



YOU WERE SUBJECT TO AN UNPAID WORK REQUIREMENT MADE BY THE COURT.

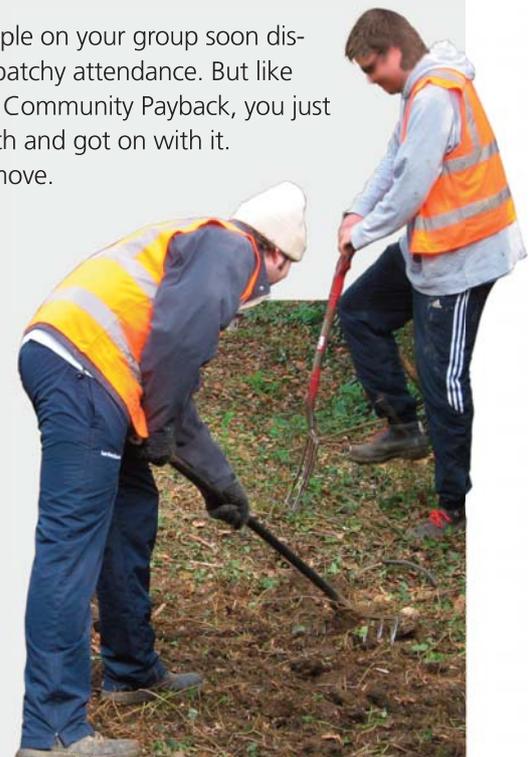
WHAT HAPPENED?

- ▲ At court you received, and signed for, instructions to attend the Probation Office for an interview.
- ▲ Your court sentence was e-mailed by probation staff at court to your local office and entered on Probation's CRAMS system within 24 hours of the Order being made.
- ▲ Your first appointment at the office took place two days after your court appearance.
- ▲ You turned up on time for your first appointment. Good move! You were interviewed, and paperwork was completed. The Order was discussed with you. A risk assessment was finalised, both to ensure that any work you were given was appropriate, and that the public were not at risk. You received your first work instructions to attend the Pre-Placement Workshop (PPWS). As you were unemployed at the time, an appointment was also made for you with Probation's Education, Training and Employment Officer: you needed to get some basic qualifications if you were going to be in the running to get a job later.
- ▲ Three days later, you took part in the PPWS: a two-hour induction which included Health and Safety regulations; the work done by Community Payback workers locally, and the rules you would need to keep, the key ones being:
 - You would attend on time at the place specified in your written instructions
 - Your group would be working a 7-hour day
 - You would not be allowed on site if under the influence or drugs or alcohol
 - You would not be able to use any mobile phones or personal stereos
 - You would need to take a packed lunch and non-alcoholic drink: no question of you going off-site to buy food
 - Any poor behaviour or mistreatment of equipment could lead to a dismissal from site and a return to court
 - You would not be allowed to smoke, unless your supervisor

agreed to it during an established break

- You would also be expected to wear regulation clothing, including Community Payback High Visibility vests and Toetector boots provided by Probation, and other safety equipment necessary for the job in hand
- Lateness on your part would result in disciplinary action, unless you provided a good reason, with evidence, for not being on time. (Childcare issues could be accommodated, within reason)
- A failure to attend would need good evidence from you for the reason, within seven working days.

- ▲ You went direct to the worksite to meet your work supervisor. Your worksite was quite close to your home and looked like a daunting prospect: an unkempt field full of brambles and old bushes which was to be turned into an allotment site. You and others on Community Payback would be clearing the ground and planting it up, ready to supply local charities with fresh food.
- ▲ Within seven days of your Order being made, you were out there starting to clear the undergrowth.
- ▲ A couple of people on your group soon disappeared after patchy attendance. But like most people on Community Payback, you just gritted your teeth and got on with it. Another good move.



On a Community Payback Order? Offenders' advice to their successors...

Exit questionnaires are used on completion of the Unpaid Work Order. These are useful to ensure best practice is a priority and always delivered.

Offenders are given the opportunity to provide feedback and advice to offenders starting their orders. This advice is used in our pre-placement workshops to motivate offenders, allay their fears and encourage compliance.

- 98% of offenders said they are less likely to offend after completing Community Payback.

"Have an open mind.
Don't think negatively."

"Just listen and
complete your time
in an adult manner."

"Treat it as a job. Make
sure you attend."

"200 hours
has felt like
a lifetime."

"Go in open-minded.
Work with the team
for best results."

"Don't reoffend.
Get your head down
and the job done."

"Keep your head
down and work hard."

"Get on with it! You've
done the crime."

"Stick to it and get it done
as soon as possible –
you may enjoy it."

"Play the game; listen to
the supervisors; avoid those
who want to play around."

"Don't think about
the number of hours.
Just do it!"

"Try to get something
positive out of it."

"Good luck. You're in for a
long old ride. You will
definitely have learned
your lesson by the end."

