

Management of Young Offenders Learning from Sweden

A Rhodes Foundation Scholarship (2018)

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October 2018
Series Number 53

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1. Acknowledgements

We would like to express our gratitude to the Rhodes Foundation Trustees for providing us with a unique opportunity to explore the Prison and Probation Service in Sweden, thus enabling us to visit one of the leading countries in Offender Rehabilitation. We give our thanks to Linda Dransfield and Roz Hamilton for their guidance and support.

This trip would have not been able to take place without the support of Mr Mattias Anders who was our contact point and liaison officer for the Swedish Prison and Probation Service. Further gratitude is also expressed towards Marcus Irestorm, Staffan Magnusson and his team and Nina Tikkanen. Each of whom welcomed us warmly at the respective sites and enabled us to gain a wealth of information.

We would also like to give thanks to Tim Kyle and Steve Nicholls for enabling us both to take the time away from our respective roles to undertake this research trip.

Daniel Gruska and Katherine Self

June 2018



The Turning Torso, Malmö

2. Introduction & Background

Introduction

A new innovative project is being developed at Victoria Park Probation Office in Longsight, Manchester, focusing on improving the compliance and opportunities for 18 – 25-year-old males. This age group was identified as a major focus of work by Her Majesty's Inspectorate of Probation (HIMP) to deliver early interventions to offenders.

Sweden is a leading country in delivering interventions to different offender populations. This research gives us the opportunity to gain access to the methods and techniques by which they can achieve and maintain low re-offending rates, specifically targeting 18 – 25-year-old males. Hopefully, our learning will benefit not just our project but also the other services and agencies involved in our work.

Locally, recent findings by the North-West Compliance and Quality department found that:

- A quarter of our offenders on licence are between the ages of 18 – 25.
- A significant recall percentage for 18 – 25-year olds who were on licence. Specifically, between the ages of 18 to 25, 46% were recalled on licence.
- The successful completion rates for 18 – 25-year olds for Manchester, Salford and Trafford (MST) is currently 43% Therefore, this age group represents a priority for improving compliance in MST.

After being in contact with officials from the Swedish Prison and Probation Service (SPPS) it was highlighted that the target age we are focusing on is also of great interest to them. They were willing to share good practice, with a focus on the transition to adulthood and how this affects recidivism rates.

Based on our personal experiences from the educational visit and further research, this report aims to provide an insight into the strategies used by the Swedish Prison and Probation Service (SPPS) in working with Young Offenders in the community, custody and institutional care. The learning will underpin the strategies used in the development and functioning of the Young Adult Offender Project based at the Longsight Offender Management Unit in Manchester.

The report will cover some of the organisational methods and strategies of the SPPS. We will present the main sentencing and incarceration options available to a young person when they are involved with the Swedish criminal justice system. Other offender populations are also discussed briefly to note comparisons and highlight general practices by staff in the SPPS which have been applied and adapted to the young offender populations.

The report outlines some of the theoretical principles which underline risk management in both the UK and Sweden and how these are adapted by the SPPS to ensure continuity in practice across the whole of Sweden, for example:

- Cognitive Behavioural Therapy which is a talking treatment focusing on how thoughts, beliefs and attitudes affect feelings and behaviour and teaches coping skills for dealing with different problems.

- Risk Need and Responsivity model which is a model used in criminology to develop recommendations for how offenders should be assessed based on the *risk* they present and what they *need*, and what kinds of environments they should be placed in to reduce recidivism.

We found that despite maintaining comparatively low re-offending rates, the SPPS works with offenders who present with the same characteristics, traits, problems, or issues that directly relate to the offender's likelihood to re-offend (criminogenic need) as offenders we work with in the UK.

During each site visit, it was highlighted that the focus of the Swedish criminal justice system is to manage offenders in the community and to send only those who have crossed the offence threshold of having caused serious harm to others through violent or sexual offending to custody. We also found that great value is placed upon providing a sophisticated and continuous service to each individual to further their rehabilitation and re-entry into society. This is explored in more detail later in the report.

Background

One of the central aims of Swedish criminal policy is to take a holistic approach to everyone, by combining punitive measures, for example imprisonment and supervision by the Swedish probation Service, with measures for support and care. Throughout the post-war period, a general goal in the treatment of young offenders has been to avoid incarceration, placing young people on probation or in residential Youth Centres if they have committed serious harm offences. This is evidenced in Sweden's current offender statistics which show that of a population of total 2.4 million, approximately fourteen thousand people are on probation and approximately four thousand five hundred people are in custody.

The balance between care and punishment has been a subject of debate and the Swedish Government set up a Commission of Inquiry in 2003 with the task of reviewing the entire system of criminal sanctions, including those for young offenders. Among other things, the Inquiry submitted a proposal on the process of *intensive supervision* by means of electronic monitoring, which can be used today as an alternative to prison for adults and young offenders.

The definition of *young offender* in Sweden refers to offenders who have reached the age of fifteen but have not yet turned twenty-one. The age of criminal responsibility is fifteen. Twenty-one was previously the year in which one came of age. Today the age has been lowered to eighteen, but special circumstances still apply to offenders aged between eighteen and twenty-one.

Intensive Supervision refers to a transition period when an individual is a third of the way through their prison sentence and following ongoing positive behaviour in custody are released early into the community. In collaboration with staff in custody, probation and social services, a strict management plan is devised which the individual must adhere to whilst in the community. They are required to provide a stable address where they are released to and made subject to electronic monitoring and a curfew. An extensive time table is created which involves attending employment and relevant services or programmes. The individual is monitored by relevant agencies and if non-compliant with the re-integration plan, including the consumption of alcohol or drugs, not adhering to curfew, this would result in immediate recall to prison.

In recent years, further factors have influenced Sweden's crime rates, including high levels of immigration. Since 2015 Sweden recorded high levels of immigration and asylum applications. Most people were recorded to have travelled from Africa and Asia and more than half of these people were classed as refugees from war torn countries, namely Syria and Iraq and included a very large number of unaccompanied children. In 2016 a hundred and sixty-three thousand people entered the country. The increase in admitting refugees has also had an impact on Sweden's overall criminal statistics and a rise in custodial sentences as prisons are currently struggling to accommodate the rise in sentenced offenders. Therefore, in consideration of the demographic makeup of the service users in our local area which our 18 – 25-year-old project will be targeting, an area of interest was to observe the strategies used by the SPPS and how these have been adapted to manage a more demographically diverse young offender population.

3. Methodology

Initial contact was made with Mattias Anders with whom the purpose of our visit was discussed and a request was made to organise an educational visit which would fundamentally assist us in creating a robust theoretical and practice-based foundation for the 18 – 25-year-old project.

Our aim with this visit was to:

- Obtain a broad insight into how the SPPS works with young offenders.
- To be able to interview a spectrum of professionals that work alongside young offenders.
- To gain a better perspective through interviewing individuals who have offended.
- Receive an introduction into the psychologically informed methods used across the SPPS.

The body of our observations represents a summary of what was learnt through interviews and team presentations. To assist us in achieving our aims we initially focused on five areas. These were covering areas such as staff well-being, considerations when working with young offenders and what developmental theories are used to enhance practice, what schemes or incentives are used in custody to encourage compliance and what training do staff receive when working with young offenders. We found it useful to formulate specific questions in preparation for each site visit and using informal methods when talking to staff and service users. We were provided with a selection of supporting documents, during and after our visit, which were either personally created for us or translated from Swedish into English.

To understand the work undertaken during the visit a description is provided of the activities and interviews along with some personal reflection and understanding. The format will be written in a first-hand narrative but I will apply "I" and "we" throughout depending on the views being shared.

Research itinerary

- Visit to the Swedish National Board of Institutional Care, Råby
- Visit to the Malmö Probation Office
- Visit to Prison Kristianstad, medium security level with youth specialisation.

4. Interviews and Activities

Swedish National Board of Institutional Care, Råby



Picture of Daniel Gruska with Marcus Irestrom and overview of the central administration building and dining area.

We were privileged to be invited to attend a forward thinking, psychologically informed secure residential youth centre. SiS is an independent Swedish government agency which delivers individually tailored compulsory care for young people with psychosocial problems and for adults with substance misuse problems.

On arrival at Raby Lund we were struck by the opulence of the grounds and buildings. It was evident that this was not just a state-run facility but that there had been significant financial input which we were later to learn was from a private fund. The grounds were separated into different quarters: staff, residence for the young people, eating quarters and an educational site.

We were offered a guided tour of all the areas, including the restaurant which provides food not only for staff but also for the young people. We were interested to find out that staff eat with the young people and that the quality of the food was excellent. Following on from this we were shown the greenhouses used to grow vegetables in the kitchen and the production of this was led by the young people in the centre.

The majority of those placed within the unit are there due to criminal behaviour but referrals can also be accepted for those who have significant drug / alcohol problems and behavioural problems. The residential homes run by SiS are the only treatment facilities that have the right to forcibly detain individuals who have been taken into compulsory care.

Raby Lund has six units, one of which is for girls. The unit has a capacity to hold 48 young people, ten of which are in secure institutional care. The aim is to provide care and treatment to assist in their desistance from crime. There are other similar units in Sweden and the maximum space at any one time is 75.

Young people who commit serious criminal offences between the ages of 15 to 17 can be sentenced to secure youth care rather than imprisonment. These sentences can range from fourteen days to four years and those admitted receive treatment to address their criminal behaviour. The average length of sentencing in 2017 was ten months. Most of those who are sentenced to secure youth care are male and the majority have committed serious crimes of violence including robbery, aggravated assault, rape, manslaughter or murder. In the past three years between 5 to 10 of the 75 individuals in SiS will have committed murder.

Social Services and Courts are the principal avenues for placement and this is based on three main criteria; drug and alcohol misuse, behavioural and criminal. Placement within the unit is expensive, averaging between £300 to £400 per day (depending on complexity). Special, individual needs are catered for, including, neuropsychiatric disorders which creates additional costs requiring separate living quarters. The maximum placement is four years and there are also facilities for assessment which recommends treatment plans for social services which include, institutional care, schooling and foster care.

Each young person will undergo an eight-week assessment with input from a psychologist, family assessor, care staff and teaching staff. Family assessors ask a series of critical questions:

- Does their family unit support or hinder rehabilitation?
- Is their family pro criminal, are they collusive?
- If the family is not the main problem are they able to offer support?
- The youths in the centre are not an average teenager and as such do they have what it takes to be an adequate parent or do they need additional support?

Care assessors contribute to the assessment ranging from personal hygiene to how they interact and relate to others within the unit. Assessments are completed by a Psychologist and Psychiatrist, where appropriate. Psychological assessment includes:

- Attention testing,
- Learning disability and difference,
- Psychological health, sleeping patterns,
- Behavioural assessment (including conduct disorder)

Individuals additionally undergo psychometric testing to determine if any factors need to be considered as well as risk assessments. Risk assessment is at the centre of the treatment plan and informs a follow-on plan for when they eventually leave the centre.

Following admittance and assessment of the young person's needs, an individual care plan is created. Alongside addressing criminal behaviour, other criminogenic needs are addressed - for

example substance misuse, educational need and mental health/neuropsychological disorders. This is a risk, needs and responsivity approach and is similar to the one used by the National Probation Service when working with young offenders in England & Wales.

Interestingly, staff are trained to deliver intervention re attitudes towards gender and intimate relationships. This has been found to be somewhat effective in working with young offenders who have committed both domestic violence offences and sexual offending. Early intervention is critical in addressing these areas and they focus primarily upon:

- Intimacy, sexual education and respect within relationships
- What would constitute a good partner
- What is a good friendship
- They challenge normal critical thinking around gender roles, what it means to be a man and what is the expectation of male role
- Talk about feelings

Treatment programmes and daily training routinely consist of:

- Aggression Replacement Training which is proven to be an effective approach for working with challenging young adults. It has three main components; Social Skills Training which helps to replace antisocial behaviours with positive alternatives; Anger Control which teaches individuals to respond to anger in a non-aggressive manner and rethink anger-provoking situations; Moral Reasoning which focusses on a young person's level of fairness, justice, and concern for the needs and rights of others.
- Programs that address drug and alcohol abuse
- Acceptance and Commitment Therapy (ACT) which helps individuals to accept the difficulties that come with life. ACT is a form of mindfulness based therapy which promotes greater well-being attained by overcoming negative thoughts and addresses commitment to making changes and sticking to goals.
- Individual therapy and counselling
- Programmes concerning sexual health, gender and social norm
- Education
- Family therapy

Trauma Therapy is at the centre of the interventions. The aim is raising knowledge, to understand how trauma works and how in turn this affects their interactions with others and society. Training is delivered by the Red Cross, who provide this service for free and is based on a programme developed in Australia following research into abuse within their child care systems. This trauma is linked to post traumatic stress disorder and we discussed the impact of immigration over the past 5 years and how this in turn has affected the demographic of the young people in their centre. It was evident that there is ethnic overrepresentation with many young people being from North Africa and Afghanistan.

Sweden has since 2015 recorded high levels of immigration and asylum applications. There welcoming approach is evidenced by 163,000 people entering the country in 2016. Most of these individuals have done so from Africa and Asia and more than half of these refugees are from war torn countries, namely Syria and Iraq and include a very large number of unaccompanied children.

Sweden's crime rates are low, compared to other countries and despite the increase in immigration crimes of a serious nature have decreased in recent years. Sweden has a small population and integration of migrants into their society is a key consideration and issue facing not only the government but also the general population (Scott 2017).

Applying this to Raby, there are youths sentenced and eventually deported from the centre on the day their sentence expires. As such, consideration is given to what they will need, both practical and vocational for when they return to their country of origin.

Raby is a youth detention centre that provides educational input. Attendance is a requirement and individuals are encouraged to access education. School targets do not apply but rather focus is on the number of hours offered to each individual. It was very apparent when walking around the educational area of the centre that the investment, educational provision and the school environment was extremely impressive. The additional private investment, from a private fund, ensures that the school is fully staffed with one teacher for up to six students. The science laboratories are better equipped than those within normal schools and the residents receive a very high standard of education which follows the national school curriculum.

Transition into the community and aftercare is a primary focus and joint post-treatment planning alongside social services is identified alongside what long term support the young person will require. This long-term support is provided by Social Services who are the key agency in implementing the post-treatment plan.



The state-of-the-art education building and laboratory at the top and Daniel ad Marcus in the greenhouse

Malmö Probation Office



Daniel with Staffan Magnusson

Upon attending our second site we were welcomed by the Assistant Governor Staffan Magnusson. Under his supervision, a team of six of his staff had prepared a presentation for us. Each person covered a topic where they were either a lead on or fully involved with. We witnessed yet again the high English proficiency displayed by our colleagues in Sweden. To enhance our experience of the presentation, we were given background information in methods used when working with young people who offend and the changes that have occurred to general offender management in recent years which has improved the SPPS's ways of working with offenders. The areas covered were:

1. The background of the Swedish Prison and Probation Service
2. Insight into the Swedish Probation Service and the local office structure
3. Intensive Supervision and Close Supervision release
4. Krami: "Correctional Services Employment Institute
5. *The Staircase to Misbehaviour*
6. Strategic Training in Community Services (STICS)

Background of the Swedish Prison and Probation Service

We were informed that in 2007 an increase in young offender crime was recorded which subsequently resulted in changes to SPPS which gave more attention and resources to this area. For example, specialised remand centres and reception areas in prison were created and specially selected probation officer's received training and education to manage young offenders aged between seventeen and twenty-one. Currently five specific prisons in Sweden focus on young offenders.

However as noted previously, the focus remains on managing young offenders in the community rather than custody. Therefore, similarly to the UK, in their first year on Probation, young offenders often complete specified work as assessed by their probation officer which may relate to completing an Offender Behaviour Programme, drug testing or completing Unpaid Work. In the case of young offenders and to provide further support to staff, the local office in Malmö have access to a Psychologist who is assigned to a prison and the office and works alongside staff to improve their practice and effectiveness in working with young offenders.

Insight into the Swedish Probation Service and the local office structure

The Malmö Office works with approximately 100 young offenders from within the city and surrounding areas. The staff are assigned into five units, four of which work with young offenders on Parole or Probation.

1. Women
2. Psychiatric/Mental Health
3. Young Offenders includes 17 – 24 years of age
4. Domestic and Sexual Offenders
5. Programme Team includes delivering offender behaviour programmes in the office and on an outreach basis.

This model is particularly interesting as in comparison the number of offenders managed and the breadth of the different types of offenders is much more varied to each individual offender manager than in the UK. Following general questions regarding their experiences within this structure, there was a consensus about its benefits. It also highlighted that probation staff in Sweden are not based in prisons but are assigned to the "prison team" which liaises with the young offenders prior to their release and staff at the prison to cover area such as Intensive Supervision and Close Supervision release. The topic of probation's involvement was of interest to us due to the *Offender Manager in Custody* (OMIC) model currently being piloted in the UK. Again, the consensus of those in the room was that having probation officers engage with the prison from a community-based office remains an effective form of practice and there are no plans for basing Probation in Prisons.

Intensive Supervision and Close Supervision release

These are two separate orders which fall under the Swedish Penal Care Act. Intensive Supervision relates to someone on early release and Close Supervision refers to the "phasing-out process" when someone is due to be released from custody. Particularly during intensive supervision, individuals

are released on a tag. A multi-disciplinary plan is created and the offender must provide a stable address. The plan will be tailored to target the criminogenic needs of the individual and they will have to follow it rigidly for the rest of their sentence. The plan must be adhered to, to such an extent that deviating from this would lead to immediate recall. This may be for example in the form of failing their curfew or mandatory drugs tests. Both types of supervision are further strategies to manage service users effectively and in a relevant way to the individual in the community rather than custody.

Krami: Correctional Services Employment Institute

This subject was explained to us through an extensive power point presentation. Krami (a Swedish acronym for “Correctional services employability institute”) is a programme of reintegration into employment for unemployed ex-offenders. Krami is based upon a collaboration between the state Correctional Service, the state Labour Market Service and local authorities. Officials from the three organizations work together on equal terms within their own facilities and with a common idea and way of working.

The overall objective is to integrate ex-offenders into the labour market and support them in developing those work related and social skills that are needed to integrate into society and become independent. Staff work together, with resources and competencies, to prevent further isolation and reduce recidivism. The program has a social learning approach and is oriented towards employment.

The Malmö team constitutes two probation officers, two Labour Market officers and eight Labour Market secretaries. These work alongside partner agencies, such as health care, adult education centres, employers and social services.

Krami engages those who have had unstable social circumstances, a weak schooling background and a criminal lifestyle which has reduced their possibilities to obtain education or work. Their lifestyle has been influenced by negative experiences including various forms of substance abuse, familial violence and criminal behavior. To summarise, Krami works with those who:

- Due to social and personal circumstances have not obtained education or other occupation
- Those who want a job and a close connection to the employment market
- Individuals who have difficulty taking part in social interactions which is a necessary when entering the labour market.
- Require a personal and long-term follow up plan and engagement to acquire the social and vocational competencies, which is demanded by the labour market.

Several comparisons can be made with third-party “Education Training and Employment (ETE)” agencies found in the UK. The interesting comparison to the UK, however, is that a probation officer is employed to work with staff from other agencies alongside colleagues and clients. Referrals are completed by probation employees to outside agencies, who do not have a probation worker in situ, but provide specialist specific interventions. In relation to Krami, they have probation officers working within their sector and as such the impact and progression of their interventions appears to be more seamless and positive as evidenced in the offenders gaining employment.

The Staircase to Misbehaviour

This is an approach in how misbehaviour is addressed. We were introduced to the extensive steps, as detailed below, considered before even a written warning is sent to the offender in the case that they start not to comply with their order or do not attend their appointments. A written warning is not given lightly and are used as a last resort.

The steps involved the following:

Step 1: If the offender fails to attend on two occasions a meeting is arranged with the correctional officer and their probation officer. The senior probation officer in the team is informed of this meeting.

Step 2: The Parole Board is also informed and preventive detention is considered.

Step 3: The offender attends the meeting and their non-compliance is discussed with a plan going forward created.

Step 4: Contact regulation: Consider the need to be adapted, for example, increased to address the risk of further reoffending and to improve compliance.

Step 5: If step 1 to 4 has not successfully addressed the presenting issues, then the Parole Board are again informed of the concerns.

Step 6: The final step is the issue of a formal warning which could result in the forfeit of conditional release or the matter goes back to the district court to be dealt with by criminal sanction.

Interestingly, the Parole Board have a weekly visible presence at the probation office and have a much more active involvement in the enforcement process. This results in a cohesive approach by the Swedish criminal justice system and concerns are addressed quickly and, it appears, more effectively which in turn improves compliance with probation and potentially reduces the reoffending rates of the young person.

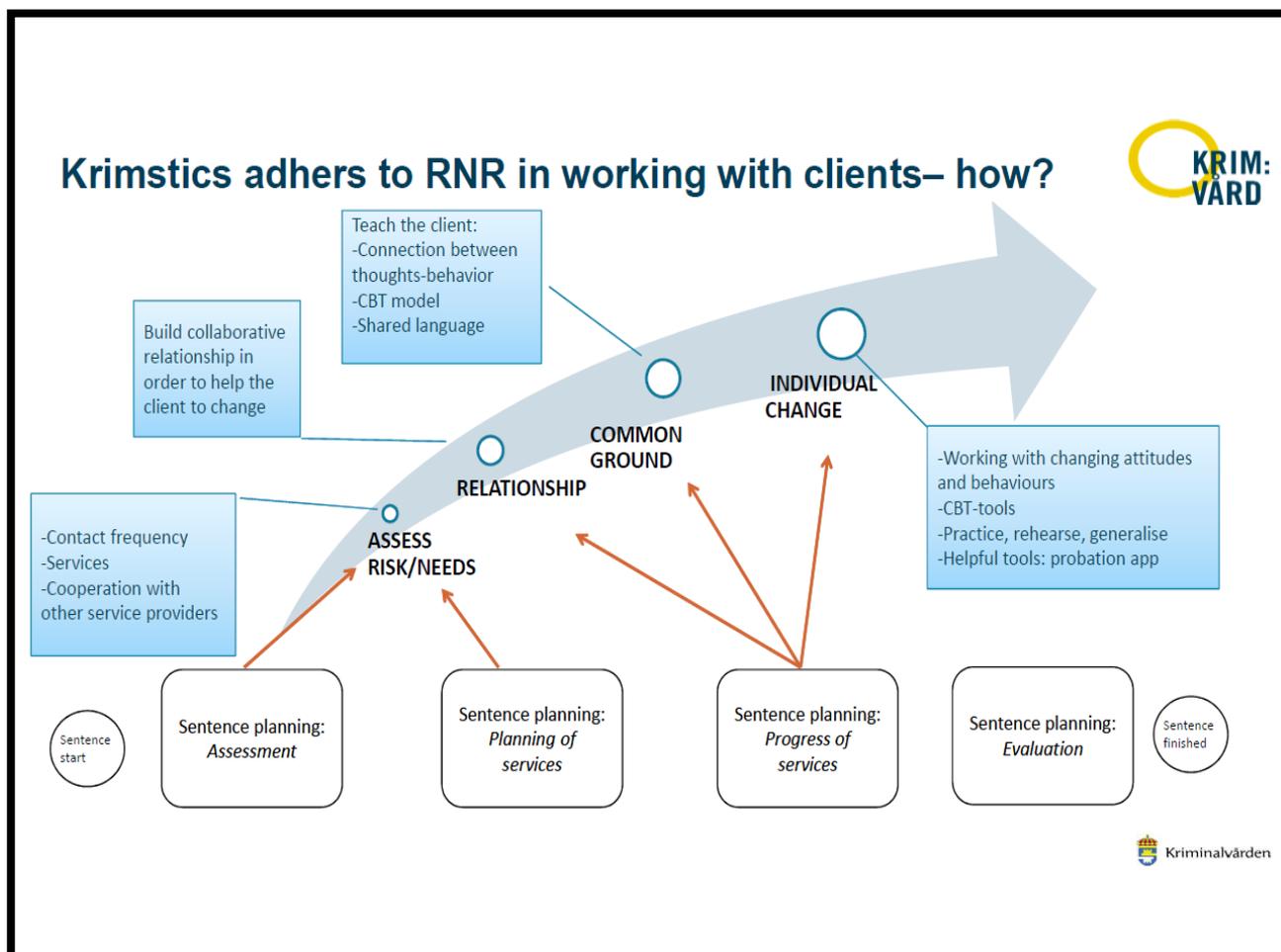
Strategic Training in Community Services (STICS)

Also referred to as KRIMSTICS, which is the Swedish abbreviation of the Canadian STICS model. During this part of the presentation we were introduced to how probation officers deliver interventions to offenders. STICS refers to an evidenced based model which supports staff in how to work with offenders based on Risk, Need and Responsivity (RNR) principles. The model combines structured assessments with a method built on Cognitive Behavioral Therapy (CBT). Initially the SPPS cooperated with Public Safety Canada to run the pilot during 2011-2013 which evidenced positive preliminary results in specific areas in Sweden. The model was then steadily introduced nationwide between 2014 and 2018.

Each appointment is pre-planned and is a structured intervention which lasts between 20 and 60 minutes. Methods are used such as “check ins” and a four to five-minute recap of the previous session to review how they applied the skills learnt from the previous session and whether they have

been able to apply it to their lifestyle. Comparatively, such a structure is observed in the UK during accredited programmes which for example targets thinking skills such as the *Thinking Skills Program (TSP)*.

Below is a visual prop as to how the model is structured:



The officer who covered this area was the officer in charge for quality control. She noted that this would involve reviewing two filmed interviews of each offender manager a year and that workshops were regularly held which served as practice development sessions. In comparison, this is significantly different practice compared to offender management in the U.K and rather relates to programme facilitators delivering Offender Behaviour Programmes in and out of custody.

Due to both our interest in psychologically informed practice, this area was viewed as beneficial to adapt to the 18 – 25-year-old project in the U.K. Moreover, whereas we believed that this quality control role may be viewed as intrusive it was our opinion that such methods would contribute to a streamlined practice across every offender manager using STICS and other interventions.

Prison Kristianstad



Outside the Prison Kristianstad

This visit took us an hour and a half north east from Malmö. Upon entering the prison, we noticed no high walls and the prison was in a slightly isolated area off the motorway next to a pine forest. The physical security was managed by a private firm - however - it was explained that private prisons do not exist in Sweden.

This establishment is, under Swedish standards, classed as a medium secure prison and was divided between a vulnerable prisoner (VP) wing, an open condition wing for the young offenders, and two youth wings. The VP wing houses forty sex offenders and the youth wings house in total twenty Service Users (18 – 21 years of age). The twenty are split evenly across two wings, separate to the vulnerable prisoner wing. We met with the assistant governor Nina who oversees the Youths and her colleague Patrick who works with the sex offenders. This prison is one of eight prisons with a Juvenile wing and holds the largest population of juvenile offenders in the country. Some other prisons have only five or six inmates.

During our guided tour through the prison, other than the VP wing, facilities seemed well cared for and tidy. In the youth wings each inmate had their own spacious room with a TV. The windows were large and secure with sensors and thick glass, however there were no bars on any windows in the whole prison. This is apparently a trait shared by every prison in the country regardless of the security category.

The general prison system covers three categories, category 1 (Category A: in the UK, i.e. A), 2 (Category B, i.e. medium) and 3 (Category C, i.e. low), with the aim to have prisoners move through the categories to prepare them for release into the community. Specific crimes that meet the necessary criteria result in the offender to be held in pre-court detention, i.e. a remand centre. When

a custodial sentence is imposed, each case is individually screened by a central allocation office based in Stockholm and each offender is then allocated to a specific prison based on whether there are enough spaces available and on needs such as employability skills, offender behaviour programmes, substance misuse rehabilitation programmes or mental health treatment. Therefore, the key factors for prison allocation are spaces and treatment availability at the establishments. Other factors are also included such as keeping criminal associates or gang members separate.

Currently this prison was at maximum capacity and could not hold more prisoners. The regime when a new inmate arrived involved the creation of a sentence plan based on information provided by the offender and the investigations report. An investigative approach is used to gather enough information on each person to create a tailored risk assessment and sentence plan, which is a near identical process to that in prisons in the UK.

To assist in eliciting the right information staff go through Aggression Replacement Training (Goldstein, Glick & Gibbs 1998). This is a cognitive behavioural intervention for the reduction of aggressive and violent behaviour, originally focused on adolescents. It is a multimodal program that has three components; Social skills, Anger Control Training and Moral Reasoning (Amendola & Oliver 2003). Staff also use principles of Cognitive Behaviour Therapy and Motivational Interviewing (Miller & Rollnick 1991).

In terms of interventions the prison offers Sexual Offending programmes which focus on Healthy Relationships and lasts six months. For those who do not comply with this programme they are moved to another prison to make space available for someone else. However other programmes are also offered such as substance misuse treatment. Programmes are not offered to low risk offenders due to research suggesting that this may increase their risk.

During initial stages when the youth wings were created, staff were selected who were classed as efficient and excelled in their roles with adult offenders. However, upon working with a younger group it was identified that staff required to meet specific criteria as a number of those initially chosen were not coping well with the population. Therefore, the new selection criteria focused on the individual attitudes, previous work experience and social skills. To meet the demands of an ever-rising foreign national population the prison places great value on Arabic speak staff. Currently there were sixteen staff allocated to twenty Juvenile offenders. On each shift there are at least three staff to ten Youths. The number of staff is never lowered but on occasion there may be additional staff. Although the wing is separate staff are still able to attend the other wings during any emergency call outs. Comparatively on the adult wings there are twelve staff on shift for sixty-seven inmates.

Common practice involves a meeting twice per week for open peer supervision which also involves covering topics such as how to implement Motivational Interviewing (MI). Both Patrick and Nina also promote an open-door policy for staff to see offenders and counselling services are available for anyone if required. Therefore, an atmosphere of regular supervision on a peer and managerial level is encouraged across the estate. Unsurprisingly, according to both Nina and Patrick, staff retention is high and the level of staff burn out is very low. Staff have a high probability of moving facility rather than leaving the service. Overall it is worth noting that staff also felt safe at the prison.

In consideration of the current concerns revolving around drugs in the prisons in the U.K we were informed that drugs do not have a big role in the prisons in Sweden. The synthetic Cannabinoid "Spice" is rare and amphetamines are more prominent. In terms of gang culture in the prisons, the most well-known appear to be the Hells Angels and local gang related young people/ groups

We were fortunate in being able to speak to a service user named Elias who was in custody for the UK's equivalent of Grievous Bodily Harm. Like most others we encountered he spoke to us in English and only occasionally required some support from Nina and Patrick in putting his view across. It was even more remarkable that he even spoke some Spanish with Daniel. He had reached the time in his sentence where he had set his plan for intensive supervision in the community. Initially he explained that he was feeling angry and cheated by the system, noting he had appealed his sentence and following the appeal he received an additional four months in custody. However, in total he was due to serve a year and a half, which is viewed as a long sentence in respect to that type of offence. Elias explained that he is originally from near Stockholm. However, the central selection office in Stockholm identified Kristianstad prison to meet his needs best. We were particularly impressed by Elias noting how supported he has been and that he felt genuinely safe at the prison. He was currently working in the Kitchen 4 days a week. We also asked about whether he was subject to a comparative "Incentive and Earned Privileges (IEP)" scheme. All three clarified that such a scheme does not exist in the Swedish Prison Service.

Following our conversation, Elias showed us the youth wings and we attended with Nina and Patrick. It was positive how the other inmates interacted with us. We observed that most young men were intrigued by our presence and genuinely interested in where we came from and what we had come to the prison for. Elias also showed us his cell which as described above, was bright, spacious, clean and tidy. Alone the physical environment of the prison highlighted the care and genuine focus on having prisoners experience prison in as much of a humane way as possible.

When we said our farewell to Elias and the other inmates, Nina walked us around the facilities and showed us the main areas including the welding workshop for which this prison is most known for in terms of employment qualifications. Again, the purpose of this workshop is to create a realistic working opportunity where those involved are working on an actual product which is also packaged and shipped off from site. This ensures that they are also kept active and engaged with meaningful work whilst also completing a recognised qualification.

Much focus is also given to the education facilities. The facilities were modern and if someone required transfer to another facility then they could carry on from where they left off using web schooling through the computers provided in the classroom.

Nina then took us to the open youth wing. Here, individuals can walk out of their building and walk around prison grounds in specific areas. A curfew remains in place; however, their movement is more flexible during the day.

Considering the thorough conversation, we had with staff and inmates, the differences to prisons in the UK were quite palpable. However, upon leaving we both felt that the way HMPPS is focusing on offender rehabilitation is not much different to that of the SPPS. In fact, the methods used often seem to stem from Canada, the USA or even the UK. The difference lies, however, in the implementation of these methods. Further reflections on the matter will be discussed below.

5. Learning Outcomes

During this visit we made several findings and observed differences in practice and overall structure between Sweden and the UK. With regards to practice in the community, we identified the following are differences:

- In Sweden, young people are not criminalised below the age of fifteen compared to the legal age in the UK of ten. Between the ages of fifteen and eighteen, alternative measures such as institutional care and electronic monitoring are considered instead of custody. However, in the case of having committed a serious crime, i.e. murder, the individual would first be sentenced to institutional care and then be resentenced at the age of 18. Therefore their “exceptional circumstances” would be considered to determine their conviction.
- The primary focus of the SPPS is on working with offenders in the community and ensuring that measures are in place to create an alternative to custody, for example, through electronic monitoring or in the case of young offenders, sending them to a facility such as SiS. The current overall offender population is near to three times higher on probation than in custody.
- The initial assessment that is made is paramount to informing care, future practice and aftercare following discharge or completion of a sentence. As observed at SiS and the probation office, the assessment process takes a multi-disciplinary approach. In comparison, in the UK, time is often lost through having to make referrals to partner agencies or private sector agencies which potentially impacts the quality of the initial assessment.
- The leading agency across all ages is Social Services. Not only do they provide accommodation and aftercare, they are also the lead co-ordinators for each case and have the final say on decisions made on each offender and young person in institutional care when released into the community.
- Probation in Sweden has gone through significant change in the last four years in terms of having their whole Offender Management structure standardised using KRIMSTICS. This has improved continuity and improved practice which has been approved by staff and clients. In the UK, there are many pilot schemes within each area or division and whilst there is great commitment to improving the service to offenders, there can be a lack of consistency with different approaches and frequent transfers both of worker and office.
- The alternative to recall procedures used by Probation in Sweden focus on a variety of steps which lead to a warning rather than an immediate recall to custody. Moreover, resources enable a Parole Board to attend once a week to review any particularly problematic cases. In the UK, alternative recall measures are subject to differences between offices, clusters and divisions and there is no access to the Parole Board in the early stages of problematic behaviour and non-compliance. Although the most common options rely on using warning letters and change reporting frequencies, such decisions are usually made by the offender manager and Senior Probation Officer.

In respect of custodial related differences:

- When sentenced to custody, a central admissions office in Stockholm analyses the needs of each offender and allocates them to a prison which provides the appropriate treatment or employment and education courses to them.

- In custody, the services are sophisticated and holistic measures are in place which ensure that in the case of when offenders are transferred to another prison, they can continue with the courses they have started. For example, education courses are taking place through video conferences; therefore, one teacher can lead several classes simultaneously throughout the country.
- The offender population differences between the UK and Sweden are also considerable, being approximately 86,000 and 4,500 respectively. This has fundamental implications on physical security, staff and inmate well-being and financial resources. All prisons are single celled and there are no bars outside the windows.
- The largest capacity of a youth wing in Sweden is twenty inmates and the assessment for placement includes personality traits and levels of social skills.
- Staff are predominantly chosen based on their previous experience and social skills. Considering an increase of foreign national offenders, the prison service also has access to Arabic speaking staff to further accommodate inmate needs.

6. Conclusion: Adaptable Practice

The main aim of this visit was to consolidate our learning and adapt this to the project being developed at Victoria Park Probation Office in Longsight, Manchester.

We have identified different learning which can be adapted for use in our project. Our project provides the opportunity to have national, third sector and volunteering agencies within one building. Due to our learning from Sweden, we will be developing a joint assessment process to create a plan for each individual. Also, as noted by the process of intensive supervision, the plan could then be converted into a detailed timetable to bring more structure to the individual's lifestyle and address their risks and presenting problems.

In addition, if there were to be lapses in their compliance we believe that having a Senior Probation Officer (SPO) sit in on the second missed appointment could positively contribute to encourage the service user to re-engage with the appointments. Consequently, using one of the steps from the compliance strategy used by our colleagues from Malmö Probation.

Moreover, although the STICS model is not openly used, an alternative would be using the CRISS (Check in, Review, Intervention, Summarise, Set Task) model as a standard structure on a constant basis. Quality control of this could then occur through either peer supervision or at regular intervals with the SPO during actual supervision.

As observed across the three sites, the individual young person is also actively involved in the decision-making processes and able to decide upon setting their own goals and potential privileges. This is assessed as fitting well with *Therapeutic Community* methods. Thus, a democratic group approach will be encouraged and is believed to provide further empowerment to the individual and eventually improve their compliance and engagement.

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