



Good Practice – Winner

Gary Smith – APM



Gary Smith joined APM with little practical experience within the justice sector, but with a wealth of experience gained in the Royal Navy as a sub mariner and latterly as a trainer focusing on helping disadvantaged groups (e.g. lone parents) move towards employment.

Gary possess a “can do” approach to every task assigned to him, a mentality which has seen him successfully develop a strong pipeline of referrals whilst working as a caseworker in HMP Moorland. His sheer persistence and commitment to explaining and simplifying the features and benefits of the project to everyone he came into contact with, has undoubtedly paid dividends.

His helpful demeanor has also been of huge benefit to new and inexperienced caseworkers, who have been able to spend time with Gary to understand the intricacies



of the CATS system and learn how to set clear and achievable objectives for participants, that not only add value but which can be followed up in a timely manner. As a caseworker Gary has developed and shared checklists/core documents to ensure his thorough approach can be mirrored by other caseworkers. His outstanding leadership has seen him promoted to Team Leader for APM in the Yorkshire and Humber region; his work in HMP Moorland has played no small part in this.

An invaluable member of the team in HMP Moorland, Gary has regularly attended QIGS and RR meetings on behalf of the manager, such was his reputation in the prison. He has also frequently attended morning meetings held by the governor, who personally asked him to intervene with a particular problem prisoner; to the extent that Gary spent time resolving the individual's personal issues and articulating the potential benefit of him joining CFO3. So effective was Gary's intervention that the individual did join the programme and has since progressed as a result. Examples like this make it easy to understand why Gary is a "go to" for information and advice within the prison establishment.

Gary leads by example, is trusted by all who come into contact with him and believes passionately in both the CFO3 project and the work he is doing to help it to be successful.