



IRiS

Positive Steps to Positive Change – Managing Dangerous People in Bristol, United Kingdom

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Strong Foundations



- Pre-existing successful framework of integrated services
- Shared vision between motivated stakeholders
- Substantial organisationally embedded knowledge and experience
- Sustainability

“The vision was to put best practice into a team”

The Approach



- Beyond a coordinated approach... ***integrating*** services and responses offered by all sectors
- Evidence-based identification of the cohort
- A robust and coherent set of support, intervention and disruption processes
- An intense level of engagement with nominals ensuring consistency and frequency of supervision

“We take the complex, the tricky and the difficult people...and we bring them into a joint way of working...joint within the team”

Five Principles of IOM



- All partners tackling offenders together
- Delivering a local response to local people
- Offenders facing their responsibility or facing the consequences
- Making better use of existing programmes and governance
- Those at high risk of causing harm / reoffending in scope

“To me it was about a local response ...so it had to be something that worked for Bristol”

The IRiS Cohort



- External research and IRiS cohort analysis ensured practice was evidence based and targeted at the right high risk offenders
- IRiS nominals are “people who are at high risk of causing serious harm to the public or their previous victims” (not restricted to statutory cases)

“It was important that it was a shared cohort that everyone actually felt, we’ve got the right people here”

Strategic & Operational Planning



- Robust profile analysis
- Freedom to design and innovate given to managers and staff
- High level of external research and consultation
- Detailed development plan, consultation process and pilot plan

“We wanted to know how many dangerous people were in Bristol and what type of offenders are they? Therefore we can say this is the size of the team we need and these are the things we need to put in place”

Support Intervention & Disruption



- Actual against predicted reconviction rates = -38.5%
- Individuals in suitable/settled accommodation risen from 56% to 74%
- In employment at termination of license risen from 18% to 38%
- Essential recalls to custody deploying robust and expeditious processes.

“This eclectic mix of experience and knowledge has been a key strength....as it has enabled all five IOM principles to be effectively implemented using pre-existing resources based upon the relevant culturally embedded epistemologies” (Independent Evaluation)

This integrated approach delivers & requires.....



- Better, more safe and efficient information sharing and intelligence gathering capabilities
- Departure from costly and risky fragmented services. Integrated services deliver cost and quality benefits
- Up-grading to integrated services means deploying bold transformational abilities
- Partners require the collective courage to take ownership and command – with all the reputational risk that may entail - as a matter of obligation to our communities

“We think of it as advanced common sense”

For further information



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