

**BARBADOS PROBATION SERVICE**  
**ANNUAL REPORT**

**2024**

**ENHANCING PUBLIC SAFETY THROUGH  
DIVERSION, EDUCATION &  
REHABILITATION**



**BARBADOS  
PROBATION  
SERVICE**



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# Empowering Individuals Enhancing Public Safety

The 2024 Annual report of the Barbados Probation Service, represents a showcase of the Department's achievements, progress, and commitment to excellence throughout the year.



# Shaping Futures with Purpose

## Leading Change with Vision

2024 has been marked by both significant challenges and notable achievements for the Barbados Probation Service. While the Barbados Probation Service continued to face staffing shortages, our officers demonstrated commitment in continuing to deliver services.

Our team successfully maintained core operations despite working with reduced capacity. Officers demonstrated adaptability in their approaches while fostering increased collaboration throughout the department. This collective flexibility enabled us to continue fulfilling our mandate effectively.

Professional development proved essential this year. All officers received trauma-informed care training, which enhanced their understanding of client behaviour and improved assessment and case management planning. These enhanced skills translated directly into more effective supervision strategies.

Moving forward, we are actively working to address staffing needs while expanding training opportunities. Our focus remains on evidence-based practices that promote community safety and successful offender reintegration.

I am grateful for the service provided by our entire team and look forward to building on this foundation in the coming year.

A handwritten signature in cursive script that reads 'Angela Dixon'.

**Angela Dixon Ph.D**

Chief Probation Officer

# Organizational Overview

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## VISION

To provide preventative services through collaborative partnerships while empowering lives and building safer communities.

## MISSION

The Barbados Probation Service is committed to promoting and enhancing the administration of justice by implementing a balanced justice model which includes diversion, supervision, and rehabilitation.

## OBJECTIVES

1. To assist in the adjudication process of the courts through the presentation of comprehensive reports and recommendations in accordance with the required due date.
2. To provide comprehensive programmes on an annual basis that will lead to behavioural change, utilizing an effective system of monitoring and evaluation.
3. To supervise persons for the duration of their community sentence utilizing a case management system to ensure compliance and reduce recidivism.
4. To provide staff with annual training opportunities that will result in certification and enhance competencies.

# Organizational Overview

## **FUNCTIONS OF THE DEPARTMENT**

- Social Advisor to the Court.
- Provide counselling and supervision for persons placed on Probation.
- Prepare Pre-sentence, Domestic, Adoptions, Court of Appeal, Progress and Community Service reports ordered by the Courts.
- Act as Guardian Ad Litem in Adoption matters.
- Act as a welfare and aftercare officer within the prison system and liaise between the offender, the community and his/her family.
- Engage in welfare, access, and the custody of children.
- Develop and maintain a placement bank to provide jobs without pay for persons placed on Community Service.
- Supervise offenders ordered to perform Community Service.
- Plan and implement programmes for juvenile and adult offenders and their families.
- Plan and implement diversionary programmes for juveniles at risk of coming into conflict with the law.
- Assist families and communities in resolving conflict through alternate dispute resolution.
- Present lectures at schools and community organisations.
- Supervise students at the Diploma, Bachelor and Master's level; facilitate research students as well as other students from tertiary institutions during their internship.
- Network with other social agencies and institutions to mobilise resources to assist clients

# Organizational Overview

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## STRATEGIC INITIATIVES

At the Barbados Probation Service, we direct our attention to employing strategic initiatives that will enhance the Department's vision of empowering lives and building safer communities.

**Strong Families** – provide a range of on-going services to youth and adults.

- Develop informed case management plans in collaboration with clients, incorporating relevant interventions and resources to support their needs.
- Recommend community payback options to achieve rehabilitative outcomes.
- Assist families in establishing and maintaining stability by emphasizing the importance of their role in the implementation of rehabilitative strategies.

**Safer communities** – provide effective supervision and services to reduce crime.

- Reinforce the importance of offender accountability.
- Engage offenders in evidence-based treatment services to facilitate behaviour modification and reduce recidivism.

**Operational Excellence** – provide appropriate resources to ensure stellar service delivery to our clients.

- Utilize data to drive policy and decision making.
- Align services to available resources to maintain stability.

# Strategic Priorities & Performances



*As BPS continues to evolve and respond to the dynamic needs of our clients and stakeholders, these statistics offer a clear snapshot of the progress, performance, and areas for continued growth.*



# Criminal Offence Classification

The International Classification of Crime for Statistical Purposes (ICCS) is a classification of criminal offences based on internationally agreed-upon concepts, definitions, and principles that aim to improve the consistency and international comparability of crime statistics, as well as analytical capabilities at both the national and international levels.

The ICCS divides criminal offences into homogeneous categories, with eleven (11) Level One Categories designed to encompass all acts or events that constitute a crime under the ICCS. The following is a categorization of offences committed in 2024 that were brought to the attention of the Barbados Probation Service.

	Level One Categories	Number of Offenders	Number of Charges
1	Acts leading to death or intending to cause death	37	93
2	Acts leading to harm or intending to cause harm to the person	140	431
3	Injurious acts of a sexual nature	24	67
4	Acts against property involving violence or threat against a person	36	95
5	Acts against property only	89	301
6	Acts involving controlled psychoactive substances or other drugs	70	504
7	Acts involving fraud, deception, or corruption	21	112
8	Acts against public order, authority, and provisions of the State	40	145
9	Acts against public safety and state security	81	301
10	Acts against the natural environment	1	3

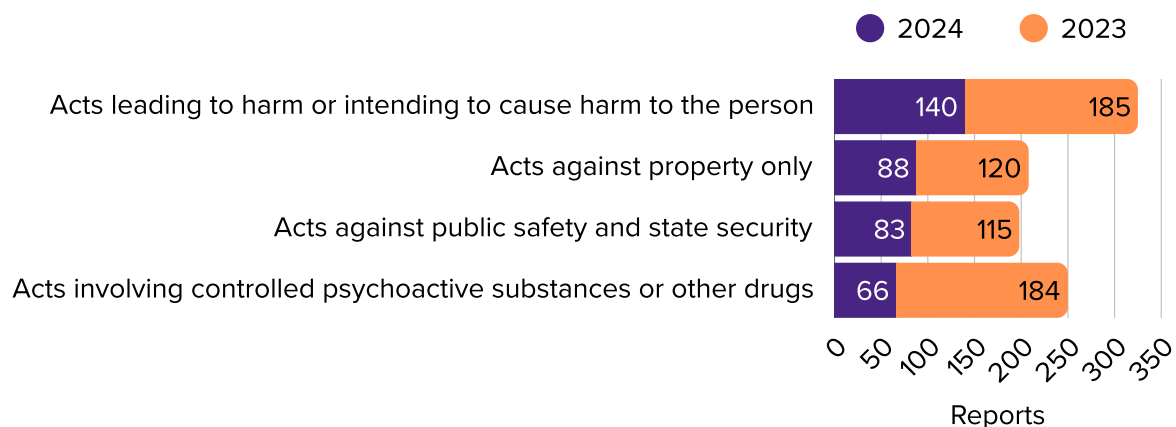
# Department Statistics

## Offences

The Department's pre-sentence report data reveals notable reductions across all major offence categories. Acts resulting in or intended to cause personal harm, particularly assault and wounding cases, required the highest volume of pre-sentence reports despite a substantial decline from 185 reports in 2023 to 140 reports in 2024, representing a 24.3% reduction.

Property-related offences constituted the second most significant category for report preparation, decreasing from 120 reports in 2023 to 88 reports in 2024, a reduction of 26.7%. The Department prepared a considerable number of reports for cases involving threats to public safety and state security, with firearms and ammunition possession offences featuring prominently. This category showed a 27.9% decrease from 115 reports in 2023 to 83 reports in 2024. Drug-related offences experienced the most dramatic reduction in pre-sentence report requests, falling from 184 reports in 2023 to 66 reports in 2024, representing a 64.1% decrease.

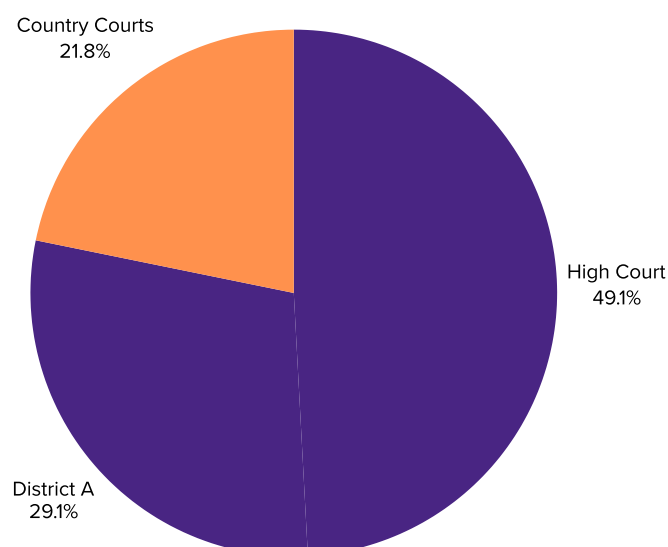
Comprehensive reductions in report preparation across all categories suggest shifts in case progression patterns and sentencing practices. At the Magistrate court level, the reduction in requests for pre-sentencing reports in relation to drug-related offences may be attributed to the use of community service as an alternative sentence, with onsite assessment performed by officers to determine suitability.



# Pre-sentencing Reports

Pre-sentence reports are comprehensive assessments prepared by probation officers to inform judicial sentencing decisions. These reports provide relevant background information on the offender, including personal circumstances, risk levels, and rehabilitative needs. They are essential in promoting fair and individualized sentencing, while supporting efforts to reduce reoffending through appropriate interventions.

During 2024, the Barbados Magistrate's and Supreme Courts ordered a total of four hundred and sixty-eight (468) pre-sentencing reports. The 12% decrease in the number of pre-sentence report requests during the reporting period can be attributed to the extended time required to complete reports, resulting from limited staffing within the department. Consequently, the judiciary increasingly opted to impose alternative sentencing measures at the Magistrate's Court level and, in some instances, convicted persons waived the requirement for pre-sentence reports at the High Court level. The Supreme courts requested 49% (n=230) of the pre-sentencing reports, followed by the District A Courts 29 % (n=136) and 21% (n=102) from the Country courts.



# Specialized Reports

Beyond pre-sentencing reports, the Barbados Probation Service supports the courts with a range of reports that ensure well-rounded judicial decisions. These include:

- Domestic Reports inclusive of:
  - Maintenance reports which assess financial and social factors to guide spousal and child support rulings.
  - Social Enquiry Reports: Provide in-depth family background to inform case outcomes.
  - Protection Order Reports: Evaluate risk and safety in domestic violence cases.
  - Access Reports: Review parental fitness and circumstances for custody and visitation decisions.

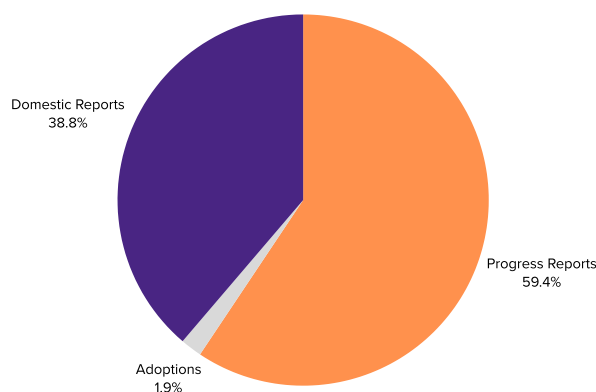
A total of one hundred and twenty-five (125) domestic reports were prepared for the period.

- Adoption Reports: Assess prospective adoptive families to safeguard children's best interests.

Six (6) adoption reports were prepared for the period.

- Offender Progress Reports: Track compliance and behaviour changes of supervised individuals to inform sentence reviews or adjustments.

One hundred and ninety (190) progress reports were prepared for the period.

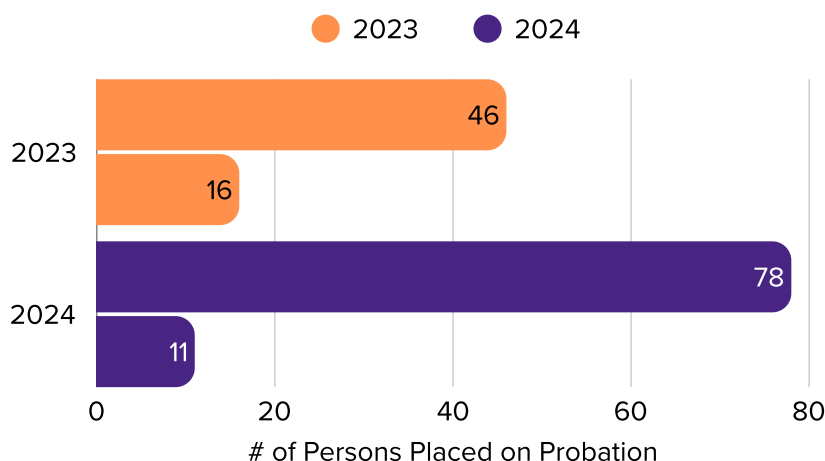


# Offender Management Supervision

Each individual placed on probation actively participates in developing their case management plan. These plans are essential tools in the rehabilitation process, designed to link probationers with appropriate services and supports that promote positive change, track their progress, and ensure compliance with court-ordered conditions.

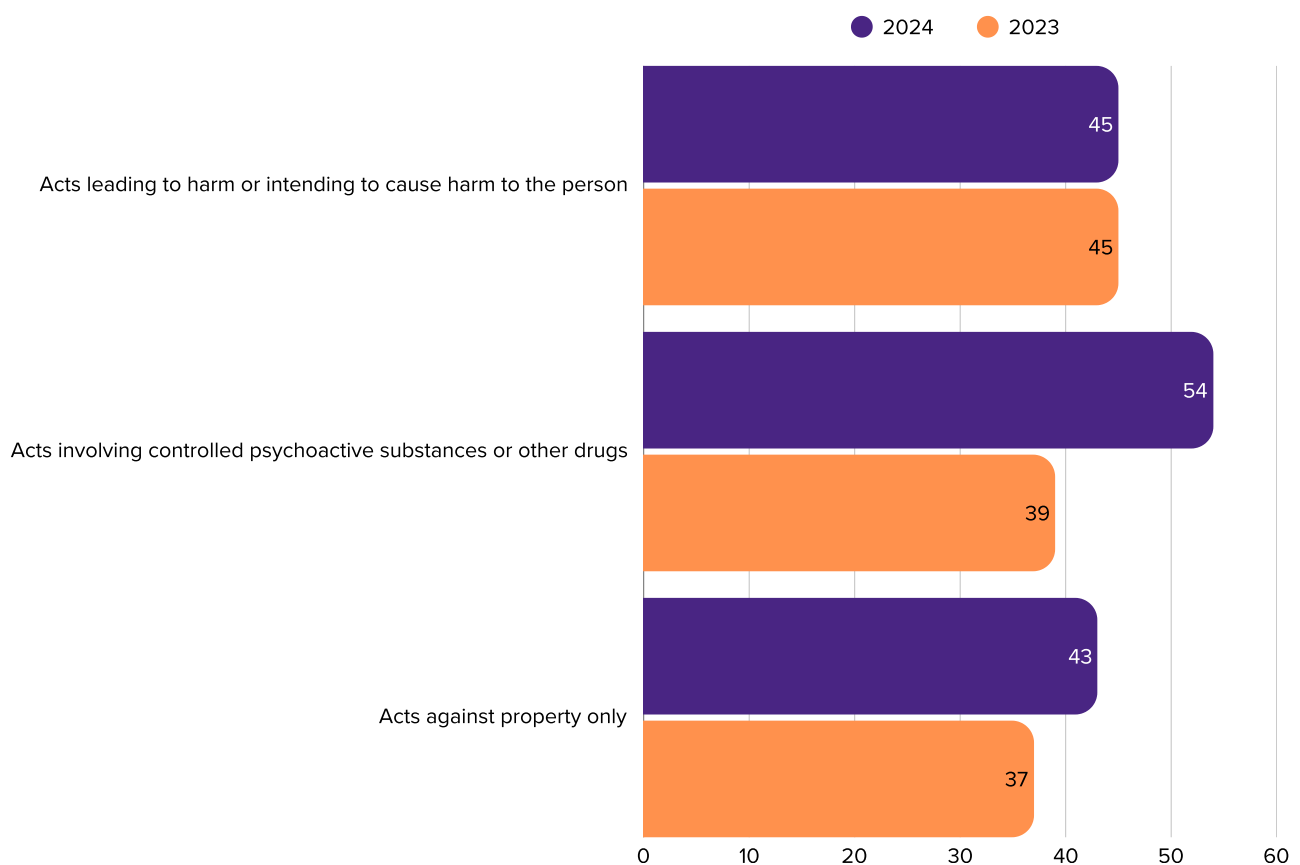
Probation officers implement a multi-institutional supervision model that emphasizes strong interagency collaboration. By working closely with professionals across various sectors, officers are better equipped to manage and support probationers effectively, with the overarching goal of reducing the risk of reoffending.

For the year 2024, eighty-nine (89) individuals were placed on probation—eleven (11) females and seventy-eight (78) males. This represents a 27.1% increase compared to 2023 when seventy (70) persons were placed on probation, sixteen (16) females and forty-six (46) males.



# Offender Management Supervision

The majority of offences for which persons were placed on probation were for acts leading to harm or intending to cause harm to the person, followed by acts involving controlled psychoactive substances or other drugs. This trend is similar to 2023, with an increase of 38.5% in the drug-related category.

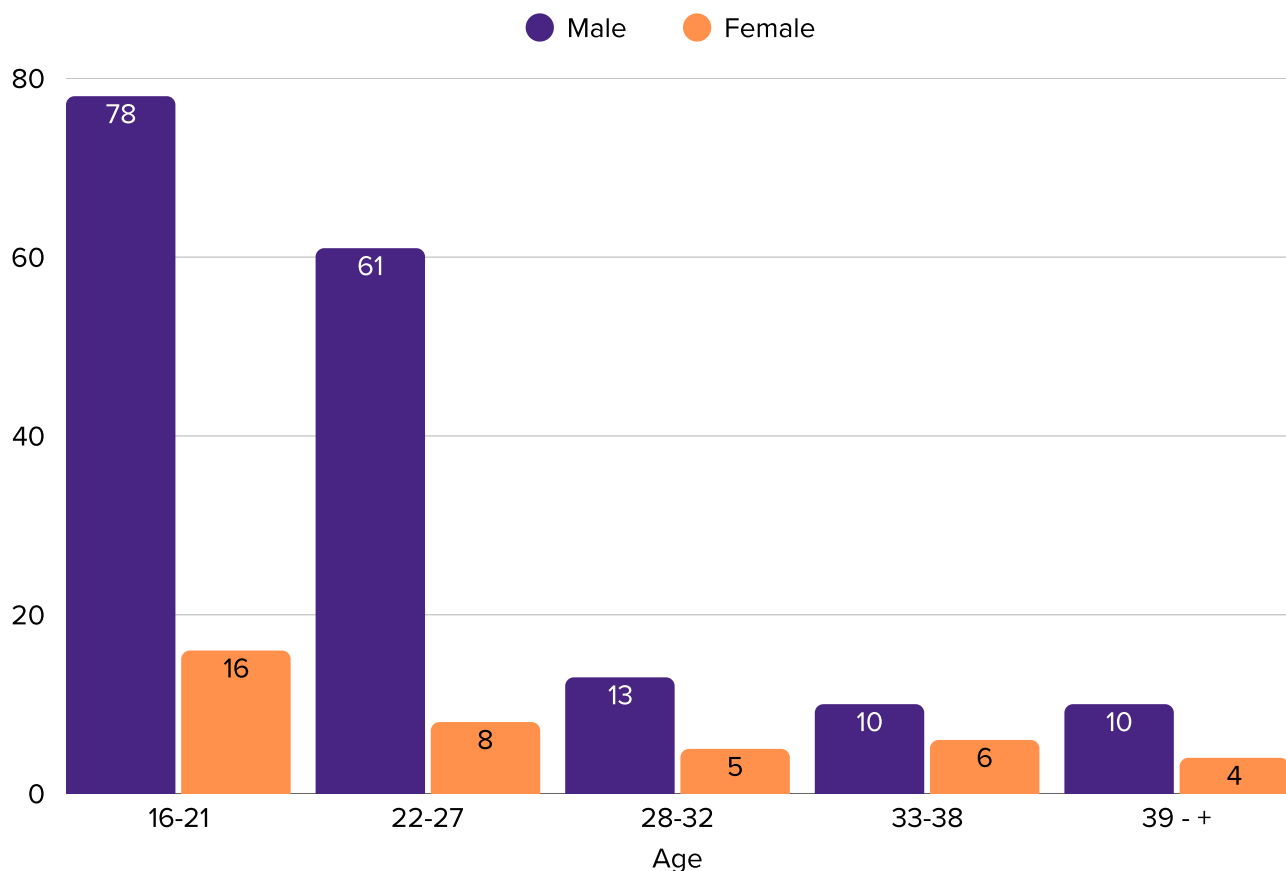


# Offender Management

## Adult Supervision

The Barbados Probation Service plays a crucial role in enhancing public safety through effective rehabilitation that transforms lives. By implementing the risk, needs, responsivity model in supervision, this approach works to reduce reoffending rates by evaluating each offender's risk level, identifying specific individual needs, and determining the most appropriate placement environments for successful reintegration.

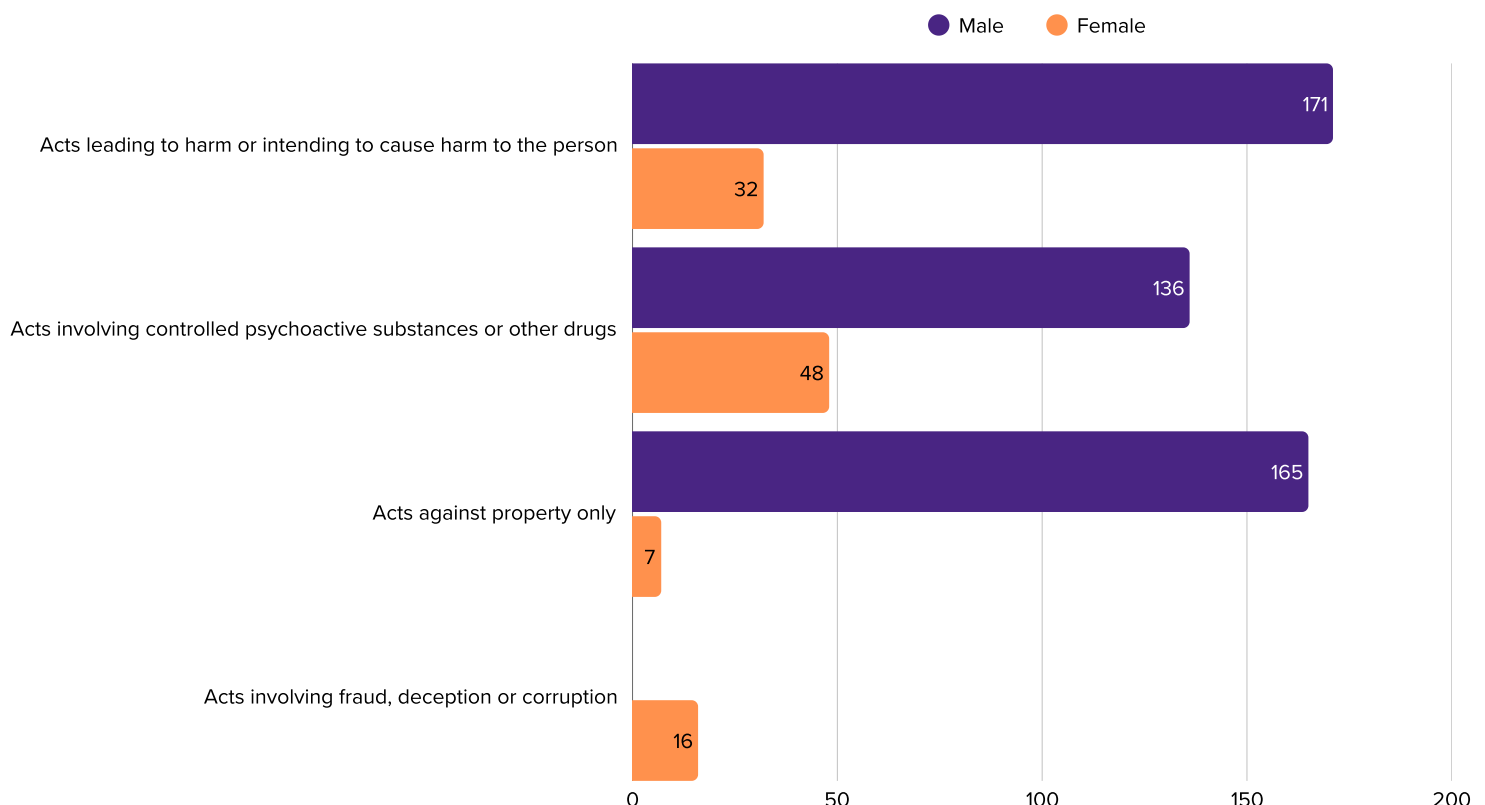
In 2024, one hundred seventy-two (172) adult males and thirty-nine (39) adult females were on probation, the majority of whom were between the ages of 16 and 27.



# Offender Management

## Adult Supervision

The predominant offences for which females were placed on probation were acts involving controlled psychoactive substances or other drugs, acts leading to harm or intending to cause harm to the person, and acts involving fraud, deception, or corruption. In relation to the males, the predominant offences were acts against property only, acts leading to harm or intending to cause harm to the person, and acts involving controlled psychoactive substances or other drugs.





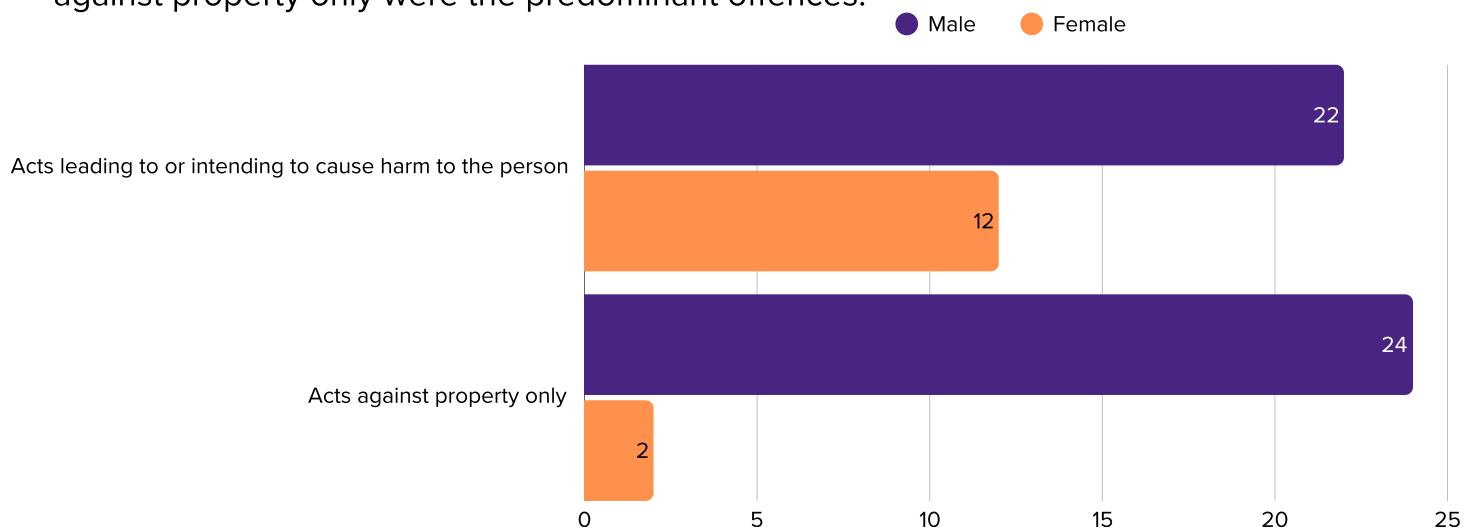
# Offender Management

## Juvenile Supervision

The Barbados Probation Service's risk, needs, responsivity framework becomes especially critical in juvenile supervision, where early intervention can redirect young lives before criminal patterns solidify. Unlike adult offenders, juveniles present unique challenges and opportunities - their developing brains, ongoing identity formation, and susceptibility to peer influence require specialized assessment tools and age-appropriate interventions.

Effective juvenile supervision under this model involves comprehensive risk assessment that considers family dynamics, school performance, and community influences. Addressing specific needs might include educational support, mental health services, or family counseling, while responsivity ensures interventions match the young person's maturity level and learning preferences. This targeted approach recognizes that successful juvenile rehabilitation often hinges on strengthening family systems and community connections rather than relying solely on individual treatment.

For the period of review, five (5) juvenile females and eighteen (18) juvenile males were placed on probation. Acts leading to or intending to cause harm to the person and acts against property only were the predominant offences.



# Offender Management

## Community Service

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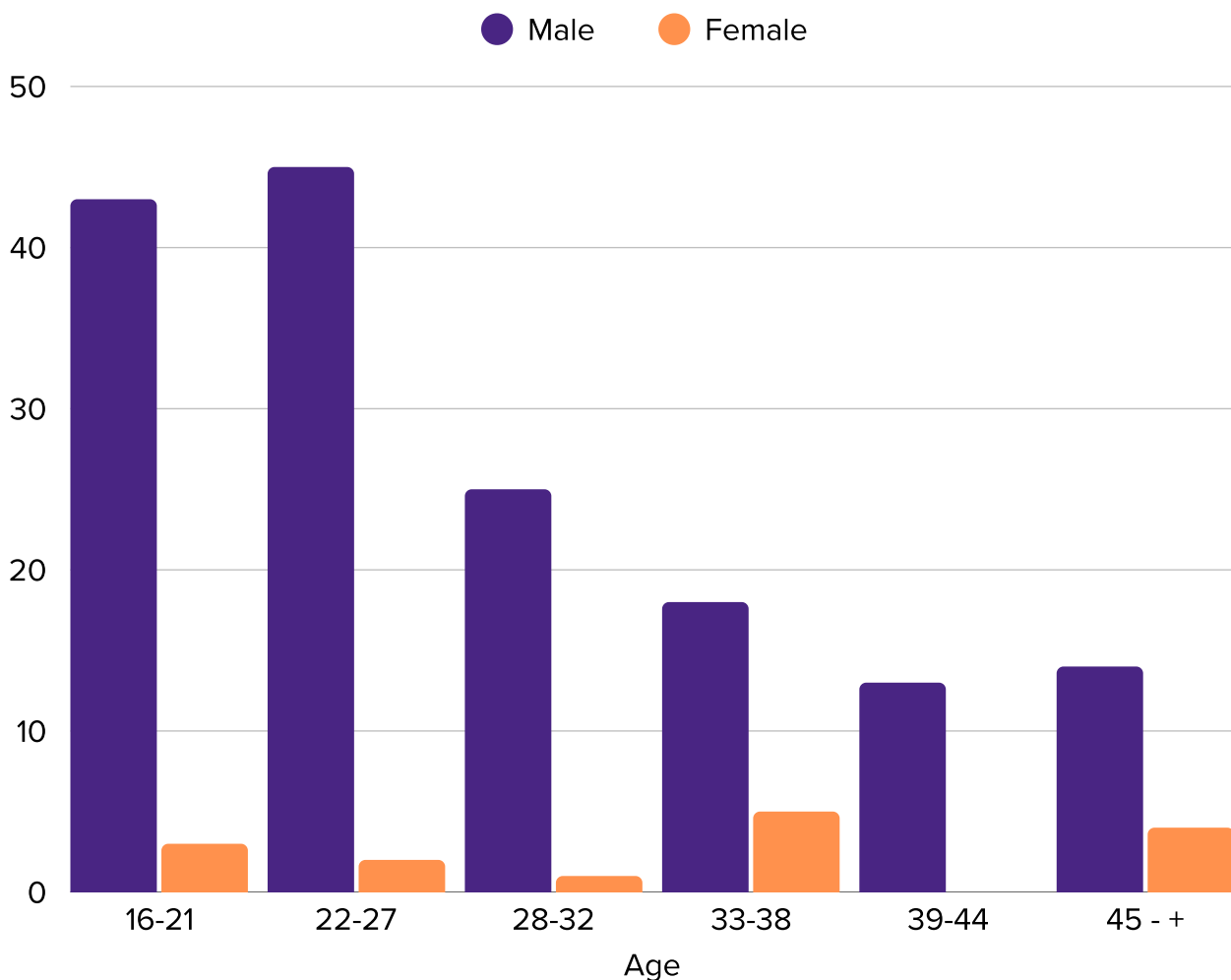
Community service has emerged as a highly effective and widely adopted sentencing alternative. Since its establishment in 2000, the Barbados Probation Service's Community Service division has successfully developed and sustained placement opportunities through strategic partnerships with diverse organizations across the island. The Department employs a comprehensive placement strategy that integrates three key components: thorough risk assessment protocols, identification of community needs, and evaluation of individual client capabilities and skills.

Clients are required to complete between 80 and 240 hours of community service within a twelve-month timeframe. This structured approach serves multiple sentencing objectives, including punishment, community reparation, victim restitution, and offender rehabilitation. The assignment process involves careful evaluation of each offender's unique characteristics, abilities, and skill set to ensure that placements not only meet the requirements of the sentence but also maximize benefit to the community while providing meaningful opportunities for personal growth and skill development.

The programme creates mutually beneficial arrangements that serve both justice and community enhancement goals, demonstrating how effective partnerships can transform court-ordered obligations into valuable contributions that strengthen both offenders and the communities they serve.

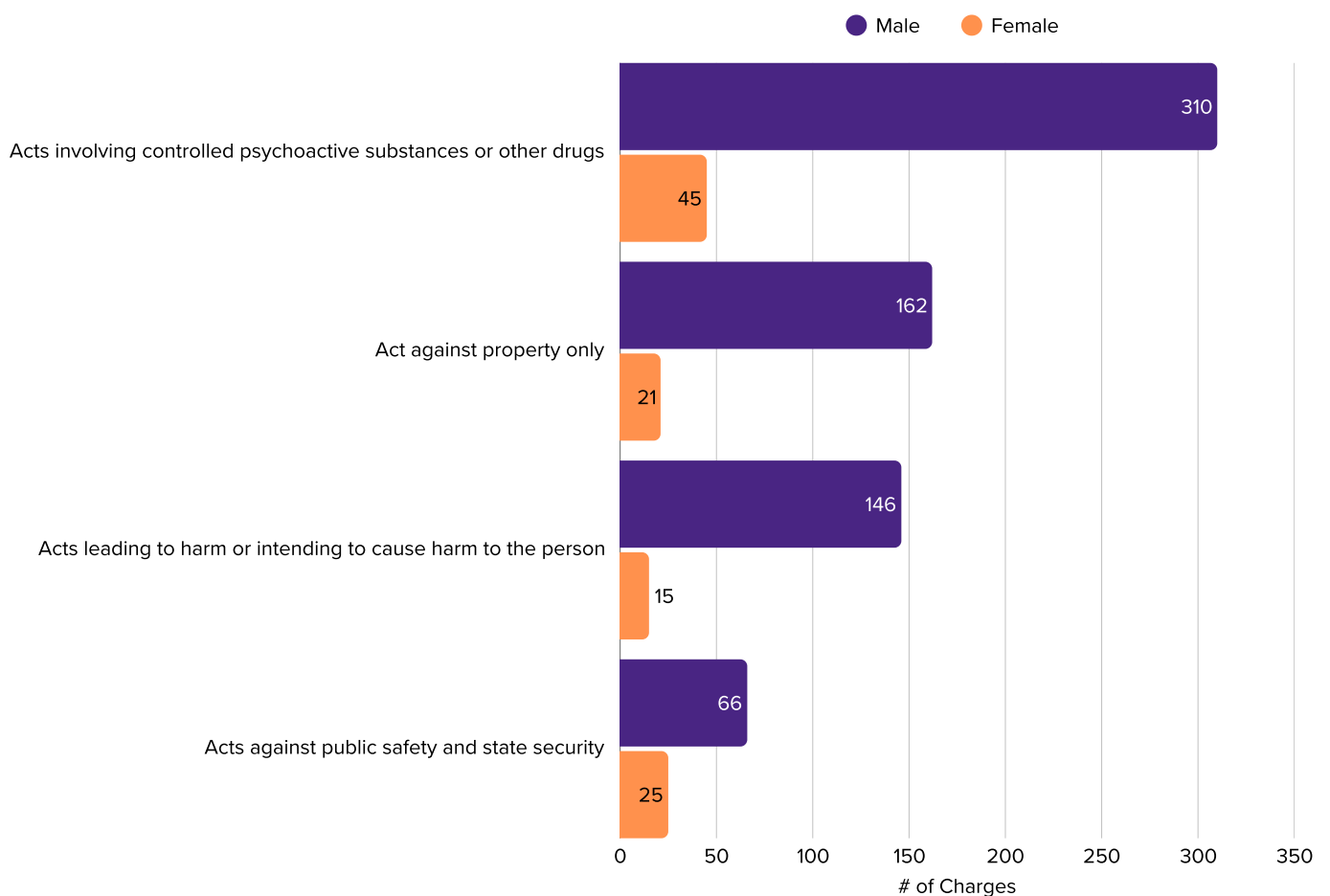
# Offender Management Community Service

For the period of review, one hundred and seventy-three (173) persons were placed on community service: one hundred and fifty-eight (158) males and fifteen (15) females, representing an 11.6% increase from the one hundred and fifty-five (155) persons placed on community service in 2023. The majority of persons placed on community service were between the ages of sixteen (16) and twenty-seven (27).



# Offender Management Community Service

The majority of the offences committed by females who were placed on community service involved controlled psychoactive substances or other drugs, acts against public safety and state security (road traffic offences), and acts leading to harm or intending to cause harm to the person. For male offenders, the majority were acts involving controlled psychoactive substances or other drugs, acts against property only, and acts leading to harm or intending to cause harm to the person.



# Officer Training & Programmes



*Staff training initiatives of BPS continue to evolve and address the changing professional development needs our workforce. Officers have gained essential skills and competencies for enhanced service delivery. Simultaneously, the programmes offered to our clients adapt and respond to the diverse service needs of those we serve.*

# Officer Training

## Trauma Informed Care



During the period of review the Barbados Probation Service launched Pruning the Root – Comprehensive Trauma Training for Criminal Justice Professionals Engaging Youth. An eighteen month phased project designed to train probation professionals who interface with youth between the ages of twelve (12) and seventeen (17) who have a history of trauma, adverse childhood experiences, and/or addiction interfacing with the criminal justice system.



Officers of the Barbados Probation Service gained invaluable knowledge and strategies to better understand and respond to trauma, ultimately fostering safer and more supportive environments for the clients.

Areas of study included

- etiology of trauma, presentation of symptoms
- interventions, strategies, and therapeutic intervention and assessments
- train the trainer
- individual and group therapy

# Client Programmes

Traditionally the Barbados Probation Service hosts a suite of programmes and camps to address critical subject matter pertinent to persons who seek the services of the Department. During 2024, the mentorship programmes, AS MAN and Community Outreach were conducted. Staff shortages and the demand for officers to produce reports, limited the Department's capacity to deliver the full range of programming.



## AS MAN

The aim of the AS MAN (Acquiring Skills Men Actually Need) programme is to divert young male offenders between the ages of twelve (12) and sixteen (16) on probation who were assessed as presenting a medium to high risk for further offending. By equipping them with the necessary knowledge and skills which would enable them to 'think first' and consider the consequences of their actions, the programme is consistent with the Barbados Probation Service's mandate and core principles to protect the public and reduce the incidence of recidivism.

# Client Programmes



## LEVEL UP (AS MAN II)

“Level Up” (AS MAN II) is a developmental programme targeting male probationers between the of ages seventeen (17) and twenty-six years (26) who present with moderate to high criminogenic risk factors. These risk factors include family and peer relationships, education and employment, environments supportive of crime, poor use of leisure time, substance abuse, and reproductive health.



## Community Outreach

The Barbados Probation Service’s community outreach programmes enable the Department to maintain contact with the public in addition to building safer communities. The Department is cognizant of the fact that community-based strategies formed through strong collaboration can lead to crime reduction. Community outreach is a critical component in raising public awareness and familiarizing the public with the mission and responsibilities of the Department. These efforts are reinforced through linkages with community members, non-governmental organizations, and educators.



# Client Programmes



## **Community Pillars Mentorship Programme - Grounding Today's Youth to be the Pillars of Tomorrow's Society**

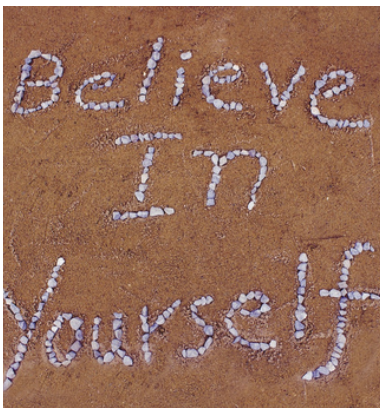
The Barbados Probation Service established the Community Pillars Mentorship Programme to unite prosocial role models with at-risk youth, building strong relationships that guide positive decision-making and prevent first-time offending. This crime prevention initiative focuses on improving participants' self-worth and social skills through personal mentoring tailored to their individual circumstances and social environment.



## **Community Pillars Mentorship Programme for the Previously Incarcerated**

The Barbados Probation Service developed the Community Pillars Mentorship Programme for the Previously Incarcerated to connect formerly incarcerated individuals with adult community members from diverse professional and personal backgrounds. This programme fosters supportive relationships that promote positive life choices and reduce the risk of recidivism.

# Client Programmes



## Girls Empowerment Circle

Designed to cater to the needs of female probationers between the ages of twelve (12) and sixteen (16). Girls Empowerment Circle seeks to empower the participants to actualize their own personal goals and motivate them to change and challenge self-destructive and potentially harmful behaviours. The outcomes manifest in well-rounded adolescent girls who understand and value themselves and the people whom they encounter.



## Parenting of Tomorrow's Adults

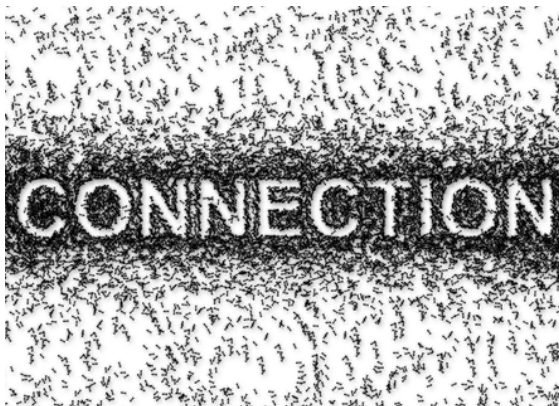
This programme is held simultaneously with the Girls Empowerment Circle and AS MAN programmes. The programme comprises of modules for parents delivered in a series of workshops. The workshops consist of role play and team building exercises designed to enable participants to explore some of the issues confronting today's youth. These activities enhance parents' awareness of the challenges encountered by their children and provide tools to effectively manage their issues.

# Client Programmes



## Transitions Unit

The Department provides counselling for juveniles who display problematic behaviours at home, at school and in the community. The Transitions Unit is a diversionary group providing educational and counselling services to a mixed gender group of adolescents between the ages of eleven (11) and fifteen (15) who are referred to the Department. The group is designed to help guide at risk youth to a diversionary path that would reduce the likelihood to offend, through targeted skills development.



## Prison Aftercare and Welfare (PAW)

The PAW programme is a voluntary initiative that fills the gap created by Barbados' absence of a formal parole system, connecting previously incarcerated individuals with essential community support services, counselling resources, and rehabilitation programmes. Through this comprehensive approach, participants gain access to coordinated support across multiple life domains while working to address underlying factors that contributed to their offending behaviour, ultimately reducing recidivism and promoting successful reintegration.

# APPENDICES



*The International Classification of Crime for Statistical Purposes (ICCS) was developed using the “Principles and framework for an international classification of crimes for statistical purposes” produced by the UNECE-UNODC Joint Task Force on Crime Classification and endorsed by the Conference of European Statisticians in 2012.*

# International Classification of Crime for Statistical Purposes

## **The nature and purpose of the International Classification of Crime for Statistical Purposes**

The International Classification of Crime for Statistical Purposes (ICCS) is a classification of criminal offences which is based on internationally agreed concepts, definitions, and principles in order to enhance the consistency and international comparability of crime statistics and improve analytical capabilities at both the national and international levels.

The ICCS provides a framework for the systematic production and comparison of statistical data across different criminal justice institutions and jurisdictions. This means that the ICCS is applicable to all forms of crime data, whatever the stage of the criminal justice process (police, prosecution, conviction, imprisonment) at which they are collected, as well as to data collected in crime victimization surveys.

At the international level, the ICCS improves the comparability of crime data between countries. Standardized concepts and definitions allow for the systematic collection, analysis and dissemination of data, and also respond to the demand for in-depth research and analysis of transnational crime. At the national level, the ICCS can be used as a model to provide structure and organize statistical data that are often produced according to legal rather than analytical categories. Moreover, the ICCS can harmonize data across domestic criminal justice institutions (police, prosecutions, courts, prisons) and across different data sources (administrative records and statistical surveys). Likewise, the ICCS can be used as a tool to standardize data from sub-national entities that may have different statistical systems or legal frameworks.

## **The need for an international classification of crime**

Reliable crime statistics are critical for measuring changes in crime levels, monitoring state responses to crime, evaluating policies and understanding the various facets of crime in different contexts.

# International Classification of Crime for Statistical Purposes

Often, raw data from different stages of the criminal justice process are available, but the purposeful collection and organization of these data into statistical form is required to produce valuable information for use in decision-making. The comparison of crime statistics across time, between countries or with other available statistics is particularly difficult due to the lack of standardized concepts and the absence of an internationally agreed statistical framework to make such comparisons possible. UNODC, International Classification of Crime for Statistical Purposes, Version 1.0

To illustrate, various data sources, often within the same jurisdiction, use different definitions and concepts to organize crime data which are often based on legal rather than statistical principles. This close and intertwined relationship between legislation and statistics creates problems from an analytical perspective: statistical data are often organized and categorized according to legal provisions, such as articles in legal or penal codes, which are not always relevant from an analytical standpoint. Furthermore, comparability across time and jurisdictions can be hampered by changes in legislation and, for example, by the fact that the same act can be criminalized under very different legal provisions in different countries or may be considered a criminal offence in one country but not in another.

The ICCS addresses these issues by providing a methodological and statistical standard and a common definitional framework to improve data quality and comparability. Offences are grouped in a meaningful and systematic way, resulting in an improvement in the capability to produce, disseminate and analyse crime data accurately in order to inform the public and tailor policies and programmes in the areas of crime prevention, rule of law and criminal justice reform.

## **The criteria used to build the ICCS**

Criminal offences can be seen, and classified, from a multitude of angles: their impact on victims, the way they have been perpetrated, the offender's motive and the seriousness of the offence, to name but a few.

# International Classification of Crime for Statistical Purposes

In building the classification, priority has been given to criteria which are particularly relevant from a policy perspective: the ICCS categories, and the data produced accordingly, should provide information that can be easily understood and used when developing crime prevention and criminal justice policies. For example, data organized along the lines of the ICCS should provide answers to questions on trends and comparisons regarding acquisitive crime, or crime of a sexual nature, or on more complex constructs such as financial crime or offences committed by organized criminal groups. A number of criteria have been used to build the hierarchical structure of the ICCS, in the attempt to build categories that can respond to a variety of information needs. In particular, the following criteria have been used to form categories of the ICCS:

- policy area of the act/event (protection of property rights, protection of health, etc.)
- target of the act/event (e.g., person, object, natural environment, State, etc.)
- seriousness of the act/event (e.g., acts leading to death, acts causing harm, etc.)
- means by which the act/event is perpetrated (e.g., by violence, threat of violence, etc.).

Based on these criteria, criminal offences can be grouped in homogenous categories, which are aggregated at four different hierarchical levels: Levels 1, 2, 3 and 4. There are 11 Level 1 categories designed to cover all acts or events that constitute a crime within the scope of the ICCS. Criminal offences at Levels 2, 3 and 4 can be summed to provide observations at more aggregated levels, while observations at higher levels can be subdivided into lower-level categories.


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