



OPERATING

LOCALLY ...

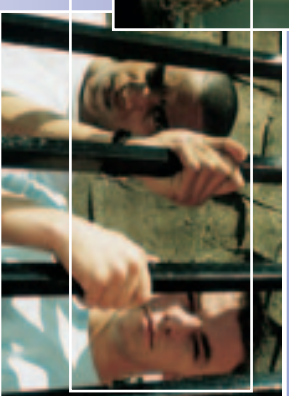


IMPLEMENTING

REGIONALLY ...

INFLUENCING

NATIONALLY ...





Phil Tarbuck
POPS Chair of the Board of Directors

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Defining our Identity

It is very satisfying to make this contribution to the Annual Review and to pay tribute to the way the Board of Directors have achieved a new level in improving the way it discharges its responsibilities.

This year, POPS Board has established a more helpful pattern of meetings. The Board is now meeting quarterly but members have also elected to serve on sub-groups that have engaged different issues such as human resources and financial review and forward planning. It is my belief these structures will serve us well. For all this work it is an opportunity for me to express thanks and to do it formally in the annual review. My thanks to all the Board of Directors.

POPS Annual Reviews are an excellent medium for mapping the progress that has been made over the years. The last Annual Review was explicit in celebrating our success over 15 years and our thematic conferences each year, all with their own revealing title. I want to suggest that this year breaks with the past, and in a significant way. I am not going to attempt an explanation, but it has been striking to me, both at the formal meetings and our new Head Office that POPS is changing the way it defines her identity. The change now is that POPS is beginning to be challenged to say what it will become! It is a new, brave way of engaging corporate self-awareness.

At a time of so much structural change in the Criminal Justice System, POPS is now envisioning her future. I hope that you will want to join with me in seeking to meet this challenge, discovering ever more what is the significance of relationships and what we are coming to know now as “family ties”. We have much to do.

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Farida Anderson MBE
Chief Executive



Doing what we do best...

I would like to welcome readers to another POPS Annual Review in which we highlight our achievements from the previous year.

In “new business” terms we have embarked upon a range of exciting new projects including funding from the Department of Further Education and Skills for a worker to be placed at HMP Risley and monies from Community Justice Intervention Programme to provide a support worker for families living in the Trafford region who may be concerned about drug use within their families.

We have also achieved:

An additional two Visitor Centres, NVQ achievements by staff, Investors in People status, two additional Black prisoner groupwork programmes and our 1st Criminal Justice Awards ceremony

Our financial records demonstrate significant improvements enabling POPS to develop into new areas

We have made international links with visits to POPS by a High Court Judge and Chief of Police from China and from Helen Bowen who leads in Restorative Justice in New Zealand.

POPS has worked extremely well with our partner organisations within the public and private sector and especially with people in the community, and this review will inform how we have made a difference to people's lives.

Strategically, POPS has set itself very challenging objectives for **Operating Locally, Implementing Regionally** and of course **Influencing Nationally**.

However, POPS also has powerful vision and ensures that all stakeholders play a vital role in assisting POPS in doing what it does best.

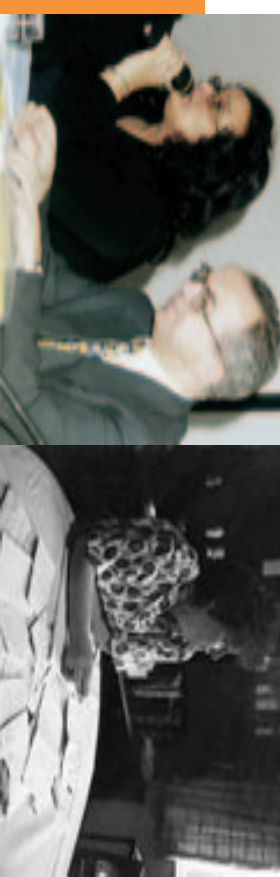
This Annual Review celebrates many achievements but there remains much to be done especially in securing further funding to continue our work.

POPS is a dynamic organisation and this past year has evidenced the considerable amount of hard work and dedication that POPS receives from its staff and volunteers. I would like to thank everybody for making the year so successful.

Mission Statement

“POPS aims to provide a variety of services to support anyone who has a link with someone in prison, prisoners and other agencies. POPS provides assistance to these groups for the purpose of enabling families to cope with the stress of arrest, imprisonment and release”

Local... Regional and National



POPS is a unique organisation with regard to the services it provides. We operate **Locally** and the effects of our work are amplified **Regionally**. We also influence **Nationally** and even **Internationally**!!!

POPS Operating Locally... our Family Services provide support through the following staff roles

- Family Link Worker HMYOI Hindley
 - Family Case Worker, Head Office
 - Marriage and Relationship Support Worker HMP Risley
 - Family Support Worker (drugs) CJIP Trafford Team
- and also our free phone Prisoners Families Helpline 0808 808 2003**

HELPED
4096
FAMILIES

Influencing Nationally...

POPS puts policy into action, as our Chief Executive and/or Director influence and advise all these groups:

- Race and Diversity Training and Advisory Group (RADTAG)
- National Offender Management Advisory Group
- NACRO
- National Body of Black Prisoner Support Group
- Alliance for Reducing Offending
- Resettlement Pathway – Family and Social Support (Chair)
- Race Equality Action Group, Prison Service Headquarters



POPS implementing Regionally... our Black Prisoner Support Project provides

- Mentoring for Black offenders
- Black Prisoner Casework
- Prison issues support for Black offenders
- Support forums, i.e. Black Men's Forum
- BPSP Football team

HELPED
OVER 100
OFFENDERS

Black Prisoner Group work

- Black History Month
- Role play
- Workshops
- Group discussions

HELPED
OVER 200
PRISONERS

POPS OUTREACH SERVICES and Visitor Centres reaches in excess of 300,000 prisoners families providing...

- Emotional support
- Play areas – crèche
- Comfortable waiting areas
- Practical information and advice
- Tea Bar

HELPED
10,265
FAMILIES



• HMP MOORLAND • HMP LINDHOLME • HMPYOI DONCASTER • HMP WEALSTUN • HMP LIVERPOOL • HMP KIRKHAM • HMP RISLEY • HMP LIVERPOOL

• 3E7GNIH IOYWH • KNBV LSEBFO IOYDWH • 7TVH YETKCB DMH •

FREE PHONE PRISONERS FAMILIES HELPLINE 0808 808 2003



Talk Box...

These are two case studies illustrating the services we offer and how they improve the lives of offenders and their families.

Family Case Worker, Stacey Widdall



Mrs A contacted POPS after discovering that her partner had been sentenced to long term imprisonment. She had no experience of the Criminal Justice System or how prisons worked. An information pack was sent together with an introductory letter introducing our organisation and inviting Mrs A to attend our offices.

Mrs A subsequently attended our offices. She was confused as to why her partner hadn't been categorised and why he was still in a local prison, 10 weeks after his sentence. The categorisation and allocation process was discussed.

Mrs A then showed me a letter that she had received from her partner a couple of day prior to her visit. She was concerned about the contents of the letter, as it expressed some remarks about suicidal thoughts, Mrs A informed me that her partner had a history of self harm.

Discussion took place about the implications of disclosing her concerns, but she felt it was important to do so. I contacted the Governor and highlighted these concerns. I was told that the inmate was already on the healthcare wing, as a member of staff monitored Mrs A's partner and the decision to open a '2052' file was made.

Having made this contact with the prison, Mrs A stated she felt relief in sharing this information and that her partner was receiving appropriate care and attention.

In this case POPS were able to act as an advocate and support Mrs A. It was important to share this information, which the authorities may not have been aware of. Mrs A's partner has now been transferred to an establishment to suit his needs.

Mrs A continues to receive support from POPS.

Richard Warren, BPSP Mentor for Black Offenders within the community



I have been working with Mr Y since he was released from custody in December 2003, helping him with his issues about his resettlement back into the community.

Upon release his first priorities were to work towards gaining employment and securing permanent accommodation.

Firstly, I arranged for him to go to the Employment Regeneration Partnership (ERP) to try and get him back into work. Staff from ERP and myself assisted him with putting together his CV, so he could start applying for jobs. However, he was restricted to which hours he worked due to curfew time at his accommodation at a local hostel.

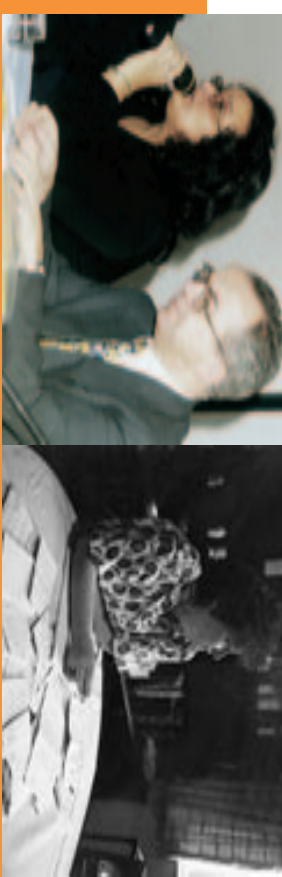
Accommodation was the next issue we needed to tackle. With a bit of hard work I managed to help him get a place with English Churches Housing. He became the resident representative and started on courses which earn him certificates in 'Community Training Initiative' and also the European Driving Licence.

He eventually found employment working in a warehouse in the morning and doing accounts in the evening. Mr Y has been very successful with his reintegration into the community and he has recently received a letter from Manchester City Council agreeing to re-house him. They have now offered him permanent accommodation of his own.

Mr Y has reached all targets we initially set but I still keep in close contact with him and offer him all the support I can.

The difference we can make

Every Child matters... they are the future



Play Areas

Over 125,000 children in the UK have a parent in custody. POPS has recognised that children of prisoners are a vulnerable group. Hazel Blears (Home Office Minister) recently issued a statement of her plans to address the risks that children of prisoners face with regard to potential offending behaviour.

"About 125,000 kids have got a dad in prison. That's a huge risk factor. Something like 65 per cent of those kids will end up in prison themselves. We need to track children who are most at risk. We can predict the risk factors that will lead a child into offending behaviour".

Hazel Blears, Home Office Minister. (17/08/04)

"Escape for children in a stressful environment"

"Through play children understand what it means to be in prison"

"A play area encourages parents to bring their children to prison visits"

POPS has been thinking ahead of the game for the past 16 years. We have been trying to meet the needs of children of prisoners, by providing them with play areas. We currently have 10 play workers and 6 play areas, which provide a fun and safe environment in prison visiting rooms, to help children of prisoners to cope with the stress of a family visit.

"Events like Fathers Day allow children to maintain bonds with their parents"



"Prison becomes a less scary environment to visit"



"Fun for all"

"Positive learning environment"



"Children are relaxed when visiting their family member"

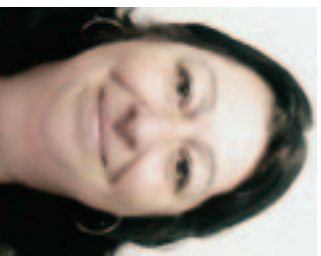




Built on excellence...

Here at POPS we believe in the power of visionary thinking! Thinking outside the box has allowed POPS to grow and secure a bright future. Here are some of the new ideas POPS has implemented over the last year:

More helping hands



Adele Taylor, Relationship Support Officer based at HMP Risley

"I am excited at the prospect of working with both prisoners and their families..."

This project will provide continuous support to both prisoners and their families, enabling the maintenance of family ties and therefore reducing the risk of re-offending.



Aeron Christopher, Family Support Worker (Drugs) based at Criminal Justice Intervention Project CJIP (Trafford)

"I will be supporting the families of prisoners who have drugs problems... to give them emotional support and advice on any issues surrounding their loved one and drugs."

Reaching more families

The last twelve months have been both exciting and challenging, as POPS has taken on two new Visitors Centres at HMP Kirkham and HMP Risley.



Kaye Stoneley, POPS Visitor Centre at HMP Kirkham

"Since joining POPS the Visitors Centre has gone from strength to strength."

I recently represented POPS in the HMP Kirkham 'Lifers Day'. This was an event aimed at prisoners on life sentences and their families. Most of the prisoner's families recognised me and I provided a familiar and comforting face. We always offer every visitor support, which could be from providing useful information to making a cup of tea!"



Debbie Barrow, POPS Volunteer
"Families Who Needs Them? ... we do!" Project

POPS is running a course for people who have experienced supporting a loved one in custody. The project involves volunteers undergoing a 6-week training course to enable them to talk to young offenders at HM/YOI Hindley about the impact imprisonment has on their families.

"Even if I just help one lad, I feel the whole project was worth while"

Thinking outside the box

Equality and Diversity...



Diane Curry
Director

Striking the balance

The Black Prisoner Support Project has continued to provide services to Black offenders and to raise the awareness of their issues in a variety of policy forums.

The groupwork programme continues to develop and this year has seen HMP Wealslun and HMP Liverpool take up a partnership with POPS to provide monthly support sessions to Black prisoners. The focus this year has been on providing the men with information around Black History and some of the groups have been delivered by community based facilitators, Ishaq Heywood and Abdullah Channer.

In response to the CRE investigation into the death of Zahid Mubarek at HMYOI Feltham, the Prison Service has set up a Race and Equality Action Group (REAG), headed by Beverley Thompson OBE. POPS was invited to be part of a team that spent time in HMYOI Portland to assist them in providing appropriate care to a large percentage of young men from BME backgrounds. A community chef (Buzzrocks) from Moss Side was invited to work with kitchen staff at the Prison to inform them about preparation, seasoning and cooking of Cultural food.

A report was written by POPS Staff that will enable recommendations to be implemented by the staff at HMYOI Portland.





Race, not just a tick box

Learning together

In March of this year POPS hosted the conference on behalf of the National Body of Black Prisoners Support groups. This was an extremely well attended conference with speakers that included Phil Weatley, Director General Prison Service; Beverley Thompson OBE, Head of Race Equality Action Group and people who were prepared to share their personal experiences.

Mentoring

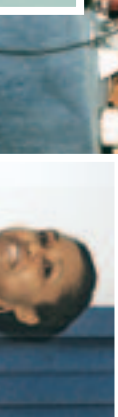
The mentoring project for African Caribbean men on Community Punishment and Rehabilitation Orders is continuing to develop and the Black Prisoner Project has now set up a football team which to date is unbeaten against teams that have included staff from the National Probation Service.

A monthly Black men's group has also been facilitated and is a support structure for mentees, ex-offenders and for staff. Issues such as parenting, relationships and "future plans" are discussed.

We have assisted over 100 Black prisoners and 15 mentees in the community. Issues covered have included assistance with CV's, enrolment in college, search for accommodation and employment.

New Initiative

The University of Central Lancashire has also awarded POPS funding to undertake peer led research. Black prisoners from HMP Risley are being trained in basic research methodology to enable them to gather information from other prisoners about the needs of Black drug users and how mainstream services can respond to them. A report highlighting the findings and recommendations will be ready in February 2005.



Pick of the bunch

Over the last year POPS has been fortunate to witness the success of our good practice. We would like to take this opportunity to celebrate our best in 2004.

Simply the Best

This year has seen POPS's first fundraising dinner dance. 'The Crystal Heart Criminal Justice Community Awards' was designed to recognise people whose day-to-day actions have made a difference to those who have been affected by the Criminal Justice System. We were privileged to have the actor Trevor Dwyer Lynch present the 7 awards of outstanding contribution to:

Jean Whitworth	Assistant RRLQ HMP Lindholme
Brian Anderson	Assistant Director HMPYOI Doncaster
Phil Tarbuck	POPS Chair for the Board of Directors
Viveen Taylor	Director Progress Trust
Ian McAdam	RRLQ HMP Manchester
Jeff Evans	Dep Governor HMYOI Thom Cross
Angela Boland	Family Link Worker HMYOI Hindley
Juvenile Induction Team	HMYOI Hindley



We are proud to announce that the event raised £4,500!

Trevor Dwyer Lynch (left) and Brian Anderson, Assistant Director HMP Doncaster

Quality Assurance

POPS now has recognition from the Investors In People Award (IIP). This achievement has been one that the whole organisation has contributed to by pulling together with teamwork, dedication and commitment of all staff. The report highlighted some positive points about the strong leadership and the commitment of staff.

"POPS staff team demonstrate excellent team work... this is due to the strong and encouraging leadership that was clearly evidenced"

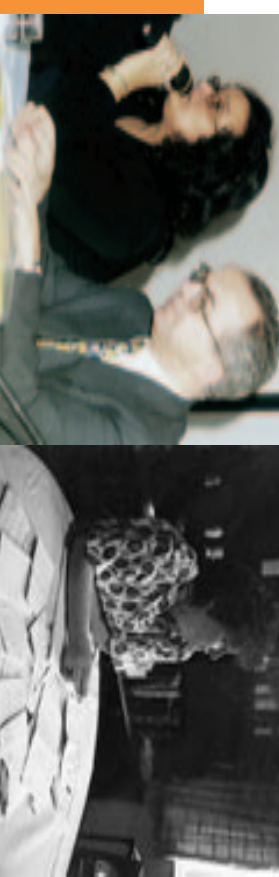
"All management are highly thought of and well respected... individual strengths are clearly identified and fully utilised within the organisation"

"People believe their contribution to the organisation is recognised..."

Investing in POPS

"...giving staff the opportunity to undertake NVQ qualifications in their relevant fields... provides increased confidence and skills and in turn enables staff to offer a better service"

"I am really pleased to say, that six members of staff have completed National Vocational Qualifications (NVQ) in Team Leader and Customer Service. We will continue to encourage our staff to undertake NVQ's and have nine members of staff earmarked for training in September 2004."





Promoting excellence

Here to Stay!

Ian Lockwood CBE (Assistant Director, NW Area Manager, HM Prison Service) took time out to cut the ribbon and officially open our new Head Office at POPS's Grand Opening in July 2004. The event was hugely successful and we had press coverage in the *Middleton Guardian*.



From left to right: Stacey Widdall, POPS Family Case Worker; Ian Lockwood HMP Assistant Director/North West Area Manager and Diane Curry, POPS Director

Charity of the Year!



From the Left: Bill Ashberry, Diane Curry, Farida Anderson MBE, Phil Tarbuck

POPS is proud to announce that we were nominated for 'Charity of the Year' at the *Charity Times Annual UK Charity Awards 2004*. The evening was spectacular and although we didn't win the award, we all felt like winners! POPS were in this category with The Blood Pressure Group, Sight Savers International and The Fairtrade Foundation (who incidentally won the award). We feel honoured at receiving recognition in the form of a nomination.

But look out for the next Charity Awards POPS is on its way up!

Name in the News

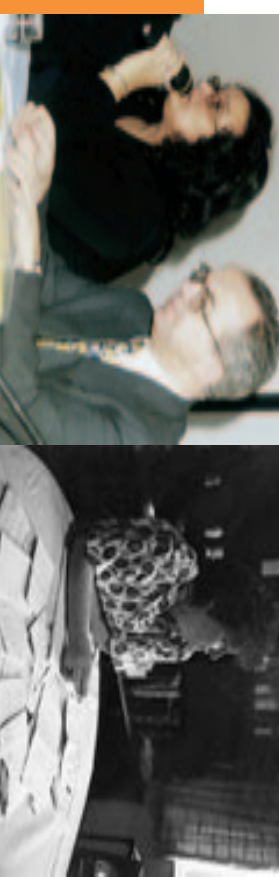
In the last year POPS has been featured in many articles in local and national newspapers and magazines. Here are some examples...

- Ian Lockwood CBE (Assistant Director, North West Area Manager HMP Service) cuts the ribbon at the POPS Grand Opening Day (*Middleton Guardian*)
- Diane Curry, POPS Director describes good practice in Moorland Prison. 'It's Black on the inside' (*Community Care*, August 2004)
- A week in the life of Carol Barber, POPS Visitor Centre Co-ordinator at HMP Forest Bank. 'I will do the Paper Work' (*Voices in Voluntary Action*, April 2004)
- 'Angela Boland, Role of a Family Link Worker', *Safer Custody 2004*
- Diane Curry describes a pre-release project that helps prisoners begin the process of disentangling themselves from the criminal justice system. 'Gangs: a high price to pay for belonging'. *CJM Spring 2004* (No.55)



Right moves...

Influencing Nationally...



Our Chief Executive and Director advises on different national councils. This allows POPS to influence nationally and voice the needs of prisoners and their families.

POPS influences and advises on:

RADTAG – Race and Diversity Training and Advisory Group – Board Member

The establishment of RADTAG is to assist in addressing and progressing it's responsibilities under CRE* Action Plan (*Commission for Racial Equality).

National Offender Management Advisory Group – Board Member

To assist National Offender Management Service Project Teams in their aim to clarify and implement the proposed new arrangements for offender management in NOMS.

NACRO – Board Member

NACRO (National Association for the Care and Resettlement of Offenders) is an independent voluntary organisation whose remit is to assist and meet prisoners' practical re-settlement needs.

National Body Black Prisoner Support Group – Executive Member and Chair

A body of representatives from the voluntary and community sector organisations which come together to discuss and share experiences of working with Black and Minority Ethnic prisoners and to raise awareness of the issues which affect Black prisoners within the prison system.

Alliance for Reducing Offending (ARO) – Board Member

ARO's primary focus is to develop policy proposals and lobby for policy change on Government's relations with the voluntary sector in our field.

Race Equality Action Group – Advisory Member

This forum is chaired by Beverley Thompson OBE. To address and progress the Prison Services responsibilities under the Commission for Racial Equality Action Plan.

North West Resettlement Strategy

The pathway with regards to Family and Social Support is chaired by our Director and is an opportunity to influence and liaise with agencies such as Greater Manchester Police and Manchester City Council.

Making friends...high places



Sharing what we do... internationally

The work POPS does is now reaching out internationally. We share our experiences, methods of good practice and gain an insight into the needs of prisoners and their families across the world. POPS is making links in over 10 countries and 4 different continents.

Chinese Delegates

POPS assisted and supported the Manchester Business School with a programme that offered a 2-week internship for 2 Chinese delegates, a High Court Judge and Chief of Police. Mr Wang Tao and Mr Li Guangming came to POPS on the 13th February 2004. We gave them an insight into the services we provide and the UK Criminal Justice System.

'What POPS has done is very creative.'

'We hope POPS and other criminal justice partners comprise a delegation to visit Wuhan and develop our friendship forever.'



International Community Justice Awards

In January 2004, Farida Anderson MBE was invited to join a panel of 6 judges from around the world in the Probation 2004 Reducing Re-offending – Cutting Crime 'International Community Justice Awards'. The judges decisions would bring international recognition to the actions taken by individuals and organisations that have really made a difference to their community in the battle to reduce crime.

Europe – ENSI

European Network for Social Inclusion (ENSI) was set up to follow new and unconventional ways working with disadvantaged people. A forum has been created where disadvantaged people can talk with policy makers and social workers about problems, experiences and visions. This year Farida Anderson MBE has represented POPS at the meeting in Holland.

In 2005 POPS will be attending ENSI meetings in England, Austria, Poland, France and Greece.

New Zealand

Farida Anderson MBE will be presenting a paper at the 'New Frontiers in Restorative Justice' conference, to be held in December 2004 in New Zealand. The conference will discuss the concepts of building a global alliance for restorative practices and family empowerment. Farida will be speaking about Restorative Justice and how this impacts on prisoner's families and the work that POPS undertakes with Black Offenders via our Black Prisoner Support Project.

Australia

On her way to New Zealand, Farida Anderson MBE is planning to visit a sister organisation in Adelaide, Partners of Prisoners. Partners of Prisoners is part of South Australia's non-government Offenders Aid and Rehabilitation Services. This visit will be an excellent opportunity to swap methods of good practice and gain experience from another perspective!

Making international links



Linda Rigby
Personnel and Finance Officer



POPS resources... still on the up

Finance Review

By recognising the key changes in the Criminal Justice System, Partners of Prisoners and Families Support Group (POPS) is aiming to continue the effectiveness of providing assistance to prisoners and their families. POPS has always been a proactive organisation and has a sensible approach to growth incorporating change with stability.

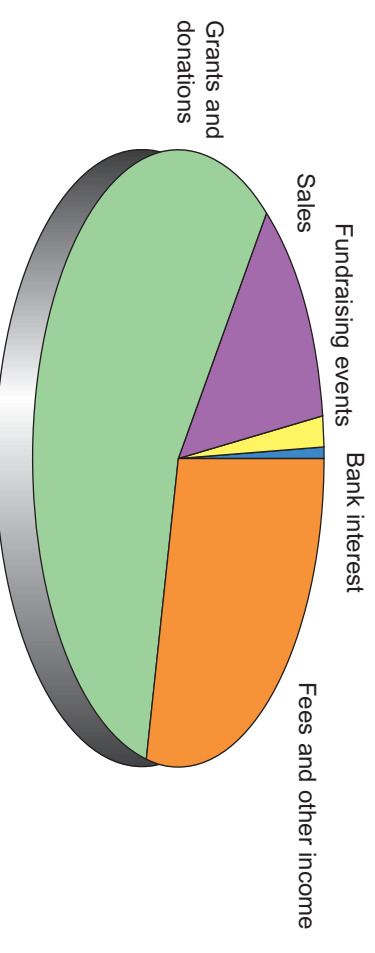
The major transaction of the year has been the acquisition of premises for the charity. This has coincided with an increase in activities, which has in turn increased our income and necessitated new expenditure commitments. The increase has mainly been associated with additional contracted work at HM Prison Service Visitor Centres.

POPS now has a more diversified range of sources for its funding and a review of grants is planned in order to spread the work of negotiation and sourcing of the future funding. This work has been made possible by the generous financial support received throughout the year and we would like to say a "big thank you" to all our funders.

A full copy of the audited accounts for year ended 31st March 2004 can be obtained from POPS Head Office.

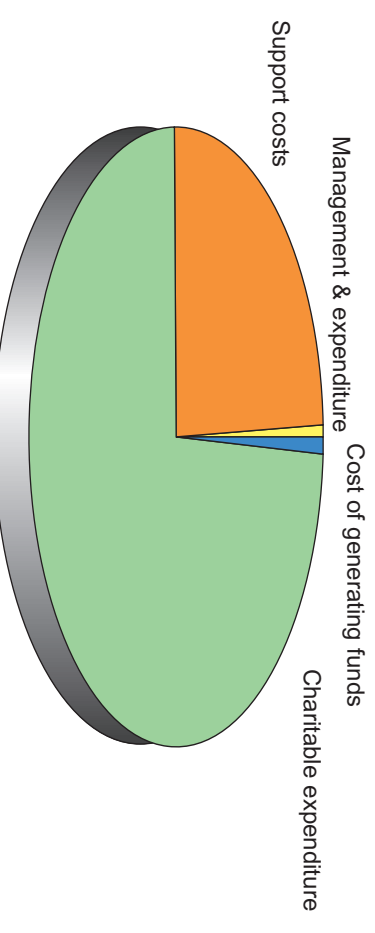
POPS auditors: Slade & Cooper, 6 Mount Street, Manchester, M2 5NS.

INCOME



(Actual income figure 2004 = £602,979)

EXPENDITURE



(Actual expenditure figure 2004 = £547,443)



We could not have done this without your help!



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A big thanks to...

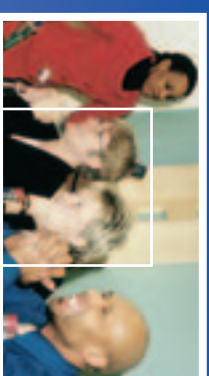
GET INVOLVED...

What can you do to help?

Want to start volunteering?

Make a donation?

If you want to get involved with POPS
please call us on 0161 702 1000



Become a Board Member?

Board of Directors

Phil Tarbuck (Chair)

Bill Ashberry (Treasurer)

Raph Hill

Yasmin Aslam

Marc Cole

Tony Gordon

Marcus Johnstone

Harmesh Jassal

Carole Truman

Raymond Bailey

