

19<sup>th</sup> December 2014

Dear Colleague,

## Transforming rehabilitation

I am writing to you all as we will be working together as part of Purple Futures and I welcome colleagues from Cheshire & Greater Manchester; Hampshire and Isle of Wight; Merseyside; North Yorkshire, Humberside & Lincolnshire; and West Yorkshire CRCs.

Yesterday marked an important milestone in transforming rehabilitation as Purple Futures is now contractually confirmed as the provider of probation and rehabilitation services across our CRCs.

## The partnership

Purple Futures is a legal partnership between Interserve, 3SC, Addaction, P3 and Shelter:

- **3SC** is a social enterprise formed by the third sector to build and manage VCSE supply chains nationally and locally. They have been working with local, community based charities on our behalf for over a year in order to ensure local charities are properly represented in the supplier base.
- **Addaction** is a national charity specialising in preventing and treating addictions to alcohol and drugs.
- **P3** is a national charity providing link worker and mentoring support to people with complex needs and chaotic lives, including low level mental health issues.
- **Shelter** is the national housing charity that also provides legal advice and finance, benefit and debt advice.
- **Interserve** is a British based public company with a track record of delivering complex services in both the public and private sectors. These include Healthcare, Welfare to Work programme and Education & Training. The Justice Division has a number of probation professionals and we have also brought in specific resettlement expertise. We practice what we preach and employ over 2,500 ex-offenders in our workforce, a number which continues to grow.

Further details about the partnership can be found on at [www.purplefutures.co.uk](http://www.purplefutures.co.uk).

## Communication

During the competition period, we have been restricted in what could be communicated with the CRCs, most particularly during the time period between the announcement of preferred bidder and contract signature, which took effect yesterday, 18<sup>th</sup> December.

It is usual for there to be a period of some weeks between contract signature and legal transfer of ownership while various technical, legal and financial matters are audited. We are in this period now and ownership of the five CRCs will transfer to us on 1<sup>st</sup> February 2015. Communication will become easier and more wide-ranging after this date.

You may be aware that a team from Interserve, on behalf of Purple Futures, has already met with your Chief Executives and senior management teams in recent weeks. These have been positive meetings on which to build future working relationships. We provided as

much information as was possible given the ongoing commercial constraints, which we hope to be able to share with you in the near future.

I know that you have already been through some massive changes over the last few months and want to reassure you that we will work collaboratively with the senior management teams on implementing the new operating model, building on and incorporating existing best practice within the CRCs.

The Interserve operational team has a wealth of probation and rehabilitation experience and understands the challenges that you have faced recently and those yet to come. It is clear that great progress has been made since June and due to the hard work and strong ethos of those working in probation, the service remains stable and many innovations have been implemented in recent months. This provides a fantastic basis for building a new integrated approach to rehabilitation provision. The addition of the under 12 months cohort and a resettlement service that focuses on reintegration into the community are exciting new opportunities for us to support offenders in their journey towards stable lives.

## **Reform for all**

Purple Futures has developed an operating model that recognises that offenders are individuals with the potential to change. Together we will help them realise this, while delivering their sentences. We will manage any changes with sensitivity and fairness, providing opportunities to reform for all but always with the safety of both the public and our staff as our priority.

To do this we will:

- **Invest in new training, systems and processes** - to ensure that public protection remains the top priority. This includes a commitment to continue to train probation specialists, ensuring that all staff are appropriately trained in public protection, and keeping everyone safe. Rehabilitation services will be expanded and refreshed.
- **Provide a 'through-the-gate' service to offenders** - for all prisoners including those with sentences of under a year. This allows us to work with people who previously fell outside the remit of the probation service. This is an important change and our integrated, locally focused approach is well placed to make the most of this change.
- **Deliver the sentence of the court** - in particular the new rehabilitation activity requirement (as required under the new Offender Rehabilitation Act), using this opportunity to work with offenders to address the causes of offending while delivering the sentence.

Whilst we have developed these ideas about our approach, we expect to work together to continue the detailed delivery design work in the local context, and we are looking forward to this collaborative working from the earliest opportunity.

## **Next steps**

I appreciate that you will want to have more details about future arrangements and how they will affect you. However we do not yet have sufficient understanding of the details of the CRCs' existing arrangements to be able to give you any more information at this time.

Please rest assured that we will be working together to develop an exciting new service delivery solution, and we are committed to being open and honest about any potential changes and how they may affect the way in which you carry out your work.

During January we will be working with your senior teams to prepare for start of contract delivery from 1st February and thereafter with colleagues at all levels as we progress the new detailed design of the operating model and subsequent implementation. We will provide you with regular updates and communications during this period. I look forward to working with you and very much hope to meet with as many of you as possible in the near future.

Finally, I hope you all have a restful time over Christmas and offer my best wishes for the New Year.

Yours faithfully

A handwritten signature in black ink that reads "Yvonne Thomas". The signature is written in a cursive style with a long, sweeping underline.

Yvonne Thomas  
Managing Director Justice, Interserve  
On behalf of Purple Futures LLP