</b> (n = 252)	57%	43%	4.3%	11%
<b>Administrators</b> (n = 129)	97%	3%	5.4%	14%
<b>PQF students</b> (n 18)	61%	39%	0%	5%

## 18. Gender Pay Gap:

All Staff Average Salary (median)	
Female	£26,968
Male	£29,030
Difference	7%

### Staff by Pay Band

	Female	Male	% Difference
Pay Band 1			Only one female member of staff
Pay Band 2	£19,779	£17,414	12% - men lower than women
Pay Band 3	£24,321	£24,795	2% - women lower than men
Pay Band 4	£30,201	£30,201	0%
Pay Band 5	£38,277	£38,277	0%
Pay Band 6	£42,221	£42,221	0%

## Summary of Results:

### **Current Staff Representation:**

#### **Race:**

4.5% of staff are from black and minority ethnic backgrounds, an increase of 0.5% on the last report.

Those from a minority ethnic background remain over-represented in management roles

#### **Gender:**

The overall gender breakdown of staff is 27% male and 73% female; a 0.5% decrease in male staff compared to the last report.

Senior Probation Officers as well as the “all manager” group continue to have male over-representation. There has however been a considerable decrease in male representation in the senior management group, leaving this at almost proportional to the overall staff group.

#### **Disability:**

14% of staff have disclosed a disability, an increase of 1% on last year’s report, but still a lower proportion than the estimated 18-20% of the working age population.

Managers who have disclosed a disability is now almost proportional, both a SPO level and in the “all managers” group, although it remains slightly lower for senior managers.

**Age:**

There is a fairly even distribution of staff across the age ranges, although there continues to be a lower proportion of staff over the age of 56 and under the age of 26.

**Job Applications/Interviews:****Race:**

There has been an increase in the proportion of applications from people from minority ethnic backgrounds, up from 3% of job applicants to 7%. 7.3% of interviewees were similarly from minority ethnic backgrounds. Currently we are working with 2001 Census information that puts Hampshire and the Isle of Wight as having a minority ethnic population of just over 3%, showing over-representation of minority ethnic people in job applications and those who are shortlisted.

**Gender:**

29% of applicants were male and 71% were female, as in the previous report. 30% of those who are interviewed are male, a slight increase.

**Disability:**

6% of applicants disclosed a disability, a slight increase on last year's report but a continued 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. 10.5% of those interviewed had disclosed a disability showing that although under-represented in the application stage, this is not replicated in opportunity for interview.

**Age:**

The most notable differences in the age ranges of applicants and those interviewed are that 25% of applicants were under 25, but only 18% of those who were offered an interview are in this age group, and only 4% of the current staff group are under 25.

21% of applicants are over the age of 55, but only 10% of those who were offered an interview were over the age of 55.

### **Promotions:**

The sample size for promotions is too small for an analysis of differences across the equalities groups (3 staff). 2 staff were White British, 1 White Other, all three were female and none had disclosed a disability. The lack of male promotions in this time period is a shift from previous reports in which there has been male over-representation.

### **Appraisals:**

Of the 557 returned appraisals, 4% were for staff from minority ethnic backgrounds, just 0.5% under the staff proportion. 24% were for male staff, which is a continued slight under-representation, and 14% were for staff who had disclosed a disability, proportional to the staff group.

Monitoring appraisals aims to identify whether any staff group is disadvantaged in terms of their professional development through this process. In addition it would be valuable to undertake monitoring of any capability proceedings, but currently we do not have reliable data on capability as not all capability issues are recorded with HR.

### **Left Employment:**

3.8% of leavers were from minority ethnic backgrounds, which is slightly under the staff proportion. 12% had disclosed a disability, which is again slightly under the staff proportion. However, male staff remain more likely to leave than female staff with a continuation of 42% leavers being male and 58% leavers being female..

### **Grievance:**

No grievances were raised by a minority ethnic member of staff out of the total of 16 formal grievances that were raised during the reporting period.

However, 9 of the grievances were raised by disabled staff, 5 of these being about disability discrimination. One of these grievances was upheld and one partially upheld.

Male staff were slightly over-represented in grievances raised, but with such a small sample size it is difficult to draw strong conclusions, although men were also over-represented in last year's results.

### **Disciplinaries:**

9 disciplinaries were undertaken during the reporting period. All staff involved in the process were White British.

5 were male (55%), a similar proportion to the last three year's results, which although very small sample sizes does represent a trend of male staff being more likely to be involved in a disciplinary process than female staff.

One of the staff members who were involved in disciplinary action had a disability, compared to none in last year's report. This therefore shows that disabled staff are not over-represented in disciplinary procedures.

### **Training:**

Training data relates to training places applied for, all of which were received. On this data, 4.7% of staff who received training were from minority ethnic backgrounds – a continuation of a slight over-representation.

There was an under-representation of male staff training places received, which at 22% had reduced further from the last report.

In terms of disability the proportion of places taken by disabled staff was almost proportional to the staff group who have disclosed a disability – 13% with a staff disclosure of 14%.

The age range of recipients of training shows a slight skew towards staff who fall in the under 45 age group. 65% of places are taken by staff in this age group, with 56% of staff falling into this age band. The highest proportion of training is received by staff in the 26-35 age band.

### **Gender Pay Gap:**

The overall pay gap between all male FTE earnings and all female FTE earnings is 7%, a reduction of 1% on the last report.

Analysis across the 6 pay bands shows little difference between male and female FTE average earnings, other than females having a 12% higher than male average in pay band 2, where there are very few male employees, and a 2% higher average for men in pay band 3. This suggests that the overall 7% gap is explained through occupational segregation, with female staff more likely to be located in the lower pay bands than male staff. This is borne out by the analysis of gender and job roles.

HPT is however aware that nationally set pay scales within pay bands are very long, which can indirectly lead to discrimination. This has been raised at a national level.

### **Flexible Working:**

241 staff work part-time, (36%). 84% of part-time staff are female. During the reporting period, 11 people applied for flexible working patterns and had these approved.

### **Maternity:**

20 women have taken maternity leave during the time period. Of these, five have now returned to work. All those who have reached the end of their maternity leave period have so far returned.

## 19. Results of HPT Staff Survey 2010 – Managing Diversity

246 staff completed the survey. 18% of this group had a disability. The age range was approximately proportionate to the staff group, as was the gender (24% male/76% female). Approximately 3% of staff were from BME backgrounds, 3% White Other and 1% Irish. 6% recorded their sexual orientation as “gay man/woman or bisexual”. 53% of staff identified themselves as having a religious affiliation.

- 100% of staff said that they were committed to the principle of equal opportunity and valuing diversity in the workplace.
- 99% of staff said that they felt confident in applying those principles.
- 97% of staff said that the team they work in is committed to the principles of equality of opportunity and valuing diversity.
- 94% of staff said that their team put these principles into practice.
- 94% of staff said that they believed HPT was committed to equality and diversity in principle and 81% of staff felt that the organisation is effective in putting the principles into practice.
- 79% of staff felt HPT acts fairly in the area of recruitment and 83% felt this in relation to career progression and promotion.
- - 95% of staff felt the Trust respects genders equally
  - 97% of staff felt that the Trust respects people of different ethnicities equally
  - 91% of staff felt that the Trust respects people who are disabled and not disabled equally
  - 90% of staff felt that the Trust respects people of different ages equally
  - 97% of staff felt that the Trust respects people of different sexual orientations equally
  - 97% of staff felt that the Trust respects people of different religions equally

- 89% of staff felt that support and advice regarding discrimination and good practice was readily available to them.
- Staff described having experienced discrimination in a range of ways over the past 12 months. The most common reasons staff gave were level in the organisation (16%), staff group (13%) and part-time working (10%). Smaller numbers of staff had experienced discrimination in terms of age (7%), gender (5%), disability (7%), race (1%), sexual orientation (1%) and marital status (2%). The most common reasons for discrimination were organisational policies and procedures or colleagues and managers.
- 39% of those who had experienced some form of discrimination had reported it. The majority of those who had not reported it had not done so because they didn't believe anything would happen.

## 20. Incident Reporting

### 2010/2011

Racist threat	1 (HPT staff member)
Race and gender abusive language	1 (HPT staff member)
Race and sexual orientation abusive language	1 (Offender)
Gender abusive language	1 (Offender)



Report Proposals by Ethnicity & Gender	Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/Em/W/S/NI	White:Irish	White:Other	Z - Old: Other	Z - Old: White	Missing REM	Female	Male	Grand Total
Add Hours - Brch CP/Att Centre															1							1	1
Adjourn - Medical Report															3						1	2	3
Adjourn - Other Reason													1		13					1	2	13	15
Adjourn - Psychiatric Report							1							1	20		2			3	5	22	27
Adjourn - Report/Assessment	2						2								69	1	2			1	17	60	77
Adjourned - PSR						1	1								13							15	15
Attendance Centre															57					9	5	61	66
CJA - Adult Custody	1			2		3	1	1					1		105	2	6		1	17	6	134	140
CJA - Community Order	14	7	39	41	18	50	51	26	11	8	54	27	38		4558	26	173	1	11	98	788	4463	5251
CJA - Custody Plus															0							0	0
CJA - Deferred Sentence								1							9		1				4	7	11
CJA - Extended Sent <= 10 yrs																				1		1	1
CJA - Ind Public Protection							2				1				2							5	5
CJA - Suspended Sentence	1	1	3	3	1	2	5	2	1		5	1	1	2	192	1	5			6	26	206	232
Comb Punish & Rehab Order															1						1		1
Community Punishment Order															6							6	6
Community Rehabilitation Order															2							2	2
Compensation											1				8					2	2	9	11
Conditional Discharge	1		1	2		2	4	1		1	1	2	2		199	1	5		1	21	76	168	244
Cond'l Discharge Substituted															1							1	1
Curfew Order			3			1	1	2	1		1		2		212		10		4	13	49	201	250
Curfew Order/Elect Monitoring															4						1	3	4
Cus Extended Supervision Sex												1										1	1
Custody				1		1				1	1				67		7			5	6	77	83
Custody - ext sup'n CJA91/2.2B															1							1	1
Deferred Sentence															15					1	2	14	16
FCW - Enforcement Order															3							3	3
Fine			2			1		1			5	2			160	2	5		3	15	23	173	196
Fine & Order to Continue															5					1	3	3	6
Hospital Order MHA83/37															5					1		6	6
Life Imprisonment															1							1	1
No Action - Order to Continue								1							3						1	3	4
No Specific Proposal			2	2	1	3	4	6	1		6	1	3	1	319	2	10		1	13	39	336	375
Order Revoked - Re-Sentenced	1										1				67		1		1	1	6	66	72
Order to Continue, Modified							1								10							11	11
Other			2		1			1			2				37		4			4	7	44	51
Recalled to Imprisonment															1							1	1
Restriction/Exclusion Order															1							1	1
Sex Offences Prevention Order															1							1	1
Supervision Order															1					1	1	1	2
Suspended Sentence			2			2		1	2		2	1			64	1	2		1	6	14	70	84
Suspended Sentence Sup'n Order												1			13				1	2		17	17
Young Offender Institution						1			1	1					15							18	18
Grand Total	20	8	52	53	21	67	73	43	17	10	81	35	49	4	6264	36	233	1	24	222	1085	6228	7313

Report Proposals by Disability	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
Add Hours - Brch CP/Att Centre				1											1
Adjourn - Medical Report	1			1										1	3
Adjourn - Other Reason					13	1		3						1	18
Adjourn - Psychiatric Report	1		1	16	9	3	1	1						4	36
Adjourn - Report/Assessment	1	1	2	14	62	2	1	5	2			1		5	96
Adjourned - PSR	1		1	1	10	2								1	16
Attendance Centre	4		1	2	44	6		1						14	72
CJA - Adult Custody	6		3	7	108	8		1	2					15	150
CJA - Community Order	224	69	149	478	4079	406	36	147	82	5	3	10	41	254	5983
CJA - Custody Plus					1										1
CJA - Deferred Sentence				3	7	1								1	12
CJA - Extended Sent <= 10 yrs														1	1
CJA - Ind Public Protection					3	1			1						5
CJA - Suspended Sentence	8	1	6	24	184	15	3	9	6				3	9	268
Comb Punish & Rehab Order					1										1
Community Punishment Order					6										6
Community Rehabilitation Order					2										2
Compensation			1		7				1					4	13
Conditional Discharge	11	2	3	27	133	26	3	11	9					50	275
Cond'l Discharge Substituted				1											1
Curfew Order	5	2	6	14	159	19	1	11	7	1		1	1	43	270
Curfew Order/Elect Monitoring					3				1						4
Cus Extended Supervision Sex					1										1
Custody	1	3	2	8	58	7	1	1				1		10	92
Custody - ext sup'n CJA91/2.2B					1										1
Deferred Sentence	3				9	4								1	17
FCW - Enforcement Order					2	1									3
Fine	11		5	14	136	6	3	7	3			1	1	32	219
Fine & Order to Continue				1	5			1					1	1	9
Hospital Order MHA83/37				3	1									2	6
Life Imprisonment					1										1
No Action - Order to Continue				2	2										4
No Specific Proposal	20	5	16	44	290	24	4	12	6		1		4	26	452
Order Revoked - Re-Sentenced	5		5	5	57	4			1				1	2	80

Report Proposals by Religion	Church of England	Catholic	Christian	Christianity and Buddhist	Muslim	Practicing Methodist	White Witch	Not Recorded	Grand Total
Add Hours - Brch CP/Att Centre								1	1
Adjourn - Medical Report								3	3
Adjourn - Other Reason								15	15
Adjourn - Psychiatric Report				1				26	27
Adjourn - Report/Assessment								77	77
Adjourned - PSR								15	15
Attendance Centre								66	66
CJA - Adult Custody			1					139	140
CJA - Community Order	4	7	2		4	1	1	5232	5251
CJA - Custody Plus								0	0
CJA - Deferred Sentence								11	11
CJA - Extended Sent <= 10 yrs								1	1
CJA - Ind Public Protection								5	5
CJA - Suspended Sentence	1				1			230	232
Comb Punish & Rehab Order								1	1
Community Punishment Order								6	6
Community Rehabilitation Order								2	2
Compensation								11	11
Conditional Discharge	1	1						242	244
Cond'l Discharge Substituted								1	1
Curfew Order								250	250
Curfew Order/Elect Monitoring								4	4
Cus Extended Supervision Sex								1	1
Custody			1					82	83
Custody - ext sup'n CJA91/2.2B								1	1
Deferred Sentence								16	16
FCW - Enforcement Order								3	3
Fine		1						195	196
Fine & Order to Continue								6	6
Hospital Order MHA83/37								6	6
Life Imprisonment								1	1
No Action - Order to Continue								4	4
No Specific Proposal	1		1					373	375
Order Revoked - Re-Sentenced								72	72

Report Proposals by Sexual Orientation	Bisexual	Gay/Lesbian	Heterosexual	Not Disclosed	Other	Missing Orientation	Grand Total
Add Hours - Brch CP/Att Centre						1	1
Adjourn - Medical Report		1				2	3
Adjourn - Other Reason			3			12	15
Adjourn - Psychiatric Report	1		4			22	27
Adjourn - Report/Assessment			6			71	77
Adjourned - PSR			3			12	15
Attendance Centre			3			63	66
CJA - Adult Custody			21			119	140
CJA - Community Order	15	21	1193	65	2	3955	5251
CJA - Custody Plus						0	0
CJA - Deferred Sentence			3			8	11
CJA - Extended Sent <= 10 yrs						1	1
CJA - Ind Public Protection						5	5
CJA - Suspended Sentence		2	73	5		152	232
Comb Punish & Rehab Order						1	1
Community Punishment Order						6	6
Community Rehabilitation Order						2	2
Compensation						11	11
Conditional Discharge		3	23			218	244
Cond'l Discharge Substituted						1	1
Curfew Order		1	16	5		228	250
Curfew Order/Elect Monitoring	1		1			2	4
Cus Extended Supervision Sex						1	1
Custody		1	7	4		71	83
Custody - ext sup'n CJA91/2.2B						1	1
Deferred Sentence			3			13	16
FCW - Enforcement Order						3	3
Fine			32	3		161	196
Fine & Order to Continue						6	6
Hospital Order MHA83/37			2			4	6
Life Imprisonment						1	1
No Action - Order to Continue						4	4
No Specific Proposal	2	1	87	4		281	375
Order Revoked - Re-Sentenced			1	2		69	72
Order to Continue, Modified			1			10	11
Other	1		6	1		43	51

Court Disposals by Ethnicity & Gender	Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/Em/W/S/NI	White:Irish	White:Other	Z - Old: Other	Z - Old: White	Missing REM	Female	Male	Grand Total	
Absolute Discharge																	1					1	1	
Anti-Social Behaviour Order																1							1	1
Attendance Centre Order							1				1					40				9	3	48	51	
CJA - ADC - Concurrent							1													1		2	2	
CJA - ADC - Consecutive																2						2	2	
CJA - Adult Custody-Std Det	1	1	4	4	1	8	8	5	1		8	2	7	3	406	5	19	1	29	20	493	513		
CJA - Community Order	8	7	26	27	9	30	34	24	7	5	47	19	29	1	3515	18	137	7	64	662	3352	4014		
CJA - Custody - No Supervision	3		4	2	1	1	2	3		1	3	2	5		359	1	22	1	2	22	36	398	434	
CJA - Deferred Sentence											1				3						1	3	4	
CJA - Extended Sent <= 10 yrs				1							1				10					1	1	12	13	
CJA - Ind Public Protection				1			3		1						5					1	1	10	11	
CJA - Suspended Sentence	6		16	14	8	17	16	5	6	2	8	8	3		1047	6	32	3	15	173	1039	1212		
Community Punishment Order															0							0	0	
Community Rehabilitation Order															1							1	1	
Compensation															21						4	17	21	
Conditional Discharge	1			2		4	4	4		1	1	1	3		206	3	3	2	23	73	185	258		
Curfew Order			1			1	1	1	1		1	1	1		189		7	5	20	50	179	229		
Curfew Order/Elect. Monitoring															3						1	2	3	
Deferred Sentence															4							4	4	
Disqualification Order															2				1	1		2	3	
Extended Sentence CJA 91/44															1							1	1	
Fine				1	1	1	1	1	1		5	2			197	1	7	4	20	27	215	242		
Fine/Order Allowed to Continue															1						1		1	
G'ship Ord/MHA83/37/No Conv															1						1		1	
Imp'ment Fine Default/No Sup															1							1	1	
Imprisonment															5		1					6	6	
Imprisonment - Concurrent															1							1	1	
Imprisonment - No Supervision						1									16				5	5	17	22		
No action - order to continue																			1			1	1	
One Day's Imprisonment						1									10						3	8	11	
Order Revoked/Discharged NFA															1							1	1	
Original Order Modfd and Contd															10						1	9	10	
Other											1				4				1	2	4	6	6	
Psych Hosp Order (Non-Prob)															7				2	3	6	9	9	
Psychiatric Hospital Order															1				2	1	2	3	3	
Restriction Order/MHA1983/S41															1							1	1	
Supervision Order															1							1	1	
Suspended Sentence															2							2	2	
Withdrawn for Other Reason			1		1										1							3	3	
YOI - Concurrent						1																1	1	
YOI - Consecutive															2							2	2	
Young Offender Institution	1			1		2	2			1	4		1		186	2	4		5	15	194	209		
Youth Rehab Order															1							1	1	
Grand Total	20	8	52	53	21	67	73	43	17	10	81	35	49	4	6264	36	233	1	24	222	1085	6228	7313	

Court Disposals by Disability	Dyslexia	Hearing Difficulties	Learning Difficulties	Mental Illness	Other	Progressive Condition	Reduced Mobility	Reduced Physical Capacity	Refusal to disclose	Severe Disfigurement	Speech Impairment	Visual Impairment	Missing Disability	No Disability	Grand Total
Absolute Discharge														1	1
Anti-Social Behaviour Order											1				1
Attendance Centre Order	1			2	5		1						13	31	53
CJA - ADC - Concurrent													1	1	2
CJA - ADC - Consecutive														2	2
CJA - Adult Custody-Std Det	13	6	12	41	31	5	16	10			1	1	41	401	578
CJA - Community Order	171	57	124	388	315	22	109	66	4	2	9	23	156	3147	4593
CJA - Custody - No Supervision	17	4	7	42	28	3	13	8	1	1		4	62	315	505
CJA - Deferred Sentence														4	4
CJA - Extended Sent <= 10 yrs		1		2		1							1	10	15
CJA - Ind Public Protection								1					1	10	12
CJA - Suspended Sentence	58	11	33	113	108	16	42	22	1		2	18	48	918	1390
Community Punishment Order														1	1
Community Rehabilitation Order														1	1
Compensation	1		2	1	2			1				1	4	17	29
Conditional Discharge	11	2	5	32	22	3	8	8				4	54	142	291
Curfew Order	6	1	4	16	17	1	9	3				1	45	140	243
Curfew Order/Elect. Monitoring					1								1	2	4
Deferred Sentence	1													3	4
Disqualification Order							1						1	1	3
Extended Sentence CJA 91/44					1										1
Fine	13	1	6	20	5	3	8	1				1	42	164	264
Fine/Order Allowed to Continue														1	1
G'ship Ord/MHA83/37/No Conv													1		1
Imp'ment Fine Default/No Sup														1	1
Imprisonment					1		1							4	6
Imprisonment - Concurrent														1	1
Imprisonment - No Supervision			1	1						1			6	15	24
No action - order to continue													1		1
One Day's Imprisonment				1	2			1						9	13
Order Revoked/Discharged NFA													1		1
Original Order Modfd and Contd				3	3		1					1		5	13
Other	1		1	1	1		1	1				1	1	5	13
Psych Hosp Order (Non-Prob)	1			2			1						4	1	9
Psychiatric Hospital Order				1									2		3
Restriction Order/MHA1983/S41														1	1

Court Disposals by Religion	Church of England	Catholic	Christian	Christianity and Buddhist	Muslim	Practicing Methodist	White Witch	Not Recorded	Grand Total
	Absolute Discharge								1
Anti-Social Behaviour Order								1	1
Attendance Centre Order								51	51
CJA - ADC - Concurrent								2	2
CJA - ADC - Consecutive								2	2
CJA - Adult Custody-Std Det			1		1			511	513
CJA - Community Order	2	5	2	1	4	1	1	3998	4014
CJA - Custody - No Supervision								434	434
CJA - Deferred Sentence								4	4
CJA - Extended Sent <= 10 yrs								13	13
CJA - Ind Public Protection								11	11
CJA - Suspended Sentence	4	1	1					1206	1212
Community Punishment Order								0	0
Community Rehabilitation Order								1	1
Compensation								21	21
Conditional Discharge	1							257	258
Curfew Order		1						228	229
Curfew Order/Elect. Monitoring								3	3
Deferred Sentence								4	4
Disqualification Order								3	3
Extended Sentence CJA 91/44								1	1
Fine		2						240	242
Fine/Order Allowed to Continue								1	1
G'ship Ord/MHA83/37/No Conv								1	1
Imp'ment Fine Default/No Sup								1	1
Imprisonment								6	6
Imprisonment - Concurrent								1	1
Imprisonment - No Supervision								22	22
No action - order to continue								1	1
One Day's Imprisonment								11	11
Order Revoked/Discharged NFA								1	1
Original Order Modfd and Contd								10	10
Other								6	6
Psych Hosp Order (Non-Prob)								9	9

<b>Court Disposals by Sexual Orientation</b>	<b>Bisexual</b>	<b>Gay/Lesbian</b>	<b>Heterosexual</b>	<b>Not Disclosed</b>	<b>Other</b>	<b>Missing Orientation</b>	<b>Grand Total</b>
Absolute Discharge			1				1
Anti-Social Behaviour Order						1	1
Attendance Centre Order			1			50	51
CJA - ADC - Concurrent						2	2
CJA - ADC - Consecutive						2	2
CJA - Adult Custody-Std Det	2		129	13		369	513
CJA - Community Order	14	20	885	45	1	3049	4014
CJA - Custody - No Supervision		1	52			381	434
CJA - Deferred Sentence			1			3	4
CJA - Extended Sent <= 10 yrs			3			10	13
CJA - Ind Public Protection			1			10	11
CJA - Suspended Sentence	3	8	319	24	1	857	1212
Community Punishment Order						0	0
Community Rehabilitation Order						1	1
Compensation			1			20	21
Conditional Discharge		2	29	2		225	258
Curfew Order			10	3		216	229
Curfew Order/Elect. Monitoring			1			2	3
Deferred Sentence			1			3	4
Disqualification Order			1			2	3
Extended Sentence CJA 91/44						1	1
Fine			32	2		208	242
Fine/Order Allowed to Continue						1	1
G'ship Ord/MHA83/37/No Conv						1	1
Imp'ment Fine Default/No Sup						1	1
Imprisonment			2			4	6
Imprisonment - Concurrent						1	1
Imprisonment - No Supervision			3			19	22
No action - order to continue						1	1
One Day's Imprisonment			1			10	11
Order Revoked/Discharged NFA						1	1
Original Order Modfd and Contd						10	10
Other			1			5	6
Psych Hosp Order (Non-Prob)			1			8	9
Psychiatric Hospital Order						3	3
Restriction Order/MHA1983/S41						1	1

### CJA Order Commencements by Ethnicity & Gender

CJA Community Order Commencements by Ethnicity & Gender	Asian: Bangladeshi	Asian: Chinese	Asian: Indian	Asian: Other	Asian: Pakistani	Black: African	Black: Caribbean	Black: Other	Mixed: African	Mixed: Asian	Mixed: Caribbean	Mixed: Other	Other Ethnic Group	Refusal	White: Brit/En/W/S/NI	White: Irish	White: Other	Z - Old: White	Missing REM	Female	Male	Grand Total
Aldershot	1		7	15	1	9	1	5	1	2	8	3	5		419	4	15	3	24	81	442	523
Andover				1		1	1	1			1	1	2		154		7	3	15	26	161	187
Basingstoke	2		3	5	1	3	6	5	1		10	7	2	1	433	3	21		9	94	418	512
Eastleigh	1		1					1			1				79		3		2	15	73	88
Fareham		2	1			2	2	3			1	5	1		481	3	7		10	90	428	518
Havant	1		1			1							2	3	429	1	8		4	69	381	450
IOM East Hants															3						3	3
IOM North Hants				1			1								39					4	37	41
IOM Portsmouth									1						15					2	14	16
IOM Southampton			1												8					1	8	9
Lymington/Totton	1					2	1				1		3		366	2	6		8	61	329	390
Newport I.o.W.				1			1	1	2	2	1	1	1		484	2	8	2	2	86	422	508
Portsmouth DRR/PPO Unit			1							1					13		1		5	3	18	21
Portsmouth MAPPA Unit								1	1	1	1				128		4		2	38	100	138
Portsmouth OMU 1	1			1											11		1				14	14
Portsmouth OMU 2	2	1	1	3		4	6				3	2	2		250		9		12	41	254	295
Southampton OMT 1	2			3	1	8	2	3			1	1	2		300		12	1	7	58	285	343
Southampton OMT 2	1		1			2					1	1	2		55		8		3	12	62	74
Southampton OMT 3				2	1		1							1	15		2		2	1	23	24
Southampton Young Adult Unit			12	5	4	8	5	2	2	2	4	3	7		323	3	32	1	15	50	378	428
Winchester	1	1	7	6	4	5	6	3			1		1		165	1	21		4	19	207	226
Southampton MAPPA Unit		1	2	2	3	2	4	1	1	1	9	2			231	3	12	1	10	82	203	285
South West Court Unit	1	2	2	1	4	3	3	1	4		12	1	2		209	2	11		2	28	232	260
Portsmouth Court Unit			2			3	3	2	1		2		1		141	4	3	1	1	16	148	164
Grand Total	14	7	42	46	19	53	43	29	14	8	58	29	34	2	4751	28	191	12	137	877	4640	5517

<b>CJA Community Order Commencements by Disability</b>	<b>No Disability</b>	<b>Not Recorded</b>	<b>Refusal to disclose</b>	<b>Dyslexia</b>	<b>Learning Difficulties</b>	<b>Mental Illness</b>	<b>Reduced Mobility</b>	<b>Progressive Condition</b>	<b>Severe Disfigurement</b>	<b>Hearing Difficulties</b>	<b>Reduced Physical Capacity</b>	<b>Speech Impairment</b>	<b>Visual Impairment</b>	<b>Other</b>	<b>Grand Total</b>
Aldershot	318	60	1	13	8	36	7	3	0	4	8	2	3	73	536
Andover	119	26	0	9	6	11	2	1	0	2	3	0	0	11	190
Basingstoke	274	150	0	14	9	40	8	1	0	7	6	1	2	7	519
Eastleigh	64	4	0	2	0	9	3	0	0	0	3	0	0	5	90
Fareham	398	26	0	18	8	33	10	3	0	5	2	1	4	26	534
Havant	260	9	0	36	25	80	13	3	1	13	8	2	6	49	505
IOM East Hants	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
IOM North Hants	25	2	0	3	2	2	1	1	0	3	2	1	1	6	49
IOM Portsmouth	15	1	0	0	0	0	0	0	0	0	0	0	0	0	16
IOM Southampton	7	0	0	2	0	0	0	0	0	0	0	0	0	0	9
Lymington/Totton	277	41	0	10	10	25	5	0	0	5	4	0	1	26	404
Newport I.o.W.	349	8	0	23	15	44	21	5	0	5	12	0	5	34	521
Portsmouth Court Unit	7	13	0	0	0	1	0	0	0	0	0	0	0	0	21
Portsmouth DRR/PPO Unit	106	2	0	3	1	10	1	1	0	1	2	0	0	13	140
Portsmouth MAPPA Unit	12	1	0	0	0	0	0	0	0	0	0	0	1	0	14
Portsmouth OMU 1	196	18	0	15	8	23	4	4	0	4	2	0	3	23	300
Portsmouth OMU 2	233	16	0	6	4	36	9	2	0	0	5	0	1	43	355
South West Court Unit	30	38	0	1	0	0	1	0	0	0	1	0	0	4	75
Southampton MAPPA Unit	11	2	0	1	5	6	2	0	0	0	2	0	0	0	29
Southampton OMT 1	302	23	2	13	8	34	18	5	0	7	3	0	2	30	447
Southampton OMT 2	170	7	0	4	5	17	5	2	0	1	3	1	0	12	227
Southampton OMT 3	165	16	0	13	8	49	22	1	0	5	8	0	8	23	318
Southampton Young Adult Unit	215	10	0	11	5	12	0	0	0	0	0	0	0	12	265
Winchester	130	1	0	5	5	10	8	1	0	2	5	0	1	4	172
<b>Grand Total</b>	<b>3686</b>	<b>474</b>	<b>3</b>	<b>202</b>	<b>132</b>	<b>478</b>	<b>140</b>	<b>33</b>	<b>1</b>	<b>64</b>	<b>79</b>	<b>8</b>	<b>38</b>	<b>401</b>	<b>5739</b>

<b>CJA Community Order Commencements by Unique Records Disability</b>	<b>No Disability</b>	<b>Not Recorded</b>	<b>Refusal to disclose</b>	<b>Disabled offender</b>	<b>Grand Total</b>
Aldershot	318	60	1	144	523
Andover	119	26	0	42	187
Basingstoke	274	150	0	88	512
Eastleigh	64	4	0	20	88
Fareham	398	26	0	94	518
Havant	260	9	0	181	450
IOM East Hants	3	0	0	0	3
IOM North Hants	25	2	0	14	41
IOM Portsmouth	15	1	0	0	16
IOM Southampton	7	0	0	2	9
Lymington/Totton	277	41	0	72	390
Newport I.o.W.	349	8	0	151	508
Portsmouth Court Unit	7	13	0	1	21
Portsmouth DRR/PPO Unit	106	2	0	30	138
Portsmouth MAPP A Unit	12	1	0	1	14
Portsmouth OMU 1	196	18	0	81	295
Portsmouth OMU 2	233	16	0	94	343
South West Court Unit	30	38	0	6	74
Southampton MAPP A Unit	11	2	0	11	24
Southampton OMT 1	302	23	2	101	428
Southampton OMT 2	170	7	0	49	226
Southampton OMT 3	165	16	0	104	285
Southampton Young Adult Unit	215	10	0	35	260
Winchester	130	1	0	33	164
<b>Grand Total</b>	<b>3686</b>	<b>474</b>	<b>3</b>	<b>1354</b>	<b>5517</b>

Licence Commencements by Ethnicity & Gender	Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/En/W/S/NI	White:Irish	White:Other	Z - Old: White	Missing REM	Female	Male	Grand Total
Aldershot					1	3	1			1					53	3		5	4	63	67	
Andover										1		1			16		1	1	2	19	21	
Basingstoke					2	2	2				1	1			57	1	5	2	7	66	73	
Eastleigh															18	1			2	17	19	
Fareham			1			2				1					86	1	2	1	9	85	94	
Havant				1			1								67		1	1	2	69	71	
IOM North Hants				2		1									40		1	1	4	41	45	
IOM Portsmouth															14			1	1	14	15	
IOM Southampton			1							3					33		1		3	35	38	
Lymington/Totton		1				1									69			1	4	68	72	
Newport I.o.W.															60		2	4	5	61	66	
Portsmouth DRR/PPO Unit						1								1	27		1	2	2	30	32	
Portsmouth MAPPA Unit						1				1				1	42			1	4	42	46	
Portsmouth OMU 1							1	1							30		1		2	31	33	
Portsmouth OMU 2						2	1			1	2			1	24		1	1	2	31	33	
Southampton OMT 1			1		1	3	1	2		3		1			71	1	3	3		90	90	
Southampton OMT 2						1				2		1			22	3	1	7		37	37	
Southampton OMT 3						1	1			1		1			12		6	1	2	21	23	
Southampton Young Adult Unit						1	1	1		2					41			1	5	42	47	
Winchester			1	1	1					3					58		4	1	3	66	69	
Southampton MAPPA Unit	1					1									27	1				30	30	
Grand Total	1	1	4	4	5	9	13	10	1	1	19	3	4	3	867	7	34	1	34	63	958	1021

Licence Commencements by Unique Records Disability	No Disability	Not Recorded	Refusal to disclose	Disabled	Grand Total
Aldershot	39	11	0	17	67
Andover	12	3	0	6	21
Basingstoke	44	17	0	12	73
Eastleigh	17	0	0	2	19
Fareham	65	6	0	23	94
Havant	46	3	0	22	71
IOM North Hants	33	3	0	9	45
IOM Portsmouth	13	0	0	2	15
IOM Southampton	32	0	0	6	38
Lymington/Totton	58	6	0	8	72
Newport I.o.W.	39	10	0	17	66
Portsmouth DRR/PPO Unit	24	1	0	7	32
Portsmouth MAPPA Unit	41	2	0	3	46
Portsmouth OMU 1	26	3	0	4	33
Portsmouth OMU 2	28	2	0	3	33
Southampton MAPPA Unit	62	6	0	22	90
Southampton OMT 1	25	7	1	4	37
Southampton OMT 2	18	2	0	3	23
Southampton OMT 3	27	2	0	18	47
Southampton Young Adult Unit	53	1	0	15	69
Winchester	23	0	0	7	30
<b>Grand Total</b>	<b>725</b>	<b>85</b>	<b>1</b>	<b>210</b>	<b>1021</b>

### CJA Community Order Commencements by Age group

CJA Community Order Commencements by Age group	18-24	25-34	35-44	45-54	55-64	65+	Grand Total
Aldershot	210	172	109	78	15	5	589
Andover	79	69	37	21	7	1	214
Basingstoke	164	207	117	53	24	5	570
Eastleigh	24	30	19	11	3	2	89
Fareham	186	201	122	77	16	9	611
Havant	177	177	101	71	15	3	544
IOM North Hants	36	10	9				55
IOM Portsmouth	5	5	6				16
IOM Southampton	14	1	1				16
Lymington/Totton	175	116	84	53	19	9	456
Newport I.o.W.	221	150	111	66	20	6	574
Portsmouth Court Unit	7	9	4	1	1		22
Portsmouth DRR/PPO Unit	54	77	50	11			192
Portsmouth MAPPA Unit	3	5	5	1	2		16
Portsmouth OMU 1	97	121	65	44	11	1	339
Portsmouth OMU 2	121	116	98	44	10		389
South West Court Unit	18	24	20	7	7	1	77
Southampton MAPPA Unit	2	6	4	8		3	23
Southampton OMT 1	75	180	134	71	15	6	481
Southampton OMT 2	34	115	75	32	9	2	267
Southampton OMT 3	56	145	106	40	3	2	352
Southampton Young Adult Unit	293	16					309
Winchester	61	74	30	18	7	1	191
<b>Grand Total</b>	<b>2112</b>	<b>2026</b>	<b>1307</b>	<b>707</b>	<b>184</b>	<b>56</b>	<b>6392</b>

### Licence Commencements by Religion:

Licence Commencements by Religion	Church of England	Muslim	Roman Catholic	Not Recorded	Grand Total
Aldershot	1			69	70
Andover				23	23
Basingstoke				75	75
Eastleigh				16	16
Fareham				97	97
Havant				73	73
IOM North Hants				48	48
IOM Portsmouth				17	17
IOM Southampton				42	42
Lymington/Totton	1			70	71
Newport I.o.W.				71	71
Portsmouth DRR/PPO Unit				34	34
Portsmouth MAPPA Unit				47	47
Portsmouth OMU 1				37	37
Portsmouth OMU 2				32	32
Southampton MAPPA Unit			2	91	93
Southampton OMT 1				40	40
Southampton OMT 2				23	23
Southampton OMT 3		1		48	49
Southampton Young Adult Unit				78	78
Winchester			1	29	30
<b>Grand Total</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1060</b>	<b>1066</b>

**Licence Commencements by Sexual Orientation:**

Licence Commencements by Sexual Orientation	Bisexual	Gay/Lesbian	Heterosexual	Not Disclosed	Missing Orientation	Grand Total
Aldershot			17	1	52	70
Andover			3	1	19	23
Basingstoke			7		68	75
Eastleigh			2		14	16
Fareham			3		94	97
Havant	1	1	13		58	73
IOM North Hants			8		40	48
IOM Portsmouth					17	17
IOM Southampton			4	3	35	42
Lymington/Totton			6	1	64	71
Newport I.o.W.		1	6		64	71
Portsmouth DRR/PPO Unit					34	34
Portsmouth MAPPA Unit					47	47
Portsmouth OMU 1			2		35	37
Portsmouth OMU 2			1		31	32
Southampton MAPPA Unit			14	1	78	93
Southampton OMT 1			8		32	40
Southampton OMT 2			1		22	23
Southampton OMT 3		1	13		35	49
Southampton Young Adult Unit			7	1	70	78
Winchester			4		26	30
<b>Grand Total</b>	<b>1</b>	<b>3</b>	<b>119</b>	<b>8</b>	<b>935</b>	<b>1066</b>

### CJA Community Order & Licences Successful Completions

CJA Community Orders &		Successful		Unsuccessful	
Annual Target:		70%		30%	
		Total	%	Total	%
Asian:Bangladeshi	A3	11	69%	5	31%
Asian:Chinese		11	100%	0	0%
Asian:Indian	A1	34	85%	6	15%
Asian:Other	A9	25	86%	4	14%
Asian:Pakistani	A2	14	93%	1	7%
Black:African	B2	45	87%	7	13%
Black:Caribbean	B1	40	75%	13	25%
Black:Other	B9	20	74%	7	26%
Mixed:African	M2	11	85%	2	15%
Mixed:Asian	M3	8	89%	1	11%
Mixed:Caribbean	M1	41	69%	18	31%
Mixed:Other	M9	14	78%	4	22%
Other Ethnic Group	O9	28	90%	3	10%
Refusal	NS	6	86%	1	14%
White:Brit/En/W/S/I	W1	3922	76%	1231	24%
White:Irish	W2	29	78%	8	22%
White:Other	W9	137	76%	43	24%
Z - Old: White		8	73%	3	27%
Missing REM		68	92%	6	8%
Female		672	78%	190	22%
Male		3800	76%	1173	24%
<b>Grand Total</b>		<b>4472</b>	<b>77%</b>	<b>1363</b>	<b>23%</b>

## DRR Starts by Ethnicity and Gender

DRR Starts	Grand total
Asian:Bangladeshi	2
Asian:Indian	1
Asian:Other	2
Asian:Pakistani	3
Black:Caribbean	2
Black:Other	6
Mixed:Asian	2
Mixed:Caribbean	12
Mixed:Other	3
Other Ethnic Group	1
White:Brit/En/W/S/NI	481
White:Irish	4
White:Other	6
Missing REM	4
Female	114
Male	415
<b>Grand Total</b>	<b>529</b>

## DRR Starts by Disability

DRR Starts	Grand total
Dyslexia	14
Hearing Difficulties	6
Learning Difficulties	10
Mental Illness	44
No Disability	383
Other	32
Progressive Condition	1
Reduced Mobility	14
Reduced Physical Capacity	8
Speech Impairment	1
Visual Impairment	2
Missing Disability	14
<b>Grand Total</b>	<b>529</b>

**DRR Starts by Sexual Orientation:**

<b>DRR Starts</b>	<b>Grand total</b>
<b>Gay/Lesbian</b>	4
<b>Heterosexual</b>	178
<b>Not Disclosed</b>	6
<b>Missing Orientation</b>	341
<b>Grand Total</b>	<b>529</b>

### DRR Completions by Ethnicity, Gender, Disability & Sexual Orientation:

DRR Completions	Successful	Unsuccessful	%Successful
Asian:Bangladeshi	1	1	50%
Asian:Pakistani	1	1	50%
Black:Caribbean	4	1	80%
Black:Other	1	0	100%
Mixed:Asian	2	0	100%
Mixed:Caribbean	7	5	58%
Mixed:Other	2	1	67%
White:Brit/En/W/S/NI	208	227	48%
White:Other	4	4	50%
Missing REM	2	3	40%
Dyslexia	7	9	44%
Hearing Difficulties	2	2	50%
Learning Difficulties	5	5	50%
Mental Illness	24	22	52%
No Disability	164	177	48%
Other	11	15	42%
Progressive Condition	1	1	50%
Reduced Mobility	9	5	64%
Reduced Physical Capacity	1	4	20%
Speech Impairment	0	1	0%
Visual Impairment	2	0	100%
Missing Disability	6	2	75%
Female	34	62	35%
Male	198	181	52%
<b>Grand Total</b>	<b>232</b>	<b>243</b>	<b>49%</b>

**DRR Completions by Disability:**

<b>DRR Completions by Disability</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>% Successful</b>
Dyslexia	8	14	36%
Hearing Difficulties	3	5	38%
Learning Difficulties	6	8	43%
Mental Illness	29	31	48%
Progressive Condition	1	1	50%
Reduced Mobility	10	9	53%
Reduced Physical Capacity	6	5	55%
Speech Impairment	1	1	50%
Visual Impairment	2		100%
Other	15	22	41%
No Disability	185	210	47%
Missing Disability	6	2	75%
<b>Grand Total</b>	<b>272</b>	<b>308</b>	<b>47%</b>

**DRR Completions by Sexual Orientation**

<b>DRR Completions</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>%Successful</b>
Gay/Lesbian	2	2	50%
Heterosexual	65	63	51%
Not Disclosed	2	6	25%
Missing Orientation	163	172	49%
<b>Grand Total</b>	<b>232</b>	<b>243</b>	<b>49%</b>

### CJA Requirement Commencements by Ethnicity & Gender

CJA Requirement Commencements	Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/En/W/IS/NI	White:Irish	White:Other	Z - Old: White	Missing REM	Female	Male	Grand Total
Accredited Programme	2		6	4	3	7	8	2	2	2	10	5	3		802	6	14	1	15	69	823	892
Alcohol Treatment				0						0					65		2	1	2	8	62	70
Attendance Centre								1							25				4	0	30	30
Curfew	1		5	3		2	10	2	1		6	1	2	2	480	3	15	1	16	88	462	550
Drug Treatment	1		0	1	2		0	4		1	9	1	1		318	2	2		4	74	272	346
Electronic Monitoring							1	1		1					129		2		1	30	105	135
Exclusion						1									14		1			4	12	16
Mental Health Treatment						0	1				1			0	14				1	5	12	17
Prohibited Activity			1												24		1		4	6	24	30
Residence			0			1	1				2				20		3		3	7	23	30
Specified Activity	1		4	2	3	8	7	6	4	1	15	4	2		635	8	9	2	10	215	506	721
Supervision	5	1	20	20	8	21	27	15	5	4	38	17	19	2	2697	15	65	1	56	542	2494	3036
Unpaid Work	9	6	24	24	8	35	23	13	10	6	24	10	21		2261	13	126	8	78	328	2371	2699
Grand Total	19	7	60	54	24	75	78	44	22	15	105	38	48	4	7481	48	240	14	194	1376	7196	8572

### CJA Requirement Commencements by Disability

CJA Requirement Commencements	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 Programme	51	17	30	106	800	82	4	29	18			3	11	48	1199
Alcohol Treatment	7	2	7	18	67	11	1	6				2	3		124
Attendance Centre	2		5		22	1								10	40
Curfew	23	9	26	56	512	59	4	25	10	1		3	8	45	781
Drug Treatment	20	13	13	63	433	49	2	24	15			2	6	14	654
Electronic Monitoring	8		4	12	118	13	3	4	7				2	5	176
Exclusion	2	1		1	23	2		1							30
Mental Health Treatment	2		1	19	8	4		1						1	36
Prohibited Activity			3	4	28	4		2	1	1				7	50
Residence	2			2	27	2		3	2					6	44
Specified Activity	59	18	29	90	642	79	7	22	11		1	1	6	32	997
Supervision	178	53	143	478	2793	338	28	130	61	3	2	8	35	167	4417
Unpaid Work	122	38	82	116	2559	188	9	36	31	3		4	16	175	3379
<b>Grand Total</b>	<b>476</b>	<b>151</b>	<b>343</b>	<b>965</b>	<b>8032</b>	<b>832</b>	<b>58</b>	<b>283</b>	<b>156</b>	<b>8</b>	<b>3</b>	<b>21</b>	<b>86</b>	<b>513</b>	<b>11927</b>

## CJA Requirement Commencements by Disability Unique Records

CJA Requirement Commencements by Disability Unique Records	Disability	No Disability	Not Recorded	Refusal to disclose	Grand Total
Accredited Programme	212	642	38		892
Alcohol Treatment	29	39	2		70
Attendance Centre	6	17	7		30
Curfew	130	384	35	1	550
Drug Treatment	90	248	8		346
Electronic Monitoring	37	96	2		135
Exclusion	3	13	0		16
Mental Health Treatment	13	3	1		17
Prohibited Activity	9	15	5	1	30
Residence	6	18	6		30
Specified Activity	188	504	29		721
Supervision	869	2042	122	3	3036
Unpaid Work	398	2144	154	3	2699
Grand Total	1990	6165	409	8	8572

## Successful Requirements Completions by Ethnicity & Gender

Successful Requirements Completions		Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/E n/W/S/N/I	White:Irish	White:Other	Z - Old : White	Missing REM	Female	Male	Grand Total
Accredited Programme	Successful			2	1		5	6	1	2		2	2	2		316	1	9	1	5	34	321	355
	Unsuccessful			1	1		2	5			1		2		1	173		3			16	173	189
	% Successful			67%	50%		71%	55%	100%	100%		100%	50%	100%	0%	65%	100%	75%	100%	100%	68%	65%	65%
Alcohol Treatment	Successful		1				2		1			1				221	2	4		3	42	193	235
	Unsuccessful															26		1			3	24	27
	% Successful			100%			100%		100%			100%				89%	100%	80%		100%	93%	89%	90%
Attendance Centre	Successful															5						5	5
	Unsuccessful															3						3	3
	% Successful															63%						63%	63%
Curfew	Successful			2			3	4	3		1	3	0	2	1	296		6		3	61	263	324
	Unsuccessful															43	1	1		1	6	40	46
	% Successful			100%			100%	100%	100%	100%	100%	100%		100%	100%	87%	0%	86%		75%	91%	87%	88%
Drug Treatment	Successful	1				1		3	1		2	7	2			178		3		2	30	170	200
	Unsuccessful	1						1				2		1		119	1	1		1	38	89	127
	% Successful	50%				100%		75%	100%	100%	78%	100%	0%			60%	0%	75%		67%	44%	66%	61%
Electronic Monitoring	Successful							1			1					41		1			10	35	45
	Unsuccessful															7				1	2	6	8
	% Successful							100%		100%						85%		100%		0%	83%	85%	85%
Exclusion	Successful			1												5				1	2	5	7
	Unsuccessful						1									1	4			0	1	5	6
	% Successful			100%			0%								0%	56%				100%	67%	50%	54%
Prohibited Activity	Successful						1									17		1				19	19
	Unsuccessful															3		0			1	2	3
	% Successful						100%									85%		100%			90%	86%	
Residence	Successful			1				1								11		1			3	11	14
	Unsuccessful										1					4		1			0	6	6
	% Successful			100%				100%			0%					73%		50%			100%	65%	70%
Specified Activity	Successful			2	2	1	0	2	1			8	1	3	2	339	3	6		2	126	246	372
	Unsuccessful					2	2	1	2	1		7				154	1	2		1	45	128	173
	% Successful			100%	100%	33%	0%	67%	33%			53%	100%	100%	100%	69%	75%	75%		67%	74%	66%	68%
Supervision	Successful	4		5	7	2	12	12	4	5	4	14	9	7	2	1567	9	42	2	21	319	1409	1728
	Unsuccessful	1		2	2	0	2	7	3	0	1	9	1	1	1	574	5	6		3	111	507	618
	% Successful	80%		71%	78%	100%	86%	63%	57%	100%	80%	61%	90%	88%	67%	73%	64%	88%	100%	88%	74%	74%	74%
Unpaid Work	Successful	6	9	19	16	9	25	17	10	8	4	9	5	16	1	1639	9	71	3	36	275	1637	1912
	Unsuccessful	3		3	2		4	2	3	1		3	0	1		404	3	33	3	4	37	432	469
	% Successful	67%	100%	86%	89%	100%	86%	89%	77%	89%	100%	75%	100%	94%	100%	80%	75%	68%	50%	90%	88%	79%	80%

## Successful Requirements Completions by Disability

Successful Requirements 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 Programme	Successful	12	6	4	35	372	26	1	6	10				7	11	490
	Unsuccessful	27	3	20	39	281	28	5	11	4			1	2	6	427
	% Successful	31%	67%	17%	47%	57%	48%	17%	35%	71%				78%	65%	53%
Alcohol Treatment	Successful	13	2	1	32	188	27	1	4	6					5	279
	Unsuccessful	4	1	4	11	37	7	1	4					2		71
	% Successful	76%	67%	20%	74%	84%	79%	50%	50%	100%					100%	80%
Attendance Centre	Successful					6										6
	Unsuccessful					5										5
	% Successful					55%										55%
Curfew	Successful	15	5	19	28	283	27	2	16	3	1		1	4	10	414
	Unsuccessful	2	1		9	74	4		3	1			1		1	96
	% Successful	88%	83%	100%	76%	79%	87%	100%	84%	75%	100%		50%	100%	91%	81%
Drug Treatment	Successful	8	3	6	29	182	15	1	10	6			1	2	6	269
	Unsuccessful	14	5	8	31	212	22	1	9	5			1		1	309
	% Successful	36%	38%	43%	48%	46%	41%	50%	53%	55%					86%	47%
Electronic Monitoring	Successful	3		2	1	38	4	1		2				1	2	54
	Unsuccessful			2	1	6	2									11
	% Successful	100%		50%	50%	86%	67%	100%							100%	83%
Exclusion	Successful	1			2	19	3									25
	Unsuccessful				1	10	3	1	1							16
	% Successful					66%		0%	0%							61%
Mental Health Treatment	Successful															
	Unsuccessful					1										1
	% Successful					0%										0%
Prohibited Activity	Successful			1	7	27	4								1	40
	Unsuccessful				1	4		1								6
	% Successful				88%	87%	100%								100%	87%
Residence	Successful			1	2	14	1								3	21
	Unsuccessful					6									2	8
	% Successful			100%	100%	70%	100%								60%	72%
Specified Activity	Successful	19	7	17	54	379	48	6	10	6		1	1	3	8	559
	Unsuccessful	22	9	15	31	234	37	3	8	1			4	1	7	372
	% Successful	46%	44%	53%	64%	62%	56%	67%	56%	86%		100%	20%	75%	53%	60%
Supervision	Successful	73	29	56	232	1485	171	15	53	38	2	3	4	19	61	2241
	Unsuccessful	57	11	61	128	814	107	8	34	13	1	1	4	7	15	1261
	% Successful	56%	73%	48%	64%	65%	62%	65%	61%	75%	67%	75%	50%	73%	80%	64%
Unpaid Work	Successful	57	37	34	77	1639	115	2	31	17		1	4	11	84	2109
	Unsuccessful	33	7	34	20	521	35	1	7	4	2		3	2	16	685
	% Successful	63%	84%	50%	79%	76%	77%	67%	82%	81%		100%	57%	85%	84%	75%

**Successful Requirements Completions by Disability Unique Records**

Successful Requirements Completions Unique Records		Disability	No Disability	Refusal to disclose	Not Recorded	Grand Total
Accredited Programme	Successful	64	282		9	355
	Unsuccessful	44	142		3	189
	% Successful		67%		75%	65%
Alcohol Treatment	Successful	61	170		4	235
	Unsuccessful	12	15			27
	% Successful		92%		100%	90%
Attendance Centre	Successful	0	5			5
	Unsuccessful	0	3			3
	% Successful		63%			63%
Curfew	Successful	77	236	1	10	324
	Unsuccessful	7	38		1	46
	% Successful		86%	100%	91%	88%
Drug Treatment	Successful	51	143		6	200
	Unsuccessful	37	90		0	127
	% Successful		61%		100%	61%
Electronic Monitoring	Successful	10	33		2	45
	Unsuccessful	3	5			8
	% Successful		87%		100%	85%
Exclusion	Successful	0	7			7
	Unsuccessful	2	4			6
	% Successful		64%			54%
Mental Health Treatment	Successful	0				
	Unsuccessful	0	0			0
	% Successful		0%			0%
Prohibited Activity	Successful	4	14		1	19
	Unsuccessful	1	2			3
	% Successful		88%		100%	86%
Residence	Successful	4	8		2	14
	Unsuccessful	0	4		2	6
	% Successful		67%		50%	70%
Specified Activity	Successful	104	262		6	372
	Unsuccessful	54	116		3	173
	% Successful		69%		67%	68%
Supervision	Successful	466	1206	2	54	1728
	Unsuccessful	179	427	1	11	618
	% Successful		74%	67%	83%	74%

### Employment Sustained by Ethnicity & Gender

Employment Sustained by Ethnicity & Gender	Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	White:Brit/En/W/S/NI	White:Irish	White:Other	Missing REM	Female	Male	Grand Total
Aldershot					1	2	1			45		2	5	2	54	56
Andover										20		1			21	21
Basingstoke		1		1			3			110		1		5	111	116
Eastleigh										14	1			3	12	15
Fareham										41			2	1	42	43
Havant	1									49		1	1	6	46	52
IOM North Hants										10			1	1	10	11
IOM Southampton										2					2	2
Lymington/Totton										18				2	16	18
Newport I.o.W.				1						46		2	1	4	46	50
Portsmouth DRR/PPO Unit	1									20		2		1	22	23
Portsmouth MAPPA Unit			1			2				15				1	17	18
Portsmouth OMU 1								1		31		2	1	1	34	35
Portsmouth OMU 2				1		2				32		1	2	3	35	38
Southampton MAPPA Unit							1	1		16				1	17	18
Southampton OMT 1			2			1	1	1		37		1	1	6	38	44
Southampton OMT 2			1							16		4	1	2	20	22
Southampton OMT 3				1		1	3			11		1		2	15	17
Southampton Young Adult Unit						1		2		29		1		1	32	33
Winchester	1									30			1	3	29	32
<b>Grand Total</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>9</b>	<b>9</b>	<b>1</b>	<b>4</b>	<b>592</b>	<b>1</b>	<b>19</b>	<b>16</b>	<b>45</b>	<b>619</b>	<b>664</b>

## Employment Sustained by Disability

Employment Sustained by Disability	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	3	3	6	3	58	9			3					6	91
Andover	1				19	2							1		23
Basingstoke	6		6	1	105			1		1				4	124
Eastleigh			1	2	12	1									16
Fareham	2	1	1	3	33	1							1	1	43
Havant	4	1	1	13	35	9	1	1						4	69
IOM North Hants	1	2			10	1						1		1	16
IOM Southampton					2										2
Lymington/Totton		1	1		16	1									19
Newport I.o.W.	4			1	39	10								3	57
Portsmouth DRR/PPO Unit			2		23	1									26
Portsmouth MAPPA Unit	1	1			25										27
Portsmouth OMU 1	2	1		1	30			2	1					1	38
Portsmouth OMU 2		1	1	1	28	5								4	40
Southampton MAPPA Unit			1		18	1									20
Southampton OMT 1	2			2	41	2			1					1	49
Southampton OMT 2	1		2		19	1		1			1				25
Southampton OMT 3			1	3	10	1		2							17
Southampton Young Adult Unit	2				31										33
Winchester	1		1	3	27	4								1	37
<b>Grand Total</b>	<b>30</b>	<b>11</b>	<b>24</b>	<b>33</b>	<b>581</b>	<b>49</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>26</b>	<b>772</b>

### Employment Sustained by Disability Unique Records

Employment Sustained by Unique Records	Disability	No Disability	Not Recorded	Refusal to disclose	Grand Total
Aldershot	13	37	6		56
Andover	3	18			21
Basingstoke	11	100	4	1	116
Eastleigh	3	12			15
Fareham	9	33	1		43
Havant	19	29	4		52
IOM North Hants	2	8	1		11
IOM Southampton		2			2
Lymington/Totton	3	15			18
Newport I.o.W.	12	35	3		50
Portsmouth DRR/PPO Unit	2	21			23
Portsmouth MAPPa Unit	1	17			18
Portsmouth OMU 1	6	28	1		35
Portsmouth OMU 2	7	27	4		38
Southampton MAPPa Unit	1	17			18
Southampton OMT 1	6	37	1		44
Southampton OMT 2	6	16			22
Southampton OMT 3	7	10			17
Southampton Young Adult Unit	2	31			33
Winchester	8	23	1		32
<b>Grand Total</b>	<b>121</b>	<b>516</b>	<b>26</b>	<b>1</b>	<b>664</b>

### Enforcement and Compliance 6 Months without Breach by Ethnicity & Gender

YEAR-TO-DATE PERFORMANCE		Enforcement *		Compliance 6m Without Breach	
		90%		70%	
		#	%		
Annual Target					
Asian or Asian British: Indian	A1	2	100%	7	78%
Asian or Asian British: Pakistani	A2	0		3	100%
Asian or Asian British: Bangladeshi	A3	2	100%	1	33%
Asian or Asian British: Other	A9	1	100%	6	86%
Black or Black British: Caribbean	B1	4	100%	15	79%
Black or Black British: African	B2	0		8	100%
Black or Black British: Other	B9	0		7	100%
Mixed: White & Black Caribbean	M1	3	100%	12	71%
Mixed: White & Black African	M2	2	100%	3	60%
Mixed: White & Asian	M3	0		1	100%
Mixed: Other	M9	2	100%	2	50%
Refusal	NS	3	100%	9	75%
Other Ethnic Group	O9	2	100%	4	67%
White: British	W1	253	97%	926	75%
White: Irish	W2	1	100%	6	75%
White: Other	W9	8	100%	35	80%
ALL BME		21	100%	78	77%
ALL WHITE		262	97%	967	75%
Female		23	100%	140	80%
Male		260	97%	905	75%
Grand Total		283	98%	1045	76%

\* Information collected on a sample of 283 offenders monitored in 2010/11.

\*\* Information collected on a sample of 1045 offenders monitored in 2010/11.

### Enforcement and Compliance 6 Months without Breach by Disability

YEAR-TO-DATE PERFORMANCE		Enforcement *		Compliance 6m Without Breach **	
Annual Target		90%		70%	
		#	%		
Dyslexia	DY	15	100%	37	69%
Hearing Impairment	HD	2	100%	13	81%
Learning Difficulties	LD	10	100%	34	74%
Mental Illness	MI	15	100%	79	78%
No Disability	ND	219	98%	748	75%
Not Recorded	NR	6	100%	30	79%
Other	OD	12	86%	67	79%
Progressive Condition	PC			8	89%
Reduced Mobility	RM	3	100%	25	81%
Reduced Physical Capacity	RC	2	100%	16	84%
Refusal to Disclose	RD			5	100%
Severe Disfigurement	SD	1	100%	1	50%
Speech Impairment	SI	1	100%	0	0%
Visual Impairment	VI	1	100%	8	89%
ALL DISABILITIES		68	97%	323	78%
Grand Total		287	98%	1071	76%

\* Information collected on a sample of 283 offenders monitored in 2010/11.

\*\* Information collected on a sample of 1045 offenders monitored in 2010/11.

### Enforcement and Compliance 6 Months without Breach by Disability Unique Records

YEAR-TO-DATE PERFORMANCE		Enforcement *		Compliance 6m Without Breach **	
UNIQUE RECORDS					
Annual Target		90%		70%	
		#	%		
Disability		58	97%	267	78%
No Disability	ND	219	98%	748	75%
Not Recorded	NR	6	100%	30	79%
Grand Total		283	98%	1045	76%

\* Information collected on a sample of 283 offenders monitored in 2010/11.

\*\* Information collected on a sample of 1045 offenders monitored in 2010/11.

**Enforcement Outcomes by Ethnicity & Gender**

Enforcement Outcomes	Closed - Warrant Issued	ECL - No Recall Action	Not Proven	Proven - Adj Pre-Sent Report	Proven - New Sentence	Proven - Order Modified	Proven - Order Unchanged	Proven - Other	Terminated on Recall	Withdrawn	(blank)	Grand Total
Asian:Bangladeshi	1				3	3				5		12
Asian:Indian					6	7				2		15
Asian:Other					4	3	1	1		3	2	14
Asian:Pakistani						3				3		6
Black:African					8	10				7	1	26
Black:Caribbean			1		7	8				6		22
Black:Other					5	2		1	1	3	1	13
Mixed:African					3	4				2		9
Mixed:Asian					2	2			1	3		8
Mixed:Caribbean			1		12	20		3		8	2	46
Mixed:Other			1			2				5		8
Other Ethnic Group					3	3		1		6		13
Refusal					1	1						2
White:Brit/En/W/S/NI	11	3	32	2	879	1147	20	57	32	775	15	2973
White:Irish					6	9				3		18
White:Other	1				37	41	2	2	3	25		111
Z - Old: White					2	1						3
Missing REM	2				2	12		1		11		28
Female	1	1	4		132	176	2	5	4	117	2	444
Male	14	2	31	2	848	1102	21	61	33	750	19	2883
Grand Total	15	3	35	2	980	1278	23	66	37	867	21	3327

### Enforcement Outcomes 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
Dyslexia			4		51	59	1	6	3	27		151
Hearing Difficulties	1				14	19				15		49
Learning Difficulties			3		52	54		5	1	23		138
Mental Illness			1		78	103	3	5		56		246
No Disability	10	3	30	2	841	1066	19	61	31	736	22	2821
Other	1		1		80	83	1		3	79	2	250
Progressive Condition						8		1		3		12
Reduced Mobility	1		1		20	22	1	1		14	1	61
Reduced Physical Capacity					8	16				10		34
Refusal to disclose					1							1
Severe Disfigurement					1					1		2
Speech Impairment					4	1	1			1		7
Visual Impairment					1	10				5		16
Missing Disability	4		1		15	38	2	1	1	23		85
<b>Grand Total</b>	<b>17</b>	<b>3</b>	<b>41</b>	<b>2</b>	<b>1166</b>	<b>1479</b>	<b>28</b>	<b>80</b>	<b>39</b>	<b>993</b>	<b>25</b>	<b>3873</b>

**Enforcement Outcomes by Disability Unique Records**

Enforcement Outcomes by Unique Records Disability	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
<b>Disability</b>	2		6		209	264	3	9	5	172	3	673
<b>No Disability</b>	9	3	28	2	755	976	18	56	31	673	18	2569
<b>Not Recorded</b>	4		1		15	38	2	1	1	22		84
<b>Refusal to disclose</b>					1							1
<b>Grand Total</b>	15	3	35	2	980	1278	23	66	37	867	21	3327

## Ethnicity in Hampshire & IoW:

(Source – Census 2001 data from Hampshire County Council at [www.hants.gov.uk](http://www.hants.gov.uk))

	All People	White British	White Other	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group
<b>Basingstoke and Deane</b>	152573	93.46%	3.10%	1.03%	1.23%	0.57%	0.61%
<b>East Hampshire</b>	109274	95.68%	2.67%	0.65%	0.40%	0.19%	0.41%
<b>Eastleigh</b>	116169	95.45%	1.97%	0.70%	1.18%	0.18%	0.51%
<b>Fareham</b>	107977	96.47%	1.79%	0.60%	0.48%	0.15%	0.51%
<b>Gosport</b>	76415	96.87%	1.47%	0.61%	0.46%	0.21%	0.36%
<b>Hart</b>	83505	94.37%	3.32%	0.72%	0.81%	0.26%	0.53%
<b>Havant</b>	116849	96.94%	1.60%	0.57%	0.40%	0.15%	0.34%
<b>New Forest</b>	169331	96.85%	2.01%	0.50%	0.25%	0.12%	0.29%
<b>Rushmoor</b>	90987	92.74%	2.83%	1.08%	1.75%	0.63%	0.97%
<b>Test Valley</b>	109801	95.66%	2.27%	0.65%	0.74%	0.20%	0.48%
<b>Winchester</b>	107222	94.84%	3%	0.65%	0.69%	0.25%	0.56%
<b>Portsmouth</b>	186701	91.86%	2.88%	1%	2.45%	0.51%	1.32%
<b>Southampton</b>	217445	88.74%	3.63%	1.50%	3.79%	1.03%	1.30%
<b>Hampshire</b>	1240103	95.43%	2.37%	0.70%	0.74%	0.27%	0.50%
<b>Hampshire (Including Portsmouth and Southampton)</b>	1644249	94.14%	2.59%	0.84%	1.35%	0.40%	0.69%

## Licence Commencements by Disability Unique Records

Licence Commencements by Unique Records Disability	Disability	No Disability	Not Recorded	Refusal to disclose	Grand Total
Aldershot	17	44	9		70
Andover	6	15	2		23
Basingstoke	15	57	3		75
Eastleigh	2	14			16
Fareham	22	69	6		97
Havant	18	52	3		73
IOM North Hants	9	37	2		48
IOM Portsmouth	1	16			17
IOM Southampton	7	35			42
Lymington/Totton	7	58	6		71
Newport I.o.W.	19	45	7		71
Portsmouth DRR/PPO Unit	5	27	2		34
Portsmouth MAPPA Unit	3	43	1		47
Portsmouth OMU 1	2	31	4		37
Portsmouth OMU 2	2	27	3		32
Southampton MAPPA Unit	17	70	6		93
Southampton OMT 1	5	26	8	1	40
Southampton OMT 2	3	18	2		23
Southampton OMT 3	18	29	2		49
Southampton Young Adult Unit	18	59	1		78
Winchester	7	23			30
<b>Grand Total</b>	<b>203</b>	<b>795</b>	<b>67</b>	<b>1</b>	<b>1066</b>

### PPO Commencements by Ethnicity & Gender

PPO Commencements	Total
Asian:Other	2
Black:African	2
Black:Caribbean	4
Black:Other	4
Mixed:Caribbean	8
White:Brit/En/W/S/NI	413
White:Irish	1
Missing REM	3
Female	36
Male	401
Grand Total	437

### PPO Commencements by Disability

PPO Commencements	Total
Dyslexia	25
Hearing Difficulties	7
Learning Difficulties	35
Mental Illness	38
No Disability	447
Other	40
Progressive Condition	2
Reduced Mobility	20
Reduced Physical Capacity	4
Speech Impairment	6
Visual Impairment	1
Missing Disability	7
Grand Total	632

### PPO Commencements by Disability Unique Records

PPO Commencements by Unique Records Disability	Total
Disability	92

No Disability	338
Not Recorded	7
Grand Total	437

### PPO Completions by Ethnicity and Gender

PPO Completions	Successful	Unsuccessful	%Successful
Black:African	1	1	50%
Black:Caribbean	4	2	67%
Black:Other	2		100%
Mixed:African	1		100%
Mixed:Caribbean	7		100%
White:Brit/En/W/S/NI	187	172	52%
White:Irish	1	1	50%
White Other		1	0%
Missing REM		1	0%
Female	17	20	46%
Male	186	158	54%
Grand Total	203	178	53%

### PPO Completions by Disability

PPO Completions	Successful	Unsuccessful	%Successful
Dyslexia	10	12	45%
Hearing Difficulties	2	4	33%
Learning Difficulties	6	20	23%
Mental Illness	14	27	34%
No Disability	223	205	52%
Other	24	19	56%
Progressive Condition	2	1	67%
Reduced Mobility	4	13	24%
Reduced Physical Capacity	1	1	50%
Missing Disability	3	3	50%
Speech Impairment	0	1	0%
Grand Total	289	306	49%

### PPO Completions by Disability Unique Records

PPO Completions Unique Records	Successful	Unsuccessful	%Successful
Disability	41	39	51%
No Disability	159	138	54%
Not Recorded	3	1	75%
Grand Total	203	178	53%

Approved Premises Completion by Disability

Approved Premises	Completion	Disability Categories													Grand Total	
		No Disability	Not Recorded	Refusal to disclose	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment		Visual Impairment
Dickson House	Successful	39	6	0	2	1	6	1	3	0	0	0	0	0	0	58
	Unsuccessful	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
	Total	40	7	0	2	1	6	1	3	0	0	0	0	0	0	60
Landguard Road	Successful	38	4	0	3	3	0	0	3	1	0	1	1	0	0	54
	Unsuccessful	1	0	0	1	0	0	0	1	0	0	0	0	0	0	3
	Total	39	4	0	4	3	0	0	4	1	0	1	1	0	0	57
The Grange	Successful	17	8	0	0	0	3	2	0	0	1	2	1	0	1	35
	Unsuccessful	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	17	8	0	0	0	3	2	0	0	1	2	1	0	1	35
All Approved Premises	Successful	94	18	0	5	4	9	3	6	1	1	3	2	0	1	147
	Unsuccessful	2	1	0	1	0	0	0	1	0	0	0	0	0	0	5
	Total	96	19	0	6	4	9	3	7	1	1	3	2	0	1	152

Approved Premises Completion by Disability Status

Approved Premises	Completion	Disabled offender	No Disability	Refusal to disclose	Not Recorded	Grand Total
Dickson House	Successful	13	39	0	6	58
	Unsuccessful	0	1	0	1	2
	Total	13	40	0	7	60
Landguard Road	Successful	12	38	0	4	54
	Unsuccessful	2	1	0	0	3
	Total	14	39	0	4	57
The Grange	Successful	8	17	0	8	33
	Unsuccessful	0	0	0	0	0
	Total	8	17	0	8	33
All Approved Premises	Successful	33	94	0	18	145
	Unsuccessful	2	2	0	1	5
	Total	35	96	0	19	150

### SAR Completions by Ethnicity & Gender

SAR Completions by Ethnicity & Gender	Outcome	Asian:Bangladeshi	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/En/W/S/NI	White:Irish	White:Other	Missing REM	Female	Male	Grand Total
Accommodation	Unsuccessful													1					1	1
Alcohol	Successful													4					4	4
	Unsuccessful													6			1	2	5	7
Basic Skills	Successful													16				5	11	16
	Unsuccessful													5				2	3	5
Breach Re-Engagement	Successful			2		4				3	2		1	248	4	5	2	49	222	271
	Unsuccessful	1			1	4	2	1		6				159	2	2		43	135	178
Cntrl Violnce Implsv Drinkrs	Unsuccessful													1					1	1
ETE	Successful		3			1				3		2	1	92		1		19	84	103
	Unsuccessful				1	1		1		2				65		1		9	62	71
Other (see notes)	Successful									2				20				8	14	22
	Unsuccessful								1					12		1		4	10	14
Other Non-Acc Prog (see notes)	Successful							1										1		1
	Unsuccessful													1					1	1
Victim Reparation/Mediation	Successful													1					1	1
	Unsuccessful													1					1	1
Womens Group	Successful				1					2		1		52				56		56
	Unsuccessful				1									14	1			16		16
IDAM	Successful					1								5					6	6
	Unsuccessful													1					1	1
Cranstoun	Unsuccessful						1							5				2	4	6
Pathways to Change	Successful													14	1			15		15
	Unsuccessful													2				2		2
Grand Total		1	3	2	4	6	8	3	1	18	2	3	2	725	8	10	3	233	566	799

## SAR Completions by Disability

SAR Completions by Disability	Outcome	Disability Categories														Grand Total	
		No Disability	Not Recorded	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Refusal to disclose		
Accommodation	Unsuccessful	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Alcohol	Successful	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	Unsuccessful	4	0	1	0	0	2	0	1	0	0	0	0	0	0	0	8
Basic Skills	Successful	8	1	1	0	3	0	4	0	0	0	0	0	0	0	0	17
	Unsuccessful	3	0	1	0	0	0	1	0	0	0	0	0	0	0	0	5
Breach Re-Engagement	Successful	180	24	7	9	27	4	20	4	0	4	2	1	1	0	283	
	Unsuccessful	112	16	10	8	17	2	16	1	0	5	1	2	0	0	190	
Cntrl Violnce Implsv Drinkrs	Unsuccessful	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
ETE	Successful	62	5	7	2	12	2	11	0	0	2	1	0	1	0	105	
	Unsuccessful	39	1	7	6	7	0	13	0	0	3	0	2	1	0	79	
Other (see notes)	Successful	17	1	0	0	1	1	2	0	0	0	0	0	0	0	22	
	Unsuccessful	11	1	0	1	0	1	0	0	0	0	0	0	0	0	14	
Other Non-Acc Prog (see notes)	Successful	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	Unsuccessful	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Victim Reparation/Mediation	Successful	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	Unsuccessful	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Womens Group	Successful	31	5	1	2	9	1	5	1	0	1	1	0	0	0	57	
	Unsuccessful	12	1	0	0	1	0	2	0	0	0	0	0	0	0	16	
IDAM	Successful	5	0	0	1	1	0	0	0	0	0	0	0	1	0	8	
	Unsuccessful	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
Cranstoun	Unsuccessful	3	0	0	0	3	0	0	0	0	0	0	0	0	0	6	
Pathways to Change	Successful	10	0	2	0	1	2	1	1	0	0	0	0	0	0	17	
	Unsuccessful	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	
<b>Grand Total</b>		<b>507</b>	<b>56</b>	<b>38</b>	<b>29</b>	<b>83</b>	<b>15</b>	<b>75</b>	<b>8</b>	<b>0</b>	<b>15</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>840</b>	

## SAR Starts by Ethnicity & Gender

SAR Starts by Ethnicity & Gender	Asian:Bangladeshi	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/En/W/S/NI	White:Irish	White:Other	Z - Old: White (blank)	Female	Male	Grand Total	
Alcohol		1									1			32			1	5	30	35	
Basic Skills														9				4	5	9	
Breach Re-Engagement	2	1	2	2	4	3		1		10			1	385	5	5	4	82	343	425	
ETE		2			2	3	2		1	4	1			134	2	2	1	18	137	155	
IDAM												1		5					6	6	
Other (see notes)		1						2		3				32		1	1	13	27	40	
Other Non-Acc Prog (see notes)							1							6				5	2	7	
Parenting Programme														2				1	1	2	
Pathways to Change														18				18		18	
Sustance Misuse														4				2	2	4	
Victim Reparation/Mediation														1					1	1	
Womens Group				2			1			2	1	1		77	1			84	1	85	
Grand Total	2	5	2	4	6	6	4	3	1	19	3	2	1	705	8	8	1	7	232	555	787

## SAR Starts by Disability

SAR Starts by Disability	No Disability	Not Recorded	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Refusal to disclose	Grand Total
Alcohol	18	4	4	2	3	3	3	0	0	0	0	0	0	0	37
Basic Skills	7	0	0	0	1	0	1	0	0	0	0	0	0	0	9
Breach Re-Engagement	280	22	25	16	46	8	29	3	0	11	4	1	4	0	449
ETE	93	6	14	8	17	2	16	0	0	1	2	0	2	0	161
IDAM	6	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Other (see notes)	25	5	0	1	3	1	5	0	0	0	0	0	0	0	40
Other Non-Acc Prog (see notes)	5	0	0	0	1	0	1	0	0	0	0	0	0	0	7
Parenting Programme	0	1	0	0	0	1	0	0	0	0	0	0	0	0	2
Pathways to Change	11	0	2	0	3	2	2	1	0	0	0	0	0	0	21
Sustance Misuse	3	0	0	0	1	0	0	0	0	0	0	0	0	0	4
Victim Reparation/Mediation	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Womens Group	44	7	6	0	15	4	9	2	0	2	1	0	0	0	90
<b>Grand Total</b>	<b>492</b>	<b>46</b>	<b>51</b>	<b>27</b>	<b>90</b>	<b>21</b>	<b>66</b>	<b>6</b>	<b>0</b>	<b>14</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>827</b>

### SAR Starts by Unique Records Disability

SAR Starts by Unique Records Disability	Disabled offender	No Disability	Not Recorded	Refusal to disclose	Grand Total
Alcohol	13	18	4	0	35
Basic Skills	2	7	0	0	9
Breach Re-Engagement	123	280	22	0	425
ETE	56	93	6	0	155
IDAM	0	6	0	0	6
Other (see notes)	10	25	5	0	40
Other Non-Acc Prog (see notes)	2	5	0	0	7
Parenting Programme	1	0	1	0	2
Pathways to Change	7	11	0	0	18
Sustance Misuse	1	3	0	0	4
Victim Reparation/Mediation	0	0	1	0	1
Womens Group	34	44	7	0	85
<b>Grand Total</b>	<b>249</b>	<b>492</b>	<b>46</b>	<b>0</b>	<b>787</b>

Victim Contact 1011

Victim Contact		Victims	Written to Within 8 Weeks	Face-To-face Contact	% Written to Within 8 Weeks	% Face-To-face Contact
White: British	W1	323	320	79	99%	24%
White: Irish	W2	2	1	1	50%	50%
White: Other	W9	2	2	1	100%	50%
Mixed: Carribean	M1	3	3	1	100%	33%
Mixed: African	M2	0	0	0		
Mixed: Asian	M3	0	0	0		
Mixed: Other	M9	0	0	0		
Asian or Asian British: Indian	A1	5	5	0	100%	0%
Asian or Asian British: Pakistani	A2	1	1	1	100%	100%
Asian or Asian British: Bangladeshi	A3	1	1	0	100%	0%
Asian or Asian British: Other	A9	11	11	2	100%	18%
Black or Black British: Carribean	B1	4	4	1	100%	25%
Black or Black British: African	B2	2	2	0	100%	0%
Black or Black British: Other	B9	0	0	0		
Chinese	O1	1	1	0	100%	0%
Other Ethnic Group	O9	1	1	1	1	100%
Refusal	NS	65	62	1	95%	2%
Missing Rem	NK	60	58	3	97%	5%
BME		29	29	6	100%	21%
WHITE		327	323	81	99%	25%
Male		261	257	34	98%	13%
Female		220	215	57	98%	26%
TOTAL		481	472	91	98%	19%

Accredited Programme Referrals by Ethnicity & Gender	Asian:Bangladeshi	Asian:Indian	Asian:Other	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	White:Brit/En/W/S/NI	White:Irish	White:Other	REM Missing	Female	Male	Grand Total
Agg Rep Trg										1			53	1			5	50	55
CDVP													1					1	1
COVAID													13					13	13
Drk Imp Drvr		2	1		2								81		3	2	19	72	91
Enh Thinking		1			1								5					7	7
Int Dom Abse	1	2	3			2	1	1		3	1	1	165	1	5	5		191	191
i-SOTP													6					6	6
Think Skills	1		1	1	3	7	2	1	1	5	2	1	307	5	4	3	26	318	344
TV-SOGP		1								1			15					17	17
Grand Total	2	6	5	1	6	9	3	2	1	10	3	2	646	7	12	10	50	675	725

Accredited Programme Referrals by Disability															
	No Disability	Not Recorded	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Refusal to disclose	Grand Total
Agg Rep Trg	42	2	2	3	6	1	2	0	0	0	1	0	1	0	60
CDVP	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
COVAID	6	1	0	0	4	0	2	0	0	1	0	1	1	0	16
Drk Imp Drvr	62	10	3	0	8	1	3	1	0	2	1	0	0	0	91
Enh Thinking	4	1	0	0	1	0	1	0	0	0	0	0	0	0	7
Int Dom Abse	130	22	5	2	18	2	11	1	0	2	1	0	0	0	194
i-SOTP	4	0	0	0	1	1	0	0	0	0	0	0	0	0	6
Think Skills	220	16	27	14	37	12	30	0	0	6	7	1	4	0	374
TV-SOGP	10	1	0	1	2	0	3	0	0	2	1	0	0	0	20
Grand Total	479	53	37	20	77	17	52	2	0	13	11	2	6	0	769

Accredited Programme Referrals by Disability Status	No Disability	Not Recorded	Refusal to disclose	Disabled offender	Grand Total
Agg Rep Trg	42	2	0	11	55
CDVP	1	0	0	0	1
COVAID	6	1	0	6	13
Drk Imp Drvr	62	10	0	19	91
Enh Thinking	4	1	0	2	7
Int Dom Abse	130	22	0	39	191
i-SOTP	4	0	0	2	6
Think Skills	220	16	0	108	344
TV-SOGP	10	1	0	6	17
Grand Total	479	53	0	193	725

Accredited Programme Commencements by Ethnicity & Gender	Asian:Bangladeshi	Asian:Indian	Asian:Other	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	Refusal	White:Brit/En/W/S/NI	White:Irish	White:Other	Z - Old: White	REM Missing	Female	Male	Grand Total
Agg Rep Trg								1				39		1			2	39	41
COVAID												14						14	14
C-SOGP												4						4	4
Drk Imp Drvr		2	1	1								64		2	1	1	14	58	72
Enh Thinking					1			1				6						8	8
Int Dom Abse	1	3	2		2	1		2	1			139	1	5		2		159	159
i-SOTP		1										6						7	7
One to One												2						2	2
Think Skills	1		1	1	7	2	2	3	1	1	1	196	3	3		1	18	205	223
TV-SOGP								1				10				1		12	12
W Acq Crime												6					6		6
Grand Total	2	6	4	2	10	3	2	8	2	1	1	486	4	11	1	5	40	508	548

### Accredited Programme Commencements by Disability

Accredited Programme Commencements by Disability	No Disability	Not Recorded	Refusal to disclose	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Grand Total
Agg Rep Trg	29	2	0	0	1	5	2	2	0	0	0	1	0	1	43
COVAID	6	1	0	0	0	4	0	3	0	0	0	0	0	1	15
C-SOGP	3	0	0	1	0	0	0	1	0	0	0	0	0	0	5
Drk Imp Drvr	50	7	0	1	0	6	1	5	1	0	1	0	0	0	72
Enh Thinking	6	0	0	1	0	1	0	0	0	0	0	0	0	0	8
Int Dom Abse	110	15	0	6	2	13	4	10	2	0	2	0	0	0	164
i-SOTP	6	0	0	0	0	0	1	0	0	0	0	0	0	0	7
One to One	1	0	0	0	0	1	0	0	0	0	0	0	0	0	2
Think Skills	146	11	0	19	6	22	8	15	0	0	2	6	0	3	238
TV-SOGP	8	1	0	1	0	1	0	0	0	0	1	0	0	1	13
W Acq Crime	2	0	0	1	0	1	1	2	1	0	0	1	0	1	10
<b>Grand Total</b>	<b>367</b>	<b>37</b>	<b>0</b>	<b>30</b>	<b>9</b>	<b>54</b>	<b>17</b>	<b>38</b>	<b>4</b>	<b>0</b>	<b>6</b>	<b>8</b>	<b>0</b>	<b>7</b>	<b>577</b>

### Accredited Programme Commencements by Disability Status

Accredited Programme Commencements by Disability Status	No Disability	Not Recorded	Refusal to disclose	Disabled offender	Grand Total
Agg Rep Trg	29	2	0	10	41
COVAID	6	1	0	7	14
C-SOGP	3	0	0	1	4
Drk Imp Drvr	50	7	0	15	72
Enh Thinking	6	0	0	2	8
Int Dom Abse	110	15	0	34	159
i-SOTP	6	0	0	1	7
One to One	1	0	0	1	2
Think Skills	146	11	0	66	223
TV-SOGP	8	1	0	3	12
W Acq Crime	2	0	0	4	6
Grand Total	367	37	0	144	548

### Accredited Programme Completions by Ethnicity & Gender

Accredited Programme Completions by Ethnicity & Gender	Asian:Indian	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	White:Brit/En/W/S/NI	White:Irish	White:Other	Z - Old: White	REM Missing	Female	Male	Grand Total
Agg Rep Trg	0	0	0	0	0	1	0	0	32	0	2	0	0	2	33	35
COVAID	0	0	0	0	0	0	0	0	17	0	0	0	0	0	17	17
Drk Imp Drvr	1	1	0	0	0	0	0	0	56	0	3	1	1	8	55	63
ETS/TSP	0	2	4	1	1	1	2	1	132	1	1	0	1	18	129	147
Int Dom Abse	0	2	0	0	1	0	0	1	126		4	0	3	0	137	137
i-SOTP	1	0	0	0	0	0	0	0	2	0	0	0	0	1	2	3
TV-SOGP	0	0	0	0	0	0	0	0	16	0	0	0	0	0	16	16
Grand Total	2	5	4	1	2	2	2	2	381	1	10	1	5	29	389	418

### Accredited Programme Completions by Disability

Accredited Programme Completions by Disability	No Disability	Not Recorded	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Refusal to disclose	Grand Total
Agg Rep Trg	23	4	0	1	4	1	2	0	0	1	0	0	1	0	37
COVAID	13	2	1	0	0	0	1	0	0	0	0	0	0	0	17
Drk Imp Drvr	42	10	0	0	5	0	5	0	0	1	0	0	0	0	63
ETS/TSP	101	16	8	1	10	1	8	0	0	1	1	0	4	0	151
Int Dom Abse	102	14	2	0	10	2	5	0	0	0	3	0	1	0	139
i-SOTP	2	0	0	0	1	0	0	0	0	0	0	0	0	0	3
TV-SOGP	10	2	1	0	0	0	1	1	0	1	0	0	0	0	16
<b>Grand Total</b>	<b>293</b>	<b>48</b>	<b>12</b>	<b>2</b>	<b>30</b>	<b>4</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>426</b>

<b>Accredited Programme Completions by Disability Status</b>	<b>No Disability</b>	<b>Disabled offender</b>	<b>Refusal to disclose</b>	<b>Not Recorded</b>	<b>Grand Total</b>
<b>Agg Rep Trg</b>	23	8	0	4	35
<b>COVAID</b>	13	2	0	2	17
<b>Drk Imp Drvr</b>	42	11	0	10	63
<b>ETS/TSP</b>	101	30	0	16	147
<b>Int Dom Abse</b>	102	21	0	14	137
<b>i-SOTP</b>	2	1	0	0	3
<b>TV-SOGP</b>	10	4	0	2	16
<b>Grand Total</b>	293	77	0	48	418

Offenders Referred to Learning by Ethnicity & Gender	Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Asian:Pakistani	Black:African	Black:Caribbean	Black:Other	Mixed:African	Mixed:Asian	Mixed:Caribbean	Mixed:Other	Other Ethnic Group	White:Brit/En/W/S/NI	White:Irish	White:Other	Missing REM	Female	Male	Grand Total
Aldershot			1			2				2	1		24		1	1		32	32
Andover												1	12				1	12	13
Basingstoke					2	3				4			34		1		11	33	44
Eastleigh													17				2	15	17
Fareham		1											46		2	2	5	46	51
Havant													21		1		2	20	22
IOM East Hants													1					1	1
IOM North Hants						1							7					8	8
IOM Portsmouth													1					1	1
IOM Southampton									1				8					9	9
Lymington/Totton					1								41				4	38	42
Newport I.o.W.													39				5	34	39
Portsmouth DRR/PPO Unit						1							18		1		4	16	20
Portsmouth MAPPA Unit													10					10	10
Portsmouth OMU 1						1	1						24		1		3	24	27
Portsmouth OMU 2					1						1		24	1			3	24	27
South West Court Unit													1					1	1
Southampton MAPPA Unit					1								13		2		2	14	16
Southampton OMT 1			2		1			1	1				32		1	3	3	38	41
Southampton OMT 2			2	1	1	3	1						32	1	4		2	43	45
Southampton OMT 3					1		1			1			37		1		8	33	41
Southampton Young Adult Unit						2				4	1		53			2	3	59	62
Winchester	1												41	1			3	40	43
Grand Total	1	1	5	1	8	13	3	1	2	11	3	1	536	3	15	8	61	551	612

Offenders Referred to Learning by Disability

Offenders Referred to Learning by Disability	No Disability	Not Recorded	Refusal to disclose	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Other	Grand Total
Aldershot	24	1	0	2	2	3	1	0	0	0	1	0	0	1	35
Andover	8	0	0	2	0	1	0	0	0	1	0	0	0	1	13
Basingstoke	24	12	0	1	1	5	1	0	0	0	0	0	0	0	44
Eastleigh	14	0	0	0	0	1	1	0	0	0	0	0	0	1	17
Fareham	34	3	0	4	0	2	4	0	0	0	0	0	2	3	52
Havant	10	0	0	2	1	7	2	0	0	0	1	0	0	2	25
IOM East Hants	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
IOM North Hants	7	0	0	1	0	0	0	0	0	0	0	0	0	0	8
IOM Portsmouth	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
IOM Southampton	8	0	0	1	1	0	0	0	0	0	0	0	0	1	11
Lymington/Totton	34	2	0	2	2	2	0	0	0	1	0	0	0	1	44
Newport I.o.W.	24	1	0	5	2	2	2	0	0	0	0	0	0	5	41
Portsmouth DRR/PPO Unit	15	0	0	0	0	3	0	0	0	0	1	0	0	1	20
Portsmouth MAPPa Unit	9	1	0	0	0	0	0	0	0	0	0	0	0	0	10
Portsmouth OMU 1	21	0	0	2	0	2	1	0	0	0	0	0	0	1	27
Portsmouth OMU 2	19	3	0	0	0	1	0	0	0	0	0	0	0	4	27
South West Court Unit	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Southampton MAPPa Unit	10	0	0	2	1	1	0	0	0	2	1	0	0	1	18
Southampton OMT 1	28	3	1	4	0	4	1	0	0	0	0	0	0	1	42
Southampton OMT 2	38	0	0	1	1	2	0	0	0	0	1	1	0	1	45
Southampton OMT 3	28	1	0	0	3	5	0	0	0	1	0	0	2	2	42
Southampton Young Adult Unit	49	2		5	2	3								3	64
Winchester	31			3	2	4	3			1	1		1	1	47
<b>Grand Total</b>	<b>438</b>	<b>29</b>	<b>1</b>	<b>37</b>	<b>18</b>	<b>48</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>30</b>	<b>635</b>

Offenders Referred to Learning by Disability Status

Offenders Referred to Learning by Disability Status	No Disability	Not Recorded	Refusal to disclose	Disabled Offenders	Grand Total
Aldershot	24	1	0	7	32
Andover	8	0	0	5	13
Basingstoke	24	12	0	8	44
Eastleigh	14	0	0	3	17
Fareham	34	3	0	14	51
Havant	10	0	0	12	22
IOM East Hants	1	0	0		1
IOM North Hants	7	0	0	1	8
IOM Portsmouth	1	0	0		1
IOM Southampton	8	0	0	1	9
Lymington/Totton	34	2	0	6	42
Newport I.o.W.	24	1	0	14	39
Portsmouth DRR/PPO Unit	15	0	0	5	20
Portsmouth MAPPA Unit	9	1	0		10
Portsmouth OMU 1	21	0	0	6	27
Portsmouth OMU 2	19	3	0	5	27
South West Court Unit	1	0	0		1
Southampton MAPPA Unit	10	0	0	6	16
Southampton OMT 1	28	3	1	9	41
Southampton OMT 2	38	0	0	7	45
Southampton OMT 3	28	1	0	12	41
Southampton Young Adult Unit	49	2	0	11	62
Winchester	31	0	0	12	43
<b>Grand Total</b>	<b>438</b>	<b>29</b>	<b>1</b>	<b>144</b>	<b>612</b>

Offenders Starting Course/Training by Ethnicity & Gender

Offenders Starting Course/Training by Ethnicity & Gender	Asian:Bangladeshi	Asian:Chinese	Asian:Indian	Black:African	Black:Caribbean	Black:Other	Mixed:Asian	Mixed:Caribbean	Mixed:Other	White:Brit/En/W/S/NI	White:Irish	White:Other	Missing REM	Female	Male	Grand Total
Aldershot			1		2			2	1	17		1	1		25	25
Andover										4					4	4
Basingstoke				1	3			3		24		1		6	26	32
Eastleigh										8				1	7	8
Fareham		1								21		1	1	1	23	24
Havant						1				12					13	13
IOM North Hants										5					5	5
IOM Portsmouth										1					1	1
IOM Southampton							1			5					6	6
Lymington/Totton										20				1	19	20
Newport I.o.W.										30		1		6	25	31
Portsmouth DRR/PPO Unit					2					12		1		2	13	15
Portsmouth MAPPA Unit				1						9					10	10
Portsmouth OMU 1					1					21				2	20	22
Portsmouth OMU 2									1	15	1			2	15	17
Southampton MAPPA Unit				2						8		1			11	11
Southampton OMT 1			2	1			1			20			1	2	23	25
Southampton OMT 2			1	1						12	1			1	14	15
Southampton OMT 3								1		15				3	13	16
Southampton Young Adult Unit					1			2		28			1	1	31	32
Winchester	1									18				1	18	19
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>305</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>29</b>	<b>322</b>	<b>351</b>

Offenders Starting Course/Training by Disability

Offenders Starting Course/Training by Disability	No Disability	Not Recorded	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Refusal to disclose	Grand Total
Aldershot	19	1	1	2	2	0	1	0	0	0	1	0	0	0	27
Andover	3	0	0	0	0	0	1	0	0	0	0	0	0	0	4
Basingstoke	15	10	1	1	4	1	0	0	0	0	0	0	0	0	32
Eastleigh	7	0	0	0	1	0	0	0	0	0	0	0	0	0	8
Fareham	16	1	2	0	1	3	1	0	0	0	0	0	0	0	24
Havant	7	1	2	2	3	0	1	0	0	0	0	0	0	0	16
IOM North Hants	4	0	1	0	0	0	0	0	0	0	0	0	0	0	5
IOM Portsmouth	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
IOM Southampton	6	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Lymington/Totton	14	3	2	1	1	0	0	0	0	1	0	0	0	0	22
Newport I.o.W.	18	2	4	1	1	2	5	0	0	0	0	0	0	0	33
Portsmouth DRR/PPO Unit	10	0	1	0	4	0	0	0	0	0	0	0	0	0	15
Portsmouth MAPPA Unit	10	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Portsmouth OMU 1	18	0	1	0	2	0	1	0	0	0	0	0	0	0	22
Portsmouth OMU 2	13	0	0	0	1	0	3	0	0	0	0	0	0	0	17
Southampton MAPPA Unit	9	0	0	0	1	0	0	0	0	1	1	0	0	0	12
Southampton OMT 1	17	3	2	0	2	1	1	0	0	0	0	0	0	0	26
Southampton OMT 2	14	0	0	0	0	0	1	0	0	0	0	0	0	0	15
Southampton OMT 3	10	0	0	1	2	0	2	0	0	0	0	0	2	0	17
Southampton Young Adult Unit	24	1	3	0	1	0	3	0	0	0	0	0	0	0	32
Winchester	15	0	1	1	2	1	0	0	0	0	0	0	0	0	20
<b>Grand Total</b>	<b>250</b>	<b>22</b>	<b>21</b>	<b>9</b>	<b>28</b>	<b>8</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>364</b>

<b>Offenders Starting Course/Training by Disability Status</b>	<b>No Disability</b>	<b>Not Recorded</b>	<b>Refusal to disclose</b>	<b>Disabled Offenders</b>	<b>Grand Total</b>
Aldershot	19	1	0	5	25
Andover	3	0	0	1	4
Basingstoke	15	10	0	7	32
Eastleigh	7	0	0	1	8
Fareham	16	1	0	7	24
Havant	7	1	0	5	13
IOM North Hants	4	0	0	1	5
IOM Portsmouth	1	0	0	0	1
IOM Southampton	6	0	0	0	6
Lymington/Totton	14	3	0	3	20
Newport I.o.W.	18	2	0	11	31
Portsmouth DRR/PPO Unit	10	0	0	5	15
Portsmouth MAPPA Unit	10	0	0	0	10
Portsmouth OMU 1	18	0	0	4	22
Portsmouth OMU 2	13	0	0	4	17
Southampton MAPPA Unit	9	0	0	2	11
Southampton OMT 1	17	3	0	5	25
Southampton OMT 2	14	0	0	1	15
Southampton OMT 3	10	0	0	6	16
Southampton Young Adult Unit	24	1	0	7	32
Winchester	15	0	0	4	19
<b>Grand Total</b>	<b>250</b>	<b>22</b>	<b>0</b>	<b>79</b>	<b>351</b>

Offenders achieving Qualification by Disability

Offenders achieving Qualification by Disability	No Disability	Not Recorded	Dyslexia	Learning Difficulties	Mental Illness	Reduced Mobility	Other	Progressive Condition	Severe Disfigurement	Hearing Difficulties	Reduced Physical Capacity	Speech Impairment	Visual Impairment	Refusal to disclose	Grand Total
Aldershot	7	1	0	0	0	0	0	0	0	0	0	0	0	0	8
Andover	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Basingstoke	3	3	1	0	0	0	0	0	0	0	0	0	0	0	7
Eastleigh	2	0	0	0	1	0	0	0	0	0	0	0	0	0	3
Fareham	7	0	0	0	1	2	0	0	0	0	0	0	0	0	10
Havant	6	0	0	1	0	1	0	0	0	0	0	0	0	0	8
IOM North Hants	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3
IOM Portsmouth	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
IOM Southampton	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Lymington/Totton	5	2	1	0	0	0	0	0	0	1	0	0	0	0	9
Newport I.o.W.	7	1	1	0	1	1	4	0	0	0	0	0	0	0	15
Portsmouth DRR/PPO Unit	3	0	0	0	1	0	0	0	0	0	0	0	0	0	4
Portsmouth MAPPA Unit	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Portsmouth OMU 1	9	0	0	0	0	1	0	0	0	0	0	0	0	0	10
Portsmouth OMU 2	10	0	0	0	0	0	1	0	0	0	0	0	0	0	11
Southampton MAPPA Unit	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Southampton OMT 1	11	0	0	0	0	0	0	0	0	0	0	0	0	0	11
Southampton OMT 2	10	0	0	0	0	0	0	0	0	0	0	0	0	0	10
Southampton OMT 3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Southampton Young Adult Unit	10	1	1	0	0	0	0	0	0	0	0	0	0	0	12
Winchester	8	0	1	1	0	0	0	0	0	0	0	0	0	0	10
<b>Grand Total</b>	<b>110</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>141</b>

Offenders achieving Qualification by Disability Status

Offenders achieving Qualification by Disability Status	No Disability	Not Recorded	Refusal to disclose	Disabled Offenders	Grand Total
Aldershot	7	1	0		8
Andover	1	0	0		1
Basingstoke	3	3	0	1	7
Eastleigh	2	0	0	1	3
Fareham	7	0	0	3	10
Havant	6	0	0	2	8
IOM North Hants	2	0	0	1	3
IOM Portsmouth	1	0	0		1
IOM Southampton	1	0	0		1
Lymington/Totton	5	2	0	1	8
Newport I.o.W.	7	1	0	6	14
Portsmouth DRR/PPO Unit	3	0	0	1	4
Portsmouth MAPP A Unit	2	0	0		2
Portsmouth OMU 1	9	0	0	1	10
Portsmouth OMU 2	10	0	0	1	11
Southampton MAPP A Unit	2	0	0		2
Southampton OMT 1	11	0	0		11
Southampton OMT 2	10	0	0		10
Southampton OMT 3	3	0	0		3
Southampton Young Adult Unit	10	1	0	1	12
Winchester	8	0	0	1	9
<b>Grand Total</b>	<b>110</b>	<b>8</b>	<b>0</b>	<b>20</b>	<b>138</b>