



Community Justice Scotland
Ceartas Coimhearsnachd Alba

**Community Justice Outcome Activity Across Scotland
Local Area Annual Return Template and Guidance
2019-20**

April 2020

1. Background

The introduction of the Community Justice (Scotland) Act 2016 triggered the formal implementation of the new model of Community Justice in Scotland. A number of key documents are associated with the Act including the National Strategy, Justice in Scotland: Vision & Priorities and the Framework for Outcomes, Performance and Improvement.

The 2016 Act places a duty on community justice statutory partners to produce a Community Justice Outcome Improvement Plan (CJOIP) which outlines key local needs and priorities and the plans and actions to address these against a backdrop of the documents noted above. Beyond this, the partners are also tasked with reporting, on an annual basis, the community justice outcomes and improvements in their area, again with reference to the associated strategy and framework documents and, when complete, submit those annual reports to Community Justice Scotland.

Community Justice Scotland is committed to working in partnership with community justice partners and have designed the template and guidance to support local areas in reporting on their annual outcomes and improvements in a meaningful way that captures necessary data in an effective and efficient manner.

2. Statement of Assurance

The information submitted to Community Justice Scotland using this template is for the purpose of fulfilling the requirement under s27 of the Community Justice (Scotland) Act 2016 for Community Justice Scotland to produce a report on performance in relation to community justice outcomes across Scotland.

The data submitted using this template will be used for this reporting purpose only. In the report, local authority areas will only be specifically identified with their consent. However, Community Justice Partnerships should be aware that any information held by Community Justice Scotland is subject to statutory Freedom of Information obligations.



3. General principles of the template

The template is designed to capture a range of important data in a way that allows local partners to highlight key aspects of community justice activities, outcomes and improvements over the specified period without it being onerous or time and resource demanding.

Most of the template is self-explanatory and, where this is the case, there is little guidance required. In the sections that require more direction for completion, please refer to the template completion guidance which was issued alongside this reporting template. The text (in blue) will outline what is expected in terms of reporting.

It would be helpful if responses in each of the “evidence and data” boxes within section 4 of the template (“performance reporting”) is held to a maximum of 300 words per indicator to ensure the main points are captured. This allows for an efficient analysis by Community Justice Scotland on return. The use of bullet points in your answers is acceptable.

Where the template asks for evidence, a written response will suffice and there is no expectation that you send additional supporting documentation – if there are any aspects Community Justice Scotland is unclear on it will be our responsibility to request clarification where necessary.

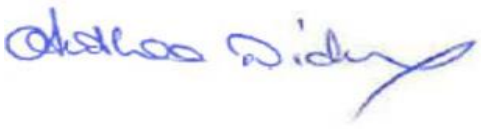
If any response or evidence requires details about people with lived experience (e.g. evidence in respect of someone’s life story) please **NO NOT** include any personal sensitive information (as outlined in Schedules 2 & 3 of the Data Protection Act 1998) as Community Justice Scotland does not require such information. If this is unavoidable then please ensure that the data is fully anonymised.

This is the third iteration of the template and guidance.



4. Template Completion

1. Community Justice Partnership / Group Details	
Community Justice Partnership / Group	Community Justice Ayrshire
Community Justice Partnership Group Chair	Councillor Anthea Dickson
Community Justice Partnership / Group Co-ordinator	Post currently vacant (Previously Alice Dillon)
Publication date of Community Justice Outcome Improvement Plan (CJOIP)	1 April 2018

2. Template Sign-off	
<p>The content of this annual report on community justice outcomes and improvements in our area has been agreed as accurate by the Community Justice Partnership / Group and has been shared with our Community Planning Partnership through our local accountability arrangements.</p>	
Signature of Community Justice Partnership / Group Chair:	Date:
	29.10.2020
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3. Governance Arrangements

Please outline below your current governance structure for the community justice arrangements in your area :

Community Justice Ayrshire is a partnership between East, North and South Ayrshire Councils that was established to build on the strength of the partnership and achievements of the South West Scotland Community Justice Authority. Community Justice Ayrshire was formed to provide a collaborative Pan-Ayrshire approach to preventing and reducing offending in our communities.

Our Board comprises of statutory and additional local partners and meets on a quarterly basis. The Board reports to each of the three Ayrshire Community Planning Partnerships. This helps us to link to wider issues (like housing, health and employability) and keeps us in touch with priorities for local communities across Ayrshire. Our Community Justice Outcomes Improvement Plan (CJOIP) links closely to the Community Planning Partnerships' plans, including the Local Outcomes Improvement Plans and Locality Plans in the three Ayrshires.

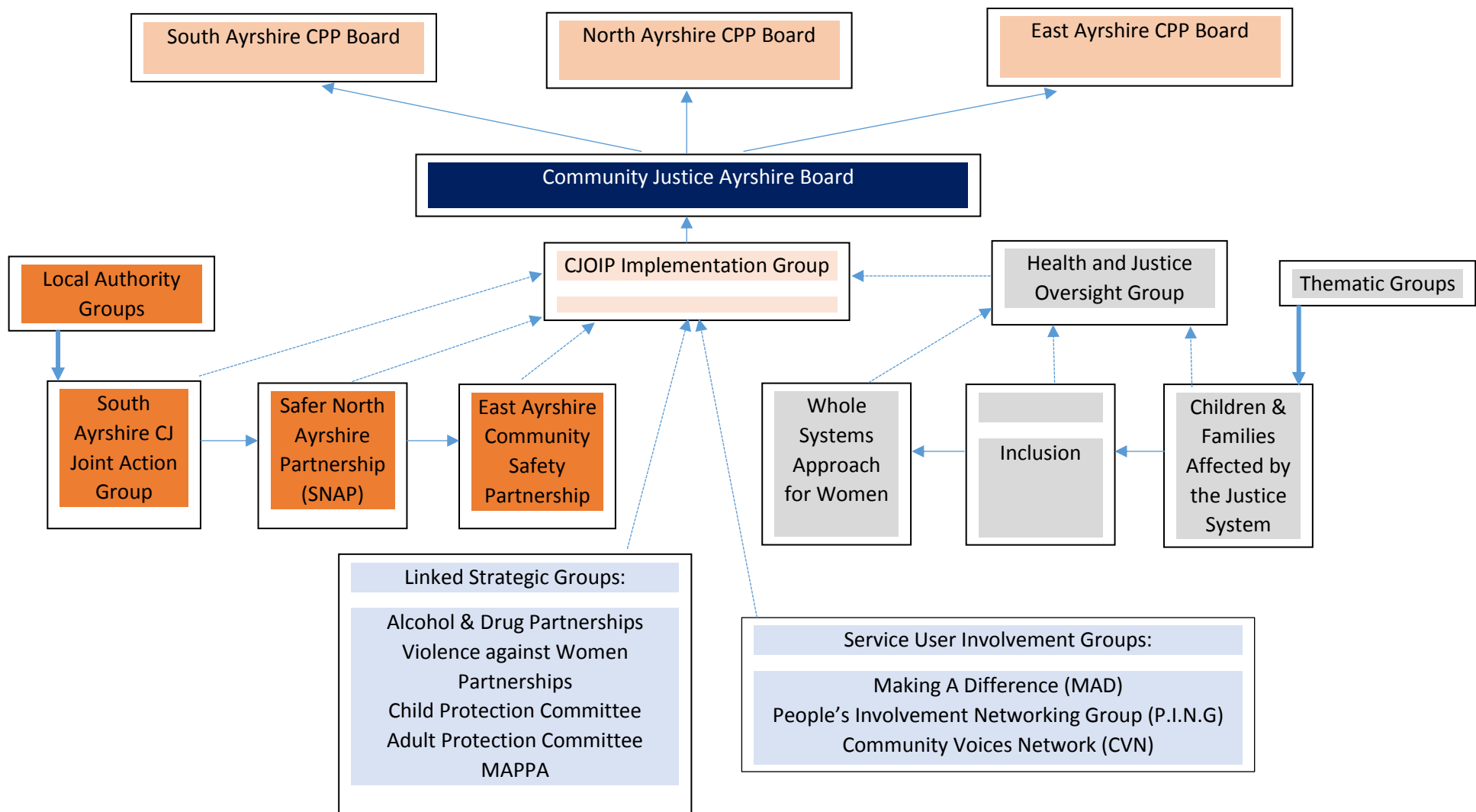
The commitments within our CJOIP are driven by a number of thematic and local action groups, which comprise of statutory and voluntary sector partners from across Ayrshire and beyond. Progress is reported to our CJOIP Implementation Group, where any areas of concern are identified, and any remedial action is put in place before reporting to our Board.

In addition to the groups administered by Community Justice Ayrshire, we also link in with several other strategic groups, such as the three Alcohol and Drug Partnerships, Violence Against Women Partnerships, Child Protection Committees, Adult Protection Committees and MAPPA. We also work closely with colleagues on strategic issues linked to housing, homelessness and health.

Community Justice Ayrshire is supported by a small staff team comprising of a Manager, a Planning and Performance Officer, and a Business Support Officer. Our Board is chaired by an Elected Member from North Ayrshire, with our vice chair being the Chief Executive Officer of East Ayrshire Council for Voluntary Organisations.

A diagram outlining our governance arrangements can be found below:





4. Performance Reporting – National Outcomes

NATIONAL OUTCOME ONE
Communities improve their understanding and participation in community justice

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Activities carried out to engage with 'communities' as well as other relevant constituencies	<p><u>Engagement Activities</u></p> <p>Community Justice Ayrshire and wider partners helped to develop and deliver several activities during the year to engage with communities:</p> <ul style="list-style-type: none"> • Provided an input at the Presbytery of Irvine and Kilmarnock Mission Day within HMP Kilmarnock, sharing the ethos of community justice and the work taking place within the prison and the community • Ran information stalls at community events including the South Ayrshire Health and Social Care Partnership 'Making Connections' event and the 20th birthday celebrations for North Ayrshire's Third Sector Interface • Colleagues from our close partners Families Outside delivered a special session of their Out of The Shadows training within HMP Kilmarnock • Provided an input at a DWP networking event to help colleagues understand the work of community justice and their important role • Shared a range of information, news, training and events through the Community Justice Ayrshire website, Twitter page and regular e-bulletins • 'Not My Crime, Still My Sentence' conference, looking at the impact of imprisonment and the wider justice system on children and families • 'Gender Based Violence in the Modern World' conference 	<p>Many of the activities provided the opportunity to engage face to face with colleagues across the statutory and third sector, volunteers, recovery communities, faith communities and the general public. Inputs and stalls allowed us to raise awareness of community justice to a wide range of audiences. The longer-term impact of these activities can be difficult to measure but initial feedback has been positive and resulted in invites to provide further inputs to communities.</p> <p>Delivering the Out of The Shadows training within the prison environment provided a unique opportunity for participants to experience first-hand how it feels to take part in a visit and learn about the work of the Family and Friends Hub.</p> <p>In an evaluation of the training, all participants either agreed or strongly agreed that the session increased their awareness of the impact of imprisonment of families and increased their confidence in working with families affected by imprisonment.</p>



<p>Consultation with communities as part of community justice planning and service provision</p>	<p><u>PING Throughcare Survey</u></p> <p>Partners felt they had a good grasp on the issues being faced by people being liberated from prison but felt further exploration of these issues and developing a local evidence base would help to strengthen our understanding and ability to act on the findings.</p> <p>Following agreement of the Community Justice Ayrshire Board, the local service-user-involvement group 'PING' were tasked with developing a survey to be carried out with individuals who were preparing for liberation or had recently been liberated from prison. The research aimed to:</p> <ul style="list-style-type: none"> • Increase our understanding of individual's experiences of returning to the community from prison • Identify good practice and gaps in support needs <p>Following several rounds of service-user and partner input, the survey was finalised and looked at issues including support received prior to leaving custody, concerns when preparing to return to the community, delivery of support services and challenges experienced when back in the community.</p>	<p>During the collection period, the survey was available online and advertised through social media. PING colleagues visited local community groups and our closest prisons (HMPs Kilmarnock, Greenock, Polmont, Cornton Vale and Barlinnie) to complete surveys in person.</p> <p>Participants:</p> <ul style="list-style-type: none"> • 160 responses • 120 males, 31 females (9 unknown) • 32% aged 25 – 34yrs and 37% 35 – 44 years • 120 Ayrshire (majority South) • 71% short term sentences • 17% Long term • 12% remand • 25% >5 sentences and >5 years • 20% 1 sentence and <1yr <p>A full write-up of the research, including a thematic analysis of the qualitative themes, is currently taking place however the results have already been presented to the CJA Board and other partners looking for specific insights into their service.</p> <p>We will be looking at the results through our various thematic groups to draw out any specific challenges or areas for improvement and to discuss collective solutions to these. The finding will also be used to help further design and develop the support available at HMP Kilmarnock through the Community Links model.</p>
<p>Participation in community justice, such as co-production and joint delivery</p>	<p><u>'Inclusive Justice; Co-Producing Change' Project Report and Event</u></p> <p>Community Justice Ayrshire is committed to ensuring that the voices and experiences of service users are considered when developing policy and strategy; recognising that there is much to be learned from people with 'lived experience' of the justice system.</p>	<p>Over the last two years we have been kept up to date with the progress of the project and have heard from a number of service users who have benefitted from being involved. In some cases, the experience and opportunities afforded by being involved in the project have been life changing.</p> <p>One group member commented (about the weekly gym) "It helps to build confidence and helps you feel stronger when in recovery. It helps build relationships and break down barriers</p>



	<p>To allow us to do this in a meaningful way, a team from the University of Strathclyde and the Centre for Youth and Criminal Justice were commissioned to establish three service user involvement groups and to support and document the process of implementation and the resulting activities, outputs and outcomes.</p> <p>The 'Inclusive Justice; Co-Producing Change' event acted as the formal launch of the final project report and good practice guide, which we hoped to 'bring to life' by offering the opportunity to listen to some of the key contributors to the project.</p> <p>The three local groups, led by development workers with lived experience, created a range of methods for engaging with those involved in the justice system and developed opportunities to be involved in the planning, development and delivery of services.</p> <p><u>Sharing the learning</u></p> <p>Author of the research Dr Beth Weaver, lecturer in Criminology and Criminal Justice at Strathclyde University, EAC Justice Service and Community Voices Network peer mentors presented the research findings at the Social Work Scotland Annual conference in June 2019. Highlighting the work taking place across Ayrshire and as a result have visited and been visited by colleagues from other local authorities across Scotland looking to replicate the model.</p> <p>The presentation was well received by colleagues and peers with the core principals of 'Inclusive Justice; Co-Producing Change' expanding its reach to local authorities across Scotland and influencing practice on a national basis.</p>	<p>and you get to know people on another level. I feel it has done me an awful lot of good".</p> <p>In addition, we have heard from social work practitioners who have said that they feel that their involvement in the project has reinvigorated them in their work as they have been able to take a new approach which is much more conducive to building mutually respectful relationships, which in turn achieves better outcomes for all.</p> <p><u>Full event report and the final project report can be found on the CJA website.</u></p>
Level of community awareness of / satisfaction	<u>Community Awareness and Satisfaction with UPW Activities</u>	<p>Examples of feedback received by UPW Teams:</p> <ul style="list-style-type: none"> • "Just to let you know how pleased I am with the work you and your team did. Please give my regards and thanks to



<p>with work undertaken as part of a CPO</p>	<p>Individuals who undertake Unpaid Work (UPW) have an opportunity to repay their local communities for the harm caused by their offending. They pay in time and hard work whilst developing new skills and confronting their offending behaviour. UPW allows the individual to develop and improve their social skills making positive connections with people and communities.</p> <p>Examples of UPW available:</p> <ul style="list-style-type: none"> • Litter picking across Ayrshire • Maintaining community walkways, public routes and cycle paths • Snow clearance in winter • Community painting projects across public amenities • Ground maintenance across public venues - churches, Scout halls, respite homes, residential nursing homes and children's nurseries. • Individual placements across Ayrshire with public, private and charitable organisations. • Working in partnership with community groups to assist in upgrade public open spaces. <p>UPW is for the benefit of the local community. Projects are identified through:</p> <ul style="list-style-type: none"> • Links and relationships between the team community groups, community councils and known voluntary organisations • Awareness raising of our capabilities within UPW to local elected members • Pro-active monitoring of local media (press and radio) by staff to identify and contact appropriate projects that could benefit from assistance • Awareness raising within the wider social work environment • Links with Community Development and Planning Department 	<p>all. A marvellous job and it makes such a difference to me that I can enjoy sitting out in my garden” (Community Member)</p> <ul style="list-style-type: none"> • “A huge thanks to Unpaid Work for helping with deliveries and collections for East Ayrshire Foodbank, we have delivered 5,571 meals in total (this was up to the end of April) and getting busier, we could not have coped with the demand without your help” (East Ayrshire Foodbank) • “Just wanted to pass on our praise with what the team have been doing within our school grounds. We are delighted with the results of the projects they have been undertaking, our nursery children are loving the pirate ship that they have built for them. We can't get them off” (Local Primary School) • “A big thank you to staff and service users for your hard work all year to give our organisation a kind donation of £1,150 we are really grateful. This money will be used to support individuals by the suicide of a family member or friend” (Local Charity)
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	<ul style="list-style-type: none"> Local Third Sector Interface who act as a referral conduit to us on occasions when they recognise appropriate projects through their own activity 	
<p>Evidence from questions to be used in local surveys / citizens' panels and so on</p>	<p>North Ayrshire People's Panel Questionnaire</p> <p>Once again in 2019, we were able to have some questions included in the North Ayrshire People's Panel questionnaire.</p> <p>Respondents were asked to comment on how likely or unlikely certain types of sentences would be to make an offender less likely to commit a crime in the future. Prison is seen as the most likely deterrent with 56% of those that expressed a view stating that it would be fairly or very likely to make an offender less likely to commit a crime in the future. Opinions are divided about the deterrent effect of a range of other sentences (such as electronic tagging and various types of orders) and there is scepticism as to whether fines and, especially, deferred sentences would have the desired effect.</p> <p>When asked what they thought the main priorities for working with offenders in the community should be, the top three responses were:</p> <ul style="list-style-type: none"> Tackling the underlying causes of crime, such as drugs and alcohol Working with offenders so they can understand the impact of their crime on victims Ensuring that offenders carry out unpaid work of value to the community in order to pay something back <p>Forty percent of respondents indicated that they were aware of unpaid work carried out in North Ayrshire by individuals sentenced to community service. This is down from 49% in 2015 and 42% in 2018. People that lived in the 15% Most Disadvantaged Areas were more likely than respondents living in the rest of North Ayrshire (44% compared to 38%) to be aware of such work.</p>	<p>North Ayrshire People's Panel Questionnaire</p> <p>The North Ayrshire People's Panel questionnaire is used to help inform areas of priority for the local authority. The results are widely shared with partners, thematic groups and communities via Locality Partnerships. They are then used to gauge performance and influence service development.</p> <p>Community Voices Network Engagement Surveys</p> <p>Research indicates that individuals who feel invested in their local community are less likely to reoffend. The survey found that physical activity was a popular way to engage, and subsequent opportunities to try skiing at the dry slope in Cumnock, a walking group and football were organised.</p> <p>Activities supported by CVN also included a drop in which offered supports into learning and training opportunities linked to Ayrshire College.</p>



	<p>Just under two thirds (63%) of respondents said that they thought communities had a role to play in justice. Respondents were asked what they believed that role would be, responses included:</p> <ul style="list-style-type: none"> • Support for young people at risk of becoming offenders • Provide mental health support • Any initiatives that foster a sense of belonging in offenders • To advise and prioritise unpaid work <p>Seventy percent of respondents said that they feel additional support should be available for families which are affected by a parent being in prison.</p> <p><u>Community Voices Network Engagement Surveys</u></p> <p>The East Ayrshire Community Voices Network peer mentors undertook engagement surveys with individuals involved with, or on the periphery, of justice services to establish how best to engage those individuals in a meaningful and inclusive way.</p> <p>Just under 100 individuals took part in the survey with the mentors visiting homeless accommodation, drop in centres and community groups to engage with individuals in their communities in an environment familiar to them. The results of the survey informed the approach taken to engage with individuals and several suggested activities were commissioned.</p>	
<p>Perceptions of the local crime data</p>	<p>Local crime data is regularly discussed and used to inform decisions and actions at the Community Safety Partnerships across Ayrshire.</p> <p><u>East Ayrshire Violence Against Women Partnership</u></p>	



	Local crime data is frequently discussed at each of the VAWP's meetings and has recently been used in the development of the EA VAWP strategic plan.	
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Other information relevant to National Outcome One

Community Awareness and Benefits of UPW Projects

Whiteleys Retreat

Whiteleys Retreat is a local charity which provides free therapeutic breaks for families with children affected by Cancer and other serious life altering illnesses. The setting is a former farm within which are two luxurious well equipped, self-catering cottages set within countryside near Alloway, the birthplace of Robert Burns. This beautiful setting has Alpaca and Shetland Ponies within the fields as well as smaller petting animals within the barns and beautiful walkways.

The Justice Services Unpaid Work Team contacted Whitley's Retreat after hearing about this development through publicity on local radio in April 2018 and offered to assist them to prepare in any way they could during the planning and preparation for their grand opening scheduled for September 2018.

From April 2018 they assisted with extensive ground clearance, landscaping and gardening, painting, mending of fences and contributed towards the building of their sensory garden and playpark. Since Whiteleys formally opened they have assumed ongoing responsibility for the maintenance of the gardens around the two cottages used by the families but also assist with any work requested which is within our skill set on an ongoing basis. Before Christmas 2019, from the workshop, they manufactured ornamental reindeer, snowmen and other Christmas themed artefacts made from sustainably sourced local woodland for Whiteleys to sell at open days to raise funds for Christmas presents for the families who visited. As a result of their support of this initiative, Whiteleys were able to raise £4,116 which was greatly received by this exceptional charity.

Clean Up Tarbolton Woods Campaign (CUTWC)

Clean up Tarbolton Woods Campaign began as a campaign by a small number of dedicated members of the local community against the spoiling of the local woods through fly tipping.

Staff from South Ayrshire Council Justice Services Unpaid Work Team met with a few of the CUTWC activists on site in April 2018 to determine how we could assist their campaign. During the walk round the woods, the dedication to the project of the members within the group was abundantly apparent as was their vision and the importance of this initiative for the development and wellbeing of the local community. After the meeting with CUTWC a decision was made to commit the service to provide support to get the group back on track with their five-year plan.

Unpaid work teams have since completed extensive ground clearance to open the right of way path along the side of the burn which feeds into the Waters of Fail and on into the River Ayr. Additionally, extensive cutting back of trees and other vegetation was completed as well as the removal of many tonnes of rubbish from fly tipping within the burn which was completed safely over the summer period when the water level within the burn was very low. Through the use of a 50/1 ratio winch and the dedicated muscle power of the squad, two cars which had been burned out and pushed down the embankment were able to



be pulled from the centre of the burn into the side where they could safely be covered over with vegetation enabling the recovery of the natural flow of the burn thereby preventing further erosion of the walkway.

Before the assistance of the Unpaid Work Team the burn was virtually lifeless of any living creatures because of the level of pollution and blocked water flow. Within a month of Unpaid Work Team's involvement small fish such as minnows had returned to the burn and by the summer of 2018 Ayrshire River Trust, during the community open day, were able to demonstrate through both electro fishing and through fishing with large nets that salmon and brown trout had by then returned to the burn.

Since the successful 2018 summer open day, interest and awareness of the beauty of Tarbolton Woods within the local community has mushroomed. The core group of CUTWC group members who actively work alongside the Unpaid Work Team remains small but community participation in ongoing regular clean up days has significantly increased complimented by a long-term support commitment from the Unpaid Work Team. CUTWC successfully achieved a Community Star Award in 2019. Tarbolton Woods is now regularly used by the local primary schools, nurseries and the village Scout Group. Additionally, due to the development of accessible walkways, it is now a favourite route for dog walkers and more generally used by members of the community as a safe and healthy place to frequent.

NATIONAL OUTCOME TWO

Partners plan and deliver services in a more strategic and collaborative way

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Services are planned for and delivered in a strategic and collaborative way	<p><u>Community Navigator Project</u></p> <p>The VRU approached Community Justice Ayrshire as they were keen to pilot the navigator model within another setting. Recognising the challenges often experienced by those leaving custody around alcohol and drugs, CJA approached our three local Alcohol and Drugs Partnership, alongside HMP Kilmarnock and the VRU, and collaborated to develop a jointly funded 'Community Navigator' project.</p> <p>Evidence gathered from our previous 'Prisoner Support Pathways' service delivered by Turning Point Scotland, showed the top three presenting issues identified by men as being linked to their offending behaviour were:</p> <ul style="list-style-type: none"> • Drugs • Alcohol • Housing 	<p>The aim of the project is to trial a new way of working with people within the prison context at that 'reachable moment' to help break the revolving door of imprisonment by navigating them towards the support available which will help them achieve more positive outcomes in life.</p> <p>Support will be provided in a person-centred and trauma informed way and will involve delivering practical, bespoke interventions both in person and linking in with a wide range of networks, including our local recovery communities, so that men are supported throughout the liberation process and back into our communities.</p> <p>A key element of the project will be to link in with the work of our Peer Support Workers and our Service User Involvement Groups across Ayrshire and the regular 'Community Links' sessions within the prison.</p>



	<p>Whilst the data collected locally suggests that the service was successful in linking men with community services for support whilst in prison, the model fell short of providing follow-up data on engagement with services upon liberation, so we do not know whether men continued to engage with services in the community. This remains a gap in service provision under the new 'Community Links' model.</p> <p>We know that drug related deaths in Ayrshire and in Scotland are at an alarmingly high rate. In 2016 there were 85 confirmed drug related deaths in Ayrshire, in 2017 there were 59 confirmed deaths. Final figures for 2018 have not been published, however we are expecting a significant increase locally. This is obviously a major cause for concern, and there is an opportunity in using the proposed Navigator pilot to address some of the vulnerabilities which lead to drug related deaths.</p> <p>In November 2018, the Scottish Government published 'Rights, Respect and Recovery'; Scotland's strategy to improve health by preventing and reducing alcohol and drug use, harm and related deaths. The new strategy acknowledges that the period following release from prison is one of particular risk, and advocates that across the custody and community justice sectors, our approach will be proactive, and ensure that individuals engage with the necessary health, alcohol and drug services, before, during and after their release.</p>	<p>A full-scale tender process took place, led by our three ADPs, with a subsequent Steering Group and Implementation Group being established to drive the project forward</p> <p>The project will involve support and follow-up in the community, providing important feedback to partners, which was missing from the previous model.</p> <p>The project commenced in August 2020.</p>
Partners have leveraged resources for community justice	<p><u>'Gender-Based Violence in the Modern World' Conference</u></p> <p>During the 16 Days of Action Campaign, Community Justice Ayrshire, NHS Ayrshire & Arran Public Health department and members of East, North and South Ayrshire Violence Against Women Partnerships hosted a pan-Ayrshire gender-based violence conference.</p>	<p>Over 190 people attended the GBV conference including community members, students, and staff from across education, health, third sector and other statutory services.</p> <p>Inputs were received on:</p> <ul style="list-style-type: none"> • White Ribbon Scotland • Scotland's commitment to women and children's human rights



	<p>Working in partnership provided greater capacity both in financial resources and workforce resources. This enabled a larger event to be staged and a greater reach in terms of audience.</p> <p>A planning group met for several months to discuss the aims of the event and to help shape and develop the day. The group were keen to:</p> <ul style="list-style-type: none"> • Explore various forms of gender-based violence across the life course • Raise awareness about the different ‘guises’ that violence against women and girls can take • Look at our varied responses to violence against women and girls • Share messages with frontline practitioners across a variety of disciplines within statutory and third sector agencies 	<ul style="list-style-type: none"> • Forced marriage and honour-based abuse • Tackling GBV in education • Implementation of the Domestic Abuse (Scotland) Act 2018 <p>Delegates were able to attend workshops on:</p> <ul style="list-style-type: none"> • Supporting trafficked women • Understanding coercive control • Taking a whole school approach to gender equality • Forced marriage and how you can support those at risk <p>A dynamic marketplace was hosted in the main hall of the venue where delegates were encouraged to engage with the various services and organisations in attendance and learn about the work they are doing towards eradicating gender-based violence in all its forms.</p> <p>To help evaluate the impact of the event delegates were asked to make a pledge around what they could do differently to tackle gender-based violence in their own sphere of influence and an evaluation form was circulated after the conference.</p> <p>Full evaluation report can be found on the CJA website.</p>
<p>Development of community justice workforce to work effectively across organisational/professional /geographical boundaries</p>	<p>‘Not My Crime, Still My Sentence’ Conference</p> <p>The ‘Not My Crime – Still My Sentence’ conference was organised following discussions at the Community Justice Ayrshire ‘Children and Families Affected by Justice’ thematic group. This group seeks to work towards reducing the impact of parental or familial imprisonment on children and young people, and to reduce the likelihood of young people themselves becoming involved in the justice system.</p> <p>It was social work managers within the group who highlighted that there may be a need to raise awareness with social workers (and others who work with children and young people) about the research which shows that in most cases it is beneficial for a child to retain contact when a parent is in</p>	<p>Over 90 people attended the conference. An evaluation form was circulated via SurveyMonkey after the conference. Some key points from the feedback are as follows:</p> <ul style="list-style-type: none"> • All delegates felt their level of awareness regarding the impact of parental/familial imprisonment had increased • Delegates left with a greater depth of knowledge of the roles and responsibilities of other agencies and the services offered to families affected by imprisonment <p>In terms of utilising their increased knowledge and awareness following the event, delegates commented:</p>



	<p>prison. Not only that, but children also have a right to do so if they wish.</p> <p>The planning group were keen to:</p> <ul style="list-style-type: none"> • Highlight the current research base • Cover some of the practical support available to help the estimated 27,000 children across Scotland and their families cope when a loved one is in prison • Give delegates the chance to look at some of the approaches and initiatives in place locally to help support family relationships when a parent or family member is in prison • Raise awareness of the stigma that families face, and the financial challenges imprisonment can bring • Provide an overview of the statutory context of social work and prisons, and some of the challenges this can bring 	<p><i>“Discussion point for team meetings and consideration when writing reports re: impact on children and making the Court and other agencies aware”</i></p> <p><i>“Sharing my experience gained at the event. Signpost families and staff to relevant organisations”</i></p> <p><i>“I will continue to raise the importance of recognising and reflecting the impact on children in respect of CJSWR and not for the children to merely be referenced in the composition of the family”</i></p> <p><i>“Knowledge and understating of the complexities. I found understanding the financial impact on the families outside helpful. This is where I think this may support my work, when working with early years and families in the community. I believe I already had a good understanding of the impact on children but not so much the impact of the practicalities”</i></p> <p><i>“I have set up a meeting with the Pastoral Care department in my school in order to better equip ourselves with outside agencies to turn to”</i></p> <p><i>“As a Community Practitioner I work with vulnerable parents, I now feel I have more knowledge on how a parent and child might feel if a loved one goes to prison and the difficulties, they would have in going to visit. I have already made contact to see about arranging a prison visit”</i></p> <p><u>Full evaluation report can be found on the CJA website.</u></p>
<p>Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA</p>	<p><u>MAPPA Delivery</u></p> <p>There are several ongoing pieces of work that aim to provide improved community justice outcomes:</p>	<p>Following the 2017 independent review of arrangements in South West Scotland, the SOG has been engaged in the process of implementing the recommendations made in the report.</p> <p>A new part time MAPPA Coordinators Post based in Dumfries has been created which will allow for local variations in practice</p>



	<ul style="list-style-type: none"> • Development of an academically accredited set of performance indicators which aim to accurately reflect the effectiveness of the MAPPA process • A Police analyst has been tasked to review all MAPPA data to ensure the information collected is relevant and of benefit in terms of risk management, and allows the production of analytical product that can be shared with the SOG • Development of a tiered Training Strategy to guide training across all agencies • Providing talks to a variety of agencies and groups across all parts of the region to raise awareness around the MAPPA process • Printed and circulated literature to promote MAPPA • Development of strong links to all Child, Adult and Public protection committees and reporting directly to the local Authority Chief Officers Groups <p>The continuing development of the arrangements in South West Scotland has been driven by a series of three-year plans. The plans have identified the Strategic Goals that the SOG wishes to achieve. It then falls to the MAPPA Operational Group (MOG) to drive the work that will lead to these goals being achieved.</p>	<p>to be accommodated. This arrangement will have the effect of splitting the administration of the arrangements in South West Scotland in two but both coordinators will be line managed by North Ayrshire Council's Public Protection Manager.</p> <p>The MAPPA, by their very nature, involve a complex interplay between different, and often competing, priorities, cultures and professional objectives. None the less, the South West Scotland MAPPA SOG have been able to deliver a consistent and effective service across the region by dynamically balancing increasing workloads and decreasing resources.</p> <p>It is hoped that the changes implemented as a result of the independent review of MAPPA will deliver a leaner more responsive set of administrative arrangements.</p>
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Other information relevant to National Outcome Two

Partnership working between NHS Health Improvement and Justice Services – East Ayrshire

Unpaid Work activity from April 2019 – March 2020:

- Community Justice Social Work caseworkers have received training on six different health related topics; Physical Activity, Healthy Eating, Sexual Health, Quit Your Way (Tobacco), Oral Health and Alcohol and Addiction.
 - This provided staff with basic knowledge and skills that now enable discussion around these topic areas with those sentenced to unpaid work. Staff are now able to refer and signpost as appropriate
- Unpaid work on Hospital sites for 2019/20 at UHC, AMU and EACH
 - East Ayrshire Community Hospital (EACH) benefited from those sentenced to unpaid work carrying out activity over the summer months. This activity saw work carried out in all the hospital garden areas, jobs such as fence and shed painting, removal of weeds and general tidy ups were completed to support the creation of an inviting environment for patients, visitors and staff



- Ayrshire Maternity Unit (AMU) and University Hospital Crosshouse (UHC) received a general tidy up of pre agreed areas of the grounds such as the helipad and areas where large numbers of cigarettes are dropped
- The maternity garden within Ayrshire Maternity Unit also kindly accepted a general tidy up of the garden and the donation of a Christmas tree which those completing unpaid work positioned and decorated

Test of change/Disabled prisoners

With the support of Scottish Government, East Ayrshire Prison Health Care Team along with Community Care colleagues and justice partners, reviewed the reception of individuals impacted by disability into a custodial setting. At the CJSWR (Criminal Justice Social Work Report) writing stage screening documents have been revised to ensure health and disability concerns are highlighted. Where custody is being considered, information is shared with court and prison staff. This ensures individuals are appropriately redirected to a prison establishment best suited to support the identified needs. Trained carers familiar with the prison environment will provide support packages seamlessly within the custodial setting.

These changes will support individuals with additional care and support needs entering the justice system to receive appropriate supports throughout their interactions with the justice services. If successful, the model could be replicated nationally.

Services Delivered by the Partnership Delivery Team (PDT) at Ayr & Kilmarnock Sheriff Courts

The Criminal Justice Officer at Ayr & Kilmarnock Sherriff Courts provides:

- Court Action Notes, Risk Alerts and Assessments for Bail Supervision,
- Advice and sign posting,
- Providing multi-agency updates and liaising with Social Work Area Teams, Forensic Mental Health, Lawyers, Sheriff Clerk, Procurator Fiscal, Sheriffs and Prison Services

In the case of women who have never been arrested before, the worker is able to interview the woman in the custody cells, explain the procedure to them and be able to support them during the day if required. Their families are contacted, and information provided when necessary.

An example of this is when a woman was due to appear at the Custody Court, she was a resident in East Ayrshire and had never been involved in the Criminal Justice system but was involved with Housing and Mental Health Services. The worker was able to contact these services and subsequently received an update on the level of engagement with these services and the issues being faced. A proposed community-based Management Plan was formed to be put to the Sheriff via the Court Action Note. Bail with Special Conditions was then granted.

Ms S appeared at Court and was subject to a Drug Treatment and Testing Order (DTTO) – information was provided by the PDT worker in Court advising that she was engaging with the Order and was due to meet with Woman's Aid and Housing Services with the support of her DTTO worker. The Sheriff stated in Court that the only reason she was released was due to the information provided by the PDT worker.



Ms H appeared in Court on warrant for failing to attend a previous Court date. The PDT worker liaised with the Intensive Support Team at EAC and obtained background information. Ms H's lawyer was made aware of her vulnerabilities and that she had been fleeing violence in EAC. Further information was then provided regarding a hospital admission which impacted on the previous Court date. The Sheriff advised that Bail would be granted in light of the information provided and because her workers had agreed to support her to attend future appointments.

The ICF funded Criminal Justice Officer for North and East Ayrshire at Kilmarnock Sheriff Court provides:

- Support, assistance, advice and guidance to women appearing from Kilmarnock Sheriff Court who are not open to Criminal Justice Services
- Referrals to other services / agencies if required,
- Support to attend Court as appropriate and support whilst at Court with processes
- Advocacy and joint work with an Occupational Therapist
- Interviews for women in the custody cells to identify risk / need
- Provides the women in the cells with information regarding the Court process to reduce anxiety / distress
- Contacts relevant services to highlight areas of concern
- Link in with the NHS Occupational Therapist who offered services such as anxiety management, improving low mood
- Contact by letter, telephone, text and home visits to encourage engagement with the service
- Encouragement to engage with community-based services i.e. Mental Health Services, Debt Advice, Women's Aid, Money Matters, CLASP, AA, NADARS, Housing Services, Advocacy Services

Occupational Therapist: Women in NAC & SAC:

- The Occupational Therapist works in a peripatetic manner throughout Ayrshire. This service has been of great value to women, and work undertaken to date includes, anxiety management, graded exposure, improving low mood, reducing isolation, positive thinking and maximising engagement with community resources.

Bail Supervision Service:

This service provides Bail Supervision for Ayr and Kilmarnock Sheriff Courts for accused who reside in Ayrshire and who fall into the following categories:

- Those appearing on both solemn and summary procedures who are at risk of having bail refused
- All females appearing at Court
- For any other potentially high risk of harm individual, where monitoring via supervised bail may be considered to reduce the risk posed to the community
- For those who are at risk of remand where reports are requested including DTTO assessments

The above additional services were developed as an extension of the Court Screening Service in Kilmarnock Sheriff Court. Women were being screened in the cells and needs, specifically addictions and mental health, were highlighted that required follow up community support while on bail or ordained to appear at Court. The main aim of the project was to offer 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. The PDT has created a support



service to women who would have normally gone 'unnoticed.' Therefore, from the onset, these women were at a disadvantage from benefitting from community resources, which has a detrimental effect on the women, their families and the community. Overall, it was anticipated that these services would fill a gap in service delivery for marginalised women entering the criminal justice system at its earliest stage, increase links with all relevant services and reduce risk of remand, custodial or high tariff sentences.

NATIONAL OUTCOME THREE

People have better access to the services that they require, including welfare, health and wellbeing, housing and employability

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Partners have identified and are overcoming structural barriers for people accessing services	<p><u>Banking and ID</u></p> <p>As a partnership, we became increasingly aware of the significant challenges faced by individuals trying to open a bank account either whilst in prison, or after being liberated from prison.</p> <p>Providing access to banking for people in prison before release is one of the foundations of successful resettlement and provides a positive contribution towards reducing re-offending. Opening even a basic bank account provides access to employment opportunities, as well as to government benefits and charitable grants. Additionally, bank accounts can make it easier to secure stable accommodation and provide a structure which can facilitate responsible management of personal finance.</p> <p>Establishing the scale of the problem, a local Ayrshire Housing charity found that within a 12-month period, 21% of people entering custody did not have a bank account. Estimates from national charities place the figure at between 30-40% of people in custody without a bank account, signalling this is not just an issue locally but country wide.</p> <p>Initial feedback from the PING-led Throughcare survey also showed access to banking and ID to be an issue for people.</p>	<p>To help us better understand the issues we reached out to partners across the country to identify any best practice and carried out desk-based research.</p> <p>In January, over 20 partners came together to share information, identify barriers in place for people trying to access banking services and ID, learn about methods partners were already using to overcome some of these barriers and decide on a collaborative way forward.</p> <p>An initial letter has been drafted to be sent to local banks to obtain more clarity on the issue, thereafter the group will reconvene to establish the next steps.</p> <p>Work on this issue was at an early stage at the end of 2019/20 and we look forward to progressing it further in 2020/21.</p>



	<p>Partners across Ayrshire had already made great strides in progressing work for those without formal ID, but we were keen to look at some specific challenges and opportunities faced by those leaving custody.</p>					
<p>Existence of joint-working arrangements such as processes / protocols to ensure access to services to address underlying needs</p>	<p><u>Court Screening Service</u></p> <p>The aim of the Court Screening Service is to reduce the number of women who are remanded in custody from Kilmarnock Sheriff Court by providing the Sheriff with detailed information regarding the woman's circumstances and outlining a needs-led Court Action Plan should the woman be released on Bail or Supervised Bail.</p> <p>The service strives to interview all women in the custody cells to give advice, guidance, alleviate their fears and form an assessment of their needs. The Court process is explained, giving the women an opportunity to provide details of anyone and/or services to be contacted with updates on their current situation.</p> <table border="1" data-bbox="472 874 1093 938"> <thead> <tr> <th>No. Appearing in Cells</th> <th>No. of Court Action Notes</th> </tr> </thead> <tbody> <tr> <td>332</td> <td>267</td> </tr> </tbody> </table> <p><u>Police Custody Suite Pilot SA ADP</u></p> <p>South Ayrshire ADP and Police Scotland have been undertaking a Police Custody Pilot where Peer Workers (with lived experience) visit people affected by alcohol or drug use while in custody at Ayr Police Station.</p> <p>The pilot provides an opportunity for Peers to make an initial point of contact, build relationships and share information on local recovery services and support.</p>	No. Appearing in Cells	No. of Court Action Notes	332	267	<p><u>Court Screening Service</u></p> <p>Good working relationships have been developed with solicitors ensuring all information is shared and by promoting the positive factors of utilising Bail Supervision/Bail it can, if appropriate, reduce the risk of being remanded to custody.</p> <p>Also, by being present in Court on a regular basis the worker has become a "familiar face" and this has increased awareness of the service with the Sheriffs and the Procurators Fiscal, which in turn, has led to positive working relationships where Structured Deferred Sentence and PF Release are being considered.</p> <p><u>Police Custody Suite Pilot SA ADP</u></p> <p>The pilot project began in September 2019 and 122 referrals were received from September 2019 to March 2020. An evaluation of the project is currently being undertaken.</p> <p>Early learning has shown the benefits of the positive relationships with Police Scotland and the Peer Workers. A connection has also been established with Justice Social Work who are able to confirm the outcome of the Court attendance, allowing follow-up support to be offered.</p> <p>Developments are being considered for follow-up support to be offered to people who are remanded to create a pathway of support when returning to the community.</p>
No. Appearing in Cells	No. of Court Action Notes					
332	267					



<p>Initiatives to facilitate access to services</p>	<p><u>Community Links</u></p> <p>The Community Links initiative was developed by Turning Point Scotland and Community Justice Ayrshire as a follow-on from their 'Prisoner Support Pathways' service which ended in March 2019.</p> <p>Every fortnight we welcome a wide range of services and organisations from both the statutory and third sector into HMP Kilmarnock to take part in Community Links.</p> <p>During the session's men are able to speak directly, face-to-face, with different support organisations and services about the support they can receive whilst still in custody and to help them resettle in the community after liberation.</p> <p><u>Pre-liberation Healthcare Workshops</u></p> <p>Within HMP Kilmarnock a partnership approach to developing and implementing a Pre-Liberation Programme was taken:</p> <ul style="list-style-type: none"> • The programme aims to provide prisoners who are nearing liberation back into community with information which will support with this transition. • The programme provides a regular rolling programme which covers a wide range of topics that were identified as important to prisoners at this time. <p>Information is delivered face to face on subjects ranging from housing, medicine management and home fire safety to drug and alcohol awareness, a wide range of health improvement topics and support with banking and money matters.</p>	<p>By both inviting individuals who are approaching liberation and providing open access for those at any point during their sentence we have made the initiative both targeted and universal.</p> <p>Roughly 15-20 men attend the sessions at a time. This includes both remands and sentenced prisoners. Being able to engage face-to-face, on a regular basis, during their sentence allows the man to build up a relationship with the service they are engaging with and increases the chances of continuing that engagement back in the community.</p> <p>The sessions are also attended by the Link Centre Officers and Prison Chaplains. This has resulted in improved relationships and collaboration between these integral prison staff members and local support organisations and services.</p> <p>To help inform future improvements to the initiative we are in the process of planning another 'Throughcare Coffee Morning', this will bring together a wide range of stakeholders including individuals currently serving a sentence, to discuss the model, barriers to engagement and future developments.</p> <p><u>Pre-liberation Healthcare Workshops</u></p> <p>Participants were asked what they like about the programme, please see below a snapshot of responses:</p> <ul style="list-style-type: none"> • "Open for conversation and it was very informative" • "Healthy eating information and meal planner guide" • "Learning about CPR" • "Liked finding out about all the drugs and CPR and all the diets and stuff" • "Helped tell me what to do when I'm out" <p>Sharing of information between services has been increased and the programme added to at times based on input from prisoners.</p>
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<p>Speed of access to mental health services</p>	<p><u>Connect for Change</u></p> <p>In responses to extensive consultation activities and local need, South Ayrshire ADP committed to piloting a new multiagency and multidisciplinary team, to provide intensive and flexible support for vulnerable people at risk of an alcohol or drug related death e.g. people who have experienced a recent non-fatal overdose, are leaving hospital or prison or are disengaging from alcohol or drug services.</p> <p><u>Crisis Resolution Team – Police Triage Pathway</u></p> <p>The police triage pathway offers direct access to the Crisis Resolution Team for police officers who meet an individual who presents with mental health concerns.</p> <p>The service is operational 24/7, 365 days.</p> <p><u>EA H&SCP Prion based Medical Service HMP Kilmarnock</u></p> <p>As part of the Mental Health Strategy 2017-2027, HMP Kilmarnock was awarded funding through Action 15 to improve access to Mental Health Services to individuals in Prison.</p> <p>The Mental Health Team in HMP Kilmarnock had historically been a nurse led model with input from the Forensic Consultant Psychiatrist two sessions per week. It was recognised that the Mental Health Nursing Team was small and they were often required to deliver core duties to support the general nursing team, such as administering medications and attending emergencies, meaning that there was little capacity within the team to be able to carry out mental health assessments and deliver therapeutic interventions to patients. In addition, it was recognised that there was no Clinical Psychologist or Allied Health Professionals within the mental health team, which in turn limited the interventions that could be delivered to patients.</p>	<p><u>Connect for Change</u></p> <p>The Connect for Change Pilot began in late February 2019. The small team includes a Community Addiction Nurse, Occupational Therapist, Recovery Worker and Peer Worker and will run until March 2021 in the first instance. The ADP have commissioned a two-phase evaluation 1) pre-evaluation report to establish a baseline for addressing the aims and intended outcomes of the pilot, including the development of an evaluation framework 2) full evaluation of the pilot.</p> <p><u>Crisis Resolution Team</u></p> <p>The police triage pathway provides access to specialist Mental Health Nurses for members of the public who would otherwise have to be taken to Emergency Departments at general hospital and would have a significantly greater wait to access specialist mental health services.</p> <p>In most cases access time is within the hour generally shortening the time to wait for mental health input by 3 hours or more.</p> <p><u>EA H&SCP Prion based Medical Service HMP Kilmarnock</u></p> <p>The Multidisciplinary Mental Health Team now offers a broader range of therapeutic interventions, ensuring that patients receive the right help from the right health professional at the right time. The introduction of Clinical Psychology, Speech and Language and Occupational Therapist has also enabled the Registered Mental Health and Learning Disability Nursing Team to gain access to training and clinical supervision which has allowed them to expand their knowledge base, hence improving availability of interventions for patients.</p>
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	Action 15 provided funding for, 3 Registered Mental Health and/or Learning Disability Nurses, 1 full time Clinical Psychologist, 1 part time Speech and Language Therapist and increased Forensic Psychiatry sessions.	
% of people released from a custodial sentence : a) registered with a GP b) have suitable accommodation c) have had a benefits eligibility check	Information not routinely collected by Partnership. In terms of our local prison, HMP Kilmarnock: <ul style="list-style-type: none"> Prison healthcare make an initial registration which then needs to be followed by the individual in the community All individuals are invited to an appointment to discuss accommodation prior to liberation All individuals are invited to an appointment with the DWP prior to liberation For females across the prison estate: <ul style="list-style-type: none"> All women leaving prison who have served a short-term prison sentence or period of remand are offered a service from Shine Women's Mentoring service. GP registrations, accommodation and benefit eligibility checks are amongst the many issue's women identify they would like some assistance 	
Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending	<u>Justice Services Occupational Therapy</u> The partnership between the Partnership Delivery Team and NHS Ayrshire & Arran Occupational Therapy (OT) has been established for a number of years, originating from the Early and Effective Intervention service for women in North Ayrshire, now expanded as a wider service for women involved in sections of Justice Services across North and South Ayrshire. Referrals are received for overcoming anxiety; graded exposure to avoidance situations in the community; home management skills; exploring options for college, employment and voluntary work; social/ leisure skills; functional skills assessment; self-management; memory management; small aids and adaptations; and home environmental assessment.	One of the main advantages of the service is the speedy access to OT specific services (average approx. 2 weeks but often quicker depending on the number of referrals in a given month) compared to the waiting times for the generic NHS service (up to 6 months for non-emergency) and the high level of engagement by women referred as a result of the tailored approach. Better links have been established with other NHS services on behalf of individuals, particularly in relation to obtaining information on which other services are/have been involved and the outcome. This has been important regarding addiction services, where stronger relationships have been forged and the OT now has access to NHS Addictions OT Clinical Meetings.



	<p>As well as OT skills and training, an understanding of the vulnerability of most women presenting, particularly alcohol/drug dependency and mental health issues, has contributed to the success of the service.</p>	<p>A pre-post questionnaire was introduced to measure service user outcomes, but the completion of the post questionnaire has been a challenge due to some individuals disengaging prior to a planned discharge, leaving no comparative data. It has been difficult therefore to provide formatted information on outcomes other than case studies, but this would be an area for development. Anecdotally, positives outcomes have included - liaising with NHS Addictions to quickly reinstate a Methadone prescription for a woman who had reduced her medication whilst pregnant but who's baby had died in utero, and would otherwise have had a long delay to see her Consultant without the liaison of the OT, putting her at risk of overdose if she relapsed with illicit drugs; more progress being made with those with less offending histories and already actively making changes in lifestyle; supporting a woman who had contemplated suicide but found the support "invaluable".</p>
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Other information relevant to National Outcome Three

Centrestage

Our local third sector partner Centrestage provide a wide range of support to communities across Ayrshire, including the Family and Friends Hub at HMP Kilmarnock:

- Individuals accessing the Family and Friends Hub at HMP Kilmarnock have greater access to services, including food support, health interventions, banking, benefit system, local housing and wellbeing support, with a variety of partners offering a service from the Hub, making it easier for them to access the support they need. Centrestage co-ordinate the support to reduce confusion and repetition for the individual.
- Staff member on hand before and after visits to offer a chat, emotional support or more intensive support if required.
- Connecting Scotland – providing our most vulnerable individuals and families access to digital devices and WIFI to allow them to stay connected to the outside world, to communicate with friends and family and to access service provision in their community. We have supported several families to access Chrome books and mobile phones and the continued offer of IT support.
- Support to access Virtual Visits for families with a loved one in HMP Kilmarnock. Again, the offer of technology, WIFI and ongoing IT support. This has been a huge lifeline for families during Covid-19 lockdown, maintaining relationships for whole families. Now that families have access to physical visit, some are choosing to continue with virtual visits due to the financial saving and the upheaval of travelling with children.
- Art and creative sessions during bonding visits – looking at new opportunities for families to work together, to communicate and explore their creativity.

Housing Factsheet



East Ayrshire Council Housing Options Service together with the Family and Friends Hub at HMP Kilmarnock devised a set of frequently asked questions for relatives and friends of people in prison to assist with any housing related matters. The factsheet also contained useful contact information across the three local authority areas.

This assists family and friends to obtain the right help and support to assist their family member/friend to sustain their tenancies and prevent homelessness.

Ayr Housing Aid – Prison Advice

Ayr Housing Aid provide a prison advice service to people returning to East and South Ayrshire to enable them to sustain their tenancies where possible and where that is not possible facilitate a homeless person's application. East Ayrshire facilitate telephone homeless persons interviews which expedite the homeless process and reduces the time spent in temporary accommodation, with some people receiving a tenancy offer prior to leaving prison. East Ayrshire also activate all housing applications 6 weeks prior to liberation which can result in a person receiving a tenancy offer prior to liberation and prevent homelessness from occurring.

Having safe secure accommodation is recognised as a key factor in reducing reoffending. Accommodation is likely to be within their chosen area, close to supports.

NATIONAL OUTCOME FOUR
Effective interventions are delivered to prevent and reduce the risk of further offending

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Use of 'other activities requirements' in CPOs	<p><u>North Ayrshire</u></p> <p>Other Activities are available for a maximum of 30 hours and benefit both the service user through rehabilitation and reintegration, and, the community through the provision of a workforce dedicated to the upkeep and maintenance of recreational areas and tourist attractions.</p> <p>Other activities can take the form of areas for personal development such as IT or joinery skills or First Aid education that can enhance future employment prospects. North Ayrshire is fortunate to have Employability Mentors based within Justice Services who support service users into training, volunteering and employment.</p>	<p><u>North Ayrshire</u></p> <p>Working with Employability Mentors is deemed as other activity. An example of this is a service user who had found himself out of work due to his lifestyle – he had committed an offence and received a CPO with Unpaid Work. Through discussion with his officer he advised he was fed up, was unable to gain employment and felt his life would never change.</p> <p>The individual was linked with Employability Mentors, undertook, training, which he added to his CV. He continued to work alongside them after completing his Unpaid Work requirement and was successful in gaining full time employment giving him structure to his day and belief in himself again.</p>



	<p><u>East Ayrshire</u></p> <p>EA Justice in partnership with CVO offer several training and learning opportunities aimed at developing skills which will support re-entry into employment and education. These include First Aid; CSCS, Manual Handling, Health and Safety and access to work courses.</p> <p>Support Assistants worked together to create two ten-week group work programs to be presented to individuals subject to a CPO, and targets areas which impact on individuals within the justice service including housing, poverty, and access to education, relationship skills, anger management and health.</p> <p>Relationships: Focuses on ‘Parenting’, ‘Anger Management’, ‘Getting to Know Myself’, ‘The Impact I Have Upon Others’, ‘Personal Relationships’ and ‘Loneliness and Mindfulness’. The aim being to promote self-understanding and reflection on behaviour that will improve the individual’s relationship with themselves and others.</p> <p>Life Skills: Focuses on ‘Employability’, ‘Education’, ‘Personal Development’, ‘Health’, ‘Diet’, ‘Fitness’, ‘Finances / Budgeting’, and ‘How I Can Use My Time Positively and Make Positive Life Choices’. The aim is to develop life skills which will support individuals away from offending towards more positive outcomes.</p>	<p><u>East Ayrshire</u></p> <p>Individuals are supported into volunteering, learning and employment opportunities. Several individuals have gone on to secure permanent employment or secure college placements,</p> <p>The programmes will support individuals to address underlying issues that act as barriers to desistance.</p>										
<p>Effective risk management for public protection</p>	<p><u>Moving Forward: Making Changes (MF:MC)</u></p> <p>MFMC is a programme for the treatment of adult male sexual offenders (SOs). Responsibility for the completion of MFMC is shared between the locality fieldwork team, who retain overall case management for the individual and undertake pre-groupwork preparation, and Partnership Delivery Team (PDT) who complete the group work programme. There is good communication between staff.</p>	<table border="1" data-bbox="1263 1034 1523 1193"> <thead> <tr> <th colspan="2">MFMC Referrals</th> </tr> </thead> <tbody> <tr> <td>North Ayrshire</td> <td>4</td> </tr> <tr> <td>East Ayrshire</td> <td>16</td> </tr> <tr> <td>South Ayrshire</td> <td>12</td> </tr> <tr> <td>Total</td> <td>32</td> </tr> </tbody> </table> <p>When an individual does not meet the criteria for MFMC but has a specific responsivity factor (e.g. women), the PDT have some flexibility in offering individual interventions. Two females from East Ayrshire were allocated to a facilitator trained to deliver the Lucy Faithful Foundation Programme, which was completed with one</p>	MFMC Referrals		North Ayrshire	4	East Ayrshire	16	South Ayrshire	12	Total	32
MFMC Referrals												
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Total	32											



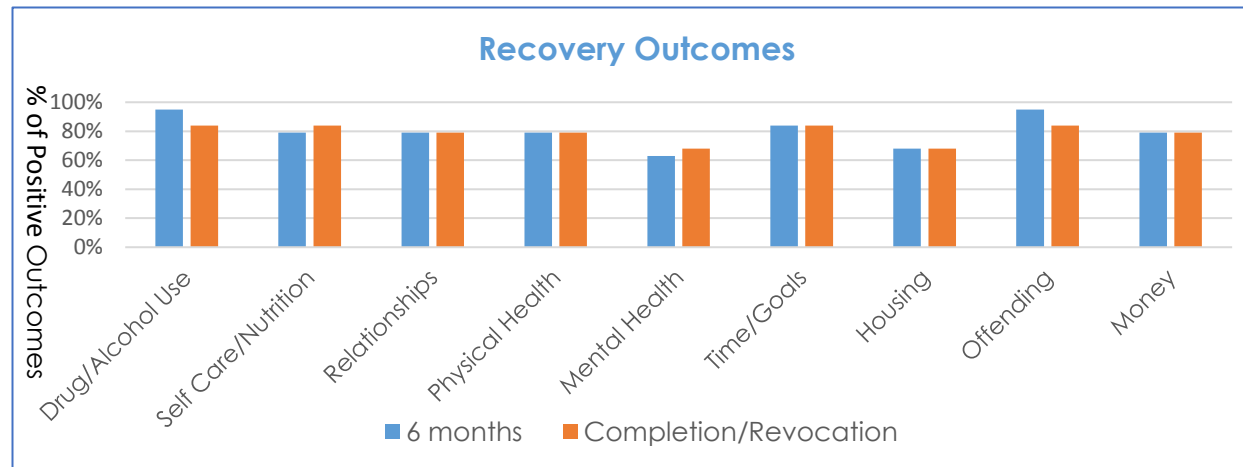
	<p>There are two definite advantages to having the group work delivered by the PDT, firstly given the low numbers held by each locality it would not merit running a local group, secondly, extensive expertise has been built up by the MFMC facilitators in contributing to the overall management of sex offenders in the community.</p> <p>MFMC facilitators coordinate the group work programme including:</p> <ul style="list-style-type: none"> • Preparation and debrief; • Provide advice to case managers on pre-programme work; • Take part in assessments at the report writing stage; • Attend Multi Agency Public Protection Agency (MAPPA) meetings, complete Community Payback Order reviews and attend Child Protection meetings when required; • Attend formulation meetings with case managers; • Arrange and attend three-way meetings, • Completion of end of treatment reports; • Weekly group work feedback and additional feedback as required. 	<p>female. MFMC 1-2-1 and / or non MFMC work is often undertaken to offer flexibility for men with short timescales remaining on the CPO and/or high levels of denial.</p> <p>In the absence of Reconviction Rates applied specifically to MFMC disposals, outcomes reported rely on soft outcomes from group evaluations, where 94% responded that participating in MFMC would stop them reoffending in a similar manner and 96% would recommend other people who have committed sexual offences taking part in the programme.</p> <p>Comments regarding working in a group setting rather than one-to-one included: “they (the other men) are going through the same thing and they help you relax and open up about your offending”; “the non-judgement but the ability to ask the guys about what they went through and how they overcame it is invaluable”; “you can understand and learn more from someone with the same experiences better than someone who is only looking from the outside”; “the experience was difficult at times but with the help of the facilitators and other group members I came through it a better person”.</p> <p>Other positive outcomes reported included improved family relationships; more confidence; improved self-awareness; benefits of Mindfulness; and awareness of reasons for offending behaviour. Any negative comments generally referred to travelling.</p>
<p>Quality of CPOs and DTTOs</p>	<p><u>Quality of DTTO's (N.B. Data is from 2018/19 time period)</u></p> <p>Recovery Outcomes</p> <p>As well as providing statistical data to the Government, the main outcomes for DTTOs are soft recovery outcomes, the focus of the order being to stabilise drug use and lifestyle patterns thus reducing offending behaviour. The DTTO Team introduced the Recovery Outcomes Web (ROW) tool in 2017 to measure and evidence areas of progress in addition to general compliance with the Order. (The Scottish Government introduced the tool in 2009 but is still awaiting implementation due to the delay of the Drug & Alcohol Information System - DAISy). This tool is incorporated into the Strengths-Based Recovery Action Plan, completed at the onset of the Order and then reviewed on a three-monthly basis by the Addiction Worker and the individual. Individuals score nine areas of recovery on a scale on 1 – 10, including:</p>	



- Drug/ Alcohol Use
- Occupying Time and Fulfilling Goals
- Physical Health and Wellbeing
- Self-care and Nutrition
- Finances
- Offending Behaviour
- Housing and Independent Living
- Mental Health and Wellbeing
- Relationships

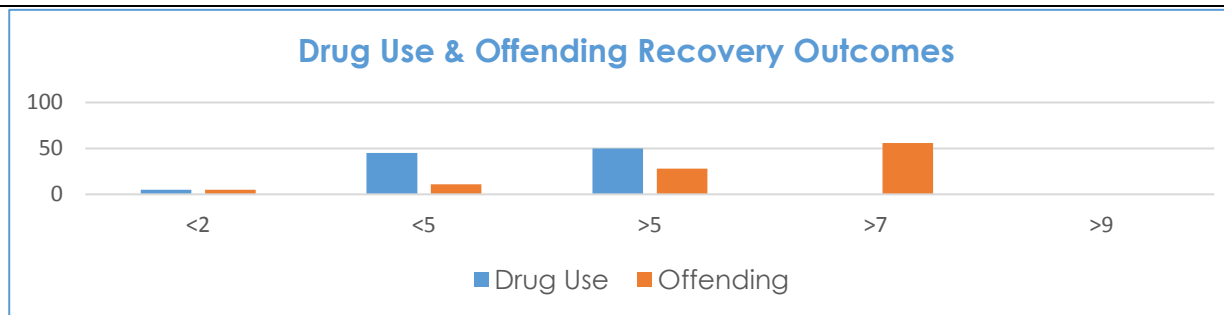
This allows for a holistic person-centred view of the individual's situation to be obtained and for areas of need/intervention to be identified. The three-monthly reviews gauge both progress and to further identify problematic areas to be addressed, in order to reduce the risk of reoffending. This helps more realistic and holistic outcomes to be considered within contact appointments.

The table below illustrates progress made in each category for orders-imposed April 2018-March 2019 where the order continued beyond six months from commencement. While significant improvement is evident across all areas of recovery demonstrated, there is an obvious focus for DTTO with regards to drug use and offending behaviour in particular, and these areas are highlighted in the table below. Of the individuals who continued the DTTO beyond six months (19), 95% (18) showed an improvement in drug use by the six month review (95% with a >3 differential and 50% of those with >5 differential) and 84% (16) had sustained the improvement at the Completion/Revocation of the order. In terms of the offending outcome, 95% (18) showed an improvement by the 6-month review (84% with a >5 differential and 56% of those with >7 differential) and 84% had sustained the improvement at the Completion/Revocation of the order.



N.B. Recovery Outcomes are included within monthly Review Reports as an indication of all-round progress to encourage consideration of a more holistic view of the individual, rather than solely focussing on drug screening results as an indicator of success.





Case study:

Following assessment on July 2018, Mr Mc became subject to a DTTO. He had failed to attend Court following his July assessment and in August a warrant was served for his arrest. This set the tone for the next three months where he failed to attend several appointments and his first Court Review, where a further warrant for his arrest was issued. He had no fixed abode and it was extremely difficult to ascertain his whereabouts, resulting in Police assistance to undertake welfare checks on several occasions. Mr Mc was involved in very risky behaviours, which his long-term drug dependency and negative peer associates encouraged.

Through much persistence and nurturing by staff, Mr Mc began to engage in October 2018. It was not long before a conducive therapeutic relationship was established to allow for stability to be achieved and change to develop. Eventually plans were made for him to contact his family, who he had been estranged from for several years. Within several weeks his family welcomed him into their home and a level of trust was re-established. Mr Mc now had a purpose and he recognised a changing role for himself within the family as his parents were ageing and his sister required support with her son due to her disability. To his credit, Mr Mc Engaged fully with the DTTO to explore his relationship with substances and develop some resilience to prevent relapse.

As stability progressed, Mr Mc received support from local recovery initiatives, peer support meetings and an introduction to the NAC Justice Services MAD group, where he is now an active and established member. Mr Mc currently reports abstinence from all illicit substances (approximately one year); he has attended several training courses to concentrate on self-esteem and resilience and he has plans to be trained as a Peer Mentor.

Quality of CPOs

EA Service User

C is an 18-year-old male convicted of a sexual offence. Following his arrest, he withdrew, self-isolated within his family home, and cut himself off from friends and family. C felt that he had no future due to his offence and that his career plans were ruined. C was subject to a



	<p>six-month supervision order and 60 hours unpaid work. His social worker linked him into CVO East Ayrshire to undertake admin support functions and it was noted that he had excellent IT skills. His social worker supported him to apply to college to undertake a Technology access course with a view to progressing to university to study computer games design. C successfully completed his order and remained with CVO as a volunteer before securing a paid work opportunity. C commented that when he went to court and a CPO was imposed he thought his world had ended, but through the support of his social worker he was able to rebuild and appreciated that his case manager and all the people he engaged with didn't judge him but gave him encouragement and support to get his life back on track.</p>	
<p>Reduced use of custodial sentences and remand :</p> <p>a) Balance between community sentences relative to short custodial sentences under one year</p> <p>b) Proportion of people appearing from custody who are remanded</p>	<p>Ayr and Kilmarnock Sheriff Courts for 2018-19: (most recent time period data is available for)</p> <p>Short-term sentences under one year = 979 (39%) Community sentences = 1504 (61%)</p> <p>This represents a drop in overall figures, for both short term sentences under one year and community sentences. The balance is like last year's figures of 38% and 62% respectively.</p>	<p>Our Whole Systems Approach for Women are keen to increase their understanding around the reasons why women are remanded at Ayr and Kilmarnock Sheriff Courts and have made it a key area of focus for gathering and analysing data over the coming year.</p>
<p>The delivery of interventions targeted at problem drug and alcohol use [NHS Local Delivery Plan (LDP) Standard]</p>	<p><u>Number of Completed Alcohol Brief Interventions in Justice Healthcare Settings</u></p>	



	<table border="1"> <tr><td colspan="2">ABIs in Justice Healthcare Settings</td></tr> <tr><td>North Ayrshire</td><td>191</td></tr> <tr><td>East Ayrshire</td><td>174</td></tr> <tr><td>South Ayrshire</td><td>118</td></tr> <tr><td>Prison</td><td>165</td></tr> <tr><td>Police Custody</td><td>36</td></tr> <tr><td>Total</td><td>684</td></tr> </table>	ABIs in Justice Healthcare Settings		North Ayrshire	191	East Ayrshire	174	South Ayrshire	118	Prison	165	Police Custody	36	Total	684																																				
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<p>Number of Police Recorded Warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs)</p>	<table border="1"> <tr><td colspan="2">Police Recorded Warnings</td></tr> <tr><td>North Ayrshire</td><td>434</td></tr> <tr><td>East Ayrshire</td><td>406</td></tr> <tr><td>South Ayrshire</td><td>319</td></tr> <tr><td>Total</td><td>1159</td></tr> </table> <table border="1"> <tr><td colspan="2">Drug Treatment and Testing Orders</td></tr> <tr><td>North Ayrshire</td><td>13</td></tr> <tr><td>East Ayrshire</td><td>16</td></tr> <tr><td>South Ayrshire</td><td>12</td></tr> <tr><td>Total</td><td>41</td></tr> </table> <table border="1"> <tr><td colspan="2">Structured Deferred Sentence</td></tr> <tr><td>North Ayrshire</td><td>23</td></tr> <tr><td>East Ayrshire</td><td>24</td></tr> <tr><td>South Ayrshire</td><td>16</td></tr> <tr><td>Total</td><td>63</td></tr> </table> <table border="1"> <tr><td colspan="2">Diversion from Prosecution</td></tr> <tr><td>North Ayrshire</td><td>46</td></tr> <tr><td>East Ayrshire</td><td>47</td></tr> <tr><td>South Ayrshire</td><td>45</td></tr> <tr><td>Total</td><td>138</td></tr> </table> <table border="1"> <tr><td colspan="2">CPOs</td></tr> <tr><td>North Ayrshire</td><td>523</td></tr> <tr><td>East Ayrshire</td><td>482</td></tr> <tr><td>South Ayrshire</td><td>354</td></tr> </table>	Police Recorded Warnings		North Ayrshire	434	East Ayrshire	406	South Ayrshire	319	Total	1159	Drug Treatment and Testing Orders		North Ayrshire	13	East Ayrshire	16	South Ayrshire	12	Total	41	Structured Deferred Sentence		North Ayrshire	23	East Ayrshire	24	South Ayrshire	16	Total	63	Diversion from Prosecution		North Ayrshire	46	East Ayrshire	47	South Ayrshire	45	Total	138	CPOs		North Ayrshire	523	East Ayrshire	482	South Ayrshire	354		N/A
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Other information relevant to National Outcome Four														
<p><u>UPW placements targeted to an individual's need</u></p> <p>Prior to the initial interview with the service user the allocated worker first reads the CJSWR, to identify responsivity issues and skills to assist with their assessment in relation to placement. During the initial interview the allocated worker further explores any relevant points highlighted in the CJSWR. Ensuring to take the time to establish whether there are any vulnerabilities which might make a group placement unrealistic, for example their health, personal circumstances including caring responsibilities and their skills and interests, notwithstanding consideration to any potential risk they may present to others. For example:</p> <ul style="list-style-type: none"> • Workshop placement to allow flexibility of start and finish time due to caring responsibilities or health concerns • Individual tailored placements, such as charity shops, for more vulnerable service users or again for those with caring responsibilities to enable more flexible hours • Consideration of matching the service users' skills and interests to projects e.g. joiner to projects involving woodwork <p><u>Links between GBV and Pornography</u></p> <p>A key area of focus has been the influence of internet pornography on gender-based violence. East Ayrshire Justice Services in partnership with Mary Sharpe of the Reward Foundation hosted two internet pornography seminars. Each attended by a cross section of managers, social work practitioners and frontline staff from across social work, education, police and third sector partners.</p>														



The seminars examined the pathways to problematic sexual behaviour, considering some of the underlying biology, including addiction process brain changes and the drivers that cause users to want to view increasingly higher levels of pornography. Exploring pornography use in the UK in general, with some statistics on Scottish consumption to provide context, the seminars sought to challenge thinking and respond to key questions relating to pornography use and its impact upon users, and younger adults.

Themes examined included, 'What are the specific components of pornography use that fuel gender-based violence?', 'How does women's own pornography consumption influence behaviour and what are the impacts on couple relationships?', 'Is peer on peer sexual assault by young people the same as gender-based violence in the adult world?', 'What can practitioners do to counter this?', 'What narrative are the pornography industry putting out through the media to normalise behaviour that drives gender-based violence?', 'What are the links between pornography use and sexual violence and exploring the increase in physical injury resultant from sexual activity' It concluded by looking at the treatment options, resources and tools available to workers supporting individuals to find pathways out of problematic pornography use.

Feedback from participants was overwhelmingly positive with child protection colleagues recognising the potential to explore the issues of pornography use within an educational setting.

Safe and Together' Programme

Collaborative working between Children and Families, Justice Service, third sector partners and Learning and Development colleagues led to the development of the 'Safe and Together' model of practice within East Ayrshire. The model focuses on creating a domestic violence informed child welfare system, with the principals and components of the Safe and Together model building competency in knowledge and skills related to overall domestic violence informed practice and specific techniques related to perpetrator, survivors and children.

A series of one-day overview sessions based on the 'Safe and Together' domestic abuse programme was delivered in 2019/20, within which participants engaged in action planning to translate their learning into step by step changes in their day to day practice.

Going forward a core group will be participating in the Safe and Together train the trainers program with a view to providing the training to practitioners across services and embedding this model of practice within the authority.

NATIONAL OUTCOME FIVE
Life chances are improved through needs, including health, financial inclusion, housing and safety, being addressed

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress	<u>Welfare Rights Officer within PDT</u>	Case study: "RM was referred to Money Matters when he had mentioned to his worker that he was having issues with rent arrears and his



<p>against the outcome</p>	<p>Our Partnership Delivery Team have had a Welfare Rights Officer from the Money Matters service based within the team since February 2019. This is to support the staff and ensure their clients have access to Welfare Rights advice.</p> <p>Many of the service users have previously been referred to Money Matters but have not engaged with workers. This means these service users are often missing out on money they are entitled to if claims are not made in time or negative decisions not challenged. Being based within the team means joint appointments can be easily arranged and workers can feedback any issues with client's benefits straight away.</p> <p>These relationships have increased referrals to Money Matters with 51 referrals being received from Justice Services in 2019-2020 and resulted in more service users having access to Welfare Rights advice.</p>	<p>Personal Independence Payment claim. As RM was in an appointment in the PDT office, his Social Worker was able to ask us to go into the appointment, introduce ourselves and establish if a referral was required.</p> <p>Initially, appointments were arranged with RM separately, however he failed to attend these. As RM was on a DTTO, he had a regular appointment in the PDT office. This meant we could speak to him after his appointment with his Social Worker and ensure we dealt with his benefit issues. We were able to reassure RM he had no rent arrears and his full rent was covered by Universal Credit. However, he had recently applied for and been refused PIP. We assisted him to appeal this decision and the appeal was lapsed by the DWP as a favourable decision was made, awarding standard rate of Daily Living component.</p> <p>He received arrears of over £2,500 and an ongoing payment of £59.70 per week. Being based within the same office meant that we could speak to RM at the end of his appointment with Justice Services. Given that he had failed to attend appointments arranged outside these times, it is likely he would have not been able to access assistance to challenge the PIP decision without these joint appointments”</p>
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Other information relevant to National Outcome Five

Housing First – South Ayrshire

The purpose of South Ayrshire’s Housing First project is to provide good quality accommodation coupled with intensive, joined-up support to individuals with complex needs and experience of repeat homelessness. The project represents transformational change by delivering a different offer to households with multiple complex needs. The project is focussed on trying to help people break the cycle of repeat homelessness by working with them intensively and supporting their social and financial inclusion. In doing so, it is hoped that we can improve their tenancy sustainment and ultimately their ability to lead a fulfilling life.

The project offers a decorated and furnished tenancy, enhanced area choice and is overseen by a multi-agency group involving all relevant partners to ensure effective and coherent joint working. During the period from January 2019 to 31 March 2020, South Ayrshire’s Housing First project has worked with 20 households who were assessed as potentially benefiting from this type of intensive support. In total, 13 tenancies have commenced during this period. These were primarily in local authority accommodation, with one tenancy being provided by a local RSL partner.



Since Housing First commenced in January 2019, many of our clients have made significant progress in improving their lives and sustaining their tenancies. Three tenancies have been sustained for more than a year, while a further tenancy has been sustained for more than 6 months. Feedback from clients has demonstrated the benefit in the support provided, particularly helping them resolve situations that would have been triggers for housing crisis in the past, including experiencing anti-social behaviour, access to healthcare, and repairs issues. Two clients specifically noted that they would have, respectively, 'just handed their keys back' and 'would have been in jail' had it not been for this support.

The project has also made progress in improving joint working in meeting clients' support needs. A successful multi-agency approach has been established to oversee the operation of the project and to promote effective joint working between services. The multi-agency group meets monthly and its core group includes representatives from Housing, Justice, Children and Families, Adult Services, NHS Addictions, NHS Mental Health and South Ayrshire Alcohol and Drug Partnership. Additional 'case-based' discussions are held with relevant services as part of this process both regularly and where required.

NATIONAL OUTCOME SIX

People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities

Indicator	Evidence and Data (max 300 words per indicator)	
	<u>Please describe the activity</u>	<u>Then describe the impact</u>
Individuals have made progress against the outcome	<p><u>Employability Mentors (EM's)</u></p> <p>The Employability Mentor Programme was established to improve the lives of service users within North Ayrshire Justice services by providing one to one support and advocacy. The aim of the project is to offer advice about local training and employability support services while encouraging service users to build on their individual capacity and providing routes into employment.</p> <p>Referrals into the programme are received from:</p> <ul style="list-style-type: none"> • Social Work • Throughcare • Programme Delivery Team • BBV Group • DTT Service 	<p>One of the main tasks during the early weeks of the programme was networking with other organisations within North Ayrshire's Employability Pipeline. This enabled staff to build on their understanding of employability services in the area, collaborative working practices, and effective referral mechanisms for clients.</p> <p>During the time period April 2018 – April 2019 the following outcomes were achieved:</p> <ul style="list-style-type: none"> • 80 clients registered • 35 Training Outcomes • 15 Referrals to Support Services • 4 Volunteer Outcomes • 17 Job Outcomes <p><u>Case Study</u></p> <p>"Client A was referred to the service for employability advice. Client A was convicted of Attempted Murder in 2012 and</p>



	<p>Project staff are based in the same office as the Community Payback Officers. Officers are asked to consult their caseload and refer any clients who they feel would benefit from employability support. To ensure consistency of service, clients can arrange to meet directly at their Community Payback Induction, to ensure that new clients were also getting a chance to participate.</p> <p><u>SA Employability and Skills and Justice Services Joint Work</u></p> <p>From April 2019 – March 2020 colleagues at South Ayrshire Employability and Skills received around 58 referrals directly from Justice Services, with further referrals of people with convictions coming from the DWP and other external partners.</p> <p>The Adult Employability Team are currently engaging with a total of 148 individuals with previous convictions.</p> <p>Outcomes include from moving into employment, college and self-employment.</p>	<p>sentenced to 9 years imprisonment. Client A served 6 years in custody for the offence, however as he was young at the time of imprisonment, he had almost no employment history upon release. Client A was invited to meet with the Employability Mentors to discuss the programme/services and complete the registration paperwork.</p> <p>The Action Plan for Client A was completed which identified several support needs and goals. Client A suffered from high levels of anxiety, which was heightened as he was now in the receipt of Universal Credit, which required him to demonstrate 35 hours of work-related activity per week. As client A did not have any work experience, he had been unable to create a CV independently, which was required to meet the conditions of his claim to benefit, causing yet more anxiety.</p> <p>Through discussion with Employability Mentors we were able to identify that whilst client A had little work experience, he had completed a considerable amount of training courses during his imprisonment. We were able to reassure him that we could support with building a CV which focused on his training achievements. Client A had kept his training certificates from prison, which we asked him to pass to us. From this we were able to build a CV and Cover Letter for him, which satisfied his benefit conditions and reduced his level of anxiety considerably. We also signposted him to Better Off North Ayrshire for advice on health-related benefits, due to his mental health condition.</p> <p>Employability Mentors also discussed future supports and goals, focusing on vocational based training which would help him access entry level work positions. Whilst completing our Action Plan, Client A disclosed a desire to find work with the construction industry. The Employability Mentors were able to source CSCS Card for Construction Operatives training, and booked the course on his behalf, which he successfully completed on 25th June 2018. They supported with basic job search to begin, and registered him with Grafters, which is an Ayrshire based recruitment agency which focuses on the construction industry.</p>
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		<p>He was also issued with a list of similar agencies which we could take forward and register with independently.</p> <p>Client A also suggested that he had an interest in pursuing further education and was signposted to both Ayrshire College and the My World of Work website to explore his training options. Encouraged by Client A's progress we suggested that he may want to consider a full-time college place to develop his skills and confidence. Client A then applied for a PEO Electrical Engineering course, which he was invited to interview for. We met with Client A to discuss this and he advised that they also have to do a risk assessment due to the nature of his offence.</p> <p>Employability Mentors encouraged him to speak openly about his offence, focusing on his rehabilitation and progress since release. Client A contacted Employability Mentors on 29th August to advise that he was successful in gaining a place on the course. Delighted by his success, they asked Client A if there were any obstacles he would face in starting the course, both practical and emotional. Client A felt very positive about starting the course but did not yet have his student funding in place, causing financial difficulty. This made travelling to college difficult as he didn't have enough funds. Employability Mentors were able to purchase a monthly travel pass on Client A's behalf, to reduce the financial strain and ensure that he was able to attend. We met with Client A at the college to issue this and congratulate him in person for all his hard work. Client A also agreed to complete an Exit Questionnaire and thanked us for all our support."</p>
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Other information relevant to National Outcome Six

Apex Scotland – Steps Programme

Apex deliver the Steps program across a wide range of areas in Scotland. Their work is predominantly aimed at helping to reduce reoffending and giving clients a more positive future. Steps is one of several services that they provide and assists unemployed individuals who are looking to eventually return to work or move to an alternative positive destination.



The Steps service is an ESF funded service predominantly aimed at providing one to one support and is tailored towards each individual client and what they are looking to achieve. Staff meet clients regularly and work together to help them reach the targets that they have on their action plan which they create with them.

From April 2019 to March 2020, 61 participants undertook the programme in Ayrshire. 49 of the participants referred had criminal convictions. 18 disclosure letters have been produced, helping those with convictions disclose them in a professional way to potential employers. This helps give the participant more confidence when it comes to discussing their convictions at interviews.

Apex deliver several different training courses which include support with using the internet, CSCS training and the SQA Employability Award. The SQA Employability Award has been introduced recently and they have just launched a client portal so that participants can complete this online. It covers essential employability skills such as CVs, interviews, searching and applying for jobs. In Ayrshire, there have been 13 individuals who completed training with Apex.

In addition, they have managed to help 16 participants reach positive destinations in terms of finding work or a volunteering role.

NATIONAL OUTCOME SEVEN
Individuals' resilience and capacity for change and self-management are enhanced

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress against the outcome	<p><u>SUI Group Achievements</u></p> <p>Over the year, our three service user involvement groups took part in and delivered a wide range of activities:</p> <ul style="list-style-type: none"> • Free or discounted leisure activities • Sourcing volunteering opportunities • Development of a dedicated drop-in space for service users • A weekly gym session within a community hall • Weekly football sessions • Film afternoons – watching films with a justice related theme followed by discussion • Development of a community magazine • Attending the Community Links sessions within HMP Kilmarnock to provide support to those preparing for liberation • A weekly walking group in conjunction with justice services • Attending social activities 	<p>Rationales for service user involvement tend to refer to the impacts and effects that a co-productive approach to service design, delivery and development can support. Aside from the benefits that participation can produce for individuals, the key (and often overlapping) reasons for 'doing' service user involvement are that it:</p> <ul style="list-style-type: none"> • Can support recovery, desistance and social integration; • Promotes citizenship and social justice; • Enhances the effectiveness, compliance, credibility and legitimacy of services <p>Research evidence suggests that involvement in activities that contribute to the well-being of others (e.g. mentoring, peer support and volunteering initiatives) can alter the way people see themselves, and their own potential, as well as how others see them. Such changes in people's personal and social identities are often associated with processes of desistance. Evidence also</p>



	<ul style="list-style-type: none"> • Delivering the Steps to Excellence course • Development of Twitter, Facebook and websites • Holding a Christmas Family Fun Day • A range of cooking sessions 	<p>suggests that being involved in such activities can support the development of new social networks and the development of more caring and other-centred attitudes.</p> <p>The concept of a citizen is that of a person who can hold their head high and participate fully and with dignity in the life of their society. Citizenship is a measure of the strength of people's connection to the rights, responsibilities, roles, and resources that society offers to people through public and social institutions and to relationships involving close ties, supportive social networks, and associational life in one's community. User involvement in justice services has potential to support the exercise of citizenship in both ways.</p> <p>Evidence suggests that using the experience and expertise of those who have offended to inform the development of criminal justice interventions can enhance the credibility, meaning or legitimacy of those interventions to service users. If services are co-designed or co-produced by service users, they may well be more credible, fit for purpose and thus effective.</p>
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Other information relevant to National Outcome Seven

Shine Women's Mentoring Service

Shine Women's Mentoring service works with women who have served a short-term prison sentence (up to 4 years), women held in prison on remand or those serving a sentence in the community, (usually a Community Payback Order). Engagement with the service is entirely voluntary. Shine uses the Justice Outcomes Star™ to both 'measure' progress as well as developing a plan of work with the woman. This tool is completed together with the mentor and mentee.

The chart summarises the outcomes recorded for women across Ayrshire who worked with Shine during the period 2019/20. It highlights the improvements women have achieved in their lives across the Outcomes, as well as the stability they have achieved in maintaining areas which may be less problematic. The outcomes where there appears to be a deterioration is often due to the mentee revealing more information with regard to her circumstances as her relationship with her mentor develops (e.g. finally acknowledging that she has an issue with alcohol or drugs, or she is in a relationship with a violent partner).



Shine Outcomes Star™ - Outcomes Breakdown*

Cases referred during 2019/2020 in East, North & South Ayrshire

	Accommodation	Living Skills & self-care	Mental health & well-being	Friends & Community	Relationships & family	Parenting & caring	Drugs & Alcohol	Positive Use of Time	Managing strong feelings	A crime-free life
Improved	46%	37%	35%	28%	22%	11%	33%	28%	37%	33%
Stayed the same (5 or more)	20%	17%	9%	17%	30%	61%	13%	13%	4%	20%
Stayed the same (4 or less)	15%	15%	30%	33%	20%	13%	28%	39%	43%	24%
Got Worse	20%	30%	26%	22%	28%	15%	26%	20%	15%	24%

*Based on 46 cases analysed.

* some of the data will change, as OS is dynamic in nature, and there are still `live` cases from last financial year;

Action for Children (Moving On Scotland)

Moving On Scotland is a Public Social Partnership (PSP), which is Scottish Government funded. The service works with young males aged 16-21 who are currently residing in or have been recently liberated from HMYOI Polmont. The service aims to support young people through their sentence and back into their local communities through a five-stage pipeline.

The service provides intensive one-to-one support during the initial liberation period to ensure that the young people are directed and supported using a holistic service such as: Counselling, Cognitive Behaviour Therapy, advocacy, timekeeping and attending mandatory appointments. The aim then moves to



providing young people with practical life skills such as cooking, managing a tenancy, improving health & wellbeing and completing certified courses before progressing to more high-profile structured programmes such as catering, mechanics, youth work and more. The service looks to progress young people into a positive destination such as further education, training or employment opportunities.

Training to meet the needs

Further training with regards to addressing the above mental health and emotional wellbeing issue will be provided by further training. Moving On Scotland is currently at the start of a pilot programme which will see all staff members involved in a mandatory training scheduled to better support service users with their mental health and wellbeing. Each staff member over the course of the forthcoming year will be trained in the following:

- Safetalk
- Assist
- Storm
- Mental Health first aid
- Suicide Talk
- Self-harm
- Trauma informed practice

1.Engagement-

	East Ayrshire
2019-2020 % Engagement rate	100% (based on 17 young people)

Over the last **12 months, 54% of young people engaged with significant challenges** and this is in correlation with our most recent evaluation and emphasises the strength behind our engagement rates in relation to a very difficult target group.

2.Motivation/readiness/attitude to change-

Motivation and readiness to change is an outcome which staff consider in their Outcome Star assessment (involving both staff member and young person) and specifically record within our Action for Children e-Aspire outcomes recording tool. **95% have displayed motivation and readiness to change in 2019-20**

3.Relationships-

Having supportive relationships with peers and family is measured within the Outcome Star and e-Aspire assessment. **In 2019-20, of those who are engaged within the community, 71% have shown that they have maintained or improved relationships with family and have a supportive network.** This statistic is now back on track following a change in our internal recording systems and should rise as the year progresses.

4.Problem solving/life skills-



The ability to solve problems related to day to day activities and improved life skills are measured within the Outcome Star and e-Aspire assessment. **In 2019-20, of those who are engaged within the community, 87% have maintained or improved their problem solving and life skills.**

5.Accommodation-

Difficulties in relation to possible homelessness and access to safe, secure and appropriate housing is measured within the Outcome Star and e-Aspire assessment. **In 2019-20, of those who are engaged within the community, 82% have maintained or shown improvements in relation to suitable accommodation.**

6.Substance misuse-

Substance misuse remains a key issue for many young people we work with. Addressing and reducing substance misuse is a focus within the Outcome Star and e-Aspire assessment. **In 2019-20, of those who are engaged within the community, 84% have maintained or shown an improvement in relation to substance misuse.**

7.Employability / Positive destinations-

89% of young people have achieved an improvement in employment skills and are ready to enter employment. 41% of young people have achieved a Positive Destination 2019-20. A further breakdown of our Positive Destinations has been provided to give a little more insight into what these opportunities consist of - **Employment-** 19 young people moved into employment, **College-** 6 young people started a college course and **Training/Volunteering-** 34 young people were involved in a training or volunteering placement for a period of 3 months or more.

8. Non-return to custody

Since **2019-20**, Moving On Scotland's non-return to custody rate remains above the 80% mark, sitting at a current rate of 87% (based on offences committed while engaged with the service). This figure is consistent with the results on a year to year basis.

It is recognised there can be multiple factors which can influence return/non-return to custody, and as such, Scottish Government have chosen key outcomes which are recognised overall as contributing towards reducing reoffending. However, by demonstrating the achievement of these outcomes, and reporting on the rate of non-return to custody in the areas in which Moving On delivers, in comparison to national averages, a clear link must be acknowledged.

9. Emotional Wellbeing/Mental Health

In 2019-2020 a marked increase of focus has been made on emotional well-being and mental health due to a clear need within our client group. Nearly all our service users report to feel low, struggle with mental health or anxieties. Looking at support, programmed work, and external referrals, a rate of 87% have maintained/improved their emotional well-being and mental health.



5. Priority Areas of Focus

During this year we continued to focus on our nine key areas as outlined in our CJOIP 2018-21:

1. Keep out of the Justice System
2. Gender Specific Approaches
3. Families
4. Victims and Witnesses
5. Inclusion and Equality
6. Hearing Service Users Voices
7. ACEs and Trauma
8. Strength in Recovery
9. Restorative Justice

In addition to this, a Supported and Validated Self-Evaluation was undertaken in 2018/19 and it highlighted several additional areas of focus:

- Engage with statutory and additional partners not currently represented at Board or thematic group level to encourage participation
- Work within the Sheriffdom model adopted by COPFS to ensure that local issues and areas of focus are considered
- Work with third sector partners to identify funding sources to plug identified gaps in service provision
- Keep abreast of the development of the Community Justice Scotland commissioning strategy and identify opportunities to work collaboratively to commission services
- Work with partners in East and North Ayrshire to consider the collaborative model used in South Ayrshire across Justice and ADP and its applicability locally
- Build upon the areas of good practice where we have effectively leveraged and jointly deployed resources to achieve best value
- Actively engage and encourage third sector partners with specific and relevant expertise to lead developments in collaboration with other partners and support them to do so
- Work with partners to develop a framework to evaluate the effectiveness of joint community justice services
- Develop a partnership performance management framework to help evidence the effectiveness of our work

6. Case Studies

Included above.



7. Challenges

- Being able to support the throughcare of our men and women upon liberation from prison remains a challenge. The continued suspension of the Throughcare Support Officer role, coupled with the loss of several locally funded third sector throughcare support services, has resulted in partners having to spend a significant amount of time establishing methods of engaging those being liberated from prison with appropriate services.
- Short term funding is a continuing issue, as it inhibits our ability to plan delivery of services.
- The nature of short-term funding for the third sector who continue to provide throughcare services for men and women leaving prisons

Looking ahead:

- Impact of stalled CPO orders, Coronavirus Act 2020 extended period for completion for unpaid work requirement by 12 months, impact upon supervision and group work is significant when progressing current orders however also being mindful of impact when court business resumes
- The impact of COVID across the justice system and for the people involved remains to be seen. Services will have to be delivered differently to comply with any social distancing measures still in place. The impact of lockdown conditions in prison will undoubtedly have had an impact on the wellbeing of both those servicing sentences and their families and loved ones. The relationship between the damaging impacts of the pandemic and poverty are already evident.

8. Additional Information

N/A

