

# PRISON DIALOGUE LIMITED

## TRUSTEES' REPORT

### YEAR ENDED 31 MAY 2010

The Trustees, who are also Directors for the purposes of the Companies Act, present their report and the unaudited financial statements of the charity for the year ended 31 May 2010.

#### **DIRECTORS DURING THE YEAR**

R Forbes, N Jones and C J Marks served as directors for the entire year.

The Trustees and management team talked monthly on the phone and met twice during the year, for the AGM and review, and at a half-year review meeting. Members were invited to the meetings. The AGM was held on 31<sup>st</sup> January 2011.

The Trustees have taken account of the guidance published by the Charity Commission on public benefit when reviewing the principal activities.

#### **PRINCIPAL ACTIVITIES AND REVIEW OF BUSINESS DEVELOPMENTS**

The past year has been one of major transition for Prison Dialogue. We had been focussed on expanding the organisation, taking on more staff and rolling out our 'Threshold Dialogue' model regionally. In working seriously on major funding applications to enable the step change, we came to the conclusion that we could be more effective working as a 'knowledge hub', promoting and inspiring others in the use and value of dialogue in the Criminal Justice System (CJS) and that we should begin writing up our story and experience to facilitate that shift.

The work continued on a practical level with Peter Garrett and Jane Ball undertaking Dialogue Consulting work within the CJS both in the UK and overseas through Prison Dialogue and Dialogue Associates, who are corporate members of Prison Dialogue

#### **Threshold Dialogue:**

In the UK the Dorset Threshold Dialogue work continued in 3 prisons and 3 community locations. Now, with the planned hand-over successfully completed, they are being run by local agencies, with PD having a role on the Governance Board and Operations Group and with training. There is now a highly committed team of dialogue facilitators and convenors running things and we are inspired by their enthusiasm for this new way of doing their day job. The highlight of the year was a Dorset Threshold Dialogue Workshop entitled 'Line of Sight -Resettlement from the Offenders point of view'. This brought together the whole system in microcosm, including key players from all the agencies involved in the threshold dialogues - Prison, Police, Criminal justice board, Probation, offenders and ex-offenders, courts, council staff, housing and drugs. The day was hosted by Dorset Assistant Chief Constable Mike Glanville and was part of the Reducing Re-offending Strategy consultation. The day highlighted the need to provide a vision or 'Line of Sight' for offenders from the prison cell to being resettled in the community. The workshop included ex-offenders walking the journey from imprisonment to release and eventually resettlement in the community. The following quote from the conference helps highlight the value of this type of approach – *“If agencies and offenders are getting clearer about the ‘snakes and ladders’ of the system then it becomes increasingly possible to take action to avoid the snakes and provide the ladders”*.

#### **Prison System Work:**

Our Prison System Work continues with G4S, with Jane's work with Jerry Petherick (Director of Offender Management) and his Senior Leadership Team, involving systemic interventions at various levels that draw on our prison turnaround experience, and extend the model to a larger prison system. We have also assisted with and been written into bids for three prisons G4S has tendered for, and the results of these will be known in March this year.

On the ground we are working directly with G4S prisons on a variety of initiatives including shifting relationships between uniformed staff and prisoners through wing dialogues - these groups are now being convened by prison staff, allowing Jane to focus more on training - and using prisoners to help train officer recruits in communication and conflict management.

### **National Crime Reduction:**

Our corporate member Dialogue Associates Ltd has started to work at a national level in the West Indies involving business as well as the many criminal justice agencies. The initiative to reduce crime and violence in Trinidad is currently underway with a corporate multi-national, in close collaboration with the state agencies, focussing on a pilot project in a high-risk community, combining socio-economic development with a reduction in the murder rate. The corporate interest is the protection of staff and long-term investments, rather than publicity. The work is behind the scenes at this stage, although as other corporations become involved it will likely become a visible public initiative.

### **Knowledge Hub:**

We have 18 years of experience working dialogically with the Criminal Justice System and now feel the time is right to consolidate our learning and enable, encourage and challenge others to explore how this way of working might be introduced effectively more widely. Work has begun to write papers more systematically than in the past and we are looking at how to increase our profile with the CJS. Material now includes 'Threshold Dialogue' - a Proposal, and we have an accompanying DVD with agency staff talking about their experience. Both were launched at the Line Of Sight Workshop. This is one quote from that DVD:

*"We talk about partnership working a lot, but I think actually what dialogue does is really strengthens some of those partnerships at various different levels - right from the people working on the ground, maybe managing offenders or ex-offenders on a day to day basis, in hostels, PCSO's, community workers, but also at a more strategic level, prison governors, superintendents from the police and community safety managers, probation managers, actually working together and understanding what the system looks like in the local area"* - Manager of Bournemouth Safer and Stronger Communities team.

We plan to write more Proposals on Prison Turnaround; Prison System Change, and National Crime Reduction.

Another option we are exploring is the training of individuals involved in the criminal justice system about the value and practical application of dialogue. We are proposing using case study write-ups in the training based on real projects and work as a continual source of information and inspiration to others to use a dialogic approach to improve effectiveness in and between their own organisations.

### **Challenge and Review Meeting:**

We had a very helpful review and challenge day back in Nov 2009, where the Management team and Trustees were joined by a cross section from different agencies that we work with, including two serving prison governors and the integrated offender management lead for Dorset. This enabled us to explore a number of options for the organisation and showed the enormous goodwill and support that PD has generated.

### **Staff and Trustees:**

Our staff team is unchanged with Peter Garrett as Director, Jane Ball Co-ordinator and Catherine Livingston as Office Manager and Company Secretary; this is a small team with limited resources yet achieving significant results. The shift in focus has felt like a weight has been removed, allowing Peter and Jane to focus on the practical job of working with the CJS both in the UK and Abroad. Special thanks to Terry Morgan for his pro bono support of threshold Dialogue at HMP & YOI Portland.

The Trustees have met with the management team a number of times during the year and have been involved in regular conference calls to talk about how we move forward. Sadly Ronnie Forbes has decided to move on. We thank him for his dynamic and helpful involvement and wish him well in the future. We are pleased to say Jenny Garrett will be joining the Trustees at the AGM.

Chris Marks, Trustee