

West Midlands Probation - Sandwell & Dudley Effective Practice Delivery Team

[keywords: *effective practice, staff training*]

Overview

With already full workloads, individual probation staff can struggle to keep on top of changes such as new guidance, toolkits, programmes, and procedures – in turn impacting on their effective practice, as well as their confidence and morale. The Effective Practice Delivery Team comprises 5 staff members of various grades who between them ensure they keep up-to-date on the latest developments and their implications for professional practice, and then develop and deliver training and resources for their colleagues, as well as offering 1-2-1 support where needed, to help them understand and effectively implement any changes required of them. The Team has been operational since 2021. They carry their own workloads but are freed up to spend around a day a week between them to the project.

Its impact

Feedback from colleagues, including in a nomination for the Region's Team of the Year Awards, shows how much they value the team's input, and its impact on staff morale, confidence and professional practice. While it does take time to prepare and deliver the training and support they offer, it is far outweighed by the benefits provided.

What's special about it

We believe this is a really effective way to support colleagues, build their confidence, and improve their practice – the fact that the team is made up of local colleagues, with their own workloads, that is key to its success.

Wider applicability

We have already helped a number of other PDUs to set up teams of their own and believe they could be rolled out in every PDU across the country, at no additional cost, and with similar benefits to those we have seen.

Further information

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