

Justice Sector Almanac



This Almanac has been developed to provide a straightforward guide to the Justice sector:

- How the sector is made up
- The different strands and how they are organised
- The key employers in the Justice sector.

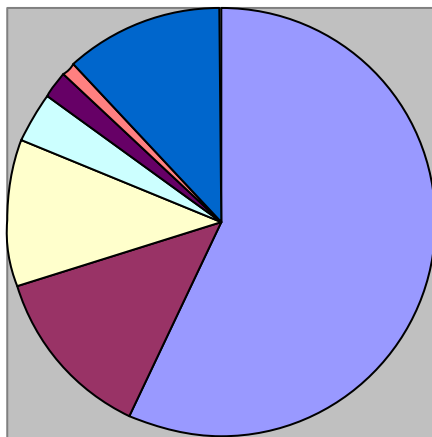
Overview

More than 570,000 staff are employed in the Justice sector. The sector is made up of seven main 'strands':

- Policing and Law Enforcement
- Custodial Care
- Prosecution
- Fire and Rescue Services
- Community Justice
- Courts and Tribunals
- Forensic Science

Public, Private and Third Sector agencies make up the sector. Organisation size varies from strand to strand. For example, almost all Policing and Law Enforcement agencies employ more than 200 people (the largest, the Metropolitan Police, employing 50,000 people), whereas almost all Community Justice agencies have between 1 and 10 employees/volunteers.

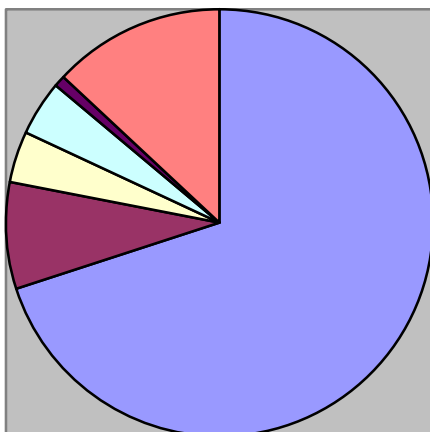
The relative size of the strands, in terms of UK employees is as follows:



- Policing & Law Enforcement 324,941 (57%)
- Community Justice 72,750 (13%)
- Custodial Care 62,988 (11%)
- Courts and Tribunals 25,372 (4%)
- Prosecution 10,642 (2%)
- Forensic Science 9,131 (1%)
- Fire & Rescue 70,424 (12%)

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The workforce in the different countries is illustrated in the diagram below:



- England 400,650 (70%)
- Scotland 48,269 (8%)
- N Ireland 21,503 (4%)
- Wales 22,292 (4%)
- Crown Dependencies 1,546 (<1%)
- Not available 76,355 (13%)

On the following pages, we provide further details about each of the strands, in each UK country.

Policing and Law Enforcement

Policing and Law Enforcement is the largest of the strands that make up the Justice sector, employing around 325,000 people; approx 57% of the sector's workforce. Although all Policing and Law Enforcement agencies are in the public sector, they are increasingly contracting out services that were previously undertaken by police officers/staff such as the management of custody suites and care of those detained therein, and the secure transportation of detained persons to and from police stations.

The Policing and Law Enforcement strand of the Justice sector consists of a number of different stakeholders and organisations who are involved in activities directly related to preventing and detecting crime, maintaining public order and providing national security through combating terrorism.

Home Office Police Forces of England and Wales

There are 43 different police forces in England and Wales. They are the largest part of the strand, employing approximately 80% of UK Policing and Law Enforcement workforce.

Scottish Police Service

In Scotland the Scottish Police Service consists of 8 police forces.

Police Service of Northern Ireland (PSNI)

The PSNI polices the whole of Northern Ireland. The creation of the PSNI, replacing the Royal Ulster Constabulary, was a key outcome of the Good Friday Agreement and the Patton Report on Policing.

Non-Home Office Police Forces

As well as the forces listed above there are also a number of other police forces that are responsible for specific areas of the country or establishments. These include the British Transport Police, Civil Nuclear Constabulary and Ports and Airports police forces.

Military Policing

The Ministry of Defence Police are responsible for policing military establishments, personnel and families; in addition each of the Services has their own police force responsible for policing their respective servicepeople.

Other Law Enforcement Agencies

There are a number of other agencies, including Serious and Organised Crime Agency (SOCA), UK Border Agency (UKBA), Her Majesty's Revenue and Customs (HMRC).

Skills priorities 2008-9:

Our work with policing and law enforcement has identified the following key skills priorities:

- Review and update of the qualifying award for police officers in England and Wales
- Qualifications for Police Community Support Officers, including apprenticeships.
- National Police Promotions Framework
- Engagement with Higher Education
- Maintaining and developing National Occupational Standards (NOS)
- Skills Foresight
- Review and updating of the Integrated Competency Framework
- Supporting police forces to access funding for learning including Train to Gain in England.

Community Justice

Community Justice is the second largest of the strands that make up the Justice sector, employing around 73,000 people; approx 13% of the sector's workforce. Community Justice agencies are primarily in the public and third sectors. There are a small number of private sector agencies, and this is likely to grow in England and Wales in response to policy changes that are introducing contestability to Offender Management.

This is a large multi-faceted strand which has, as its core aim, the reduction of crime, the fear of crime and their impact.

Community Justice organisations work in the following key areas:

- Working with offending behaviour
- Working with victims, survivors and witnesses of crime
- Crime reduction and community safety
- Youth Justice
- Substance misuse.

Work with offending behaviour

A number of statutory agencies are charged with reducing offending and reoffending:

- The National Probation Service for England and Wales (NPS), which consists of the National Offender Management Service (NOMS) and 42 Local Probation Areas
- The Probation Board for Northern Ireland (PBNI)
- Local Authority Criminal Justice and Youth Justice Social Work Services in Scotland.

Their role is to: rehabilitate offenders given community sentences and those released from prison; enforce the conditions of their court orders and release licences and to protect the public.

In addition, a wide range of third sector organisations (including, NACRO, SOVA, Includem) work to reduce offending and reoffending, and many provide services under contract to probation areas.

Work with victims, survivors and witnesses

A vast range of organisations, mainly third sector bodies, provide support to the victims, survivors and witnesses of crime. These include Victim Support, Rape Crisis UK and Ireland and Rape Crisis Scotland. The Probation Service in England and Wales also has a formal responsibility to support victims and those bereaved by crime.

Crime reduction and community safety

Crime reduction and community safety issues are addressed by a variety of organisations and multi-agency partnerships, which differ slightly between UK countries. Local Authorities, police forces and other agencies (eg Fire services) have statutory responsibilities in this area. In addition, a wide range of third sector organisations (including, SACRO, Extern, Neighbourhood Watch) work to reduce crime and enhance community safety, and many provide services that support the work of probation and youth justice agencies.

Local Authorities have a key role to play in ensuring the safety of their communities and in reducing crime, including the provision of Community Wardens and CCTV.

Youth Justice

In England and Wales, the youth justice system is overseen by the Youth Justice Board (YJB), and is primarily delivered via statutory multi-agency Youth Offending Teams (see also Custodial section).. In addition, a wide range of third sector organisations (including, Barnardo's, Catch 22, Action for Children) work to reduce offending and reoffending, and many provide services under contract to youth justice agencies. In Scotland, local authorities have the lead responsibility for youth justice and youth work. In Northern Ireland, the Youth Justice Agency is responsible for reducing youth crime and building confidence in the youth justice system.

Substance misuse

Offending behaviour is often associated with substance misuse, and a range of statutory agencies (some of which are in the Health sector, some in Justice) exist to address these issues. A substantial number of third sector organisations such as Alcohol Concern work with the sector to support work in this area, providing a range of services from supported living to treatment and rehabilitation services.

Skills priorities 2008-9:

Our work with community justice agencies has identified the following key skills priorities:

- Development and supporting implementation of national occupational standards and related qualifications
- Multi-agency learning
- Procurement and tendering skills
- Development of new professional qualification structure for Probation Service in England and Wales
- Supporting agencies (particularly Third Sector) to access funding opportunities including Train to Gain.

Custodial Care

Custodial Care is the third largest of the strands that make up the Justice sector, employing around 63,000 people; approx 11% of the sector's workforce. Custodial Care agencies are in the public and private sectors. Approximately 14% of the Custodial Care workforce is employed by private sector agencies.

What is Custodial Care?

The Custodial Care strand of the Justice sector consists of a number of different stakeholders and organisations who are involved in activities directly related to: holding adult and young prisoners securely; reducing the risk of prisoners re-offending; providing custody and escort services; monitoring offenders in the community (via electronic tagging for example).

Secure detention of adults

There are 140 prison establishments in England and Wales, 11 of which are operated by the private sector, the others by HM Prison Service. There are currently 16 prison establishments in Scotland of which 15 are fully owned and managed by the Scottish Prison Service (SPS), one managed by a private sector company. The Northern Ireland Prison Service currently has three operational establishments. Military detainees, sentenced to both military and civil detention, are held at the Military Corrective Training Centre (MCTC) in Essex.

Secure detention of young offenders and juveniles

Custodial establishments for young offenders and juveniles are operated by a number of public and private agencies. In England, Wales and Scotland, young offenders will be detained in a Young Offender Institution (operated by the relevant Prison Service) or in Local Authority operated secure units/secure children's homes. Additionally in England, young offenders may be detained in one of four Secure Training Centres, and are run by private operators under contract. In Northern Ireland, they will be detained at the Juvenile Justice Centre or Young Offenders Centre.

Immigration Detention

There are ten Immigration Removal Centres, overseen by the UK Border Agency. All but one are in England. Three are operated by HM Prison Service, the others are operated by private contractors.

Secure escorting

Private contractors provide secure transportation of prisoners and detained persons to and from prisons and courts in England, Wales and Scotland. These contractors also provide custody services in the cells and docks of the Courts they serve. In Northern Ireland, the escorting function is undertaken by the Prison Service, and the management of court cells and docks by a private contractor.

Electronic monitoring

Electronic monitoring of individuals in the Community is available in Scotland, England and Wales. This is operated entirely by private sector contractors and may be used as an alternative to custody or as a condition of early release from custody. Electronic monitoring is used to ensure that individuals are complying with a home curfew or to confirm that they are at designated permitted places at particular times (eg home, work or college). Northern Ireland does not currently provide electronic monitoring, but this may happen in the future.

Skills priorities 2008-9:

Our work with custodial care agencies has identified the following key skills priorities:

- Promoting the sector and attracting quality recruits
- Best practice S/NVQ assessment and measuring of performance
- Quality Assurance of learning and development using NOS
- Skills for Life and Information Sharing
- Up-skilling staff in line with Common Core of Skills and Knowledge
- Addressing the high cost of prisoner places.

Court and Tribunal Services

Court and Tribunal Services are the fourth largest of the strands that make up the Justice sector, employing around 25,000 people; approx 4% of the sector's workforce.

All Court and Tribunal Services are provided by statutory agencies:

England and Wales - Courts

Her Majesty's Courts Service (HMCS) is responsible for managing the magistrates' courts, the Crown Court, county courts, the High Court and Court of Appeal in England and Wales.

Scottish Court Service

The Scottish Court Service (SCS) manages Sherriff Courts, Supreme Courts and the Office of the Public Guardian.

Northern Ireland Court Service

The Northern Ireland Court Service (the Court Service) is a separate civil service in Northern Ireland.

Tribunal Service

The Tribunals Service is a Government Agency of the Ministry of Justice (MoJ) that provides common administrative support to the main central government tribunals.

Skills priorities 2008-9:

Our work with court and tribunal agencies has identified the following key skills priorities:

- Accreditation of in-house learning and development
- IT qualifications
- Supporting implementation of NOS and related qualifications
- Identifying the skills implication of the devolution of Justice to Northern Ireland.

Prosecution Services

Prosecution Services employ around 10,500 people; approx 2% of the sector's workforce. All prosecution agencies are in the public sector and have statutory powers.

Crown Prosecution Service

The Crown Prosecution Service (CPS) is the Government Department responsible for prosecuting criminal cases investigated by the police in England and Wales.

Crown Office and Procurator Fiscal Service

The Crown Office and Procurator Fiscal Service (COPFS) is responsible for the prosecution of crime in Scotland, the investigation of sudden or suspicious deaths, and the investigation of complaints against the police.

Public Prosecution Service Northern Ireland

The PPSNI is the sole Public Prosecution Service in Northern Ireland. Its aim is to provide the people of Northern Ireland with an independent, fair and effective Prosecution Service.

Revenue and Customs Prosecutions Office

RCPO is an independent Government department and prosecutes cases in England and Wales investigated by Her Majesty's Revenue and Customs (HMRC) and the Serious Organised Crime Agency (SOCA). They handle cases involving drug smuggling; tax fraud; evasion of the duty on tobacco, alcohol and oils; illegal arms trafficking; money laundering; sanctions violations.

Other

While the agencies above handle most criminal prosecutions, a number of other Government departments/agencies also prosecute, including: the Serious Fraud Office; the Department for Business, Enterprise & Regulatory Reform; Department for Work & Pensions; Defra; and the Health and Safety Executive.

Skills priorities 2008-9:

Our work with prosecution agencies has identified the following key skills priorities:

- Action Learning
- Accreditation of in-house learning provision
- Improving the quality of in-house learning
- Supporting agencies to access funding opportunities including Train to Gain.

Forensic Science

Forensic Science is the smallest of the strands that make up the Justice sector, employing around 10,000 people; around 1% of the sector's workforce. Forensic Science agencies are in the public and private sectors.

The majority of Forensic Science in the UK is undertaken by police forces in England and Wales, the Scottish Police Services Authority Forensic Services and Forensic Science Northern Ireland (the latter providing services directly for police forces).

Forensic Science services include:

- Scene Examination
- Chemistry
- Biology
- DNA
- Drugs
- Fingerprints
- Specialist Services - toxicology, firearms, documents and handwriting.

There are three large private sector service providers and several smaller organisations offering services to police forces, defence teams and others. The three largest are the Forensic Science Service, LGC Forensics; and Orchid Cellmark.

Skills priorities 2008-9:

Our work with Forensic Science agencies has identified the following key skills priorities:

- Developing and supporting implementation of National Occupational Standards
- Supporting the use of NOS within the Quality Assurance of Forensic Science
- Quality assurance of learning provision, especially HE.

Fire and Rescue Services

Fire and Rescue Services (FRS) joined Skills for Justice in April 2009. Fire and Rescue Services employ around 70,000 people, approx 12% of the sector's workforce. Fire and Rescue Services operate in the public and private sectors.

Local Authority Fire and Rescue Services

There are statutory Fire and Rescue Services in each UK country, attached to local or unitary authorities. Statutory Fire and Rescue Services have responsibility for fire prevention, community safety, emergency response and planning, and, increasingly, civil contingency issues around major incidents such as terrorist attacks and major flooding. They also have requirements to assist Aviation Fire and Rescue Services in their area in the event of an incident.

There are 45 Fire and Rescue Services in England, 8 in Scotland, 3 in Wales and 1 for Northern Ireland.

Defence Fire and Rescue Service

The Ministry of Defence operates its own fire and rescue service, the Defence Fire and Rescue Service (DFRS). It is a combination of civilian, armed forces and private contractors. It is the largest non geographical or local authority Fire and Rescue Service in the UK with training, rank structure and equipment similar to local authority counterparts

Aviation Fire and Rescue Services

Airport fire services in the UK are responsible for the protection of airports and aerodromes, and are usually referred to as Rescue and Fire fighting Services. One of the largest of these services is operated by the British Airports Authority.

Private and industrial Fire and Rescue Services

In some instances large factories operate private industrial fire services to protect their interests and provide on site instant response until local authority crews arrive. Key examples of this are Ford and Pfizer. British Nuclear Fuels and other power station operators have their own on site fire services. Several large ports, such as Felixstowe, operate their own fire services.

Skill priorities

We are presently working with key stakeholders to identify skills priorities.

Summary Tables

		England	Wales	Scotland	Northern Ireland
POLICING AND LAW ENFORCEMENT	Public	Police Service (39 forces)	Police Service (4 forces)	Scottish Police Service (8 forces)	Police Service of Northern Ireland
		Serious and Organised Crime Agency (SOCA)	Serious and Organised Crime Agency (SOCA)	Serious and Organised Crime Agency (SOCA)	Serious and Organised Crime Agency (SOCA)
				Scottish Crime and Drug Enforcement Agency	Northern Ireland Organised Crime Task Force
		UK Border Agency	UK Border Agency	UK Border Agency	UK Border Agency
		HM Revenue and Customs	HM Revenue and Customs	HM Revenue and Customs	HM Revenue and Customs
		Non Home Office Forces, <i>including for example:</i> Ministry of Defence Police British Transport Police Civil Nuclear Constabulary	Non Home Office Forces, <i>including for example:</i> Ministry of Defence Police British Transport Police Civil Nuclear Constabulary	Other Police Forces, <i>including for example:</i> Ministry of Defence Police British Transport Police Civil Nuclear Constabulary	
COMMUNITY JUSTICE	Public	National Probation Service (38 Probation areas)	National Probation Service (4 Probation areas)	Criminal Justice Social Work Service (32 Councils)	Probation Board for NI
		National Offender Management Service	National Offender Management Service		
		Youth Offending Teams (139 YOTs)	Youth Offending Teams (18 YOTs)	Scottish Children's Reporter Administration	Youth Justice Agency
	Third Sector	<i>Organisations include:</i> Victim Support NACRO SOVA Turning Point Catch 22 Women's Aid	<i>Organisations include:</i> Victim Support NACRO Cymru SOVA Wales Turning Point Cymru Catch 22 Welsh Women's Aid	<i>Organisations include:</i> Victim Support Scotland SACRO Apex Scotland Turning Point Scotland Includem Women's Aid Scotland	<i>Organisations include:</i> Victim Support NI NIACRO Extern Northern Ireland Women's Aid
	Partnerships	Drug Action Teams	Drug Action Teams	Drug and Alcohol Action Teams	Drug and Alcohol Coordination Teams
		Crime and Disorder Reduction Partnerships	Community Safety Partnerships	Community Safety Partnerships	Community Safety Partnerships
CUSTODIAL CARE	Public ¹	HM Prison Service (125 prisons)	HM Prison Service (4 prisons)	Scottish Prison Service (15 prisons)	Northern Ireland Prison Service (3 prisons)
		National Offender Management Service	National Offender Management Service		
		The Juvenile Estate (Young Offender Institutions, Secure Training Centres, Local Authority Secure Children's Homes)	The Juvenile Estate (Young Offender Institutions, Secure Training Centres, Local Authority Secure Children's Homes)	Secure Accommodation Providers e.g. Young Offender Institutions	Juvenile Justice Centre for Northern Ireland
	Private	Privately managed prisons (10 prisons)	Privately managed prisons (1 prison)	Privately managed prisons (1 prison)	
	<i>Organisations include:</i> Serco Home Affairs, The Cares Group, G4S, Global Solutions Ltd, Kalyx, Reliance Secure Task Management	<i>Organisations include:</i> Serco Home Affairs, The Cares Group, G4S, Global Solutions Ltd, Kalyx, Reliance Secure Task Management	<i>Organisations include:</i> Serco Home Affairs Kalyx Reliance Secure Task Management		

¹ 'Other UK' organisations include Isle of Man Prison Service, Jersey Prison Service and Guernsey Prison Service

		England	Wales	Scotland	Northern Ireland
COURT & TRIBUNAL SERVICES	Public	HM Courts Service	HM Courts Service	Scottish Court Service	Northern Ireland Court Service
		The Tribunals Service	The Tribunals Service	The Tribunals Service	The Tribunals Service
PROSECUTION SERVICES	Public	Crown Prosecution Service	Crown Prosecution Service	Crown Office and Procurator Fiscal	Public Prosecution Service for Northern Ireland
		Revenue and Customs Prosecutions Office	Revenue and Customs Prosecutions Office	Revenue and Customs Prosecutions Office	Revenue and Customs Prosecutions Office
FORENSIC SCIENCE	Public	Forensic Science Service	Forensic Science Service	Scottish Police Service Authority Forensics	Forensic Science Northern Ireland
		Police Service (Scientific Support Staff)	Police Service (Scientific Support Staff)		
	Private	<i>Organisations include:</i> LGC Forensics	<i>Organisations include:</i> LGC Forensics		
FIRE AND RESCUE SERVICES	Public	Local Authority Fire and Rescue Services (46 Services)	Local Authority Fire and Rescue Services (3 Services)	Local Authority Fire and Rescue Services (8 Services)	Local Authority Fire and Rescue Services (1 Service)
		Defence Fire and Rescue Service	Defence Fire and Rescue Service	Defence Fire and Rescue Service	Defence Fire and Rescue Service
	Private	<i>Organisations include:</i> Aviation Fire and Rescue Services British Nuclear Fuels Pfizer Ports	<i>Organisations include:</i> Aviation Fire and Rescue Services British Nuclear Fuels Pfizer Ports	<i>Organisations include:</i> Aviation Fire and Rescue Services British Nuclear Fuels Pfizer Ports	<i>Organisations include:</i> Aviation Fire and Rescue Services British Nuclear Fuels Pfizer Ports