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# Individual Placement and Support (IPS) for Ex-Prisoners with Mental Health Problems

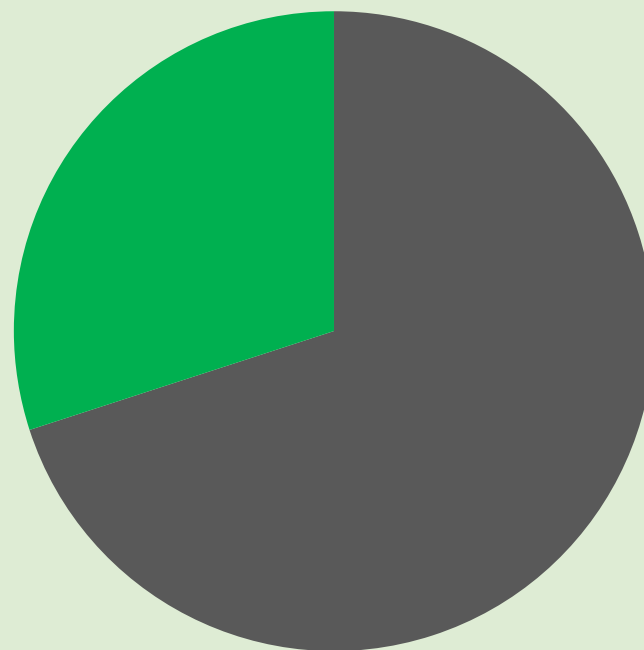
Jan Hutchinson  
Director of Programmes  
Centre for Mental Health

# Mental health problems among offenders

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- 72% of male and 70% of female sentenced prisoners have two or more diagnosable mental health disorders.



(Singleton, Meltzer et al, Psychiatric Morbidity among Prisoners in England and Wales, 1998)

- Have mental health problems
- Do not have mental health problems

# Unemployment and mental health

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- Unemployment often causes poor mental health; people who have been unemployed for six months or more are likely to develop depression
- Having poor mental health is linked with reduced likelihood of being in employment.



(Diette et al Causality in the relationship between mental health and unemployment, 2012)  
(Rinaldi, et al Increasing the employment rate for people with longer-term mental health problems, 2011)

# Unemployment and offending history

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- More than 1 in 6 people have a criminal conviction
- More than 2/3 of women were not in employment immediately prior to entering prison



- Men are up to 13 times more likely to be unemployed than the national average before prison.
- In 2011-12, only 27% of prisoners entered employment upon release.

(Prison Reform Trust, Bromley Briefings. June 2012)

(Cosgrove and O'Neill, The Impact of Social Enterprise on Reducing Re-offending, 2011)

## Employers' attitudes to recruiting offenders

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- ❑ 10% of employers would never employ someone with a criminal record
- ❑ 16% would reject a candidate upon gaining knowledge of a criminal record
- ❑ Most employers are wary, believing that ex-prisoners are likely to be dishonest and unreliable.

(Working Links Prejudged: Tagged for Life, 2010)

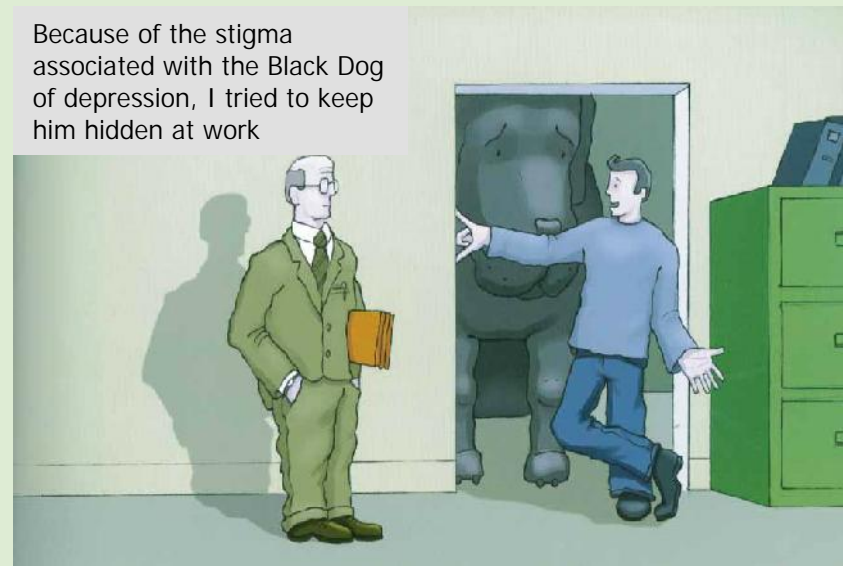
# Mental health stigma and discrimination in the workplace

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- The stigma attached to mental health is still a problem.
- Time to Change, whilst seeing some change among HR managers, is not finding an improvement in knowledge or behaviour among the general public towards people with mental health needs.

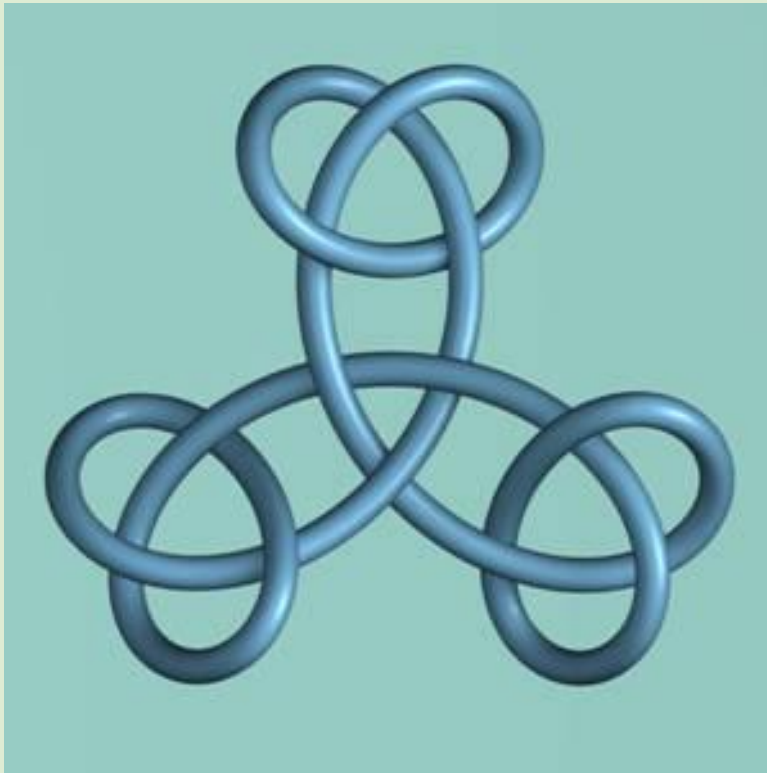
(Smith, Anti-stigma campaigns: time to change, 2013.)



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## Understanding the problem

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- ❑ Criminal record
- ❑ Mental health problem
- ❑ Unemployment
  
- ❑ "Triple jeopardy"



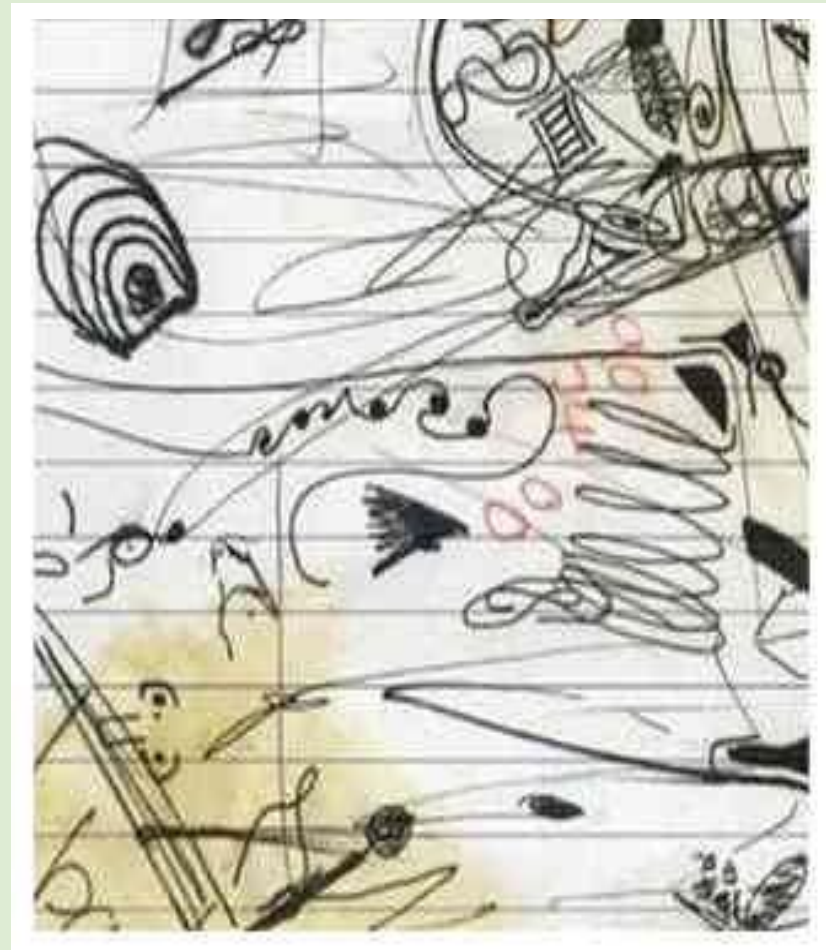
# Ex-prisoners' barriers to employment

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- ❑ Literacy and numeracy levels for more than half of prisoners are at or below the expected level of an 11-year-old
- ❑ High problem use of alcohol and drugs
- ❑ Housing needs.

(Prison Reform Trust, Bromley Briefings, 2009)





## Employment reduces reoffending

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- Evidence suggests that supporting people to find and keep employment quickly after they have left prison reduces reoffending by up to 50%
- Finding employment is more likely with good support and through the direct help of friends and family.

(Ministry of Justice Analysis of the impact of employment on re-offending following release from custody, using Propensity Score Matching, 2013)  
(Hartfree et al, High hopes: Supporting ex-prisoners in their lives after prison, 2008)

# Costs of re-offending

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- Re-offending by ex-prisoners costs society at least £11 billion per year.



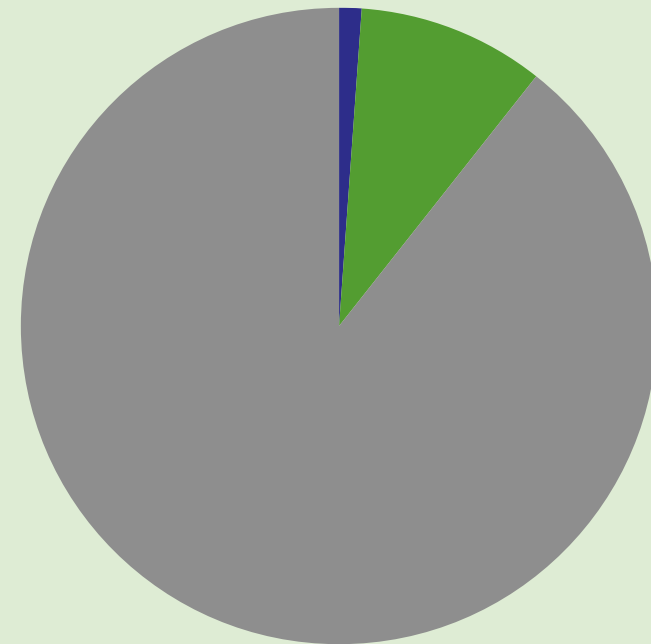
(The Social Exclusion Unit, Mental Health and Social Exclusion, 2004)

# DWP employment support for people with mental health problems

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- Sep 2010 – December 2012  
Work Choice supported  
12,250 people into paid work
- only 1,170 of these jobs were  
for people with mild to  
moderate mental health  
conditions
- just 80 were for people with  
severe mental health  
problems.



- severe mental health problems
- mild to moderate mental health problems
- remainder of people supported into work

(DWP, Work Choice: Official statistics Feb 2013)

# Employment schemes for prisoners

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- ❑ The Ministry of Justice aims to increase work opportunities within prisons
- ❑ But working in prison industries does not appear to increase employability on release.



(Hartfree et al, High hopes: Supporting ex-prisoners in their lives after prison, 2008)

# Individual Placement and Support (IPS)

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## 8 evidence-based principles:

1. Eligibility is based on individual choice;
2. Supported employment is integrated with treatment;
3. Competitive employment is the goal;
4. Rapid job search (within 4 weeks);
5. Job finding, and all assistance, is individualised;
6. Employers are approached with the needs of individuals in mind
7. Follow-along supports are continuous;
8. Financial planning is provided.

# Individual Placement and Support (IPS) Evidenced effectiveness

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- IPS has an established evidence-base of more than 20 clinical trials
- A six-centre European trial (EQOLISE) found:
  - IPS participants were twice as likely to gain employment (55% v. 28%) compared with traditional vocational rehabilitation alternatives;
  - IPS participants sustained jobs longer and earned more than those who were supported by the best local vocational rehabilitation alternatives;
  - Better results were obtained by implementing all IPS principles in full;

# Individual Placement and Support (IPS) 2/2

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- The quality of partnership working between health and employment providers was critical to success;
- Employment outcomes were influenced by local employment rates and benefit levels, but IPS services were always still more successful than standard interventions;
- There was no deterioration in people's mental health as a result of taking up work.

(Burns et al, The effectiveness of supported employment for people with severe mental illness: A randomized control trial in six European countries, 2007)



## IPS Centres of Excellence

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- More than half of England's specialist mental health NHS Trusts have IPS workers or teams in place
- Centre for Mental Health has recognised 13 sites as IPS Centres of Excellence
- There is no equivalent tried and tested approach to working with offenders.

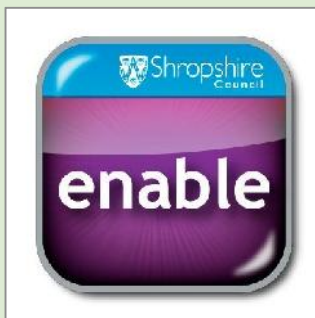


# Trialling the use of IPS with ex-offenders

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*Realising a better future*



- New study recently started: Centre for Mental Health with Enable (Shropshire Council)
- A small team of IPS workers alongside mental health in-reach teams from SSSFT supporting people with mental health needs who are leaving three prisons in the West Midlands
- Outcomes will be evaluated by the Institute of Mental Health, University of Nottingham.



South Staffordshire and Shropshire Healthcare **NHS**  
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# Thank you

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