



1st Edition

# Reimagining Probation Practice: Re-forming Rehabilitation in an Age of Penal Excess

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## Description

This book provides a comprehensive and positive reimagining of probation practice in England and Wales across all the key settings in which work with people subject to supervision takes place. Bringing together chapters co-authored by academics and practitioners, it offers an overall conceptualisation of the rehabilitative endeavour within the realities of a probation service recently unified after the acknowledged failure of the *Transforming Rehabilitation* reforms.

*Reimagining Probation Practice* covers the main themes and job functions of probation practice, from court work to individual and group interventions, to resettlement and public protection, to partnerships, to education and training. Each chapter includes a brief

critical history of the area of practice, the current policy context, the applicability of different forms of rehabilitation (*personal, legal/judicial, social and moral*) to this area of practice, an overview of current good practice and areas in need of development. The book argues that the principles of parsimony, proportionality and productiveness should be applied to the criminal justice system in its work to rehabilitate individuals.

This book is essential reading for practitioners and all those engaged in probation training, as well as policy makers, leaders, managers and those interested in social and criminal justice.

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Chapter 10

## Education and Training

Delivering the four forms of rehabilitation: training and developing probation practitioners

By *Anne Burrell, Madeline Petrillo*

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## **ABSTRACT**

This chapter considers the nature of probation officer training over the last thirty years. It places the current model of training within the context of increasing politicisation of probation practice, the associated impact of New Public Management policies, shifts in understandings of rehabilitation, and the semi privatisation of Probation in 2013. The chapter examines the value of the four forms of rehabilitation as a model that can inform the contexts and content of training and education in the Probation Service. The case is made for a model which emphasises the development of reflective practitioners, skilled at engaging with people on probation supervision and asserting a robust anti-discriminatory approach in their practice. The authors argue that current models of training can diminish a sense of professional identity, and that nurturing confidence in the (trainee) practitioner role is a key factor in the mastery of the skills required to effectively manage risk and support re/integration alongside transparent, flexible and supportive organisational structures.