

Evidence-based Practice

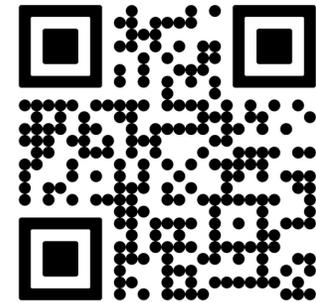
Using evidence to drive justice
sector outcomes

Webinar will begin shortly



Housekeeping

- Cameras and mics are off, except for speakers
- Please use the Q&A function to ask questions throughout - we will have a Q&A session at the end of the webinar
- There will be some polls throughout so please contribute
- This session will be recorded and made available on-demand post event
- If you require live captions you can enable this in Teams. Go to the meeting controls at the top of screen and select More > Language and speech > Turn on live captions. Use the QR code to take you to the Microsoft support page for more information.



About Skills for Justice

Skills for Justice is a not-for-profit organisation, registered as a charity in the UK as part of parent organisation The Workforce Development Trust.

Skills for Justice was established as the Sector Skills Council for the UK Justice sector, providing consultancy and research to meet operational requirements. We remain a leading standard setting organisation for the sectors we serve.

We support justice, fire and rescue, defence and local authority sector employers and are the trusted partners of hundreds of organisations, delivering workforce development and planning, training, quality assurance, audits, strategy development, leadership and organisational programmes, coaching, research and evaluation.

Our vision

Improving lives through better skills and better jobs, delivering better services.



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Justice

Skills for
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SFJ
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skillsforjustice.org.uk

Speakers



With 16 years' public service across policing, local government and community safety, Laura Schell brings significant experience of improving outcomes using evidenced-based approaches for communities at both a national and local level. As Skills for Justice's Principal Client Solutions, Laura works across the sectors to design solutions and projects that provide value, insights and recommendations, rooted in evidence.



Cat Smith is a workforce specialist with extensive experience in leading and conducting evidence-based research, analysis, and evaluation in the public sector, including in the MOD, Acas and the Department of Health and Social Care, in support of both strategic workforce policy and operational delivery.

Contents

- What is evidence-based practice?
- Why use evidence-based practice?
- Six steps
- Sources of evidence
- Bias

What is evidence-based practice?



Cochrane group (1993), “to provide accessible, credible information to support informed decision-making, reducing the risks of misinterpreting complex content and increasing the likelihood of any one person getting a complete and balanced picture”.

CEBMA (2018), “the conscientious (effort), explicit (clarity) and judicious (critical of quality) use of the best available evidence from multiple sources to increase the likelihood of a favourable outcome”.

Evidence-Based Practice (EBP) is a **systematic approach** to **decision-making** that **integrates** the **best available evidence**.

In your view, how evidence-based is the justice sector?

1 not at all evidence-based - 5 as evidence-based as possible.

The Centre for Evidence-Based Medicine

Evidence



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Center for Evidence-Based Management (CEBMa)

Helping people in organisations make better decisions

It is not new

Skills for
Justice

For example -

1990 Medicine

1998 Education

1998 Probation service

1999 Housing policy

1999 Social care

2000 Nursing

2000 Criminal justice

2005 Management and HR

The Justice Sector



“The most reliable route to the outcomes we want, but I think most pressingly, if we don’t have evidence-based practice, we risk causing harm and wasting public money.”

Dr Rosie Travers is Head of the Evidence-Based Practice Team in HMPPS

Including:

- What Works Centre for Crime Reduction: How to find out more about what works to reduce reoffending
- The Importance of Evidence-based Practice in HM Inspectorate of Probation
- (How) Can prisons be run using the principles of evidence-based practice?

Why evidence-based practice?

Decisions should be based on the best available evidence.

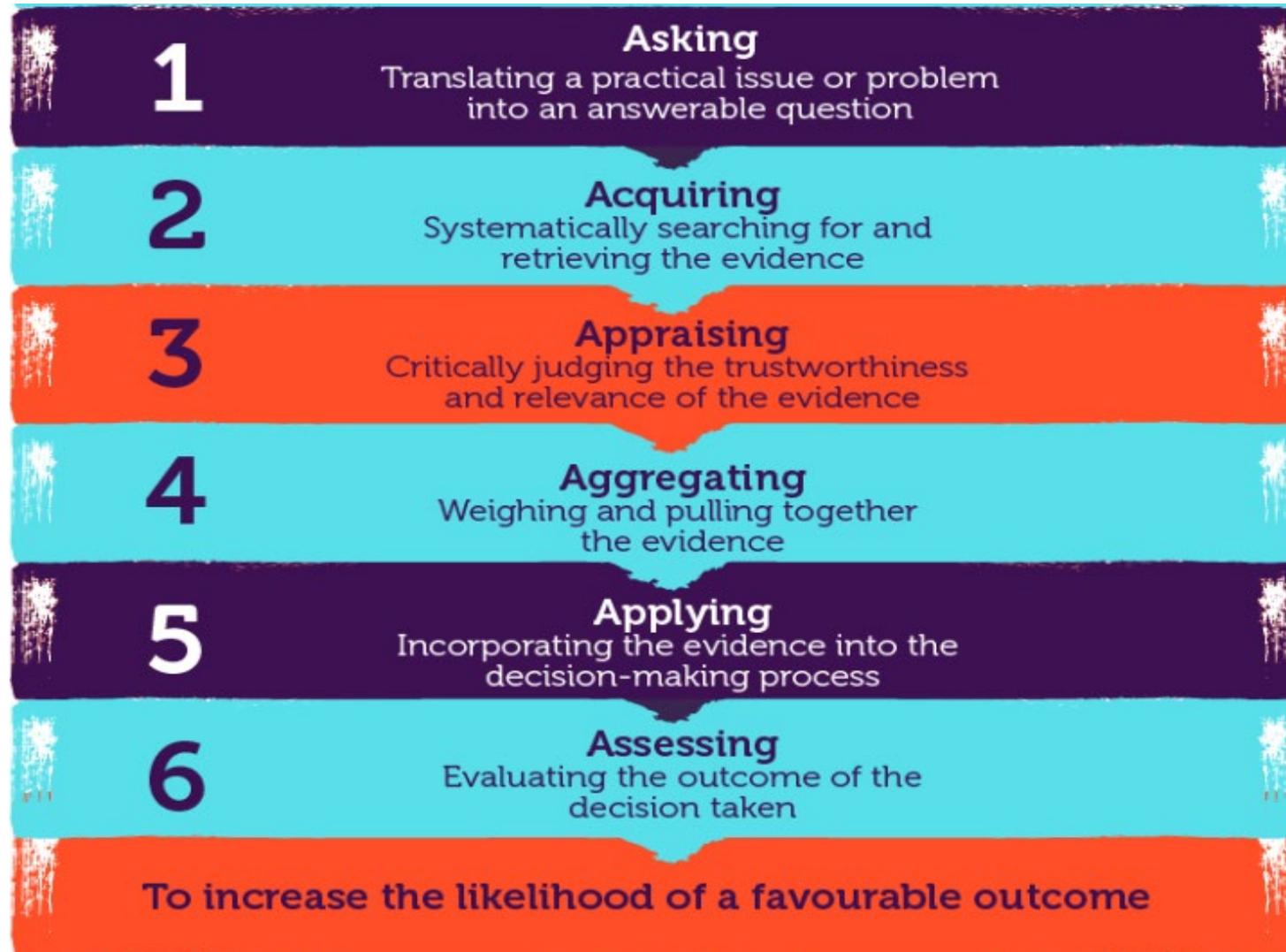
- Evidence = any relevant information and data

But surely everyone uses evidence when making decisions?

- Using evidence is **not** the same as adopting an evidence-based approach.

Six Steps

Six Steps



1. Asking

Translating a practical issue into an answerable question involves focusing on the core problem, removing unnecessary details, and framing the question to stand alone, making it easy to understand and search for evidence.

- Identify the Core Problem
- Structure the Question
- Ensure the Question is Answerable
- Communicate the Relevance

2. Acquiring

Systematically searching for and retrieving the evidence
- the process of gathering relevant information to answer the question.

- Identifying relevant sources
- Considering whether there is a need for primary data collection.

Sources of evidence



What evidence do you use?

Evaluation Task Force - Evaluation Registry



Evaluation
Task Force

New resource, where planned, ongoing and complete government evaluations from all departments and the Scottish Government are registered.

Including links to published evaluations.

3. Appraising

Appraising evidence involves a critical and systematic evaluation to determine its trustworthiness, value, and relevance in a specific context. This process helps ensure that evidence-based decisions are made effectively and efficiently.

Appraising evidence involves assessing various factors, including:

- Validity
- Reliability
- Relevance
- Importance

4. Aggregate

This process includes **critically** assessing the strengths and weaknesses of different pieces of evidence and pulling them together to form a comprehensive understanding.

5. Applying

Applying evidence in decision-making involves incorporating the findings from the sources of evidence into the process of making choices.

Ensuring that decisions are informed and based on the best available information rather than assumptions or biases.

6. Assessing

Assessing the outcome of a decision involves evaluating whether the chosen action achieved the desired results and if it was implemented as planned. This process helps in understanding its effectiveness, identifying areas for improvement, and learning from successes and failures.

Process

- Define the objectives
- Gather information
- Analyse the results
- Seek feedback
- Identify lessons learned
- Adjust and improve

Bias

Cognitive Bias

Curse of Knowledge

Once we know something, we assume everyone else knows it, too.



Confirmation Bias

We tend to find and remember information that confirms our perceptions.



IKEA Effect

We place higher value on things we partially created ourselves.



Naïve Realism

We believe that we observe objective reality and that other people are irrational, uninformed, or biased.



Anchoring

We rely heavily on the first piece of information introduced when making decisions.



Optimism Bias

We sometimes are over-optimistic about good outcomes.



Bandwagon Effect

Ideas, fads, and beliefs grow as more people adopt them.



Automation Bias

We rely on automated systems, sometimes trusting too much in the automated correction of actually correct decisions.



Law of Triviality (aka "Bike-Shedding")

We give disproportionate weight to trivial issues, often while avoiding more complex issues.



Status Quo Bias

We tend to prefer things to stay the same; changes from the baseline are considered to be a loss.



After learning more about evidence-based practice, how evidence-based is the justice sector?

1 not at all evidence-based - 5 as evidence-based as possible.

What is your reason for score?

After today's session, what's one specific thing you'll take away to strengthen your use of evidence-based practice (either personally, or organisationally)?

Take Away

- Context
- Contrast
- Critical Thinking

References and Resources

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Evidence-based Practice - your questions?





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Thank you for
attending



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