

# PSYCHOLOGY SERVICE STRATEGY 2016 - 2018





## OUR MISSION

It is the mission of the Irish Prison Service (IPS) to provide safe and secure custody, dignity of care and rehabilitation to prisoners for safer communities. The mission of the Psychology Service is to contribute to this by empowering people in custody to fulfil their potential and to contribute to safer communities.

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## OUR VISION

The IPS vision is to contribute to a safer community through excellence in a prison service built on respect for human dignity. The vision of the Psychology Service is to contribute to this through identifying the strengths, risks and needs of individuals in custody, and intervene in a consistent and pro-active manner leading to a sustained quality of life for the individual and the communities they live in.

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## OUR VALUES

Core IPS values include Teamwork, Integrity, Potential, Safety and Support. These values foster and support the courage to make a difference in all that we do. The Psychology Service will continue to work toward embedding these values within the organisation. Given the unique role of the Psychology Service in providing a professional and knowledge based service for all, we will continue to strongly uphold our principles of Humanity, Commitment, and Integrity.

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## GOALS

In collaboration with our multi-disciplinary colleagues and services we continue to work toward:

1. Reducing levels of recidivism through psychological intervention.
2. Responding and positively impacting on the mental health of people in custody.
3. Supporting and developing staff within the Service, and building partnerships with all services involved in working with people in custody.
4. Making a positive contribution to safer custody.
5. Providing an evidence informed psychological perspective to the management of prisons and their culture.

Goal	Action	Critical Success Factors	Outcomes
<p><b>Reduce levels of recidivism through psychological intervention</b></p>	<p>Implementation of a range of evidence-informed group and individual psychological interventions to reduce criminogenic factors based on level of risk and need across the prison estate. Where possible, ensure this work involves collaboration with / co-facilitation by multi-disciplinary colleagues.</p> <p>Introduction of a systematic pro-active referral process across the Service to ensure greater breadth of service to those with greater criminogenic need.</p> <p>Greater attention to the importance of through-care in the community where appropriate, to maximise likelihood of desistance, in collaboration with key community agencies.</p> <p>Focus on strengths, needs and risk assessment and development of sentence management plans with young people in custody (18 – 24 year olds) by Assistant Psychologists in conjunction with multi-disciplinary colleagues.</p> <p>Strive to contribute to ongoing developments nationally and internationally through attending and contributing to appropriate conferences.</p>	<p>In line with the 2015 review report of the Psychology Service, ‘New Connections’ appropriate resources will need to be in place.</p> <p>Adequate prison officer cover for Psychology clinics.</p> <p>Regular and adequate access to clients to engage in interventions.</p> <p>Support for sentence management processes, in particular Integrated Sentence Management staff.</p> <p>Recognition and support for the development of through-care in the community by Psychology Service.</p> <p>Adequate access to Continual Professional Development opportunities to ensure best practice.</p>	<p>Increased number of individuals in prison engaging in offence related interventions.</p> <p>Reduced re-offending.</p> <p>Safer communities.</p>

Goal	Action	Critical Success Factors	Outcomes
<p><b>Respond and positively impact on the mental health of people in custody</b></p>	<p>Ongoing implementation of existing evidence informed mental health work and development of new mental health initiatives across the prison estate in collaboration with multi-disciplinary colleagues.</p> <p>Introduction of Assistant Psychologist staff to support an increased number of people in custody with mental health difficulties.</p> <p>Improve links with in-reach Psychiatry colleagues across the estate including potential for direct referral procedures between the two services.</p> <p>Explore and develop links with HSE to support access to appropriate through care by breaking down stigma of working with people with a forensic history. Appoint link person to explore and develop this.</p> <p>Increase consultation with HQ staff and prison management to enhance regimes, prison infrastructure and prison staff competencies in order to enhance the wellbeing of people in custody.</p> <p>Co-facilitate Mental Health Awareness training to staff.</p>	<p>In line with the 2015 review report of the Psychology Service, ‘New Connections’ appropriate resources will need to be in place.</p> <p>Adequate prison officer cover for Psychology clinics.</p> <p>Regular and adequate access to clients to engage in interventions.</p> <p>Adequate access to Continual Professional Development opportunities to ensure best practice.</p>	<p>Increased number of people in prison engaging in mental health related interventions.</p> <p>Improved wellbeing for people in custody.</p> <p>Reduced stigma related to mental ill health.</p> <p>Improved transitions from custody to community through better strategic links with HSE mental health teams.</p>

Goal	Action	Critical Success Factors	Outcomes
<p><b>Supporting and developing staff within the Service, and building partnerships with all services involved in working with people in custody</b></p>	<p>Ensure all Psychology Service staff feel listened to, informed, involved and supported to develop to their full potential.</p> <p>Increase collaborative working with multi-disciplinary colleagues to promote coherent co-ordination of service provision and sentence management within each prison e.g. through Personal Implementation Planning and Prison Review meetings.</p> <p>Ensure regular engagement with Probation Service, Parole Board and Prisons Policy Division in relation to people in custody who are eligible for Parole.</p> <p>Maintain and develop co-facilitation of interventions with multi-disciplinary colleagues e.g. Building Better Lives Programme for Sexual Violence with The Probation Service.</p>	<p>Commitment by Senior Psychology Management team to support the wider Service.</p> <p>Commitment and openness by all multi-disciplinary services to engage collaboratively and benefit from respective expertise.</p>	<p>Psychology Service personnel feel able to grow and develop to their full potential and feel a sense of achieving worthwhile outcomes for people in custody and the wider community we serve.</p> <p>Improved communication and collaboration between multi-disciplinary services.</p> <p>Reduction in the duplication of work.</p> <p>Facilitation of improved engagement in constructive activities.</p> <p>Enhancement of sentence planning procedures.</p>

Goal	Action	Critical Success Factors	Outcomes
<p><b>Make a positive contribution to safer custody</b></p>	<p>Ongoing and increasing implementation of evidence-informed offence focused and mental health interventions to those in custody.</p> <p>Ensure Psychology Service presence at risk-relevant local and national steering group meetings e.g. suicide and self-harm group, health and safety meetings, and in the development of an estate-wide risk assessment tool.</p> <p>Commitment to ongoing adherence to health and safety procedures and recommendations made to Psychology Service and alerting relevant IPS staff where health and safety procedures are compromised.</p> <p>Ensure up-to-date knowledge of, and engagement in various risk assessment and management tools to support the management of those in custody, particularly those identified as high risk and high need.</p>	<p>In line with the 2015 review report of the Psychology Service, 'New Connections' appropriate resources will need to be in place.</p> <p>Support to attend risk relevant local and national meetings.</p> <p>Adequate prison officer cover for Psychology clinics.</p> <p>Regular and adequate access to clients to engage in interventions.</p> <p>Opportunity to engage in Continual Professional Development in relation to up-to-date developments in risk assessment and management.</p> <p>Commitment by Psychology Service to regularly review health and safety procedures.</p>	<p>Safer working environment for IPS staff.</p> <p>Increased safety for people in custody.</p>

Goal	Action	Critical Success Factors	Outcomes
<p><b>Provide an evidence informed psychological perspective to the management of prisons and their culture</b></p>	<p>Regular attendance at senior prison management and multi-disciplinary meetings to offer a psychological perspective.</p> <p>Monitor international trends in best practice prison management and culture change and where appropriate, disseminate / support its' application to the IPS context.</p> <p>Re-deployment of Psychologist to IPS College to support recruitment and training of new and existing staff.</p> <p>Commitment by Psychology Service to ensure presence where possible and appropriate at local and national policy development meetings and working groups, and support implementation of recommendations at prison level.</p>	<p>In line with the 2015 review report of the Psychology Service, 'New Connections' appropriate resources will need to be in place to ensure both engagement in clinical work and contribution to working groups / training.</p> <p>Commitment by Psychology Service to prioritise where possible attendance at local and national policy development and implementation, and working groups.</p>	<p>Positive change in prison culture and attitude.</p> <p>Move away from the ethos of a 'custodial' environment to that of a 'correctional' environment.</p>



**IRISH PRISON SERVICE**

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CREATING A BETTER ENVIRONMENT

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