

BARBADOS PROBATION SERVICE ANNUAL REPORT 2021

75 Years of Service

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Message From the Chief Probation Officer



The Barbados Probation Service became a Department of Government in 1946, some seventy-five (75) years ago. During these years, the Department has undergone many significant changes and continues to play a major role by actively supervising our adult and juvenile population, providing mentorship and activities to the youth, and offering extensive evidence-based programmes to assist in their rehabilitation.

Probation is a community- based alternative to incarceration designed to evoke desistance and engagement in pro-social activities. This community-based sentence forms part of the progressive Barbadian society and is reflected in the measure of human development and progress. The contents of the report will illustrate the achievements of the year 2021.

I am honoured to report on the achievements of the Barbados Probation Service as we celebrate 75 years of existence and service to the People of Barbados. Significant progress has been made towards improving the overall contribution to the Criminal Justice System by focusing on protecting the public and reducing re-offending.

I am indeed proud of our achievements over the years as a service organization which is focused on delivering holistic solutions, driven by an ambition of continuous improvement and a desire to provide impeccable service. The “Retooling Exercise” undertaken by the Department was designed to increase efficiency using technology. As part of this process, the implementation of case management supervision software came to fruition 2021 and was made possible through a grant from UNICEF.

I wish to thank the staff for their unwavering efforts as the Department conquered the trials of the year and is now well placed to meet the challenges of the future. Appreciation is also extended to all the stakeholder Departments and agencies who have worked closely with us over the years as we remain dedicated to seeking the very best our profession has to offer.

Looking ahead, the Barbados Probation Service is committed to the core values that made us who we are today. They include delivering service with integrity, professionalism, and competence, treating all individuals with dignity and respect, commitment to innovation, creativity and collaborative partnerships, professional development, and a positive work environment.

A handwritten signature in black ink, appearing to read "D. Jones".

Chief Probation Officer (Ag.)

Mission Statement

To provide reliable social advice to the Justice System; to assist in the rehabilitation of offenders and to support and educate our communities through cost effective programmes that would reduce the incidence and impact of delinquency and crime.

Vision

To embark on the planning and development of rehabilitative and preventative programmes by utilizing successfully proven “what works” principles.

Objective

To provide protection to the members of society by preventing and reducing the frequency, severity, and impact of criminal delinquent behaviour.

Functions of the Department

- ❖ Social Advisor to the Court.
- ❖ Provide counselling and supervision for persons placed on Probation.
- ❖ Prepare Pre-sentence, Means Enquiry, Adoptions, Court of Appeal, Drug Treatment Court reports ordered by the Courts.
- ❖ Act as Guardian Ad Litem in Adoption matters.
- ❖ Act as a welfare and aftercare officer within the prison system and liaise between the prisoner, the community and his/her family.
- ❖ Engage in welfare, access, and the custody of children.
- ❖ Develop and maintain a placement bank to provide jobs without pay for persons placed on Community Service.
- ❖ Supervise offenders ordered to perform Community Service.
- ❖ Plan and implement programmes for juvenile and adult offenders and their families.
- ❖ Assist families and communities in resolving conflict through alternate dispute resolution.
- ❖ Present lectures at schools and community organisations.
- ❖ Supervise Social Work and Psychology students at the Bachelor and Master's level; facilitate research students as well as other students from tertiary institutions during their internship.
- ❖ Network with other social agencies and institutions to mobilise resources to assist clients.

Strategic Initiatives

At the Barbados Probation Service, we direct our attention to employing strategic initiatives that will enhance the Department's vision of providing excellent service to the criminal justice system and community.

Strong Families – provide a range of on-going services to youth and adults.

- Develop informed case management plans with client input and exposure to relevant interventions and resources.
- Recommend community pay back options to achieve rehabilitative outcomes.
- Assist families in establishing and maintaining stability by emphasizing the importance of their role in the implementation of rehabilitative strategies.

Safer communities – provide effective supervision and services to reduce crime.

- Reinforce the importance of offender accountability.
- Engage offenders in evidence-based treatment services to facilitate behaviour modification and reduce recidivism.

Operational Excellence – provide appropriate resources to ensure stellar service delivery to our clients.

- Utilize data to drive policy and decision making.
- Align services to available resources to maintain stability.

Impact of Covid on the Department in 2021

Service Delivery

- The Health and Safety Committee created a Covid information repository offering guidance and support documentation which was updated regularly.
- Revised guidelines for service delivery were developed to provide guidance, support and advice with respect to clients.
- Work within the prison was conducted via conferencing platforms.

Departmental Protocols

- Officers were all advised to ensure compliance with national Covid-19 protocols.
- Hand hygiene equipment installed at the entrance as well as throughout the office where necessary.
- Temperature taking device installed at the entrance.
- Signage placed prominently advising on Covid-19 safety measures.
- Industrial office cleaning conducted quarterly.
- Protective screens installed in key strategic areas.
- Further arrangements put in place to ensure face to face interviews with clients could be conducted safely.
- Staff rosters and contact tracing logs were put into operation.

Modernising

- Remote working for staff implemented as a matter of priority to ensure business continuity.
- The majority of the staff were equipped with cellular phones, laptops and other required devices.
- Video link system at Barbados Prison Service installed to facilitate the interviewing of inmates for the completion of pre-sentencing reports.
- Video conferencing platforms utilised to facilitate supervision where applicable.

Responding to the Challenges Posed by Covid-19

The Barbados Probation Service continued to uphold its important role within the criminal justice system by providing pre-sentencing reports to assist the court in its decision-making function.

One of the Department's most important tasks during Covid-19 was to facilitate the supervision of clients on probation and provide support services to previously incarcerated individuals in close partnership with our national social service agencies.

The Covid-19 pandemic significantly impacted the flow of work received by the Barbados Probation Service through the court system. Most notably the volume of requests for pre-sentence reports and referrals received was significantly reduced, consistent with the levels of restrictions.

Management took a proactive approach in collaborating and communicating with colleagues across the criminal justice sector to maintain services. Despite the challenges and restrictions, the staff of the Barbados Probation Service remained committed to servicing our clients and networking with stakeholder agencies.

This collaborative approach emanated from within the Department with staff operating behind the scenes in various roles, combining their collective efforts as a team to continue our essential work and role in public safety. The innovation, flexibility and cooperation fortified our ability to maintain services and sustain clients throughout the pandemic.

The transition from face-to-face to remote work and then the gradual resumption of face-to-face contact with clients was achieved through a planned and incremental manner. Cognizant of the health, safety and wellbeing of our staff and clients, the transitions were administered by the management team and Health and Safety committee. The group worked diligently with our criminal justice entities and partner organizations to ensure the implementation of a safety infrastructure and processes before resumption of service.

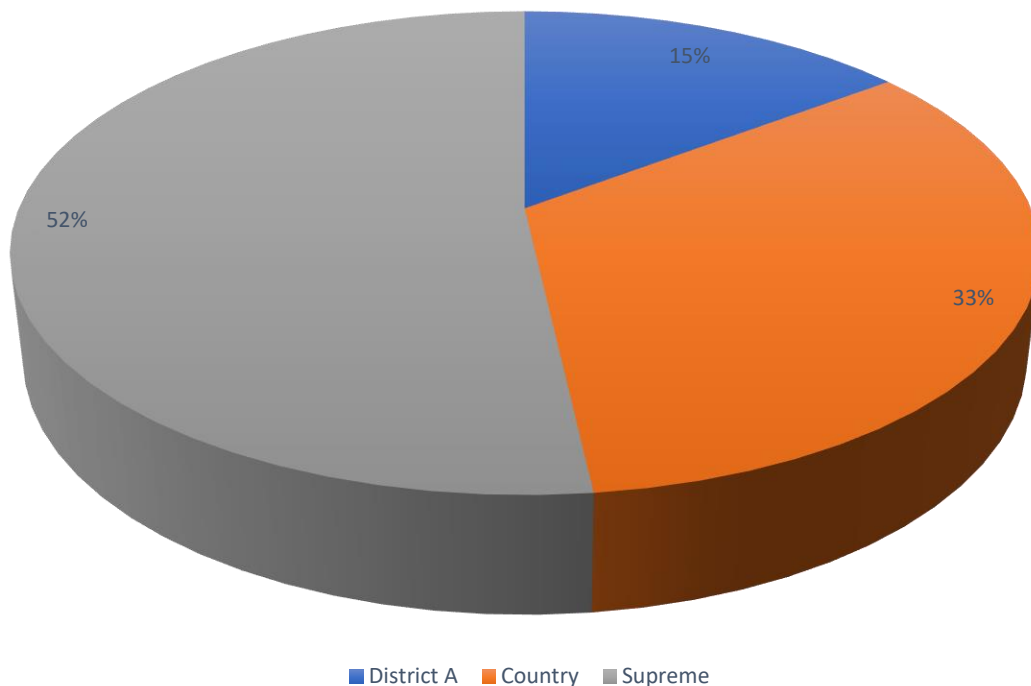
2021 was a year that thrust the Barbados Probation Service into using technology in new and diverse ways inclusive of interreacting with key stakeholders and clients. This brought to the fore the broad range of people with whom we interact. It also highlighted the complexities of their life experiences and heightened difficulties faced particularly during the lockdown phases, including those coping with mental health, addiction, and physical health issues.

Pre-sentencing Reports

Pre-sentencing reports are an integral component of the work of the Barbados Probation Service. The reports are a sentencing tool that serve to aid the Magistrate's and Supreme courts, providing an objective comprehensive picture of the individual before the court. Pre-sentencing reports encompass the social and personal history of the offender in addition to future potential criminal and other relevant matters, thus enabling the court to determine the most appropriate sentence in the specific circumstances. Pre-sentencing reports also provide the foundation for continuing treatment and rehabilitation of the offender.

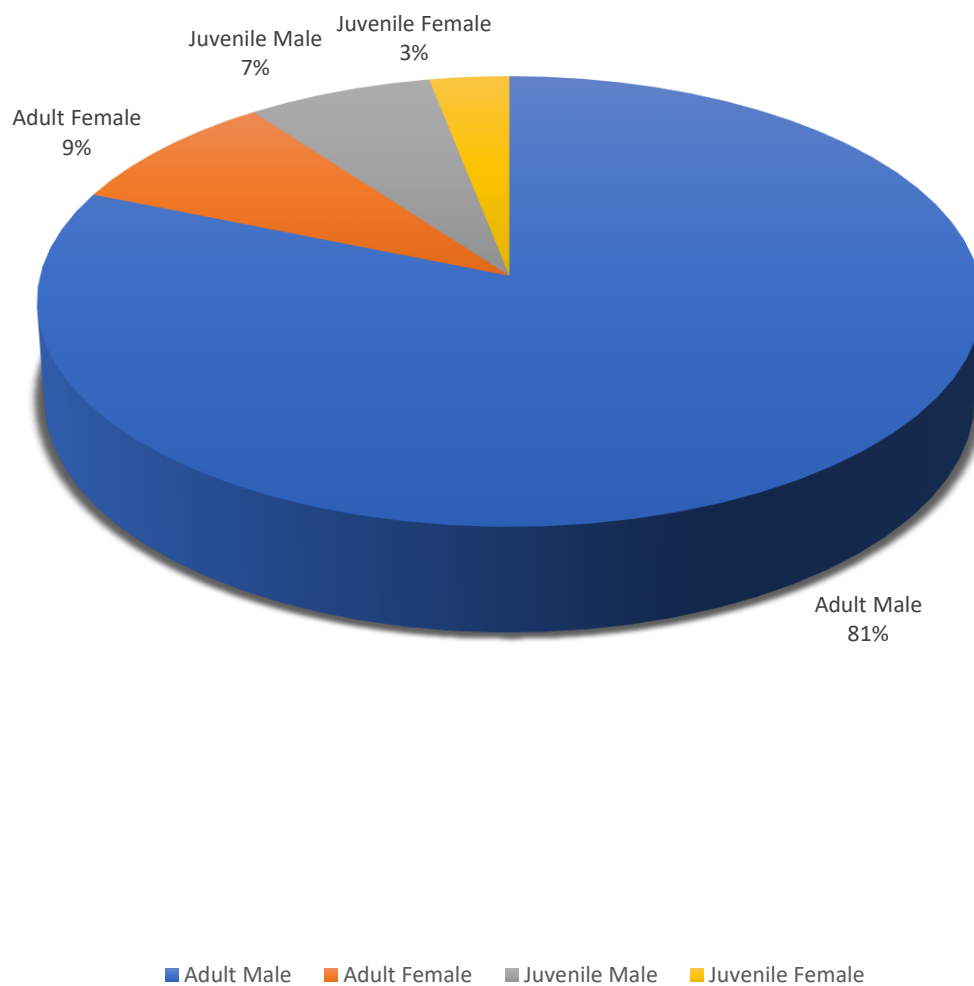
During 2021 a total of one hundred and ninety-seven (197) pre-sentencing reports were ordered by the Magistrate's and Supreme courts of Barbados. The marked reduction of 57% from the previous year is attributed to the Covid-19 pandemic. 52% (n=102) of the requests for pre-sentencing reports were from the Supreme Court followed by 33% (n=66) from the country courts and 15% (n=29) from the District A court.

Pre-sentence Reports Ordered 2021



Statistics for the period in relation to age and gender reveal that adult men and juvenile boys continue to be the largest offending population.

Pre-sentence Reports Ordered by Gender 2021



Criminal Offence Classification

The International Classification of Crime for Statistical Purposes (ICCS) is a classification of criminal offences which is based on internationally agreed concepts, definitions, and principles to enhance the consistency and international comparability of crime statistics and improve analytical capabilities at both the national and international levels¹. The ICCS groups criminal offences into homogenous categories, with eleven (11) Level One Categories designed to cover all acts or events that constitute a crime within the scope of the ICCS. Below reflects the categorization of offences committed in 2021 that were brought to the attention of the Barbados Probation Service (see Appendix for ICCS background information).

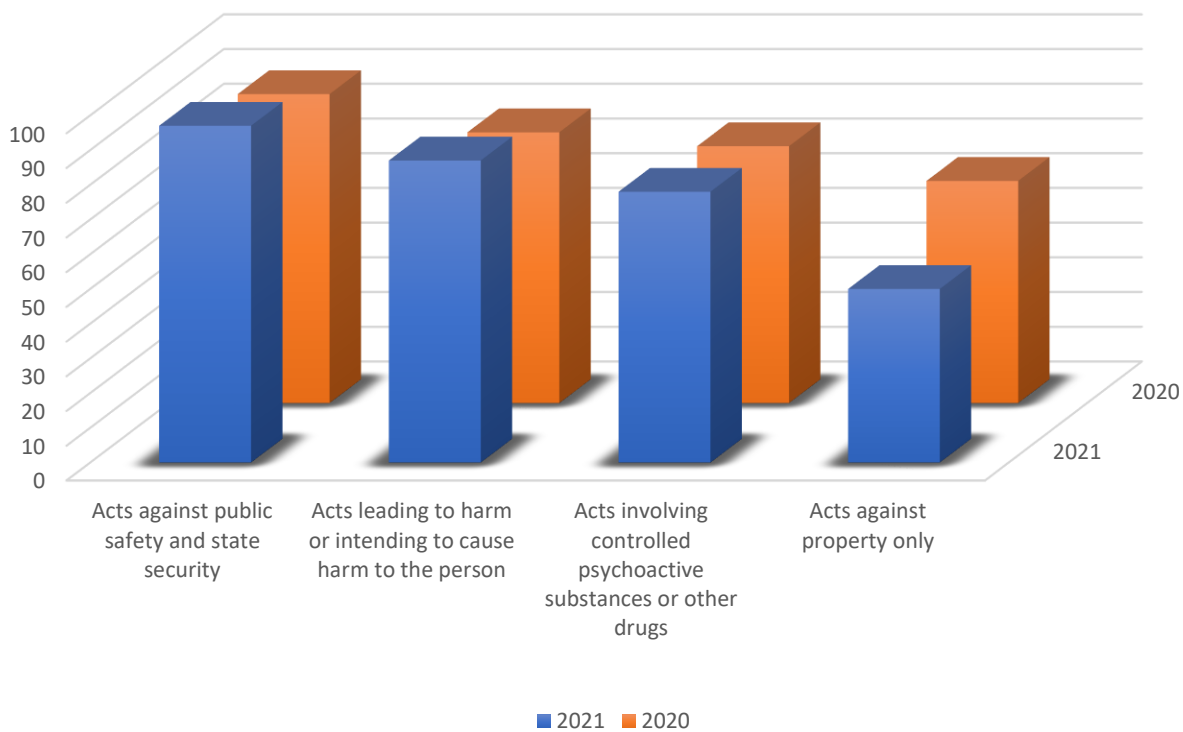
Level One Categories		2021
1	Acts leading to death or intending to cause death	9
2	Acts leading to harm or intending to cause harm to the person	87
3	Injurious acts of a sexual nature	3
4	Acts against property involving violence or threat against a person	9
5	Acts against property only	50
6	Acts involving controlled psychoactive substances or other drugs	78
7	Acts involving fraud, deception, or corruption	8
8	Acts against public order, authority, and provisions of the State	15
9	Acts against public safety and state security	97
10	Acts against the natural environment	0
11	Other criminal acts not elsewhere classified (wandering, camouflage, sacrilege)	8

¹ UNDOC, International Classification of Crime for Statistical Purposes, Version 1.0

Offences

Most of the offences for which pre-sentence reports were written involved offences of acts against public safety and state security (n=97) which encompasses possession of firearm and ammunition, followed by acts leading to harm or intending to cause harm to the person, inclusive of assault and wounding (n=87). Acts involving controlled psychoactive substances or other drugs (n=78) and acts against property only (n=50) were the other predominant re-occurring offences. These trends were consistent with 2020 statistics.

**Pre-sentencing Reports Ordered by the Courts
2020-2021 by Offence**



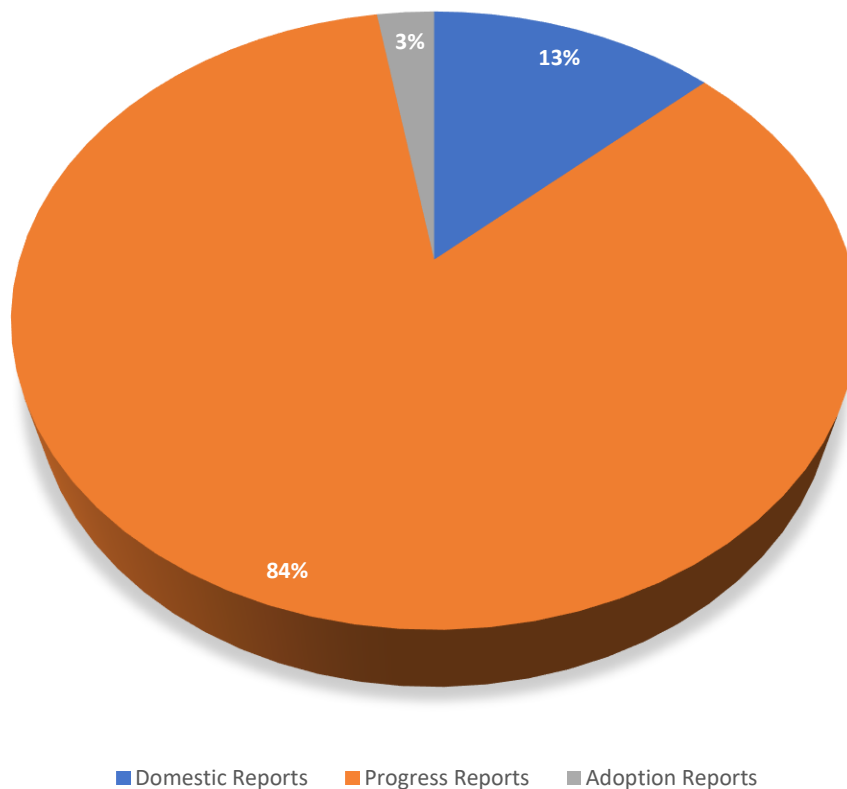
Other Specialized Reports

In addition to pre-sentencing reports, the Barbados Probation Service also provides the courts with domestic reports as well as adoptions and offender progress reports.

The Barbados Probation Service facilitates the active engagement of parties in resolving family conflicts. Officers focus on preservative mechanisms to conserve family life and reconcile differences in a manner that is helpful to all parties involved.

Domestic reports encompass matters pertaining to maintenance, social enquiry reports arising from family matters, protection orders, access, and adoptions. For the period, thirty-five (35) domestic reports were prepared and two hundred and twenty-three (223) progress reports were submitted to the courts in relation to offenders on probation.

Specialized Reports 2021



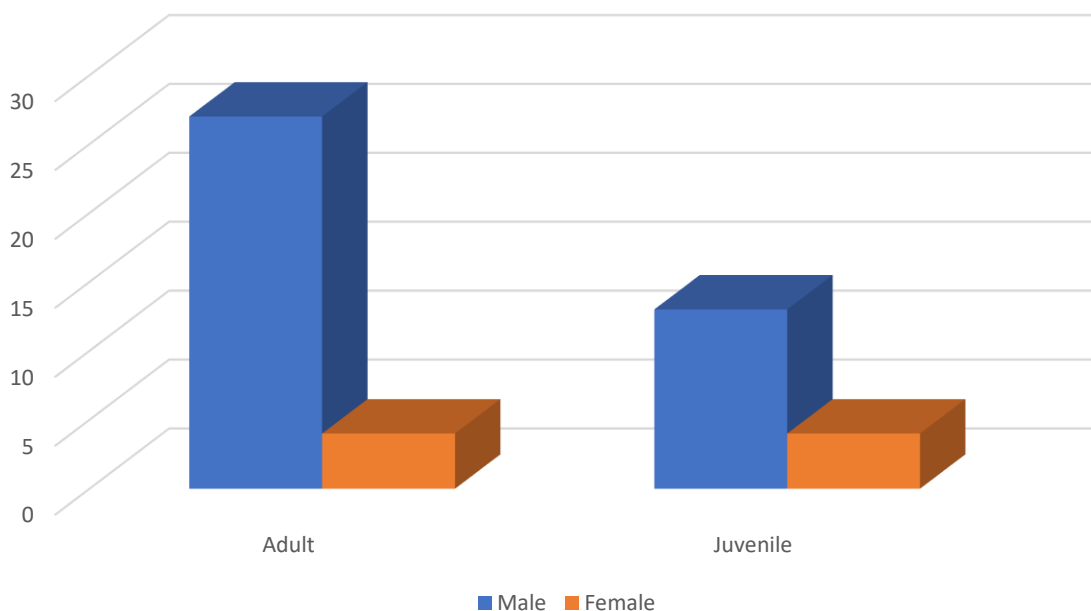
Offender Supervision and Management

The Barbados Probation Service continued to apply a blended approach to supervision, a combination of face to face and remote contact. Lessons learned from the Covid-19 pandemic revealed that a one size fits approach could not be applied to persons placed on probation. Further, the recognition of the importance and robust nature of face-to-face supervision as the foundation to build rapport as well as identify and address potential health issues and monitor the associated risks was brought to the fore. Officers applied a balance of risk against the needs of social distancing, prioritizing offender management and risk supervision.

Remote supervision was not used on its own but to buttress face-to-face supervision and applied when an offender was encountering health challenges, had family responsibilities and to circumvent the associated costs with travel. Offender access and competencies with respect to technology were also addressed.

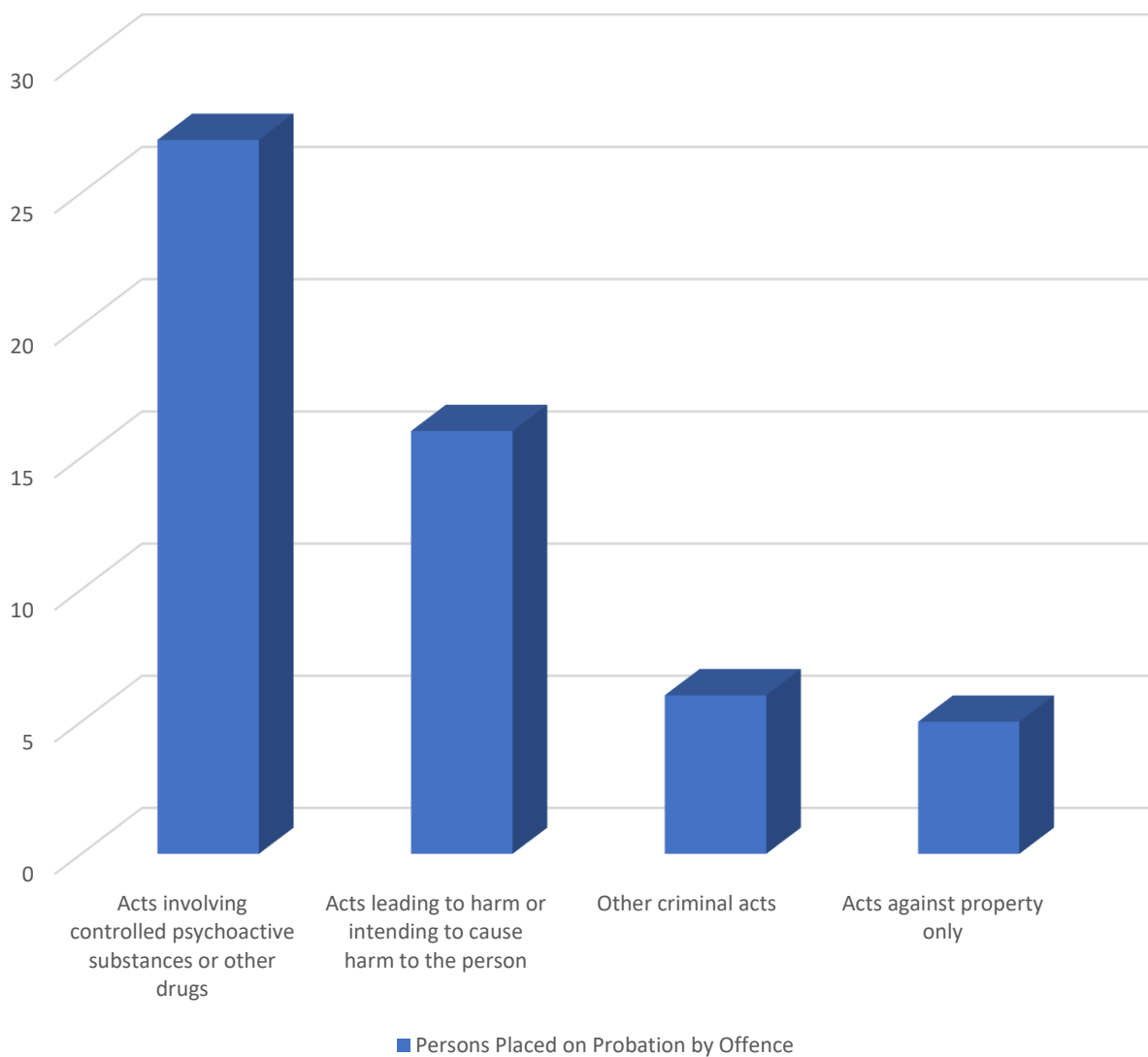
For the period of review forty-eight (48) persons were placed on probation, eight (8) females and forty (40) males. This marked a 59% decrease from 2020.

Persons Placed on Probation 2021



Crime trends during the Covid-19 pandemic indicated a reduction in property crime (theft, burglary) largely as a result of the stay-at-home orders and imposition of curfews. The majority of offences for which persons were placed on probation were for acts involving controlled psychoactive substances or other drugs (44%) and acts leading to harm or intending to cause harm to the person (26%).

Persons Placed on Probation 2021 by Offence

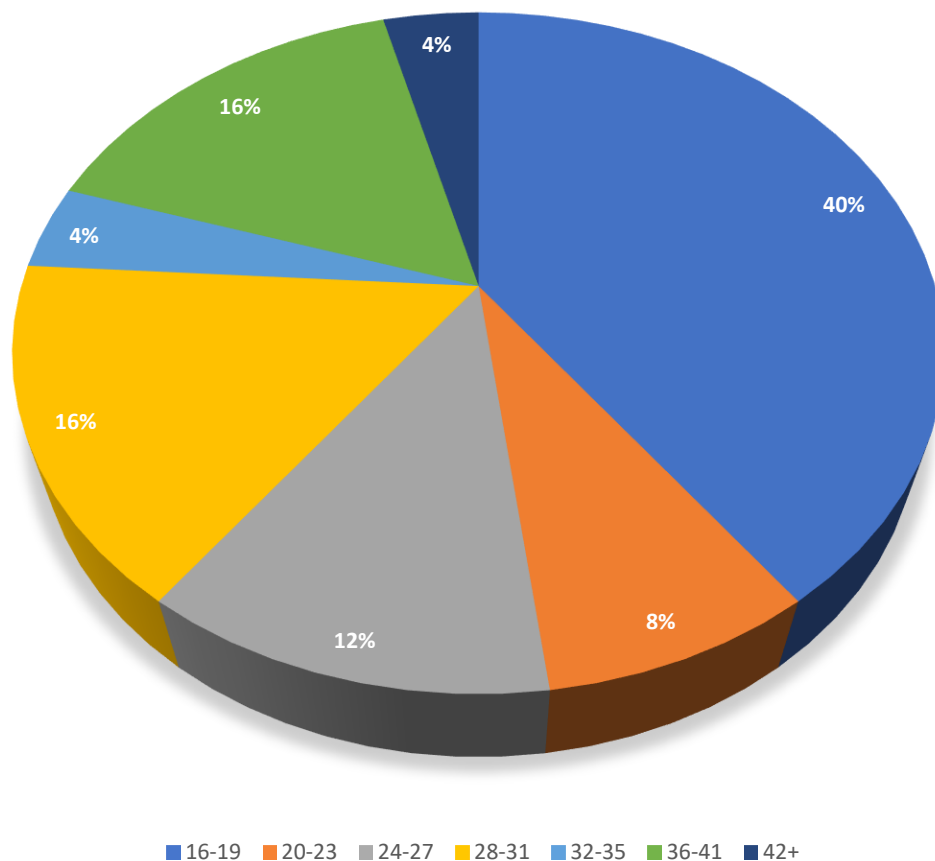


Adult Supervision

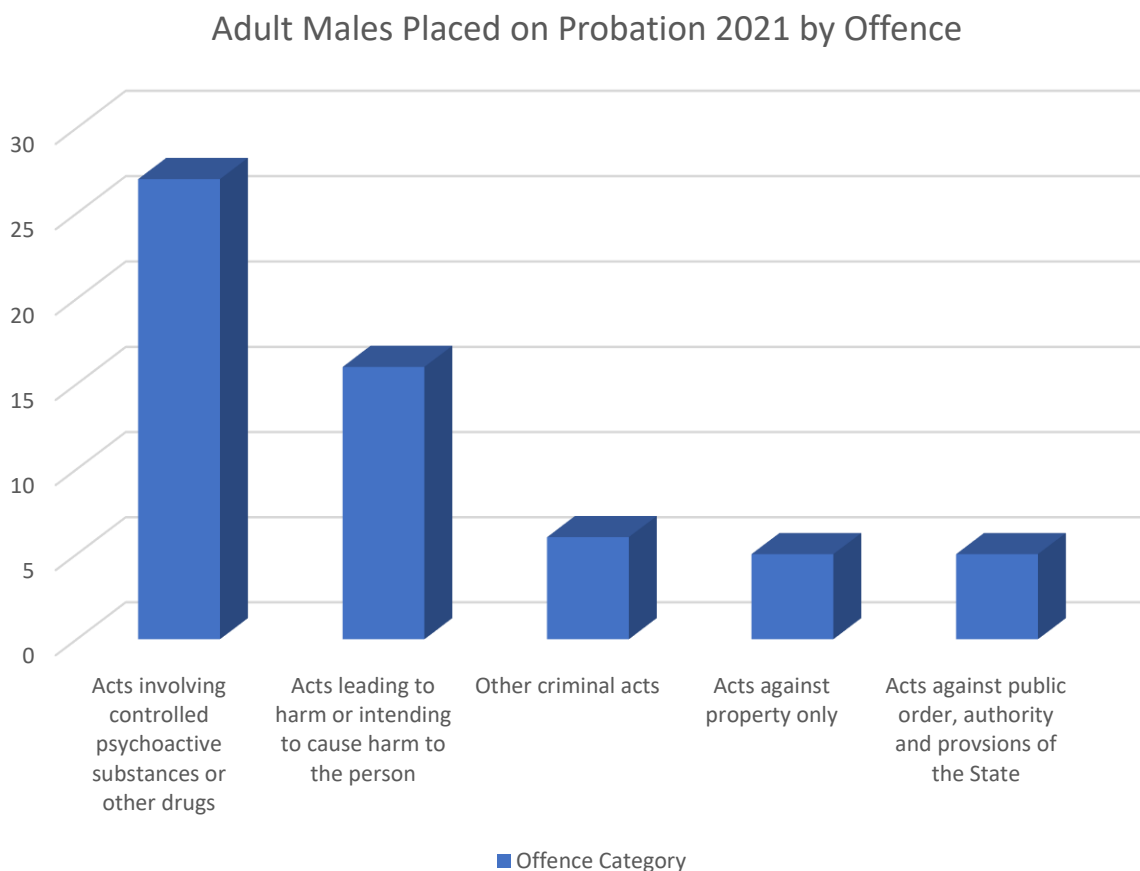
The work of the Barbados Probation Service is of paramount importance and performed effectively, can increase public safety by effecting positive change in people's lives. The application of the risk, needs, responsivity model in supervision seeks to steer offenders away from further criminal involvement as well as closely monitor intransigent offenders ensuring intervention before further harm is caused.

In 2021 twenty-seven (27) adult males were placed on probation with the majority of offenders between the ages of 16-19.

Adult Males Placed on Probation 2021 by Age

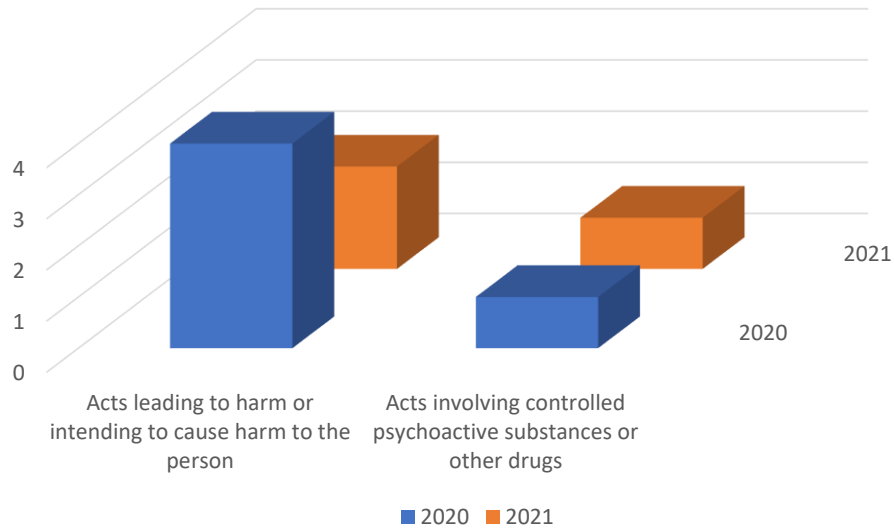


Most of the offences committed by the adult males were acts involving controlled psychoactive substances or other drugs, followed by acts leading to harm or intending to cause harm (e.g., assault, wounding) and other criminal acts.

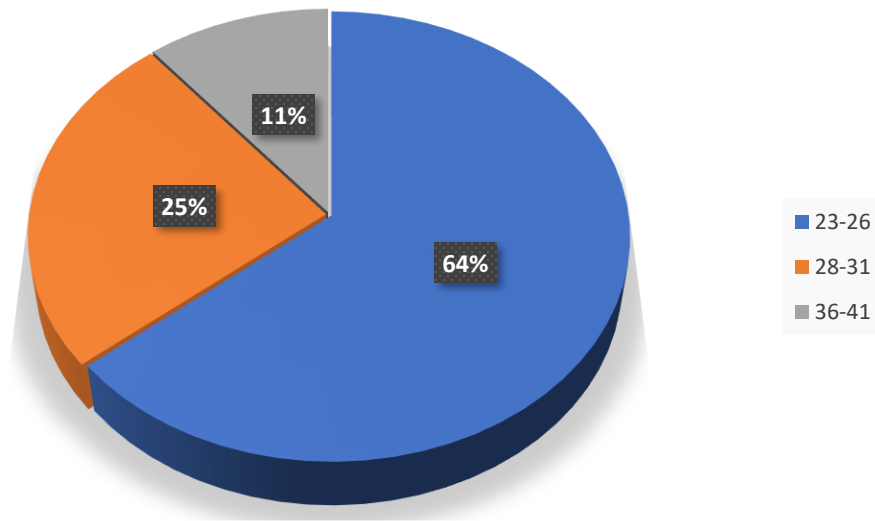


For the same period four adult females were place on probation, a decrease of fifty-seven percent (57%) from the previous year. However, the nature of offending and age group for the female population remained consistent with trends seen in 2020. Most of the offences were acts leading to harm or intending to cause harm to the person followed by acts involving controlled psychoactive substances or other drugs.

Adult Females Placed on Probation 2020 and 2021 by Offence



Adult Females Placed on Probation 2021 by Age

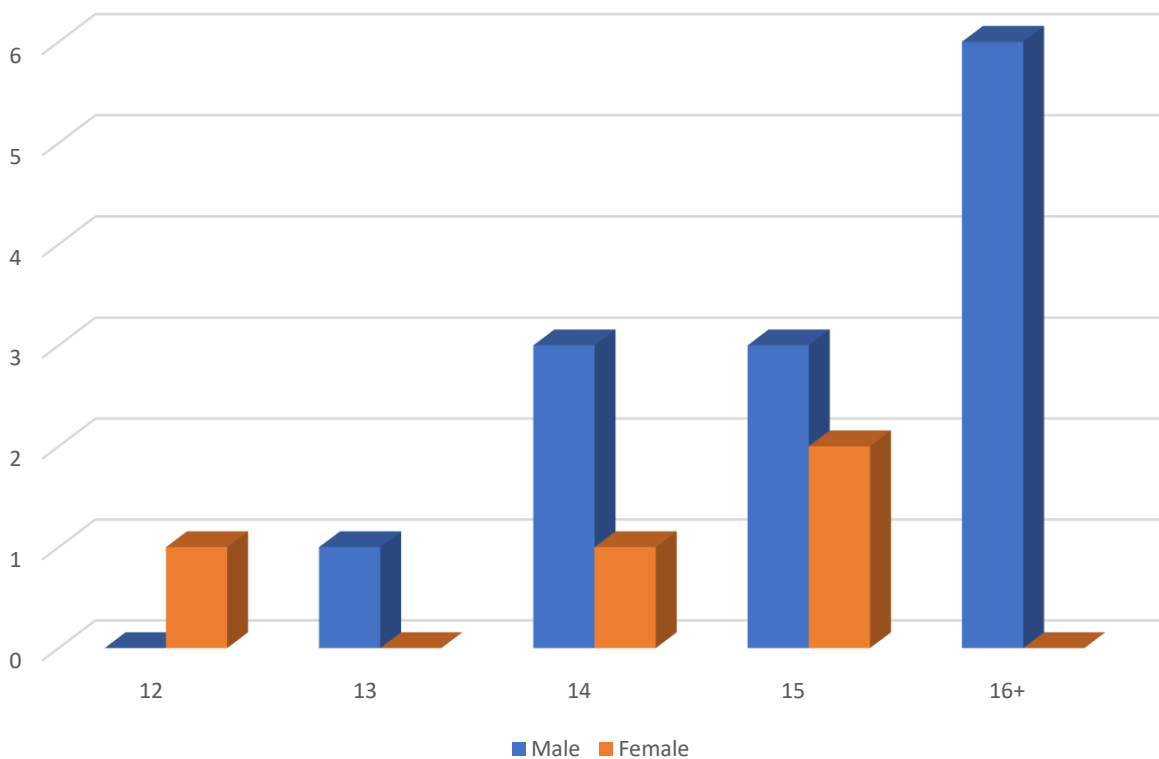


Juvenile Supervision

For the safety and well-being of the youth, families, and communities served by the Barbados Probation Service, officers sought to return to making face-to-face contact in the field. Home visits were used to re-engage with the youth and their families and continues to remain a priority. Officers conducting field visits maintained social distancing, situational awareness, and safety positioning while in the field. Officers also sought to ensure that juveniles and their caregivers always followed social distancing guidelines during the visits, while ascertaining any challenges, speaking with the juvenile's caregiver and addressing any issues or concerns.

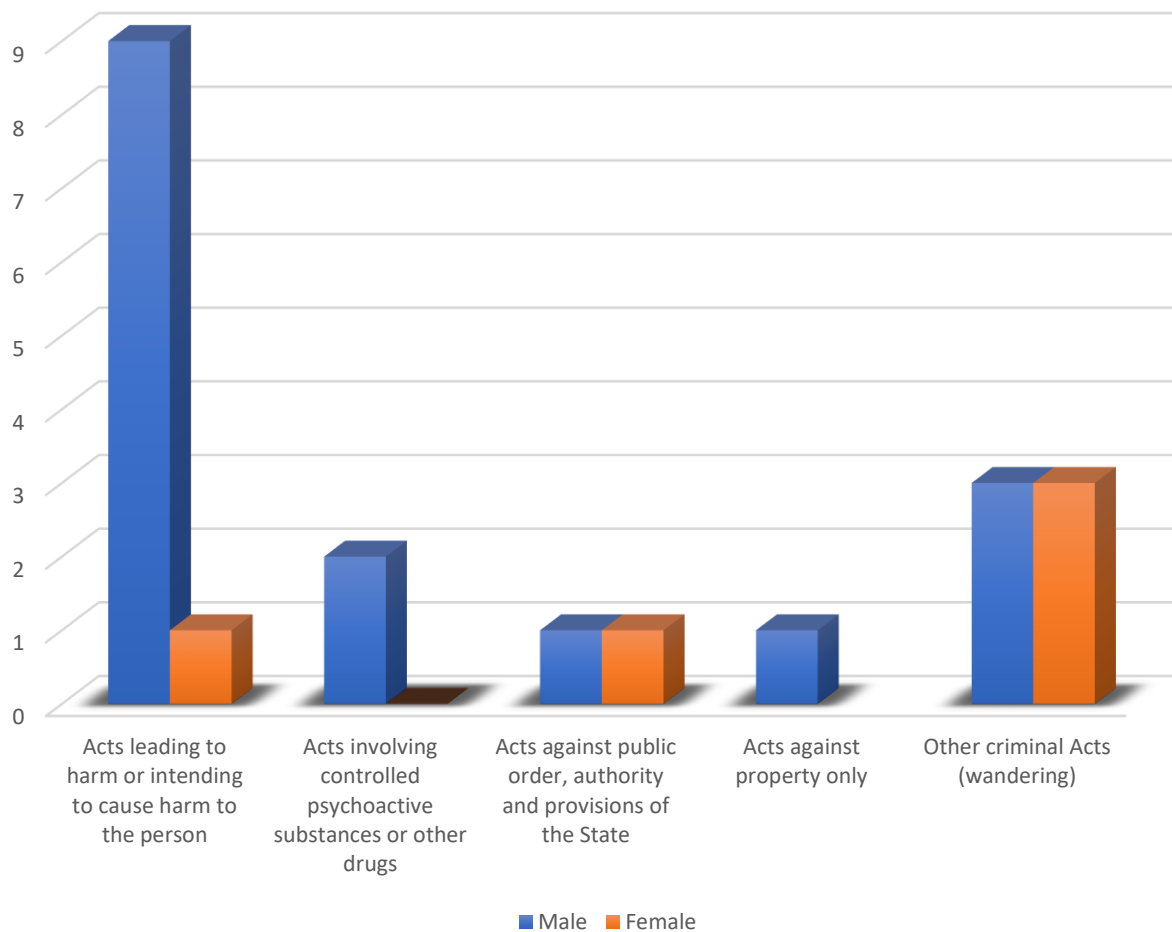
For the period of review six (6) male juveniles who had their matters adjudicated were adults (16+) when sentenced.

Juveniles Placed on Probation 2021 by Age



Male juveniles continue to be the dominant offending group with the propensity for offending increasing with age. The most prominent offences were acts leading to harm or intending to cause harm to the person followed by acts against property only and acts involving controlled psychoactive substances or other drugs. In contrast, while the female offending population is relatively small, acts leading to harm or intending to cause harm to the person and the status offense of wandering without proper guardianship were the most predominant offences.

Juveniles Placed on Probation 2021 by Offence

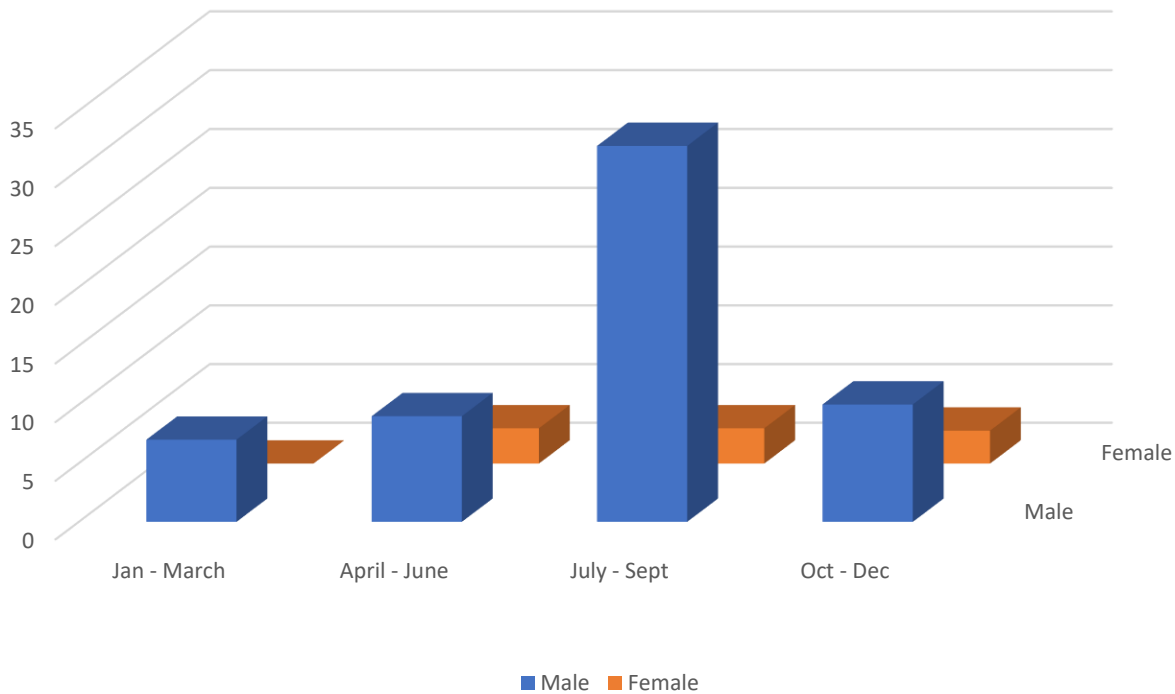


Community Service

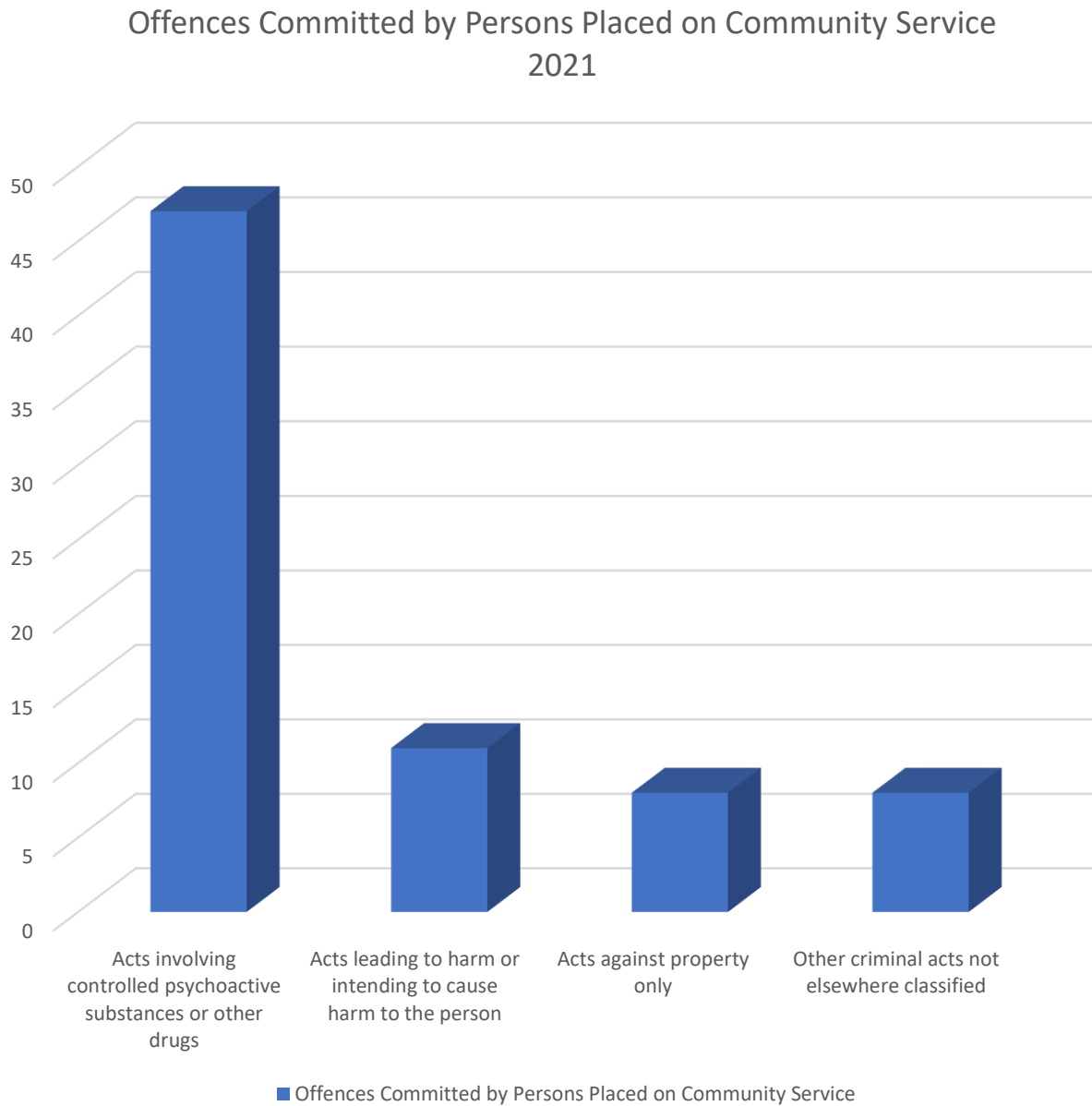
Community service is unpaid work by an offender performed within the community for a government, civic or non-profit organization. The offender is required to complete a specified number of hours between eighty (80) and two-hundred and forty (240) within a time frame, not to exceed one year. Community service attends to the sentencing goals of punishment, reparation, restitution, and rehabilitation.

Sixty-six (66) persons were placed on community service for the year, a decrease of twenty-one percent (21%) from 2020. The sharp decline in community service orders was attributed to the fluctuation in Covid-19 cases and the inability of many of the facilities to be able to accommodate community service clients given the safety protocols and the confines of the institutions.

Community Service Orders 2021



Most of the offences for which individuals were placed on community service included acts involving controlled psychoactive substances or other drugs (59%), followed by acts leading to harm or intending to cause harm to the person (14%) and acts against property only (10%).



Community Outreach and Training

2021 marked the 75th Anniversary of the Barbados Probation Service. Unfortunately, the Covid-19 pandemic curtailed all activities. The Department did however invite all key stakeholders and the public to attend a virtual church service to commemorate the occasion.

Despite the challenges of the year amidst the operating environment of the Covid-19 pandemic, the Barbados Probation Service continued to deliver core business services and implemented a case management supervision software. Thus allowing the coordination, communication and tracking of probation processes for all clients. Officers received comprehensive training and follow-up peer support through the transitional process.

Departmental Programmes and Camps

Traditionally the Barbados Probation Service hosts a suite of programmes and camps to address critical themes pertinent to persons who seek the services of the Department. Unfortunately, all of the 2021 programmes were cancelled as a consequence of the Covid-19 pandemic. The suite of programmes generally offered by the Department include:

Girls Empowerment Circle

Designed to cater to the needs of female probationers between the ages of twelve (12) and sixteen (16). Girls Empowerment Circle seeks to empower the participants to actualize their own personal goals and motivate them to change and challenge self-destructive and potentially harmful behaviours. The outcomes manifest in well-rounded adolescent girls who understand and value themselves and persons whom they encounter.

AS MAN

The aim of the AS MAN (Acquiring Skills Men Actually Need) programme is to divert young male offenders between the ages of twelve (12) and sixteen (16) on probation who were assessed as presenting a medium to high risk for further offending. By equipping them with the necessary

knowledge and skills, which would enable them to ‘think first’ and consider the consequences of their actions, the programme is consistent with the Barbados Probation Service’s mandate and core principles to protect the public and reduce the incidence of recidivism.

AS MAN II

“Level Up” (AS MAN II) is a developmental programme targeting male probationers between the ages seventeen (17) and twenty-six years (26) who present with moderate to high criminogenic risk factors. These risk factors include family and peer relationships, education and employment, environments supportive of crime, poor use of leisure time, substance abuse, and reproductive health.

Transitions Unit

The Department provides counselling for juveniles who display problematic behaviours at home, at school and in the community. The Transition Unit is a diversionary group providing educational and counselling services to a mixed gender group of adolescents between the ages of eleven (11) and fifteen (15) who are referred to the Department. The group is designed to help guide at risk youth to a diversionary path that would reduce likelihood to offend through targeted skills development.

Summer Camp

The summer camp facilitated by the Barbados Probation Service provides educational experiences for clients of the Department during the summer recess. The provision of a summer camp for clients of the Probation Department is predicated on the reality that use of leisure time is a key determinant of the risk of offending and indeed re-offending; since the summer is a significant period during which teenagers are often unsupervised, positive use of such time is desirable.

Prison Aftercare and Welfare

The Barbados Probation Service works closely with the Barbados Prison Service to monitor the welfare of inmates' families during custody by acting as an external link between inmates and their families when the need arises. The Department also recognizes the importance of providing quality service to the incarcerated population post release and as a result case management plans are devised for inmates prior to release.

The aim of Prison Aftercare and Welfare (PAW) is to promote rehabilitation and integration using effective programmes, counselling, and social support networking. The intervention seeks to increase offenders' motivation to change, through understanding of the genesis of their offending behaviours. Our mandate is to foster healthy attitudes in addition to equipping persons with the necessary skills with the hope of reducing the incidence of recidivism.

Objectives:

- Assisting a released individual to overcome their current challenges.
- Extending help, counselling, guidance and support.
- Impressing on the individual to adjust his/her habits attitudes, approaches, and values to a rationale appreciation of social responsibilities, obligations, and the requirements of community living.
- Helping the individual to make satisfactory re-adjustments with his/her family, community and work environment.
- Assisting in the process of the individual's physical, mental, vocational, economic, social and post-release transition and ultimate rehabilitation.

While Barbados does not currently have a system of parole, previously incarcerated individuals actively engage the post release services offered by the Barbados Probation Service. Within the context of the Covid19 environment, the Department actively supported the previously incarcerated in their transition back into society and extended community assistance by providing linkages to appropriate support services.

Community Outreach

The Barbados Probation Service's community outreach programmes enable the Department to maintain contact with the public in addition to building safer communities. These efforts are reinforced through linkages with members of the communities, non-governmental organizations, and educators. While the Department has ongoing relationships with many organizations, outreach initiatives were discontinued for the 2021 period due to safety protocols surrounding Covid-19.

Appendix

The nature and purpose of the International Classification of Crime for Statistical Purposes²

The International Classification of Crime for Statistical Purposes (ICCS) is a classification of criminal offences which is based on internationally agreed concepts, definitions and principles in order to enhance the consistency and international comparability of crime statistics and improve analytical capabilities at both the national and international levels.¹

The ICCS provides a framework for the systematic production and comparison of statistical data across different criminal justice institutions and jurisdictions. This means that the ICCS is applicable to all forms of crime data, whatever the stage of the criminal justice process (police, prosecution, conviction, imprisonment) at which they are collected, as well as to data collected in crime victimization surveys.

At the international level, the ICCS improves the comparability of crime data between countries. Standardized concepts and definitions allow for the systematic collection, analysis and dissemination of data, and also respond to the demand for in-depth research and analysis of transnational crime. At the national level, the ICCS can be used as a model to provide structure and organize statistical data that are often produced according to legal rather than analytical categories. Moreover, the ICCS can harmonize data across domestic criminal justice institutions (police, prosecutions, courts, prisons) and across different data sources (administrative records and statistical surveys). Likewise, the ICCS can be used as a tool to standardize data from sub-national entities that may have different statistical systems or legal frameworks.

The need for an international classification of crime³

Reliable crime statistics are critical for measuring changes in crime levels, monitoring state responses to crime, evaluating policies and understanding the various facets of crime in different contexts. Often, raw data from different stages of the criminal justice process are available, but the purposeful collection and organization of these data into statistical form is required to produce valuable information for use in decision-making. The comparison of crime statistics across time, between countries or with other available statistics is particularly difficult due to the lack of standardized concepts and the absence of an internationally agreed statistical framework to make

² UNDOC, International Classification of Crime for Statistical Purposes, Version 1.0

³ Ibid pg. 7

such comparisons possible. UNODC, International Classification of Crime for Statistical Purposes, Version 1.0

To illustrate, various data sources, often within the same jurisdiction, use different definitions and concepts to organize crime data which are often based on legal rather than statistical principles. This close and intertwined relationship between legislation and statistics creates problems from an analytical perspective: statistical data are often organized and categorized according to legal provisions, such as articles in legal or penal codes, which are not always relevant from an analytical standpoint. Furthermore, comparability across time and jurisdictions can be hampered by changes in legislation and, for example, by the fact that the same act can be criminalized under very different legal provisions in different countries or may be considered a criminal offence in one country but not in another.

The ICCS addresses these issues by providing a methodological and statistical standard and a common definitional framework to improve data quality and comparability. Offences are grouped in a meaningful and systematic way, resulting in an improvement in the capability to produce, disseminate and analyse crime data accurately in order to inform the public and tailor policies and programmes in the areas of crime prevention, rule of law and criminal justice reform.

The criteria used to build the ICCS⁴

Criminal offences can be seen, and classified, from a multitude of angles: their impact on victims, the way they have been perpetrated, the offender's motive and the seriousness of the offence, to name but a few. In building the classification, priority has been given to criteria which are particularly relevant from a policy perspective: the ICCS categories, and the data produced accordingly, should provide information that can be easily understood and used when developing crime prevention and criminal justice policies. For example, data organized along the lines of the ICCS should provide answers to questions on trends and comparisons regarding acquisitive crime, or crime of a sexual nature, or on more complex constructs such as financial crime or offences committed by organized criminal groups. A number of criteria have been used to build the hierarchical structure of the ICCS, in the attempt to build categories that can respond to a variety of information needs. In particular, the following criteria have been used to form categories of the ICCS:

- policy area of the act/event (protection of property rights, protection of health, etc.)
- target of the act/event (e.g., person, object, natural environment, State, etc.)

⁴ Ibid pg.12

- seriousness of the act/event (e.g., acts leading to death, acts causing harm, etc.)
- means by which the act/event is perpetrated (e.g., by violence, threat of violence, etc.).

Based on these criteria, criminal offences can be grouped in homogenous categories, which are aggregated at four different hierarchical levels: Levels 1, 2, 3 and 4. There are 11 Level 1 categories designed to cover all acts or events that constitute a crime within the scope of the ICCS. Criminal offences at Levels 2, 3 and 4 can be summed to provide observations at more aggregated levels, while observations at higher levels can be subdivided into lower-level categories.