

PRISON DIALOGUE LIMITED

TRUSTEES' REPORT

YEAR ENDED 31 MAY 2011

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 2011.

DIRECTORS DURING THE YEAR

C J Marks, N Jones and J Garrett served as directors for the entire year. The Trustees have taken account of the guidance published by the Charity Commission on public benefit when reviewing the principal activities.

REFERENCE AND ADMINISTRATIVE DETAILS

Prison Dialogue Limited is a company limited by guarantee, incorporated on 24th May 1995 and a registered charity, registered on 19 March 1996. It is governed by its Memorandum and Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1 each.

PRINCIPAL ACTIVITIES AND REVIEW OF BUSINESS DEVELOPMENTS

The focus for Prison Dialogue continues to be developing the charity as a 'knowledge hub' and 'Practice Hub' for the Criminal Justice System (CJS), bringing together learning from the public and private sector. The Knowledge Hub will produce and make available information to inspire; and the Practice Hub will ensure that people can develop the knowledge and skill to be effective practitioners.

This year Peter Garrett and Jane Ball have concentrated on the development of dialogue practice in the CJS both in the UK and overseas through Dialogue Associates. The output from this work will be ploughed back into the Knowledge Hub of Prison Dialogue.

Prison System Work:

The work with G4S has been flourishing with Jane and Peter increasingly involved due to the new contracts G4S have won at Birmingham, working there since April 2011, and Featherstone 2.

Birmingham Prison is the first publicly-run prison to be transferred to a private service provider and DA have helped address the array of cultural and related issues arising from the transfer of management from the Prison Service to the private sector and G4S.

Dialogue is being used to support the prison transition in six distinct areas: organisational engagement; cultural change; support for the transition team and Director; risk identification and mitigation; monitoring of cultural change; and providing feedback to the transition team about the prison.

Featherstone 2, now named as HMP Oakwood, will embed dialogue throughout its ethos and practice under the Directorship of Steve Holland. Steve has worked with Prison Dialogue over many years and in 4 previous prisons, since he commissioned us to work at Long Lartin in 1999. Dialogue will be used in a programme of Adaptive Learning for all of the staff at Oakwood to ensure that they all have the engagement and relational skills that are needed to support the ethos of the prison.

Work continues at executive level with engagement with Jerry Petherick (Director For Offender Management) and his Senior Management Team.

During the year the first **Big Leap programme** – Business Integration Leadership Programme - was run for middle managers from each of the G4S prisons working at that level with the

system as a whole. Each of the participants was leading a change initiative in their prison using a dialogic approach learned on the programme. Each initiative was also written up as a case study. The programme itself was designed to address the organisational fragmentation that leads prisons within the same system to work in isolation from each other.

Threshold Dialogue:

Last year's planned hand-over of the South West Threshold Dialogues to local agencies went ahead, with PD stepping back and local agencies taking on the Initiative. This was an important step to take, allowing us to see how embedded and sustainable the dialogues were. It's been a challenging time, strongly supported by individual staff on the ground, most notably Jane Robertson the ASBO Co-ordinator for Bournemouth, Jim Hardy Offender Supervisor at HMP Dorchester, Graham Woollard Community Co-ordinator at HMP Guys Marsh and Stuart Grant Safer Neighbourhood Team Police Officer of Dorset Police. Terry Morgan a PD volunteer with extensive dialogue experience has been crucially supportive, particularly with the Portland Dialogue.

In September a meeting was held with PD staff and many of the local agency staff running and convening groups, to explore what next steps could be taken to support the initiative. It was agreed to set up a strategy group to meet more regularly and work more closely with Terry enabling PD to more effectively assist the process. More facilitation development was explored and it was agreed to assist with write up of groups for a short period. A one day course will be run in the spring with key staff from the South West, joined by G4S staff to share learning and develop skills.

Knowledge Hub:

The writing and video produced in preparation for last years' Threshold Dialogue workshop, Threshold Dialogue – A Proposal, have been made available on the PD website (www.prisondialogue.org). During the year DA have resourced extensive recording of the G4S initiatives, which need to be converted into a suitable form to be made available publically. The question still remains how to ensure the Knowledge Hub is alive and vibrant.

Practice Hub:

We plan to pilot a first Practice Hub workshop in the spring, bringing together staff we have been working with in the public sector through the threshold dialogues and in the private sector with G4S. These dialogue practitioners will each have started their initiatives by working alongside PD or DA and have received some initial training. They now continue to sustain the dialogue work with their minimal networks. The day-long workshop will give them a skills refresh, an opportunity to talk with other practitioners about their experiences, a forum to explore ways to address challenges they face and an extended network.

We are also working on the proposal to bring together significant innovative figures in criminal justice internationally to develop thinking about how to run a powerful and successful criminal Justice system.

National Intervention Trinidad:

Peter has been consulting to the Trinidad and Tobago business of an oil and gas multi-national in Trinidad and Tobago regarding the reduction of violent crime and has brought them into a partnership with the Ministry of National Security to concentrate efforts through the Morvant Laventille Initiative (MLI). The name was changed to the Making Life Important Initiative when it was launched in Sept this year by the Trinidad and Tobago Prime Minister Kamla Persad-Bissessar. The initiative has broad government, corporate and community support, and as the Prime Minister stated in her speech:

'This appropriately named Making Life Important Programme seeks to restore faith in the sanctity of human life and respect for one's physical environment. Its stated aim is to create an environment of peace, order and good-will in specially identified, at-risk communities. We

cannot do it alone. In order to make our communities safer, cleaner and more productive... we need you! We need your support and your commitment to make things work. In turn you have the commitment of government to invest the time and resources which will, once again, Make Life Important in Trinidad and Tobago and ensure a safer, more peaceful Nation'.

Staff and Trustees:

Our staff team continues with Peter Garrett as Director, Jane Ball Co-ordinator and Catherine Livingston as Office Manager and Company Secretary with additional help from Pippa Toms, provided through DA, looking after the accounts. Many thanks to all, including Terry Morgan for his commitment over the year to the Threshold Dialogue. It has been a quiet year for Prison Dialogue, but Dialogue Associates has been busier than ever with the most significant dialogue interventions in the criminal justice system that we have seen.

The trustees are unchanged, they 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.

Chris Marks, Trustee