

Community Justice Outcomes Improvement Plan (CJOIP):

Beginnings, Belonging, Belief 2018-21

Annual Report 2018-19

Working together to prevent and reduce reoffending and to promote inclusion and equality for all in Ayrshire



Contents

Page 2	Introduction
Page 3	Key Figures and Achievements
Page 4	Key Area of Focus 1 - Keep Out of the Justice System
Page 5	Key Area of Focus 2 - Gender Specific Approaches
Page 6	Key Area of Focus 3 - Families
Page 7	Key Area of Focus 4 – Victims and Witnesses
Page 8	Key Area of Focus 5 – Inclusion/Equality
Page 9	Key Area of Focus 6 – Hearing Service Users Voices
Page 10	Key Area of Focus 7 – ACEs and Trauma
Page 11	Key Area of Focus 8 – Strength in Recovery
Page 12	Key Area of Focus 9 – Restorative Justice
Page 13	Events
Page 14	Next Steps

Introduction

Community Justice partners developed the Community Justice Outcomes Improvement Plan (CJOIP) 2018-21 to strengthen efforts to reduce reoffending and improve outcomes for those involved with the justice system. The Commitments within the plan are for all those affected by crime. This includes people involved in offending, their families, victims, communities and those working in the justice system. The CJOIP draws from the National Strategy for Community Justice and locally identified strengths and needs, building on the achievements made in previous years. To help us achieve our outcomes we work with a wide range of statutory and third sector partners across Ayrshire.

Community Justice Ayrshire aims to:

- Tackle the causes of offending and prevent it happening
- Work with people who are at risk of reoffending
- Support people who have committed crimes to move away from offending
- Work with partners to break down barriers to ensure that everyone in our communities has equal access to services and support

Community Justice Ayrshire were one of three community justice partnerships chosen to undertake a **Supported and Validated Self Evaluation** with the Care Inspectorate during 2018-19. This exercise allowed us to assess how our partnership is performing against three National quality indicators and to identify areas where we can improve how we deliver outcomes for people involved in the justice system. Our validation letter from the Care Inspectorate is available: <https://www.careinspectorate.com/images/documents/4994/Validation%20letter%20%20Ayrshire%20Community%20Justice%20Partnership%20-%2016.04.2019.pdf>

Work is driven forward through the following groups:

Thematic groups:

- Whole Systems Approach for Women
- Health and Justice
- Children and Families Affected by Justice
- Inclusion

Local Authority groups:

- South Ayrshire Community Justice Joint Action Group
- East Ayrshire Community Safety Partnership
- Safer North Ayrshire Partnership

“Equality is treating everyone the same, but equity is taking differences into account so everyone has a chance to succeed. The first one sounds fair, the second one is fair”

Key Figures and Achievements

Over **70** screenings of **'Resilience: The Biology of Stress and the Science of Hope'** documentary, reaching more than **5,000** people across Ayrshire



70.9% increase in **Recorded Police Warnings** – issued as an alternative to prosecution

Mental Health Crisis Resolution Team extended from overnight provision to **24/7** access



North Ayrshire's Blood Borne Virus (BBV) Mentors supported over **100** people into care and treatment

44 organisations attended our **Third Sector Brunch** to find out more about community justice and where they fit in

MAD, PING and CVN dedicated workers now in post, driving forward justice service user involvement in their locality



Approximately **30 third sector organisations** actively involved in partnership

'The Journey' educational film developed by **South Ayrshire Community Safety Team** to raise awareness of involvement in the justice system with young people and encourage discussion

Worked with **Recruit With Conviction** to use the 'Apply With Conviction' approach to support people with a criminal record into employment

Worked with our three **Violence Against Women Partnerships** to share the learning from the prostitution research

1,723 Community Sentences issued by Ayr and Kilmarnock Sherriff Courts

132 placements offered by **GRAFT project in East Ayrshire**, supporting the development of personal and transferable skills and providing opportunities

Turning Point Scotland's 'Prisoner Support Pathway' project provided **535** throughcare assessments during the life of the project

Over **30** organisations regularly attending the **'Community Links'** sessions in HMP Kilmarnock. Supporting men to reintegrate into their community

North Ayrshire Justice Social Work referred **51** service users to the **Money Matters** financial inclusion service

East Ayrshire Works Criminal Justice Supports worked with **105** clients with convictions to remove barriers to employment

Occupational Therapist now co-located within the **Partnership Delivery Team**, resulting in **42** referrals for support

705 Alcohol Brief Interventions (ABIs) were carried out across the three Ayrshires

East Ayrshire Council's Vibrant Communities **'Play in Prisons'** initiative delivered support to **63** men serving a sentence in HMP Kilmarnock

127 incidences of **Diversion from Prosecution** across the partnership, keeping people out of the justice system

Court Screening for Women Service was utilised on **273** occasions, to promote the use of bail and to prevent the unnecessary use of remand

51 Structured Deferred Sentences issued to allow individuals to address their offending behaviour

47 Drug Treatment and Testing Orders (**DTTOs**) imposed

Key Area of Focus 1 - Keep Out of the Justice System

We know that once people are involved in the formal justice system, it is very difficult to get back out, particularly if they get a criminal conviction. We will continue to promote and champion all efforts to stop people being drawn into and escalated up through the formal justice system. For those who do find themselves involved in the justice system, we will work with them to find ways to build resilience and capacity to move on from offending.

Court Screening Service for Women

The Court Screening Service for women was developed to provide information to Sheriffs about women appearing from custody courts (who had been held in police cells overnight) with a goal of promoting the use of bail and trying to prevent the unnecessary use of remand. A bail support plan is provided, detailing the support which will be available for a woman if she is granted supervised bail. The plan includes details of current needs, potential referrals and current service involvement. The Court Screening staff will liaise with a variety of services including C&FSW, addiction services, mental health and housing.



No. of women appearing	No. of court action notes completed
332	273

Court Screening Case Study

Ms G appeared through court with a first offence for a domestic matter. The court screening staff member met with her in the custody cells and discussed further support in the community. Ms G attended an appointment with the PDT Occupational Therapist who completed 1-2-1 support. Ms G is also supported by Woman's Aid on a weekly basis and has been offered her own tenancy. Ms G was supported by the court screening worker on the day of her trial and was found not guilty. Ms G was very grateful for the support received and was advised if she required any further support then she could make contact.



Case Study Diversion

Ms H came to the attention of the Police after an incident which was aggravated by alcohol misuse. Ms H has a nursing background, therefore had previous biological knowledge of substances harmful to health. She was provided with a measuring cup at her first module of the Alcohol Education Programme to measure accurately what she was consuming. She was shocked with some of the statistical information provided within the Alcohol Education Programme which came as a bit of a surprise, as she is at the frontline of alcohol abuse associated injuries and mental health. Ms H reduced her alcohol throughout this intervention and in the exit questionnaire she highlighted the measuring cup as a useful part of the intervention. She continues to practice within the NHS, and she has not lost her registration.

A total of 127 people were diverted from prosecution in Ayrshire in 2018/19

Early Intervention from Custody (Women) Project

This project was developed as an extension of the Court Screening Service in Kilmarnock Sheriff Court. Women are screened in the cells with addictions and mental health needs identified for follow-up community support. The project offers women an early intervention service at the initial stages of the criminal justice system. Before this project was created some women, who were bailed from Court were returning to their community as 'chaotic' with unmet needs.'

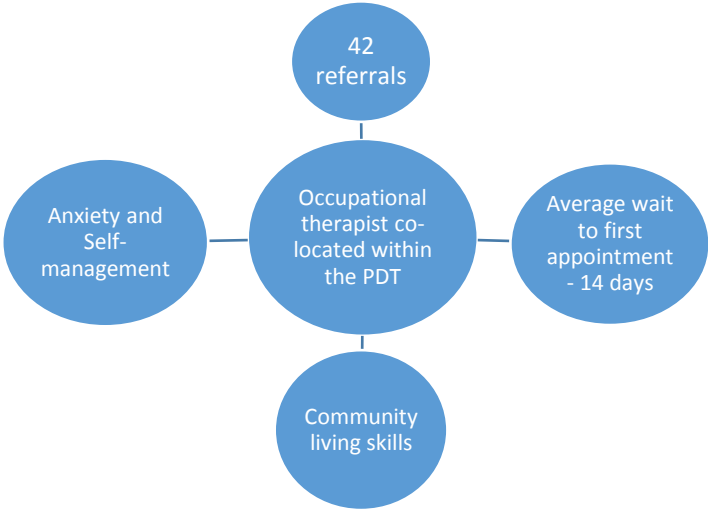
It was anticipated that the project would fill a gap in service delivery for marginalised women entering the Justice system at its earliest stage, increase links with all relevant services and reduce risk of custodial or high tariff sentences.

A total of 78 referrals were made to the Early Intervention service in 2018/19*

Key Area of Focus 2 – Gender Specific Approaches

We know from research that those who have had the most difficult start to life are more likely to have poor outcomes in later life, including involvement in the criminal justice system. We also know that women and men often have very different ‘journeys’ into the justice system, and the evidence around the value and benefit of gender-specific and trauma-informed approaches is clear. Whilst recognising that there are common issues across the genders, where appropriate we are committed to finding gender specific approaches to help both men and women avoid /move on from involvement in the justice system.

- The **Partnership Delivery Team** deliver the **Caledonian System** which is an accredited programme to address domestic abuse by working with perpetrators, while offering a service to woman and children. During 2018-19; **60 men received a disposal for the Caledonian Programme and 60 women were offered a service from the Caledonian Women’s Workers**, which included safety planning
- Feedback is obtained from both the men and women participating in the programme. Women are encouraged to complete an initial behaviour checklist questionnaire to gain insight into the women’s experience and to inform risk assessment



Our **Whole Systems Approach for Women** thematic group have lead on several initiatives, including a pilot of the **‘Strengths and Resilience Monitor’** working with women in the justice system. The approach is based on evidence of positive outcomes achieved in the initial pilot undertaken by a third sector organisation ‘Up 2 Us’ with young women. It is hoped that the pilot will add to the evidence base of the tool and **lead to better health, wellbeing and justice outcomes for women**. The project takes a collaborative approach by enabling staff to share expertise, information and resources across women’s justice service staff, NHS Health Improvement staff and other partner agencies. It is being supported by colleagues from Public Health who are undertaking an evaluation of the pilot.



Led by East Ayrshire and driven forward by the pan-Ayrshire ‘Equally Safe Ayrshire’ group, the three VAWPs in Ayrshire and NHS Ayrshire & Arran **commissioned and funded research into prostitution in Ayrshire**. The research aimed to understand the experiences of women involved in prostitution in Ayrshire; **inform strategic planning of services** and support the VAWPs to provide a more proactive and holistic response to supporting the safety, health and wellbeing of women involved in prostitution.

The three **VAWPs and the Equally Safe Ayrshire** group are now considering their response to the findings of the research.

Key Area of Focus 3 – Families

We know that families can be a big support when people are trying to move on from offending. We also know it can be stressful having a family member involved in the justice system. Family members often have to deal with issues around rejection, stigma, and victimisation by neighbours and the community. For families 'left behind' while a loved one is in prison, they can often feel as if they have had a bereavement. Family members may need support to help them deal with a variety of overwhelming feelings of grief, anger and worry and to help them to readjust throughout the course of arrest, trial, imprisonment and release.



East Ayrshire Council's Vibrant Communities **deliver a range of play and bonding activities within HMP Kilmarnock** to support children and families affected by parental imprisonment, offering opportunities for bonding, attachment and maintaining good family relationships as part of a Big Lottery funded programme.

The service supported **63 prisoners and their families in 2018-2019**. Prisoners are supported through Saturday and Wednesday bonding sessions, Family Bookshare Programmes, Dad's group – Play & Parenting training programmes, after-school sessions and seasonal events.

- Families Outside delivered three **“Out of the Shadows”** training sessions over the year. Using this support, funding and collaboration they were able to reach **82 participants from a variety of statutory and voluntary organisations**
- The sessions aim to increase awareness of the impact of the justice system on families and what practitioners can do to support families
- Ad-hoc training has been delivered with the **HMP Kilmarnock Healthcare team**
- Families Outside took part in the **North Ayrshire Nurture** conference and delivered an input on the impact of imprisonment to 69 delegates ranging from early years, primary and secondary education practitioners



Family & Friends Hub – HMP Kilmarnock



Centrestage work in partnership with Serco to manage the Family & Friends Hub at HMP Kilmarnock, **creating a welcoming and supportive environment for those visiting family and friends** - especially for first time visitors who are unsure of prison procedures.

The Family & Friends Hub **provides meaningful support and advice for families affected by imprisonment** and offers various Centrestage #funfoodfolk activities throughout the week to make both adults and children feel at ease. The Hub also provides light refreshments including tea, coffee, sandwiches, fresh fruit and juice and the layout has been designed to ensure that children can have access to indoor and outdoor play facilities whilst visiting.



Key Area of Focus 4 – Victims and Witnesses

Victims and witnesses of crime can feel invisible in the justice system and that their needs and experiences are overlooked. We want to make sure that victims' voices are heard and are championed at local and national level. This includes understanding that some people involved in offending have also been victims of crime – not just children, young people and women, but men too. In 2016/17 Victim Support Scotland offered support to over 100,000 victims of crime and had 126,676 contacts with witnesses of crime. We are committed to ensuring that victims and witnesses receive the support they require, and that their voices are heard and their opinions are taken into account.

The Ripple Effect:

a victim awareness toolkit

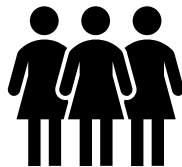


The Ripple Effect training aims to:

- Increase knowledge and understanding of Victim issues and the impact of crime on both individuals and communities
- Engage in discussion about the problems/ issues and look towards providing positive outcomes for individuals and communities
- We will continue to look at rolling this training out over the coming year

The Caledonian women's service offers specialist support in the context of domestic abuse. This includes, safety planning, information, advice, advocacy and emotional support. The overall aim is to reduce the risk to women and children while improving social and emotional wellbeing.

Since the re-accreditation of the Caledonian System, women's workers have been provided with a case management tool, 'JARS'. This tool offers a framework for case management and highlights key areas of support/intervention and gaps in service provision. The tool will ensure women have opportunities to access housing, employment, have their safety, health and well-being increased and feel more connected to their community.



We supported the 16 Days of Action campaign alongside our three Violence Against Women Partnerships, including the 'Expect Respect' conference and held a pledge signing at our #JustFootball Tournament. Encouraging people to pledge to never commit, condone or remain silent about men's violence against women in all its forms



Break the Silence attended a meeting of the Community Justice Ayrshire Board to raise awareness of the important work they carry out in supporting survivors of rape and childhood sexual abuse, aged 13 years and above. They also participate in the Community Links sessions held within HMP Kilmarnock



Victim Support Scotland have been undergoing a period of change and restructure and have had limited capacity to engage with the partnership over the past year. We are looking forward to increasing our work in this area over the coming year

Key Area of Focus 5 – Inclusion/Equality

We know that people who are involved in the justice system are socially excluded and face many inequalities. This includes inequalities linked to both offending and to being a victim of crime. We have agreed 'Shared Equality Outcomes' with other local organisations in Ayrshire, so we are all working towards the same equality goals. We want people in Ayrshire to experience safe and inclusive communities; have equal opportunities to access and shape public services; have the opportunity to fulfil their potential throughout life; and for public bodies to be inclusive and diverse employers.

Additional Support for People with Convictions

Recognising a gap in provision for **one-to-one support** for people to disclose criminal convictions, **APEX Scotland** secured funding for a post to work across Ayrshire to provide comprehensive support to people who have criminal convictions.



The service provides enhanced disclosure support to help people obtain Subject Access Reports detailing offences and helps them to produce a letter of disclosure. The worker is based mainly within Department for Work & Pensions (DWP) offices, linking in closely with the designated 'ex-offender work coaches' who offer support to people being liberated from prison in relation to benefit entitlement.

HMP Kilmarnock Prisoner Support Pathways



To mitigate for the lack of Throughcare Support Officers, Turning Point Scotland (TPS) were commissioned to provide a '**Prisoner Support Pathways**' (PSP) service within HMP Kilmarnock. The service was commissioned to run for a two-year period, during which time partners would work together to come up with a longer-term solution for throughcare services.

The project ended in March 2019 and during 2018-19 we worked with partners to develop an alternative model of throughcare. To inform the development of the new approach, Serco hosted a 'throughcare coffee morning' which saw 70 people from services across Ayrshire, prison staff and prisoners in attendance. The session aimed to identify what level of commitment services could bring to the new model. The high turnout for the event is evidence of the desire that partners across Ayrshire have to work collaboratively to provide a throughcare service to link people back to our communities.

The new model is centred around '**Community Links**' weekly drop in sessions (which are facilitated by Community Justice Ayrshire staff and supported by Serco). We now have over 30 agencies who attend the prison on a monthly basis to engage with men prior to liberation, establishing relationships which can then be built on in the community.

Key Area of Focus 6 – Hearing Service Users Voices

We know that people are the best experts in making changes to their own lives. Sometimes organisations and services don't listen to the people who are most affected by what they do. We have been working with the University of Strathclyde on a Service User Involvement Project for community justice. The overarching objective is to work together to inform and support the design, development, implementation and review of a multi-layered service user engagement strategy/plan and practice across Ayrshire community justice services.



Our partnership recognised that by changing our way of approaching service planning and delivery by involving service users in the process of designing services, we may in turn see better outcomes for individuals, families and communities. The value of involving service users in co-designing services cannot be underestimated. **Service user involvement refers to the process by which people who are using or have used a service become involved in the planning, development and delivery of that service.** There is a growing recognition that because of their direct experiences of using services, service users have a unique insight into what works, which can be used to improve services and outcomes for individuals. The benefits of service user involvement are well documented and, in justice contexts, can enhance the credibility, meaning and legitimacy of services. **Effective service user involvement can also improve the quality and impact of interventions, and support desistance, recovery and social integration.**

Three groups were established in the area which have involved a range of service users, working together alongside social workers and a range of community justice partners across Ayrshire to shape and influence the design, delivery and development of community justice services. **This is a significant shift in service governance.**

Justice Social Work Services rarely take on people with convictions as employees, but as a direct result of this work we now have development workers who have lived experience of the justice system in post in South and East Ayrshire, and a Desistance Officer in post within North Ayrshire. Their role is to take forward some of the service changes recommended by the groups and to expand their reach.

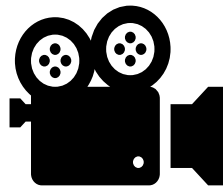
Being involved in the initiative has been life changing for some, with the PING development worker commenting that because of his involvement in the project ***“I have had my beginning, a sense of belonging that I never had before, which has created the belief that things can change”***. He goes on to thank key people in the partnership for believing in him and giving him a second chance in life. He is now inspiring others who have been in a similar position to him and is working with others to share the learning from the project. The above quote was taken from a twitter comment, and we were delighted that he referenced and recognised our ethos of Beginnings, Belonging, Belief in helping him to move on and have a meaningful life.

Key Area of Focus 7 – ACEs and Trauma

Exposure to Adverse Childhood Experiences has been found to have a strong and graded association with a range of health behaviours and outcomes, including: early onset of alcohol use; alcohol addiction; illicit drug use; depression; low life satisfaction; unintended teenage pregnancy; HIV risk behaviours, as well as a range of non-communicable diseases and premature death. Although these experiences are surprisingly common in the general population, certain vulnerable groups, such as people involved in offending, are known to have experienced higher levels of adversity than others.

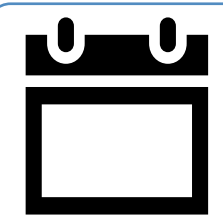


Following the February 2018 **'Start Where You Are and Do What You Can'** conference, the Divisional Commander of Ayrshire Division of Police Scotland announced his intention to make the division the first in Scotland to become 'trauma informed'. Working in collaboration with NHS Ayrshire & Arran and a variety of other partners, **850 staff within the division have been trained on the impact of trauma**. This has also been rolled out to probationary officers at the Scottish Police College, meaning that the learning is being spread more widely across the country. In the region of 1,500 officers and staff can now be regarded as being 'trauma informed'.



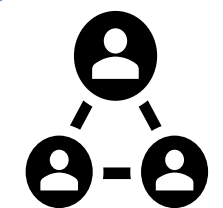
Raising awareness of ACEs and trauma

- Over 70 screenings of **'Resilience: The Biology of Stress and the Science of Hope'** documentary reaching more than 5,000 people across Ayrshire and beyond
- Shared the video clips from the **'Start Where You Are and Do What You Can'** Conference to share the learning across partners



Promoting training and events

- CJA regularly update a calendar of training and events on their website, promoting both local and national opportunities around ACEs, trauma and other community justice topics
- Worked with partners across the local authorities to map provision of related training and address any gaps



Developing a network of trainers

- South Ayrshire ADP have been working with a Clinical Psychologist to develop a trauma informed training session to build capacity among the workforce in recognising and responding to the effects of trauma on the people they work with
- CJA are part of this network and will be delivering training over the coming year

Key Area of Focus 8 – Strength in Recovery

We believe that people with lived experience of the justice system have a wealth of knowledge and understanding that is unique to their circumstances. Most people involved in the justice system move away from offending behaviour through time, with many people going on to help others in similar situations to make the necessary changes to allow them to do so too. Often, we hear accounts of how one significant person has fostered a sense of belief in those who are ready to change, which helps that change to start to happen. We are committed to building on the work that our partners in the Alcohol & Drug Partnerships across Ayrshire are doing to foster the strength and capacity that people in recovery have, along with their personal experience of recovery. This in turn will inspire hope in others who are less advanced in their own journey to recovery.



South Ayrshire ADP has a well-established history of working with peer mentors, the highly successful **ADP Volunteer Peer Worker Project** is run in association with Ayrshire College's Ayr Campus and provides an opportunity for people in the community who have been impacted by alcohol or drug addiction to get to a position where they can help others. A recent graduate of the programme commented:

"This project is taking people who had chaotic lives in the past and giving them a second chance. It's given me a new life and it's also helped me to give a little back".

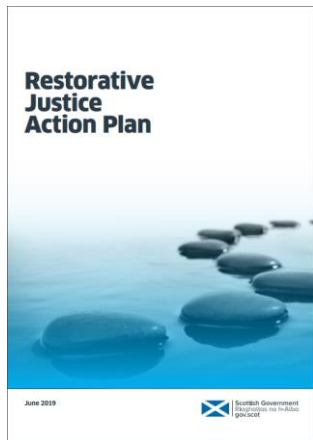
During the last intake **10** participants progressed through the programme onto placements within a variety of workplaces.

The **Blood Borne Virus Peer Mentors** within North Ayrshire have been able to demonstrate the added value of peer support, particularly to those with multiple barriers and traditionally regarded as 'hard to reach' by supporting **more than 100 people** through active signposting to community services and providing transitional support from prison, hospital and residential settings back into the community.

A practical example which demonstrates the positive outcomes achieved by this approach relates to a man serving a sentence within HMP Kilmarnock who engaged with the peers and started his treatment for a BBV whilst in custody. Upon release, the peers continued to support him to attend for treatment, ultimately leading to him being clear of the BBV. **It was reported that this was the first time that a person had continued their pathway to treatment from the prison to the community setting.** In addition to the more obvious positive outcomes in relation to the improved health and well-being of the man and the longer-term savings to the NHS for likely future treatment, there is 'added value' in this case as the man went on to volunteer within the local recovery community and is now feeling a sense of belonging there. He is being supported in his recovery and has not reoffended.

Key Area of Focus 9 – Restorative Justice

There is growing evidence that restorative justice offers a powerful alternative to the traditional criminal justice system in some circumstances. Restorative justice brings those harmed by crime or conflict and those responsible for the harm into communication, enabling everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward. This is part of a wider field called restorative practice.



- Briefing sessions on restorative justice delivered at the South Ayrshire Joint Action Group and the Safer North Ayrshire Partnership (SNAP)
- Contributed to national development session, feeding in local views and experience
- Working with Local Authorities to raise awareness of restorative justice and support implementation locally



Input received at the SNAP from Edinburgh Council around their approach to the implementation of restorative justice practices



North Ayrshire Council Educational Psychologists have been using restorative approaches when working with young people

Restorative justice is a process that brings together those harmed by crime and those responsible for the harm to safely discuss the harm and how it might be set right. We will continue to engage with the Scottish Restorative Justice Forum to learn best practice from across Scotland

**SCOTTISH
RESTORATIVE JUSTICE
FORUM**



The Community Justice Ayrshire team attended 'Sycamore Tree' training delivered by Prison Fellowship alongside Education colleagues. Sycamore Tree is a volunteer-led victim awareness programme that teaches the principles of restorative justice. Learners explore the effects of crime on victims, offenders, and the wider community, and discuss what it would mean to take responsibility for their personal actions.

Community Justice Ayrshire Events 2018-2019



Out Of The Shadows Training - Raising awareness of the impact of imprisonment on families and providing participants with the tools and techniques to support families



Third Sector Brunch - Working with our third sector partners to raise awareness of community justice and develop partnership working



#JustFootball Tournament - Bringing people together across Ayrshire and using the power of sport to promote service user involvement



Inclusive Justice - Sharing the learning from the service user involvement project and the positive outcomes experienced by group members



ACEs Conference: Adversity is Not Destiny - Raising awareness of the impact of adversity on the justice system

Next Steps

Keep Out of the Justice System

- Monitor the impact of the extension of the Presumption Against Short-term Sentences (PASS)
- Continue to build relationships with throughcare providers from across Scotland, strengthening links

Gender Specific Approaches

- Work with partners to consider the development of non-court mandated interventions for women affected by domestic violence
- Continue the Strengths and Resilience Monitoring Tool pilot, working with the PDT and NHS Public Health

Families

- Work with HMP Kilmarnock's Family Strategy Group and other partners to promote local information, support and services for families of people in the justice system
- Work with partners to try to break the intergenerational cycle of offending, by linking services and promoting the development of a 'whole family approach to working with those who are involved in the justice system

Victims and Witnesses

- Deliver our 'Ripple Effect' training to practitioners to raise their awareness of the impact of crime on victims
- Work with our local Victim Support services to identify other ways that we can work together to better support victims

Inclusion/Equality

- Support further 'Apply with Conviction' training sessions to build capacity across Ayrshire in supporting people into work
- Work with partners to improve access to bank accounts and financial inclusion advice for men being liberated from HMP Kilmarnock

Hearing Service Users Voices

- Disseminate the 'Inclusive Justice' academic report and promote service user involvement in justice services through a national event
- Support the service user involvement groups to evaluate their work and evidence the positive outcomes achieved

ACEs and Trauma

- Share and promote the video footage of the speakers from this year's 'Adversity is Not Destiny' conference
- Identify and deliver trauma informed training to our third sector partners

Strength in Recovery

- Work with partners to expand peer presence and recovery group provision within HMP Kilmarnock
- Support the delivery of the Steps to Excellence programme within HMP Kilmarnock in association with South Ayrshire ADP

Restorative Justice

- Monitor developments with the Scottish Government's Restorative Justice Action plan and support implementation locally
- Attend the Scottish Restorative Justice Forum to share best practice with practitioners across Scotland



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