

# R·J·News

Restorative justice news from the Thames Valley Partnership and beyond

AUTUMN 2004

**W**elcome to the third and final *RJ News*. It's the last one because, as part of the Esmée Fairbairn Foundation's Rethinking Crime and Punishment (RCP) project, our funding ends in November.

This edition focuses largely on public views of RJ – and it's all good! We lead with news of a celebration of offenders' work on our restorative parks project in Reading. We also hear about public support for prisoners volunteering as advisers for Oxford Citizens Advice Bureau. As Rebecca Leathlean argues on page 8, the public seem more open minded than we often give them credit for.

With the government proceeding cautiously with its RJ strategy, some of the most exciting RJ developments are happening outside the criminal justice system. On page 2, we take a look at RJ in the family and find out how RJ is transforming life in children's homes in Hertfordshire.

Elsewhere, Karen Kirkwood asks if arts can be restorative, and we report on the London Shakespeare Workout's latest forays into RJ.

There's also news on how RJ can help drug users and their families, and a Quaker initiative for crime victims.

Comment comes from RCP director Rob Allen and Andrea Hughes from the Thames Valley Police – and there's more besides. Happy reading!

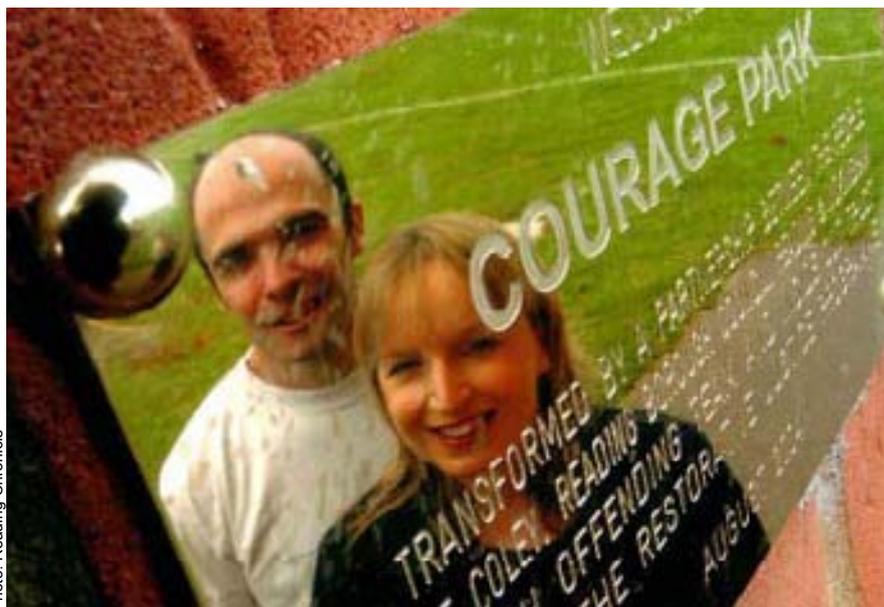


Photo: Reading Chronicle

Reading councillor Catherine Wilton and open spaces development officer Dave Booth open Courage Park

## Reading celebrates offenders

Courage Park was officially opened in August when Reading councillor Catherine Wilton unveiled a plaque celebrating the work of offenders who transformed it from a neglected woodland into a valuable public space. The plaque itself was made by offenders at HMP Coldingley in Surrey who heard about the project through the Inside Out Trust and the Thames Valley Partnership who brought the scheme to the Thames Valley.

The Reading offenders resurfaced paths, repaired fencing, cleared overgrown vegetation, improved access in to the park, created new paths, landscaped around the children's play area, performed minor tree surgery and removed some 100 tons of fly-tipped rubbish and rubble. "The speed of work was absolutely incredible," says Adrian Lawson, Reading's parks and open spaces development manager. "Our experience of these youngsters has been totally positive."

"The young people were polite, friendly, hard-working and diligent," confirms Brian Wood, a retired teacher whose house backs on to the park. "I was very impressed by their attitude, and the work they did has made us feel a lot more secure."

The positive feedback has clearly touched the offenders. "You could feel good that you were doing something for the community, not just sitting back and doing your time," says Tommy. "It was nice to see that people had faith in us, that they believed we could be rehabilitated. In that sense, they were giving something back to us."

● For more info on restorative parks projects contact Sue Raikes on 01844-202001; or email [icps@kcl.ac.uk](mailto:icps@kcl.ac.uk)

## WHAT'S INSIDE

### 2 Families Valued

How family group conferences are improving the system

### 3 From Confrontation to Cuddles

RJ has transformed life in Stanfield children's home

### 4 Which Way for RJ?

Rob Allen on what we need to keep RJ alive

### 5 We Need a Medical Model

Andrea Hughes calls for more research into RJ

### 6 The Art of the Matter

Can the arts be restorative?

### 8 Is the Public Ready for RJ?

Is the idea of a 'punitive public' a myth? Rebecca Leathlean argues that it is

### 10 Prisoners Prove Their Worth

Prisoner-advisers at the CAB are helping thousands of people a year

### 11 One Step at a Time

How prisoners are teaching each other to read

### 12 Friendly Support for Victims

A Quaker initiative in Bucks

### A New Script

Combating drug use with RJ

# Families valued

Family group conferences enable families with problems to make decisions about their children's futures. **RJ News** meets some people who are bringing FGCs to the Thames Valley

**F**or the past few years, Paul Nixon has been turning child protection practice on its head. As children's services manager for West Berkshire, he is introducing family group conferences (FGCs) across three key areas: child protection, youth justice and educational welfare.

The system puts families with problems at the forefront of decision making. And while the approach has so far been confined to specialised areas, this month West Berks is launching 'community conferences' which will give local communities with problems a chance to benefit.

FGCs bring family members together when a young person is having problems. After a preliminary discussion which may include professionals from different spheres, the family withdraw into a room for 'private time' to develop a plan for addressing concerns they identify themselves. The plan is then presented, and the family choose professionals to support it. Plans are only rejected if there are issues of risk, and this is rare.

Family group conferencing came to the UK from New Zealand in 1992. It was initially picked up by four local authorities. One of these was Hampshire, where Paul Nixon worked for 10 years introducing FGC pilots first in child protection, then youth justice and finally education.

"We were coming across the same children in all three contexts," recalls Paul. "If children were having problems at home, very often they were having problems at school. And children with problems at school were getting caught up

in the youth justice system. It seemed logical to locate all the work in the most important site, which was the family."

It wasn't an easy transition, however. "People supported the idea, but they didn't believe FGCs would work in the UK," says Paul. "People thought their clients' situations were too messy, and that it would

**'All families have strengths if you look for them'**

be hard to get the families together. In fact, we soon discovered it was relatively easy to get families together and that they consistently make decisions that lead to good outcomes.

"Family group conferencing is based on strength," Paul continues. "It assumes that all families and communities have strengths if only you look for them. From there, it is a decision-making model. It says that the people most in touch with the problem have the greatest sense about what is needed to restore relationships and improve matters. The role of social workers is then to enable them to do this."

Last year, John\* was referred to the team because he wasn't attending school. In addition, he was offending prolifically – "his behaviour was very worrying," says FGC coordinator Sharon Inglis. "His family had problems, and the professionals working with them were struggling to coordinate a response. There were about 10 agencies involved! They had good intentions, but they just weren't joined up.

"John's mother was struggling, both with her son and with the community who



were angry about the havoc he was causing.

"Without a family group conference, John would have gone into public care. Instead, we've had three FGCs. John has moved away from home, but he's gone to live with an aunt who, through the process, came to see that both he and his mother need her support. The number of professionals involved has reduced hugely, and the family are all very clear about what's needed."

Each case going to a FGC needs a substantial period of preparation, with the family individually visited and interviewed about where they fit in and whether they would be willing to come to a meeting.

"At John's meeting, the family decided to talk about his strengths as well as his deficits," says Sharon. "I think that was very wise, because it engaged him. It set the tone. It said, 'you're one of ours'.

"John is passionate about his meetings," Sharon adds. "He is still offending, but far less. And he's not in prison. He feels nurtured. And there is some really good work being done with professionals, but

now it's targeted in a way the family are happy with."

Research suggests that involving families through FGCs reduces the number of children going into public care. This is important, as research also shows that children with a background in care are more likely than others to come to the attention of the police<sup>(1)</sup>.

"In our experience, and also in terms of global research, FGCs have led to less children going into institutions," says Paul Nixon. "There have also been less problems in schools. We've seen fewer contested care proceedings, and

**'We're attempting total system change'**

reductions in domestic violence and family violence."

Family group conferencing recently came to Oxfordshire, where the youth offending team (YOT) is using it to support families of children aged between eight and 13.

"If a child has already had an RJ conference, an FGC can build on that with a clear

plan of action," says scheme manager Linda Forrest.

The team also aims to get referrals from social services, health and education. "We want each referring body to include FGCs in their procedures as early as possible," says Linda. "Many of the parents we meet have been in care themselves. If we help families get stronger, we might be able to break the cycle of deprivation."

In New Zealand, family group conferencing was enshrined in law under the Children, Young People and their Families Act of 1989. In the UK some 54 local authorities are now using the process.

"We would like to see FGCs available to all families," says Tana Thomas, policy advisor for the Family Rights Group which lobbied to bring FGCs to the UK. "Evidence shows that social services tend not to enable families. People's relationships with social services can improve hugely as a result of FGCs."

With the launch of community conferences on November 10, West Berkshire will be well on the way to implementing RJ as a 'total system'.

A multiagency team in Newbury will be predicated

on restorative principles and practices.

"Police, teachers, social workers, health visitors and community workers will all be using the same philosophy," says Paul Nixon. "The idea is to widen the use of RJ to a wider group of need so that it can be used to deal with problems ranging from serious situations of domestic violence and criminal offending right through to local disagreements."

"It's not like jumping into the mainstream and flowing along neatly," Paul adds. "In many ways, it seeks to transform our thinking and practice."

"But if we want to change social welfare culture, this is how to do it. We need to get RJ running across the agencies, get it into the schools and have it working in what I would call one total system. We are attempting total system change, actually. Just a little something like that!" ■

<sup>(1)</sup> *Some facts about young people who offend* (2003) NACRO

● For further info contact Paul Nixon on 01635-519734 email: [phnixon@westberks.gov.uk](mailto:phnixon@westberks.gov.uk)

● Visit the Family Rights Group at [www.frg.org.uk](http://www.frg.org.uk) Tel: 0800-7311696

## FGCs in jail

Family ties are essential to prisoner rehabilitation, which is why HMP Woodhill hopes to start using family group conferences. "Many prisoners have family problems of some sort," says residential governor, Claire Hodson. "Often they come from broken homes, or else the family has broken down as a result of the offending. A family group conference could help to repair some of the damage."

Claire heard about FGCs when she came to the Thames Valley Partnership's RJ Forum, which meets twice yearly. "I was fascinated," she says. "A lot of people live difficult lives. FGCs are about gaining understanding, enabling people to take control and saying it's not all over just because it's gone wrong now."

FGCs will be the third prong of Woodhill's RJ strategy. Three officers have already been trained to facilitate victim-offender RJ conferences, and RJ is to become part of the prison's violence reduction strategy, helping to deal with disciplinary matters. Claire hopes to introduce FGCs in 2006.

# From confrontation to cuddles...

**After the Thames Valley Police trained staff at Stanfield children's home in Welwyn Garden City, RJ has transformed life in children's homes across Herts**

Four years ago life at Stanfield was tough. Assaults, absconding, vandalism and sanctions were at a high. The police were being called several times a week following acts of violence or criminal damage.

"It was about as far removed from life in a family home as it could be," says manager Veronica (Ron) Hart. "A kiddy would be in crisis, maybe smash a window, and end up being charged with criminal damage."

"It was a very confrontational culture, and certainly very

care four times more likely than others to come to the notice of the police. The DoH set a target for reducing offending, and Tom Rees, assistant director of Herts Youth Justice Service, suggested RJ as a possible solution.

A meeting of children's homes managers was called, and Inspector Dick Auger from the Thames Valley Police was invited to speak. It was an experience that left the staff, many of them self-confessed cynics, "gobsmacked".

"I really did think it would be just another arty-farty social



**Thanks to RJ, Ron Hart gets hugs from the children every day**

controlled in terms of staff relationships with the children. It also felt institutional and punitive. If a child did something wrong the police might be called and the child would be put on 'LOPS' – or 'loss of privileges'. There was very little overt affection – a 'cuddle' was a pat on the arm. It was awful."

The impetus to change came in 2001 when the Department of Health identified that a proportionately high number of 'looked after' young people were committing crime, with children with a background in

work idea," says Ron Hart. "But Dick showed us how RJ had actually led to change. Ultimately, it was about communication. The only question was why aren't we using it! When Tom asked if we were interested in trying it, of course I said 'yes'."

Stanfield was selected for a pilot scheme. Home to 12 young people aged between 11 and 18, it consists of two separate houses and employs some 30 staff working shifts.

"There are six young people in each house," says Ron. "All come from difficult backgrounds,

none of them know each other, and yet they are expected to live together. That isn't easy. They may be angry or sad, they may have been abused, and they often find it hard to control their emotions."

After five days' RJ training with the Thames Valley Police, Ron realised the formal conferencing model would have to be adapted into more of an ongoing ethos for use in a residential setting. Full-time care staff were trained in RJ conferencing and all staff were shown how to use restorative practices to deal with everyday incidents.

## Scepticism

Naturally, the new approach met with some scepticism.

"At first, people were afraid the children would take advantage if they knew the affect their behaviour was having on the staff," says Ron.

"In fact, it has enhanced our relationship. Not only that, but because it allows the children themselves to decide what should happen after an incident it is no longer always down to us to impose punishment. That means the staff are no longer seen as the 'baddies'.

"Another thing we have discovered is that children really want things to be OK with each other," says Ron. "At the end of a restorative discussion we often find kids hugging and asking how they can help each other. It has led to a desire to care for each other which is astonishing."

It is a sense of fairness that extends to the staff. An early case involved a boy who absconded nearly every night, returning at 3am. A formal conference was held in which a member of staff responsible for letting him in explained how waking in the night was affecting her: she was so tired and grumpy each day that she was cross with the other children at Stanfield, and then she was so exhausted when she got home to her own children that she didn't want to play with them. She was becoming angry and disillusioned, to the extent that she was thinking of giving up her job. After initially walking out of the conference, the boy returned and apologised. "He hadn't thought about this member of staff having a life outside and he said he was sorry

about the affect of his behaviour and the thought that she might give up her job because of him," says Ron. "He said he would try hard not to abscond any more.

"But two hours later, he ran away again! It may not sound like a success, but this time he didn't come back until 7am so he wouldn't wake anyone up! The process led to a change in his behaviour – even if it wasn't the most desirable one!"

Within a year of introducing RJ, police call outs to Stanfield had dropped by 39 per cent and sanctions were down 57 per cent. Not only that, but the offending levels of looked after young people in the area dropped by over a third. Based on this evidence, Herts introduced RJ into all its children's homes.

At Stanfield, morale is high, and staff have just returned, re-energised, from an RJ refresher course. The home itself is calm, quiet and happy – as I speak to Ron, 16-year-old Claire bounces in to show off her new haircut and give Ron a hug. Claire attended an RJ conference soon after coming to Stanfield after an argument with another resident. "RJ showed me that people cared," she says later.

Coming from a background in approved schools, Ron feels that RJ could work in other institutional settings, such as young offender institutions.

"Give it a go," she urges. "It's a different way of thinking and it works. If you can get kids to feel good about how they've made



**Children at Stanfield say RJ shows them that people care**

someone else feel, they will want that feeling again.

"We're not saying this is the answer, we still sometimes impose sanctions or find we have to bring in the police. It's just another string to our bow, but an incredibly effective one."

● For more info contact Ron Hart on 01707-330879 or Tom Rees on 01992-555555

# Which way for RJ?

## Rob Allen considers what is needed if RJ is to survive in the criminal justice system

With record numbers of people in prison, the need for effective and credible alternatives to custody is greater than ever. A recent report by legal reform group JUSTICE, funded by Rethinking Crime and Punishment, argues that much more use should be made of restorative justice approaches which make offenders face up to the harm they have caused and put matters right through compensation, reparation or work in the community.

*Restorative justice: the way ahead* reports that victim-offender mediation, restorative conferencing and sentencing circles are widely used in New Zealand, Australia, the US, Norway and Austria. Such programmes can help both to reduce reoffending and increase victim satisfaction.

## Expansion

In the UK, RJ is largely limited to the early stages of the youth justice system. The JUSTICE report concludes that with the right leadership, standards, resources and safeguards, there is room to expand RJ's use in the adult system and explore its application with more serious cases, including domestic violence. So, what are the prospects for such expansion?

Thanks to the pioneering work of the Thames Valley Police, RJ is already widely used with children subject to final warnings, who hear directly from crime victims or their representatives about the effect of what they have done and are given a chance to make good. Similarly, youth offender panels dealing with under-18s who plead guilty to a first offence can enable victims to meet the offender. The panel's decision

takes the form of a contract agreed by the participants rather than a sentence imposed by the court. Panels display the other key elements of RJ – community involvement in the form of the volunteer panel members and a highly participative process.

## Caution

JUSTICE does sound a note of caution however. It considers it important to avoid "net widening". Drawing in minor young offenders who would stop offending anyway is not the best use of scarce RJ resources. These resources might be better targeted at the juvenile secure estate, where recent research for the Youth Justice Board found little RJ taking place.

Development of RJ has been slower with adult offenders. Of course, more than eight million hours of unpaid work is carried out by offenders in the community each year, but this rarely involves direct benefit to victims of crime.

The Criminal Justice Act 2003 has created more possibilities for RJ: not only is reparation a statutory purpose of sentencing, a new conditional caution will enable RJ to be used as an alternative to prosecution. The Justice Research Consortium (JRC) is currently evaluating the role of RJ in diverting offenders from court. This will complement their existing Crown Court study of RJ with convicted offenders.

## Positive

The higher courts have also been positive about RJ. In *R v Collins* (Times Law Report 14 April 2003), the Court of Appeal reduced a sentence for unlawful wounding and robbery from seven years to five for an appellant who had taken part in an RJ conference. The Court

# COMMENT

The courts have been positive, but will the scales of justice tip in favour of RJ?



concluded that RJ was designed to ensure effective sentencing for the better protection of the public. It said RJ should be encouraged.

## Challenges

Sadly, a recent Home Office report on the implementation of three pilot RJ schemes has found encouraging RJ is easier said than done. Operating within a criminal justice culture has meant procedures and timescales do not often lend themselves to a restorative approach. All of the pilot projects had problems achieving suitable referrals and contacting victims. Done properly, RJ is labour intensive and full of communication challenges.

The Home Office is proceeding cautiously following last year's consultation paper on the expansion of RJ. Aware of the need for careful implementation, its RJ strategy is being taken forward in 11 strands of work covering the various stages of the criminal justice process. In parallel, there are proposals for a new victims' fund and increased use of compensation orders.

It seems that three issues need to be resolved if RJ is to assume a more central role. First, there is a need for leadership at a national level. The *Way Ahead* report calls for a new national body to promote RJ, and formulate and monitor

standards – the Youth Justice Board is a possible model.

Secondly, there is a need to build up capacity at local level.

Finally, there is a need to bring about a cultural change, which makes criminal justice more compatible with the values underlying RJ. Victims participate directly in fewer than one in six youth offender panels and juvenile diversion conferences. While there is scope for RJ by proxy, much of the impact of RJ flows from face to face contact. Developing a model in which victims want to take part must be a priority. With proper judicial oversight and effective infrastructure victims are more likely to want to get involved.

Whether the government's RJ policy will help achieve this is open to question. Paying greater attention to the needs of victims and communities could further RJ. But the Prime Minister's commitment to "toughen up every aspect of the criminal justice system to take on the criminal and support the victim" sounds less than restorative. ■

● Rob Allen is director of *Rethinking Crime and Punishment*, an initiative to raise the level of debate about crime. Visit [www.rethinking.org.uk](http://www.rethinking.org.uk)

● *Restorative justice: the way ahead* by Shari Tickell and Kate Akester is available from JUSTICE: [www.justice.org.uk](http://www.justice.org.uk)

# We need a medical model

a personal view from Andrea Hughes

At the 2004 Winchester RJ Conference, an eminent RJ practitioner remarked that it was a shame RJ was being taken up so fast, before greater research had been published on its impact.

In fact, research is accumulating, but with 'RJ' currently spanning everything from family group conferences to victim-offender mediation, the data is broad and difficult to compare.

Arguably, the only true way to find out if restorative approaches are more effective than other interventions are random controlled trials (RCTs) with suf-

ficient numbers to show whether RJ caused an outcome or whether an outcome was due to another factor. RCTs, such as the Justice Research Consortium's, have now taken place but there is still much reliance on anecdotal evidence. As the practitioner at Winchester lamented, despite the lack of substantial evidence, we seem to be broadening the use of RJ.

As a former nurse and a senior lecturer in health studies, I think applying a 'medical model' to regulate the use of RJ may help.

In health care, an intervention's risks, as well as its benefits, are explored and published. They must be known by practitioners. Research then seeks to establish why an intervention works, with further hypothesis-testing to validate results, possibly in other settings or with other types of patients.

Informed consent to treatment requires sufficient knowledge of what is proposed, mental competence to make a decision, the ability to show that one is able to choose or refuse treatment, plus an understanding of the risks and benefits of all options. With RJ, which is also by definition

voluntary, this point returns to the issue of research.

It is also important to clarify the terminology. Are we all talking about the same thing when we talk about RJ? For instance, a practitioner may say that they facilitated a 'family group conference' when in fact it was a family meeting, loosely based on a conference script, leading to a reluctant agreement.

The answer may lie with the Home Office RJ Training and Accreditation Group which will, in time, confirm knowledge and competencies. It will become

incumbent upon training bodies to honour these, and for practitioners to meet the standards.

The challenge for RJ practitioners is still to glean and utilise knowledge of this specialist area for those whom we serve. We must document interventions and be ready to explain why a particular approach was used. Well conducted research, from case studies to RCTs, will develop the body of knowledge. Yet, as in health, practitioners must be open about adverse effects where restorative interventions cause harm.

Being honest, learning from mistakes and minimising risk is becoming accepted practice in health care. At the heart of this will be individual learning, usually over the length of one's practice, so that both theory and practice of all facets of restorative justice can be integrated and developed. ■

● Andrea Hughes is Force RJ co-ordinator, Thames Valley Police, currently on secondment from Middlesex University where she is a senior lecturer in Health Studies

# The *art* of the

Arts can stimulate engagement and raise self-esteem – research suggests that they can even cut re-offending. Arts offer opportunities for RJ, too. In the Thames Valley, Theatre ADAD has been touring a play to tell people about RJ and teach offenders about victim empathy, while Oxfordshire youth offending team often encourages youngsters to produce art as reparation for offences committed. Arts can act as a catalyst to change. As filmmaker Roger Graef says: “Through art, learning passes not only through the brain but through the heart”

In 2001, Thames Valley Partnership asked Theatre ADAD to raise awareness of RJ. The resulting play and workshop is based on interviews with victims, offenders and facilitators. Artistic director Karen Kirkwood looks over the play's life and into its future

Face to Face is based on a real story. It tells how Jane, a career woman, is burgled and her autistic brother assaulted by two young men, Simon and Ricky. Opening at the scene of the crime, the play shows the process involved in delivering an RJ conference: the facilitator's meetings with Jane and the two offenders and the final meeting between all three.

In the following workshop the audience 'meet' the characters, who reappear in role to answer questions. Through this process, the audience explore each character's experience of the process. How did they feel before, during and after the conference? Have they undergone a change? What else is required?

From a tour of prisons in year one, Face to Face took

the RJ message to schools as well as jails in year two. This July, audiences included adult prisoners, young offenders, prison staff, residents at two probation hostels, young people and staff from Oxfordshire youth offending team and members of a Reading community centre.

## Mirror

As well as showing how a conference works, Face to Face aims to develop an understanding of the feelings of each character. It asks the audience to think about the outcome and explore the concept of 'amends'. Indirectly, it asks the audience to mentally place themselves and their own issues into an RJ setting. The play is a mirror, allowing people to reflect on their own experiences.

The sessions were universally well received, with audiences engaging readily and insightfully in the workshop afterwards. With a drama to discuss, they do not have to put their own experiences into the forum. However, talking to the characters allows them an insight into their own concerns.

Several prisoners, for instance, doubted the sincerity of the character Simon. In questioning him, they were often expressing their own fears and difficulties. For



many, the central question was whether RJ would stop Simon from re-offending. On numerous occasions he was asked what he would do when he was out of prison when temptation was put in his path. Would he remember his meeting with Jane?

The victim character, Jane, struck a chord with many people, too. Some offenders said she reminded them of a sister, or an aunt and said how moved they were.

This year, victims of crime were present at several shows. At the community performance, a woman spoke about how she had been a victim of burglary almost 30 years ago and how, even now, she feels

afraid within her own home. She had many unanswered questions and believed that going through an RJ process would have helped her come to terms with what happened.

## Sustainable

Whilst most audiences agreed that an RJ conference could be a very positive (if difficult) experience, many questioned RJ's sustainability. Prisoners, prison officers and community members alike talked about finding ways to support and develop what is achieved.

So it is heartening that this year, in two of the prisons we visited, Face to Face was commissioned as part of a whole programme of RJ

# matter

activity. At HMP Woodhill, staff have been trained as RJ facilitators and RJ is being introduced to bolster existing disciplinary procedures as part of the violence reduction strategy. At the Ley Prison Programme at HMP Bullingdon, staff have had RJ training.

It was at the Ley Prison Programme that we found a possible route into Face to Face's future. A request was made for a second session. A



few hours had passed and the men had been able to reflect on the morning's performance. We returned to the character Simon, and how so many of them doubted his sincerity.

"So, let's say Simon is 100 per cent genuine but maybe Jane herself does not believe him. What else could he have done to persuade her that he means what he says," I asked. On this cue, a prisoner was invited to take the role of Simon – six months later, when he has asked to meet Jane again. The man was extremely open and honest, he brought a great deal of his own experience to the role. At one point he was asked if he would work with a special needs group to make amends. He swallowed hard, looked Jane in the eye and said: "I would be very scared to do that, but if it is what you wanted, then I would do it." The whole audience believed that this Simon was genuine.

We then asked the audience to explore RJ through a scenario

of their own. The attitude of those subsequently playing the victim's family showed they were gaining a real insight, not just into how they might feel about the crime, but also how they felt about the offenders opposite them. In turn, those playing offenders said they found it very hard to face their victims, even though this was an imaginary scenario.

## Experiential

In 'real life' most people discover the power of RJ by experiencing it. We feel this experiential session could be the template for a natural development of Face to Face into a one-day programme.

Face to Face clearly raises awareness of RJ. The project also creates a good deal of victim empathy. For the community audience, it seemed to create a little 'offender empathy' as well. The show for prison staff was followed by a lively and open debate. In the probation hostels, the play came at a good time, when the men were facing temptation out in the world again.

Ultimately, Face to Face is a journey of hope. The 'real' Ricky, reformed as a result of his RJ conference, went on to become a successful software designer. This year, many prisoners who saw the play asked how they could make amends to their victims and, in Reading, the woman who spoke out about her burglary is volunteering with the local youth offending team, speaking to young offenders about how she was affected. ■

● For more info on the use of arts contact Judy Munday at Thames Valley Partnership on 01844-202001; [judy@thamesvalleypartnership.org.uk](mailto:judy@thamesvalleypartnership.org.uk)

● ADAD: [www.theatreadad.co.uk](http://www.theatreadad.co.uk)

● Unit for Arts and Offenders: [www.a4offenders.org.uk](http://www.a4offenders.org.uk)

● Offenders Learning & Skills Unit: [www.dfes.gov.uk/offenderlearning](http://www.dfes.gov.uk/offenderlearning)

## Flying high

The London Shakespeare Workout (LSW) recently produced *Without Wings*, a documentary in which "restorative justice is defined for 21<sup>st</sup> century impact". The film was



made in tandem with LSW's production of *An Animated Macbeth*, at Pentonville (pictured).

"In the play, you see Macbeth confronting all his victims," says Dr Bruce Wall, LSW's executive director. "It expresses themes of reparation, restoration and rehabilitation. Each of these resonated strongly with the participating prisoners."

*Without Wings* includes interviews with Tim Newell and Sir David Ramsbottom. "The art of interaction in theatre is about developing confidence and a

change of culture, says Bruce, whose latest project, *The Dream Factory*, is the first vocational (drama and filmmaking) training programme in a UK adult prison. On release, each trainee will be expected to continue training for three months, and to act as a mentor for a serving prisoner on the course. "We need to show that it's possible to come back to jail as something other than a prisoner," says Bruce, "and that art can help provide a way out."

● For more info on LSW visit: [www.londonshakespeare.org.uk](http://www.londonshakespeare.org.uk)

## Tell us a story

Dads Aloud is HMP Bullingdon's version of Storybook Dad – a scheme where prisoners record stories on to tape for their children. In some prisons, creative writers help prisoners to write their own stories: "Often they cast their own children in the hero's role," says Clive Hopwood, director of the Writers in Prison Network.



Bullingdon's storybook initiative is run by the library.

"Dads Aloud helps maintain family ties, and it also introduces prisoners and their families to the valuable services libraries offer," says librarian Judith Bucknall. "A lot of people don't realise that it's free to borrow. And, of course, information is

free – we help a lot of men find information on training."

For Matt\*, serving four years, Dads Aloud has been a blessing. "I was sentenced just before my daughter's second birthday and I haven't seen her since because

neither her mother or I wanted her coming into a prison," he says. "Dads Aloud is a comfort to us both. Apparently, Grace\* really enjoys the tapes, and it helps me to know she can

hear my voice. I worry that she will forget me, but the tapes remind her that I'm still around and that I'm coming back."

\* Names changed to protect identities. Photo does not show Matt.

● For more info on Storybook Dad contact the Writers in Prison Network on 01938-811355

# Is the public ready

**The public are often portrayed as punitive and vengeful. Rebecca Leathlean argues that this masks a more complex – and compassionate – picture**

**“The public have no idea and they are not interested. They want crime reduced and they are vengeful!”** Speaker at the 2004 Winchester RJ Conference

How often have you heard public attitudes blamed for the failure of restorative justice to go mainstream? Sometimes it seems that everyone – from politicians to probation officers – wants to hold punitive views responsible. But who constitutes ‘the public’? And are we really that bad?

For all the airy pronouncements on public views, recent research paints a complex picture. *Attitudes to punishment: findings from the British Crime Survey (HORS 179)* (1998), for example, was a pioneering study which found that support for tough sentences was usually based on limited and inaccurate knowledge. Despite a widespread view that courts were not tough enough, when people were provided with details about the offence and the offender and invited to ‘pass sentence’ on a specific case, their response was often more lenient than actual sentencing practice. As the former Lord Chief Justice, Lord Bingham, told *The Spectator* in 2002, “Everybody thinks our system is becoming soft and wimpish. In point of fact it’s one of the most punitive systems in the world.”

The new millennium has brought with it a growing interest in public opinion, and a series of public awareness initiatives such as the Esmée Fairbairn Foundation’s Rethinking Crime and Punishment (RCP) project, which has funded 70 schemes nationwide to raise the level of debate on crime and justice. RCP has also pioneered the

use of ‘social marketing’ research to really probe people’s feelings about crime. “We wanted to know how to change the public’s attachment to prison, and find out from a marketing perspective how to go about it,” explains RCP director, Rob Allen. “It is easy to generalise about public views – we thought it important to look beneath the surface.” RCP sponsored research by the Centre for Social Marketing at the University of

evoked an immediately positive response. Says Martine: “While ‘justice’ summarised notions of fairness and truth, ‘restore’ was interpreted as putting things right, fixing the damage or righting a wrong. Those were the very values respondents wanted their criminal justice system to address.” “Detailed questioning, revealed that what motivated people really was the need for safety rather than vengeance,” Martine continues. “In the

the Centre for Reputation and Relationships at Henley Management College. This found that alternatives to prison must learn from the ways businesses market themselves if they are to win the backing of magistrates and the public<sup>(2)</sup>. Henley applied a ‘relationship model’ to examine the reputations of the Probation Service and the Youth Offending Team in three areas. It found that most people know little or nothing about them, with a particular lack of knowledge about community sentences that had been successful. The researchers recommended that recipients of community sentences proactively demonstrate their beneficial effect. “People won’t begin to

**‘Everybody thinks our system is soft and wimpish...in fact it’s one of the most punitive systems in the world’**  
Former Lord Chief Justice, Lord Bingham

Strathclyde<sup>(1)</sup>. This found that, in fact, public attitudes are complicated and contradictory. While fears that society was trapped in an “irreversible decline which criminal justice agencies were powerless to stop” were causing anger, bewilderment and demands for harsher punishments, many respondents also perceived that simply punishing people was not enough. “There was a frustrated feeling that there had to be a better way of doing things – that sentencing had to prevent crime and tackle its causes in order to be more than a temporary solution,” says Martine Stead, one of the research team. What’s more, the researchers found that while claims of ‘effectiveness’ were dismissed as political ‘spin’, the principles underlying community sentences resonated strongly. The chance to make good the harm done to victims and society were welcomed, as were efforts to address victims’ need for closure. The term ‘restorative justice’

absence of accurate information about non-custodial options, they weren’t perhaps aware of the best way of achieving this through sentencing.” In order to convince the public that simply sending people to prison is not the answer, the Strathclyde team concluded that it was necessary to ‘market’ non-custodial options more effectively. Says Martine: “This means showing that community punishments can deliver the benefits the public really want from sentencing, namely, a safer and fairer society.” The Strathclyde findings were backed by research at

support alternatives to prison until they have more trust and confidence in the system,” says Kevin Money, one of the report’s authors. “And it’s



# for RJ?

not about official perspectives on how the service is working. Reputations need to be built on real stories of how victims and communities have benefited and offenders have changed. It's just as businesses have found in

## Spin is not enough

managing their reputations – spin is not enough.”

The business community itself, has a role to play in improving attitudes. “Parole Board dossiers regularly report successful resettlement schemes which allow people in prison to go out to work in shops, businesses, care home and hotels,” says Independent Parole Board member and former director of the Inside Out Trust, Margaret Carey. “Some of these employers offer jobs to the same prisoners after release. It is very good news that employers are willing to do this – and they emphasise that it is good for business as well as being a measure of their social responsibility. Yet fear of negative feedback means most of them prefer to keep these schemes confidential.

“In fact, when the Inside Out Trust ran some business seminars last year, employers told us that any negative attitudes among staff were short lived,” says Margaret. “In theory, staff were worried about working with a prisoner, but once they got to know them the prejudice vanished and their attitudes changed.”

“Schools, parks and charity shops often employ offenders,” says Rob Allen. “They fear that publicising the fact might put their supporters off. In fact, it's a great opportunity to show that offenders can work successfully in the community without putting anyone at risk.”

Utility service provider Morrison is supporting a programme that provides employment opportunities for young offenders. Morrison is working

with the National Grid Transco Foundation in the programme run at Reading Prison which aims to meet the skills shortage in the gas industry and cut re-offending rates.

Candidates are required to pass a stringent application process before being accepted onto the course, which gives them a chance to learn a trade and gain qualifications as part of their rehabilitation.

Morrison has featured articles about the programme in its in-house media. Far from raising eyebrows, the programme has received company-wide acceptance and applause. “We have been



very impressed by these young people,” says managing director, Charles Morrison.

And when Channel 4's *Going Straight* series vox-

## Something to boast about

popped a selection of shoppers on how they would feel about a new florist, called A New Leaf, being run by reformed criminals, the programme reported that no one expressed disapproval. “Why not, it is a very good idea,” was a more typical response.

Another way of influencing public attitudes is by actively involving the public in community sentences. As regular readers of *RJ News* will know, offenders in Reading have, for the past year, been working with the council on a very successful RJ scheme to restore a neglected park. The project

has run in partnership with local people – after a public consultation in January, a 20-strong community steering group was formed and continues to play a lead role.

The parks project provides a perfect example of a restorative response to offending that has genuinely benefited the community – the motivation of the offenders has impressed everyone – and it's something that the council has been keen to boast about. Says Ben Stanesby, Reading's parks manager: “At first, the community weren't sure if using offenders was a good idea, but within

exist? And, if so, then isn't this to the detriment of us all?

The point is that ‘the public’ is not a homogenous group. Most of the people reading this will

## Redemption through hard work

be members of the public! So, next time you hear someone blaming ‘punitive public attitudes’ for the ratcheting up of prison sentences, don't just accept it. Instead, consider this: you may have a role in promoting an alternative.

Research has shown that the public don't think prison is the answer<sup>(3)</sup>. It strongly suggests that they support RJ. Now it's up to criminal justice professionals to sell it.

It may mean talking to the media – or your organisation's press office<sup>(4)</sup>. But don't be put off. Reading's restorative parks project has generated nothing but good press – in terms of media values, redemption through hard work seems at least as popular a theme as punishment.

“I still think if you do something wrong you should be punished,” says Gene Tegg. “But this is better! It's done everyone the world of good.”

The public, employers and even the press have proven themselves ready for RJ. The question to politicians and fellow professionals is, have we got the courage to give them what they really want? ■

(1) Stead, G., MacFadyen, L. and Hastings, G. (2002) *What do the public really feel about non-custodial penalties?* London: Esmée Fairbairn Foundation

(2) MacMillan, K., Money, K. and Hillenbrand, C. (2004) *The reputation of alternatives to prison: building community and magistrate support.* London: Esmée Fairbairn Foundation

(3) Allen, R. (2002) *What does the public think about prison?* London: Esmée Fairbairn Foundation

(4) For tips on talking to the press, see *RJ News*, Issue 2, available at [www.thamesvalleypartnership.org.uk](http://www.thamesvalleypartnership.org.uk)

● For more information on research into public attitudes visit [www.rethinking.org.uk](http://www.rethinking.org.uk)

# Prisoners prove

During the last stage of their sentences, many carefully risk-assessed, long-term prisoners come out into the community to work. Others do voluntary work in jail, raising money for charities or counselling fellow prisoners. **RJ News** caught up with prisoners from Springhill Prison at work at the Oxford Citizens Advice Bureau (OxCAB) and a prisoner at HMP Bullingdon who has been teaching his peers to read

**W**e made the mental leap – which isn't easy – to say we are not interested in what a person has done, we are interested in how they are now. Their crimes were serious – they deserved punishment. But they are now at a stage where the prison believes they can be trusted to come out into the community – and thanks to them we have increased the amount of advice we give and the number of people we give it to by well over 30 per cent."

David Scott, bureau manager at OxCAB, approached Springhill Prison three years ago. The original idea was to base a call centre inside the prison, but when he realised that prisoners could come out to work he was delighted.

"Our service relies on volunteers, and a full-time volunteer is the equivalent of three or four part-time ones," David says. With the help of resettlement officer Gary Smith and Stephen Pryor, a former prison governor, the first two prison volunteers were selected and started training in August 2002. They were followed by 17 more after the project received funding from the Esmée Fairbairn Foundation to replace its two-line phone system with a dedicated six bay bureau-based telephone centre. This enables nine out of ten callers to get through, a vast improvement on the national average of one in 20. Local newspapers were informed and a small article appeared.

Each Springhill worker advises at the bureau five days a week. This allows it to open on Saturday. Each volunteer

must make a six-month commitment, and within that time will help an estimated 500 people. "The challenge is to pick the right people," says Gary Smith who, along with prison probation officer Francis Prittie and governor Kevin Baker, received a Butler Trust Award for work on the scheme.

Prisoners are rigorously risk-assessed, and volunteering at the CAB must relate to their sentence plan. For Joseph\*, the first Springhill trainee at OxCAB, the connection was clear. "I'm studying for a law degree with the Open University," he says. "So this ties in very well."

"We weren't sure what to expect at first," says David

## 'If it was clued up, the system could make use of us earlier'

Scott, "but we soon found out prisoners bring a vast amount of energy and enthusiasm. Many have had business experience, and some complete their training in five weeks – it can take a part-time person four months! They bring all the skills an adviser needs, and we've also discovered other useful skills like IT, high order admin and fundraising expertise."

Suresh\* came to OxCAB after doing various restorative justice courses in prison. He completed the Sycamore Tree programme early last year, and also attended a conference at Springhill in 2003, run by Stephen Pryor, on 'The Responsible Prisoner' – an exploration into whether prisons take away more responsibility from prisoners than is necessary.

Suresh has been able to use a broad range of experience to help clients with immigration



Each full-time adviser helps around 1000 people each year with thousands of complex issues

and debt problems. As someone who has served most of his sentence in open conditions, he is firmly of the opinion that prisoners' talents should be utilised sooner and more often. "If the system was clued up it

could make use of us at a much earlier stage," he says.

Prisoner-advisers at OxCAB stress that what makes the work most rewarding is helping others. "The biggest advantage is that you're helping people and that's huge," says Joseph.

Yet despite its good work, last year the OxCAB scheme fell victim to a scaremongering story in a tabloid newspaper. It hit the prisoners hard. "After that, it was very difficult for me to talk to you," Joseph admits. "The story was terribly upsetting. I have a family and it was hard on them as well. If a prisoner is willing to offer something to society and they are trying to stay out of prison, they should be encouraged. But all the paper wrote about were negatives. The value of our work for the CAB was not shown."

Encouragingly, the public didn't seem upset by the story –

even when it was broadcast on TV. "We were expecting to be absolutely slated but, on the contrary, a satisfied ex-client of one of the two advisers featured sent a £500 cheque to the bureau, together with supportive comments," says David Scott. "Other former clients also expressed their support, and there has been no fall in numbers of people seeking advice."

With funding from the Esmée Fairbairn Foundation, the project has recently been evaluated by Ros Burnett and Shadd Maruna, criminologists at Oxford and Cambridge Universities respectively. The researchers investigated risk-management aspects of the project, CAB client satisfaction and public opinion on suitable prisoners acting as advisers.

In interviews with 64 clients they found no detectable difference between the service offered by prisoner volunteers and that offered by other volunteers. "The survey respondents were overwhelmingly positive regarding the service received from both," says Ros Burnett. "While those interviewed did not know whether their adviser had been a prisoner or not, all

# their worth

of those whose advisers had been prisoners said that, if they had a problem, they would use the service again and that they would be happy to speak to the same adviser. A minority of clients interviewed (27 per cent) raised concerns about the principle of prisoners as advisers, but some of them changed their views when reassured about the reliability and supervision of the prisoners. Nearly as many clients (25 per cent) had concerns about use of advisers with strong political or religious views in case they did not offer impartial advice."

Two focus groups were also held. Overall, responses both before and after the focus group discussion were supportive of the OxCAB-Springhill model,

## 'This gives us back our dignity... it gives us back our self-esteem'

though, for some people, support was conditional on the prisoner status of the advisers being disclosed and on sex offenders and violent offenders being excluded.

"These results suggest a broad consensus that prisoners should do more volunteer work outside of the prison to help members of the community," says Ros. "Additionally, almost all the respondents expressed support for the CAB for making such volunteer placements possible. Support for the scheme largely seemed to be based on the rehabilitative potential of the



endeavour, and also because the work was seen as valuable to the wider community."

Ros Burnett and Shadd Maruna describe the OxCAB scheme as a 'strength-based'

approach to achieving rehabilitation, challenging assumptions, whether held by others or by offenders themselves, that those who have committed a crime are without worth and unable to make a positive contribution to their communities.

"Instead of focusing only on what individual offenders may lack and previous wrongdoing, a strength-based approach builds on their skills and abilities, including what they can do for others," says Ros.

The research team's final evaluation report, *Prisoners as citizens advisers*, recommends a 'Pathfinder' project with integrated evaluation to further explore the potential of the model and to develop best

practice. *Evaluations of community service consistently show that it outperforms standard probation and other sanctions in reducing recidivism*, the report states. *There is a need for further investigation of such strength-based interventions.*

The evaluators also recommend more publicity and openness about the use of suitable prisoners as CAB advisers. As well as celebrating the project, this would avoid the risk that clients unaware that prisoners may be advising them will feel they have been deceived.

There are currently seven volunteer prisoners working at OxCAB, while others have left the prison and continue to work or volunteer at other CABs around the country. Whether by phone, or face-to-face, each full-time volunteer or worker will help 1000 clients a year with thousands of complex issues.

The value to the public is evident, and there are also important benefits for prisoners learning to readjust to life in the community before release.

"It doesn't matter how strong you try to be in prison, after a

couple of years there is a tendency to become institutionalised," says John\*, another of the Springhill prisoner-advisers.

"In order to resettle successfully, we need to shake off that prison feeling. In prison, we are not considered to have any worth. What we are doing

here gives us back our worth. It gives us back our dignity and our self-esteem."

\* Prisoner-advisers names have been changed to protect identities

● Burnett, R. and Maruna, S. (2004) *Prisoners as citizens' advisers: the OxCAB-Springhill Partnership and its wider implications*. London: Esmée Fairbairn Foundation. The report also appears at [www.esmeefairbairn.org.uk](http://www.esmeefairbairn.org.uk)

## One step at a time

Nik\* is a man on a mission. Since being remanded in HMP Bullingdon earlier this year, he has been helping prisoners with literacy problems learn to read.

At first, Nik concentrated on getting prisoners from B-Wing to basic skills classes in the prison. Then, realising that two hours a day were not enough, he started offering private tuition back on the wing. Then, when he discovered the Shannon Trust 'Toe by Toe' reading plan, he started using that to teach a prisoner to read.

Toe by Toe is a phonetic learning system, suitable for all

through each day," he says. "It's wonderful to see how well mentees get on. Once they can read, they are like different people."

Prisoners all agree that it is important that prisoners are taught by their peers. "They know we are doing it because we want to," says Nik.

"Nik has become a friend," says mentee Jason. "We're both in the same boat, so there's no pressure. He's someone I can talk to. He's very patient, too!"

"Anyone who can read can become a Toe by Toe mentor," says Shannon Trust

## 'Nik has become a friend'

non-readers. Funded and administered by the Shannon Trust, it is designed for use by prisoners working in pairs – one as a mentor the other as a mentee. With 60 per cent of prisoners lacking basic reading skills, it is a crucial tool both to raise morale and reduce vulnerability to re-offending on release.

Within three months Nik's mentee had undergone a transformation. "His confidence went from zero to about 100," laughs Nik, who has since mentored 12 more men using the Toe by Toe manual.

The scheme has also helped Nik, since sentenced to life. "Toe by Toe gets me

Toe by Toe representative Guy Moreland-Green. "It provides terrific motivation. It also shows how much potential prisoners have to help each other.

"It's good for the wing officers, too. It adds to meaningful activity and, ultimately, you can release someone who can read who couldn't read before. That's tremendous. And it doesn't cost the country a penny, because Toe by Toe is a registered charity."

\* Name changed to protect identity

● For info on Toe by Toe contact the Shannon Trust, Freepost Nat 3703, Crowborough TN6 3BR. Tel. 0870-2410729. E-mail: [reception@theshannontrust.org](mailto:reception@theshannontrust.org) [www.shannontrust.com](http://www.shannontrust.com)

The Quakers hope Old Jordans will provide services to help crime victims heal



## Friendly support for victims

Thames Valley Quakers hope to develop a residential conference centre to provide restorative services for victims of serious crime. The project would be based at Old Jordans Quaker residential conference centre near Beaconsfield, Bucks (pictured) where there would be a programme of retreats, seminars, creative workshops and counselling.

"There is a strong unmet need," says Tim Newell who is leading the project. "The majority of victims do not learn about the offender as many crimes are unsolved. Furthermore, many victims do not want to participate in the forms of RJ work currently offered, often perceiving them as offender-focussed. For these people there is little provision of a restorative nature through which the community can support the process of healing."

The Quakers are bidding for independent funding for a range of services for victims. These would allow people to express the pain, anger and anxiety experienced through trauma and loss, and there would be opportunities to bring them together with community resources and agencies offering support and the hope of healing. "We want to provide opportunities for people in the community to look after those in great need who have been made vulnerable through crime, so that the community can take responsibility to help reintegrate their own people," says Tim. "This takes victims seriously as people."

If the bid is successful, the team will commission action research at the start with a view to evaluation and a wider roll-out of the work.

● For more information contact Tim Newell by email: [newell\\_tim@hotmail.com](mailto:newell_tim@hotmail.com)

## Drug users write a new script

What role could RJ play in combating drugs problems in the community? Mike Shiner, a researcher at the Mannheim Centre for Criminology at the London School of Economics, thinks it could be a considerable one.

Mike has been involved in recent research into community responses to drug use. He says: "Restorative practices can respond to grievances in a way that builds communities rather than divides them. For example, people may have legitimate concerns about drugs paraphernalia being dumped in public spaces, but there may be restorative processes to address that. For example, drug users could help to clear up, and this could help improve their relationships with the wider community."

Mike points out that, if done in a supportive context, being confronted with harms resulting from substance abuse may help to reinforce users' motivation to change. Opportunities to make amends may also play a role in the process of recovery. "Making amends is an important part of the Twelve Steps programme practised by Alcoholics Anonymous and Narcotics Anonymous," he says. "Making good in this way may help users to create a new identity that isn't based around drugs."

The potential of a restorative approach was identified by a client at a drugs agency

in Deptford, London, which Mike chairs. "The client had been drug-free for some years and he wanted to get a group of youths together to clear the area of needles," says Mike.

"I saw it as a form of reparation. It was also a way of distancing himself from his old self. He was 're-writing the script' – repairing his self-image and regaining self-esteem."

Mike believes there are other activities that could provide drug users with a way of making amends. These include participating in support groups, working as peer educators, volunteering at local drugs agencies and participating in drugs and alcohol action teams (DAATs). He hopes to do further research into RJ work with drug users and, possibly, dealers. He is keen to hear from projects interested in collaborating.

"Drug users are commonly portrayed as feckless, irresponsible and dangerous, but in fact they may well hold the solution to many drugs problems," he says.

● Contact Mike Shiner on 020-7955 6355  
Email: [m.shiner@lse.ac.uk](mailto:m.shiner@lse.ac.uk)

● Exploring community responses to drugs by Mike Shiner, Betsy Thom and Susanne MacGregor with Dawn Gordon and Marianna Bayley will be published by the Joseph Rowntree Foundation in early December. Visit [www.jrf.org.uk](http://www.jrf.org.uk)

## Could *RJ News* go national?

Belinda Hopkins, director of Transforming Conflict, writes:

I am writing to say how much I have enjoyed reading *RJ News*. It is informative, inspiring and useful and has helped give me a grasp of the many ways RJ and other restorative practices are spreading in the Thames Valley.

I think the magazine deserves a much wider readership as it fills a definite gap in the RJ field. I wonder if it would be possible to get funding to develop the magazine on a national basis? In that way, restorative practitioners around the country would benefit, as we in the Thames Valley have done, from your excellent editorial skills and ability to keep your finger on the pulse of initiatives and development.

I would totally support such a venture and might be able to offer a supply of educational stories for practitioners in schools across the UK.

● Transforming Conflict,  
Centre for Restorative Justice in Education  
Tel: 0118-933 1520  
Email: [Belinda@transformingconflict.org](mailto:Belinda@transformingconflict.org)

*That sounds like a great idea, Belinda! If anyone out there would like to support a national RJ News, please contact Sue Raikes at Thames Valley Partnership – she will put you in touch with opportunities.*

**RJ News** is published by

Thames Valley Partnership,  
Townhill Barn, Dorton Road,  
Chilton, Bucks HP18 9NA  
Tel: 01844-202001

Editor: Rebecca Leathlean  
Designer: Lorraine Milburn  
email: [sue@thamesvalleypartnership.org.uk](mailto:sue@thamesvalleypartnership.org.uk)

[www.thamesvalleypartnership.org.uk](http://www.thamesvalleypartnership.org.uk)

**rethinking**  
CRIME & PUNISHMENT

Rethinking Crime & Punishment is a strategic grantmaking initiative of the Esmeé Fairbairn Foundation

**THAMES VALLEY PARTNERSHIP**  
WORKING FOR SAFER COMMUNITIES