



**Community Justice Outcome
Activity Local Area Annual Return
Template 2023-24**



1. Background

This reporting template has been developed in discussion with community justice representatives from local areas. This template is designed to enable local areas to report on progress towards the community justice outcomes.

2. Statement of Assurance and Data Usage

The information submitted to CJS using this template will be used by CJS in its role to monitor, promote and support improvement in, and keep the Scottish Ministers informed about, performance in the provision of community justice.

In line with provisions in the Data Protection Act 2018 and the General Data Protection Regulation (GDPR), CJS will use appropriate data to ensure that there is continuous reporting, development and progress towards the national outcomes. By providing data to CJS you are consenting to its use by CJS as indicated. Community Justice Partnerships should be aware that any information held by CJS is subject to statutory Freedom of Information obligations.

Completion of the template can help local partnerships to fulfil their requirements under s23 (1b) of the Act by using the developed content to inform the production of the publicly facing summary statement of annual progress.

3. General principles of the template

The template and guidance have been developed using the following principles:

- Support CJS in developing the evidence base for local community justice activity and progress across Scotland within the reporting year
- Support CJS to comply with their duties set out in the Act, Sections 26-30
- Support local partners to comply with their local reporting requirements set out in section 23 of the Act.



4. How to fill in the template

The return should be completed and consulted on with partners involved in community justice in your local area. In line with the Act this includes statutory partners, third sector bodies involved in community justice in relation to the area, and such community bodies other persons as partners consider appropriate. CJS expects that completion of this template will be a collaborative effort.

This template incorporates guidance to support completion, with the text providing reflective prompts to consider when developing your answer, which can be deleted and replaced with your response. These should be considered together through the development of your answer rather than addressed individually.

There is no expectation that areas will return substantial numerical data. It is likely that local areas will not have the national data indicators set out by the Community Justice Performance Framework at the time they are completing this template. **It is not anticipated that CJS will routinely use or refer to local level national indicator data in the context of the national outcome activity annual report.** If in developing the national report it becomes apparent that local-level data may support further analysis of particular outcomes, for example in identifying potential recommendations, exploring data outliers, or areas for further development, we expect this to be taken forward in discussion with the relevant local areas and partners.

Instead, we want partners to focus on the qualitative evidence drawn from their activity and insights about impact. Relevant local supporting evidence from the [CJS improvement tool](#) that will supplement the national indicator data has been specified under each national outcome in this template. We would encourage partners to develop the response to this template in conversation with each other and view it as an opportunity to reflect on your strengths and needs in partnership.

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 CJS 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 DO NOT include any identifiable personal or sensitive information (as outlined in Schedules 2 & 3 of the Data Protection Act 1998) as CJS does not require such information. If this is unavoidable then please ensure that the data is fully anonymised.

If you have any queries about completing the template, then please email CJSImprovement@communityjustice.scot.



1. Community Justice Partnership / Group Details

Name of local authority area/s	East, North, South Ayrshire
Name and contact details of the partnership Chair	Name: Cllr Julie Dettbarn Email: Julie.dettbarn@south-ayrshire.gov.uk Telephone: 01292 612293
Contact for queries about this report	Name: Kirsty Baker Email: kirstybaker@north-ayrshire.gov.uk Telephone: 07340 770 908

2. Template Sign-off from Community Justice Partnership / Group Chair

Date: 17/09/2024

Name:



3. Governance Arrangements

Last year, we asked partnerships to describe their governance structure for community justice arrangements and include links to wider community planning. Please describe any substantive changes since your previous answer.

- During 2023/24 the governance structure remained the same as outlined in last year's report.

4. The year overall

This section should be used to reflect some of the a) challenges/negative implications and b) opportunities/positive implications from the reporting year on the community justice partnership. This can include impact on the improvement activity, partner collaboration, and delivery of services.

Challenges / Negatives

- Awaiting implementation dates for various elements within Bail and Release from Custody Act – trying to progress a range of work linked to release from prison which will be impacted by the changes within the legislation e.g. pre-release planning duties, throughcare standards, no Friday releases etc. Difficult to plan as we're unsure of what this will look like when it becomes enacted and want to ensure our local activity is fully aligned. Information available has been used to 'baseline' what currently happens and compare this with the proposed throughcare standards/pre-release planning requirements, to provide an indication of areas will require focus.
- Gathering local evidence (specifically data related when that isn't available / already collected) – a large scale data gathering exercise has taken place to assess the feasibility of collecting and monitoring a wide range of data linked to the Local Evidence CJS tool and the CJS targeted resources on community justice outcomes. Some of the data is readily available, but a high number of the data points are either unavailable or would require a manual trawl of a system which is often resource intensive.
- Misalignment between national direction and availability of resources to support that – e.g. National objective to increase use of diversion, however there is a waiting list in place to manage current numbers, more funding would be required to increase these numbers, but no partnership funding available to support objective. Similarly challenges across various services where there had been no change to the justice budget but caseloads have increased significantly.



Positives / Opportunities

- After a lot of work and effort from partners, the new Community Justice Outcomes Improvement Plan (CJOIP) was published. This will guide the work of the partnership over the next 5 years and allow for more focussed approach to delivering on the national aims.
- There is a renewed emphasis on trauma informed practice and services within the National Strategy for Community Justice and related policies/documents. North Ayrshire Council have recently employed a Trauma Informed Learning and Development Advisor. Part of this role involves training. All Justice workers within North Ayrshire have now been offered Trauma skilled Level 2 Training. This is to improve skills and confidence of all staff that have direct contact with individuals who may be affected by traumatic events or experiences.



Priority Action One

Enhance intervention at the earliest opportunity by ensuring greater consistency, confidence in and awareness of services which support the use of direct measures and diversion from prosecution.

Nationally determined outcome:

More people successfully complete diversion from prosecution¹

Local Evidence

- Mechanisms are in place to understand the views of people undertaking diversion from prosecution and are used to support improvement.
- Mechanisms are in place to understand the views of people supporting the delivery of diversion from prosecution and are used to support improvement.

5. What activity has taken place to increase successful completion of diversion? What impact has there been as a result?



Activity and Impact

A Diversion, Intervention and Alternatives to Custody (DIAC) Delivery Group has been established within the partnership to focus on the elements within the CJOIP relating to diversion from prosecution, arrest referral, alternatives to remand and electronic monitoring. Membership is still under review, however there is COPFS representation as well as representation from Police Scotland National Criminal Justice Division, ADPs, and local teams responsible for the delivery of the above-mentioned services.

The CJAP DIAC delivery group had its first meeting in June 2023. Though the group is still in its infancy and encountered early challenges with the initial chair moving post. The group has already discussed the Joint Review of Diversion from Prosecution and what it means locally; several of the recommendations from this were incorporated into the CJOIP deliverables.

The group has also met to discuss the draft Community Justice Planning and Reporting Approach Targeted Resources and consider the data required. There are three of the resources which would sit within the remit of his group and discussions are ongoing about how to gather the relevant data to progress these.

Some other areas the DIAC group may be able to focus on include youth diversion and quality of information sharing in police reports.

Local Evidence

In Ayrshire, mechanisms are in place to understand the views of people undertaking diversion from prosecution. Exit questionnaires are provided to service users electronically by the team who deliver the service. These anonymous surveys include asking participants if their awareness of the risks of re-offending, the impact on the victim and wider community, and their knowledge of other agencies which can support them, have increased. An analysis of the responses can be undertaken to ascertain views and to incorporate them into further progress of service delivery.

Although COPFS does not routinely engage directly with those undertaking diversion, sporadic feedback is received through a variety of mechanisms, both from accused persons' and alleged offenders and others impacted by the diversion process. Any such feedback is shared for relevant learning.

Sacro counselling service accepts referrals for those made subject to Diversion from prosecution and they also seek feedback from all those they support via a service specific feedback from.

As well as through regular supervision, staff delivering diversion have opportunities to put across their own views by attending National Diversion Forums, the Ayrshire Local Diversion Forum, and participating fully in National Diversion Review.

COPFS engages regularly and on an ongoing basis with staff (prosecutors and those involved in the administration of diversion from prosecution) to gather views in relation to the process, and also with prosecutors regarding the appropriate use of diversion,



including the appropriate use of diversion in relation to more serious offending. Training is provided to prosecutors and feedback gathered in relation to relevant learning and local liaison takes place with partners through the Community Justice Partnership model.

COPFS engaged with the Inspectorates (Prosecution, Constabulary, Care) in relation to their review of diversion from prosecution and continues to work both internally and with partners to respond to relevant recommendations in the Inspectorates' report.

Sacro's counselling service team are supported by an external counsellor and within Support and Supervision, any issues raised within these sessions would identify any changes required.



Priority Action Two

Improve the identification of underlying needs and the delivery of support following arrest by ensuring the provision of person-centred care within police custody and building upon referral opportunities to services including substance use and mental health services.

Nationally determined outcome:

More people in police custody receive support to address their needs²

Local Evidence:

- There is an effective relationship between community justice partners, Alcohol and Drug Partnerships (ADPs) and police custody centre for local population.
- Referral pathways and support are in place from police custody centre for local population

6. What activity has taken place to support people in police custody to access support? What impact has there been as a result?



Activity and Impact

All custody related matters are now the responsibility for CJSD within Police Scotland structures. Custody officers / staff, who are part of CJSD, take the primary role in this area and are aware of relevant schemes. There are established procedures in place to share information following referral.

Police Scotland's Criminal Justice Services Division (CJSD) is working with Community Justice Scotland on arrest referrals, and one part of that is the reporting and recording mechanisms. Signposting to services including ASAP, Andy's Mans Club, Breathing Space etc, also takes place and is recorded.

The Scottish Violence Reduction Unit and SACRO are working together to further test the 'Custody Navigator' model with police custody in Saltcoats, North Ayrshire. Presentations and engagement have taken place with Police Scotland, the Community Justice Ayrshire Partnership, the Alcohol and Drug Partnerships across Ayrshire and Community Planning partners. With initial seed funding from the SVRU and SACRO the additional site will look to deliver interventions within the custody suite to improve referral rates and sustained engagement with services to improve outcomes for individuals and to reduce reoffending/violence and its impact on people and communities. This site will hopefully be operational in 24/25 and positively impact on the low referral rates to current services from police custody.

A custody navigator will attend the custody suites at Saltcoats on a Sunday and will assess the needs of individuals and will help with all types of requirements. They will then support the person to court the following day and from there will be able to transport them to various aid agencies, etc and breakdown the barriers that the service user perceives. This service will cover the Ayrshire area.

Sacro staff are scheduled to attend Saltcoats police station to provide an input to the five police custody teams on the remit they have and what service they can provide.

COPFS have been working with Police Scotland to ensure that detailed information is available in SPRs regarding the appropriate use of diversion and factors, including dependency on drugs/alcohol. Which may impact on the suitability of diversion. Work is ongoing in relation to the appropriate sharing of information (taking account of DPA 2018) with partners. COPFS is also working with Police Scotland to support referral pathways either alongside a report to the Procurator Fiscal or as an alternative to reporting the circumstances to the Procurator Fiscal. COPFS is supporting appropriate pilot projects in this regard (Inverness/Dundee).

Local Evidence

In Ayrshire there are two custody centres based in Saltcoats and Kilmarnock that facilitate the criminal justice requirements across the three local authority areas. In 2023/24, referral pathways were in place for residents in each Local Authority area who come into custody, the service providers being Turning Point Scotland in Saltcoats and We Are With You in Kilmarnock. We Are With You were attending



Kilmarnock custody centre on a Sunday morning - engaging with people directly in cells to discuss support available and provide contact details of those support agencies. The service at Saltcoats was referral based, rather than support within the cells.

There are excellent working relationship and connections between Ayrshire Police Division, the Community Justice Ayrshire Partnership and the ADPs in each of the three local authorities. All parties are engaged in discussions around service provision for peer support and custody navigator services.



Priority Action Three

Support the use of robust alternatives to remand by ensuring high quality bail services are consistently available and delivered effectively.

Nationally determined outcome:

More people are assessed for and successfully complete bail supervision³

Local Evidence

- Mechanisms are in place to support a high quality bail assessment.
- Referral pathways are in place that support identified needs of people on bail supervision.

7. What activity has taken place to increase the use of bail, and support people to access services to address needs while on bail? What impact has there been as a result?



Activity and Impact

Strong partnership working ensures tight processes across both Ayrshire courts meaning less room for error, as well as specialist delivery of service at both assessment and monitoring stage. There are regular working group meetings/ staff meetings to monitor progress and full awareness of national activity/ obstacles.

Challenges remain, including funding cuts and fewer staff than would be needed to optimise the service, and opportunities to strengthen the process exist for example communication of new/pending offences for individuals subject to bail supervision to allow for risk assessment based on offending behaviour.

For Defence Agents, information is obtained from the court-based social worker. However, it may well be that a specific input to defence lawyers might be useful. In addition, local defence solicitors form part of a Lawyer's Faculty, based at the court, which also enables distribution/circulation of any updates or requests. Requests for assessment for bail supervision is normally presented by the defence lawyer in court when representing respective clients. However, enhanced information/communication would enable improved representation for clients and ensure more positive outcomes.

The CJAP DIAC delivery group will progress the local deliverables set out in our CJOIP in relation to bail. Staff responsible for the delivery of bail supervision sit on this group and can also advise on national groups e.g. the Strengthening Alternatives to Remand Project Group; an off shoot of this is a triage group that will look at whether it is possible to triage bail supervision at an earlier stage. A lot of the conversation so far has been about timely information sharing. The group are considering a half day event to get colleagues round the table to explore this further.

Local Evidence

End to end processes are in place for Bail assessments and training has been provided for all Court JSW staff in Ayrshire to ensure that process is streamlined, workable and consistent. Process begins with JSW Court staff receiving 'bail opposed' list from Procurator Fiscal. If this is not received in a timely manner, then the Court will either overrun or bail assessments will not be undertaken due to tight timescales. This seems to be a national issue coupled with individuals arriving late from custody, thus stalling assessments.

Training has also been provided to all JSW Court staff to ensure that the information included within the bail assessments is relevant and within correct section. Local bail meetings have been established and continue to meet on a regular basis to discuss any teething problems.

When a referral is made the Justice Officer/ Social Worker undertakes the assessment as soon as possible. Interview with service user initially (usually within Court Cells) and subsequent information gathering by computer or telephone. In some instances, clarification sought from service user afterwards. Assessor will note whether suitable/ unsuitable / unsuitable with reservations.



Initially, if bail supervision is being considered, a person-centred action plan is devised to highlight any areas of difficulty, and any urgent signposting to services is done. The plan is then revisited at first appointment with Bail Supervision Worker and reviewed on a 3 monthly basis. Frequency of contact/ type of contact (whether home visit or office-based), outline of groups which SU can attend/ and or 1 to 1 support by Supervising officer are all discussed.

The wording of action points within plan had to be changed to take into account that the bail officer will “encourage” rather than “instruct”, as the service user is not convicted at this stage, and their participation in groupwork and / or 1 to 1 support is voluntary.

Various local services are utilised through Bail Supervision to support sustainable life choices. The main services including Addiction Services, Mental Health, Learning Disability, Housing, employability, DWP, GP. Ongoing difficulties can be experienced due to NHS waiting times, tight criteria and waiting lists.

1 to 1 support is bespoke to address needs/ improve overall situation by advocacy/ signposting. Bail Supervision SU would access groupwork designed for general offending and adopted by Justice Services across Ayrshire.

Within BS national guidance, processes for non-compliance are very strict and SU is made aware of this from the outset. If non-compliance is evident, Justice Workers make every effort to contact the service user and to encourage compliance – including telephone contact/ home visit. In the event of breach proceedings being initiated, an ‘end to end’ process with the Police is established and a breach report is submitted within a period of 24 hours.



Priority Action Four

Strengthen options for safe and supported management in the community by increasing and widening the use of electronic monitoring technologies.

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

8. What activity has taken place in your area to increase the use electronic monitoring technologies? What impact has there been as a result?

Activity and Impact

EM bail was established within Kilmarnock Sheriff Court in May 2022 and within Ayr Sheriff Court in November 2022. To support this, there are specialist staff both within Courts to undertake assessments for EM/ Bail supervision and within Community.

EM/ Bail supervision training to streamline processes across the two Ayrshire Courts began in February 2023.

An EM bail/ Bail supervision working group was established.

There is continued management attendance of National EM bail Champions meetings.

The CJAP DIAC delivery group will progress the local deliverables set out in our CJOIP in relation to EM bail. Staff responsible for the delivery of EM bail supervision sit on this group.



Priority Action Five

Ensure that those given community sentences are supervised and supported appropriately to protect the public, promote desistance from offending and enable rehabilitation by delivering high quality, consistently available, trauma-informed services and programmes.

Nationally determined outcome:

More people access services to support desistance and successfully complete community sentences⁴

Local Evidence

- Availability of local programmes to support desistance from domestic abuse and sexual offending.
- Availability of referral pathways to support the needs of local population on community disposals.
- Mechanisms are in place to understand the views of people with experience of community disposals to support improvement.
- Mechanisms are in place to understand the views of the community justice workforce with regard to supporting the needs of people subject to community disposals to support improvement.

9. What activity has taken place that will support people serving sentences in the community to desist from offending, address their needs, and help them successfully complete their sentence? What impact has there been as a result?



Activity and Impact

MAPPA process plays a pivotal role in establishing and maintaining strong partnerships between SOPS and community justice partners. Across Ayrshire there is an excellent partnership approach to keeping our communities safe and working with offender to achieve better outcomes.

Through MAPPA process a number of local programmes are available such as Stop It Now which provide offenders with techniques / mechanisms to resist further offending.

Vibrant Communities Lifeskills and Inclusion service offer an Adult Literacy provision for adults 16 plus residing within East Ayrshire, and from 2023 Multiply- Numeracy first steps provision providing targeted numeracy supports to adult 19 plus and families within East Ayrshire funded through the UK Shared Prosperity Fund. Both 1:1 and small HUB based supports are offered in areas across East Ayrshire. Supports for reading, writing and numeracy are person centred with regular Individual Learning Plans undertaken to establish need and goals of adults accessing the provision. Referrals work off a self-referral process and can be referred from any service with permission from the adult. Referrals come from a range of service providers: Social Work, NHS Health and social care- G.P.S, Community Connectors, Health Visitors; JWP, Employability services, Recovery groups, wider East Ayrshire Council services, community and charitable organisations.

The Changing Rooms project is the second of five projects in North Ayrshire and is supported by Developing Young Workforce Ayrshire and North Ayrshire H&SCP.

The project targets people who have been involved in offending and are working with North Ayrshire Justice Services as part of a community-based order. This project aims to provide service users with increased access to education and training opportunities that will help them improve their prospects of gaining employment, enhance their life skills and promote wellbeing.

As part of a collaboration between Miko Coffee and North Ayrshire H&SCP, service users have been able to access Barista Skills training that will enable them to access a range of employment opportunities within the hospitality industry. They received both training and hands on experience of delivering high-quality barista service, with opportunities to engage with training opportunities and experience of working at events across Ayrshire. This helped individuals to develop the skills required to work within this thriving sector, as well as being able to demonstrate their capacity and experience of successfully delivering a Barista service.

Service users will be able to access training and development opportunities as part of North Ayrshire Justice Services Employability Mentor Programme. They will be offered one to one support and guidance from a Mentor who will help them to continue to develop their skills and access accredited qualifications across a range of different industries to encourage them to pursue their employment goals and aspirations.



NA Justice Services have a Recovery Development Worker post that is funded by the Alcohol and Drug Partnership. This post is vacant; however, funding has been agreed for a 23-month post. It is hoped that this will allow direct and immediate peer support for Justice Services users and will allow them to access support and resources within the recovery community with the aim of supporting their own recovery and desistance journey's.

Discussions have taken place with Housing Services who have agreed to fund a Housing First post that will be managed by Justice Services. They have been looking to establish better links with Justice and it is felt that this will provide a good opportunity to work closer on joint cases and decrease the 'revolving door' of homelessness for some of our service users who struggle to maintain tenancies and a level of general stability. Given the link between stable accommodation and desistance it is hoped that this would have a positive effect on their offending behaviour.

Links have been established and maintained with KA leisure. There is a clear connection between physical activity and mental health and wellbeing. Reduced price memberships were agreed, in three months blocks, subsidised by NA JSW. This has been hugely beneficial for our service users. It has provided a positive outlet for individuals subject to CPO's who are looking to use their time productively whilst improving their overall wellbeing. There has been positive feedback from service users utilising these memberships.

In June, South Ayrshire Health and Social Care Partnership (H&SCP) marked the official opening of their new Justice Services Workshop with an open day for staff, partners and the community to take a tour of the new facility.

The building features a large open plan workshop space as well as an office space and several private interview rooms. The new workshop is a new resource to help people fulfil Community Payback Orders.

Linda Semple, Chair of the Integration Joint Board said, "This facility is an incredible asset to our community. Having a dedicated space for this work opens up new opportunities to complete meaningful work both for people completing Community Payback Orders but also to the wider community who can benefit from the projects being run here."

"An important part of Community Payback Orders is to help break the chain of re-offending, being able to learn a new skill, make real connections and being able to see a positive output from the work can make a real difference to the outcomes of people who enter the community justice system."

The Unpaid Work teams have been developing new initiatives and building partnerships with schools and charity organisations to allow for the workshop to be



utilised for meaningful and rewarding projects, focused on paying back to the community.

“The new workshop is an amazing facility and offers excellent opportunities for service users to experience a range of tasks while undertaking unpaid work. It also means we can complete induction sessions on the premises and staff have a good office base with interview facilities. We are really excited to offer a range of services to the community.”

As part of their habitat improvement project, local primary schools were asked to draw designs for bug houses and hotels as part of their Environment Studies. The Unpaid Work team took these designs and brought them to life, with the final products returned to the schools for the children. Pupils and staff were delighted with the outcome of the work.

The workshop has also recently been utilised by Muirhead Primary who contacted the team looking for support their outdoor space. After some design planning Unpaid Work service users, were supported to build outdoor, seating, planters, activity walls and wooden signs for the pupils. They also brought old sand pits and digging areas back into use.

Work continues out in the community with the workshop also acting as storage facilities for machinery used for gardening and other outdoor work. Recent outdoor work has included clear-up work at Troon esplanade, Fullerton Woods, Kyle Academy and many more. The Unpaid Work team have built strong relationships with Waste Management and the South Ayrshire Ranger Service to support teams in the community.

The Resilience In Stressful Events (RISE) Service has developed a referral pathway from PDT and via the Court Liaison Service. RISE staff work in partnership with PDT. RISE work alongside colleagues in the Community Forensic Mental Health Service (CFMHS) to support people referred to the Court Liaison Service (CLS) and triage people to the most suitable resource, where available. People referred to RISE are made aware that the service is voluntary and that they are not compelled to attend this.

People referred to the RISE Team are asked to complete a questionnaire on their view of the service at the point of discharge, although this is not always possible if the person has not engaged routinely.

The RISE team have a process of a weekly clinical meeting to discuss all referrals and those active on the caseload. This meeting also has a ‘business items’ component to look at the demands, challenges and needs of the service from a day to day and future planning perspective. Staff are provided with regular clinical and line management supervision. A forum has been developed to support staff working in Justice services to discuss cases and look to options for intervention and referral on to CFMHS or RISE service where appropriate.



For the first time, the Health Improvement Team of NHS Ayrshire and Arran's Public Health Department, has been able to support those sentenced to an unpaid work order by utilising the 30% of hours which can be delivered as a meaningful activity. Over the course of a full week in March 2024 almost 50 people on an unpaid work order in East Ayrshire received stress awareness and healthy eating and active living training. In addition to this, conversations took place in quarter three and four to enable those on unpaid work the opportunity to reinvigorate the grounds at East Ayrshire Community Hospital, enabling staff patients and visitors to enjoy the outdoor environment.

The Partnership Delivery Team worked in partnership with Community Justice Scotland to roll out the new accredited version of Caledonian from the start of this year. All staff have attended updated training. The new programme adopts a trauma-informed lens and the focus of interventions has been changed to be sensitive to clients' trauma.

The information sharing agreement for Caledonian between Social Work services and Police Scotland has been implemented on a local level within Ayrshire to promote positive communication and to enable staff to respond better to the needs of women and children who have experienced Domestic abuse.

SARA3 Training (Spousal Assault Risk Training) was undertaken in Ayrshire to support a consistent approach to the assessment of risk in Domestic abuse cases and to provide a framework for risk management.

Groupwork Delivery Team working in collaboration with Justice area teams to identify potential barriers to involvement with Caledonian and provide intense support to enable men to engage with the programme in a meaningful way. In some instances 1 to 1 programme delivery is implemented in response to presenting needs.

MFMC Case Manager Training undertaken with Social Workers across Ayrshire. Worked in partnership with Community Justice Scotland to deliver training.

Working with case managers to identify needs/ potential barriers to group participation. In some instances 1 to 1 programme delivery is implemented in response to presenting needs.

Local Evidence

The Caledonian programme is available across Ayrshire to work with individuals convicted of domestic violent offences. Groups take place throughout Ayrshire and are moveable dependent upon need. In 23/24 the PDT were running four groups each week, and demand was particularly high.

Moving Forward Making Changes is also available across Ayrshire for individuals convicted of sexual offences. Three groups ran from PDT premises each week in 23/24.



The referral pathway for North Ayrshire local addictions service, North Ayrshire Drug and Alcohol Recovery Service (NADARS) is very well established and utilised within JSW. Drug and alcohol misuse are often a feature in offending behaviour, so this is a crucial resource.

Justice services have pulled together a local Service Directory that details available resources in the area and mechanisms for referral. These agencies/supports include Women's Aid, Employability Mentor Service, North Ayrshire Prevention, Early intervention and Recovery (PEAR) Service, CHAP (housing support, advice and advocacy), AIMS advocacy, Lemon Aid (fuel poverty), Money Matters (benefits assistance), Food Larders. These services cover a range of supports needed to help address the key issues faced by our service users. Unfortunately, there is no fast-track mechanisms for mental health support for most on statutory orders. Some individuals going through Court have access to some services, RISE for example, who can provide interventions at times of crisis. However, once subject to a CPO, any clinical interventions are requested through visit to GP. This can be difficult at times as our service users often lead chaotic and disorganised lifestyles and struggle to attend appointments and engage consistently. This is a challenging area for the service.

North Ayrshire Justice Services utilise entrance questionnaires to ascertain the support needs of individuals entering the service. Exit questionnaires are then completed when the statutory involvement ends. Suggestions boxes are also in effect in waiting rooms to gather opinions and views on an ongoing basis.

In addition, North Ayrshire Justice Services run the Making A Difference project. This is a service user engagement forum whereby people using the service are encouraged to attend and provide suggestions as to how the service could improve. Many initiatives have been set up as a result, including the above-mentioned entrance questionnaire.

For North Ayrshire JSW, views of practitioners within Justice Services are gathered on an ongoing basis through monthly supervision with their line manager. Any practice issues that arise are discussed and potential changes implemented if appropriate. Monthly team meetings are also held whereby any wider issues can be addressed. Staff engagement surveys are also completed annually to gather views of workers. These answers are made available to team managers who are then responsible for implementing an action plan to work towards potential improvements.

East Ayrshire JSW have made a priority action in their improvement plan to consider how to engage, participate and collaborate with those that are using services or have used services to ensure that our ways of work are informed and influenced by their views and experience.

SA Justice JSW commission Third Sector organisations to provide services directly to people subject to community sentences, such as SACRO who provide counselling service targeted to women, Ayrshire Council on Alcohol provide service for people who are alcohol dependant and Women's Hub which offers a drop-in service to women and helps combat social isolation. Links also exist within SA ADP and the recovery community, to ensure that anyone with an addiction to substances can



receive bespoke, direct support. Funding is also provided to a grassroots community group who support people to recovery. An across council taskforce are involved with Wallacetown and Justice social work are part of this, ensuring that the most vulnerable people in the community are supported.

Everyone subject to a community sentence has the opportunity to complete an exit questionnaire at the termination of their order. This information is then collated to provide an oversight to service delivery. Quotes are used to inform CPO annual report, etc. Orders are reviewed at regular points throughout their duration. An opportunity is available at these reviews for the service user to give comment/feedback their view on the order so far. This is usually to a team leader who can act quickly on any concerns raised or ensure good practice is shared. There is also a service user engagement group who can be a voice for the service user and at times have conducted specific surveys with service users.

All staff receive regular supervision where discussion occurs on case management and how service users are progressing on orders. Reviews of orders also can be used to raise where the needs of an individual have not been met and where there are gaps in service/knowledge. This can then be raised and addressed where required. Training audits are regularly undertaken along with PDRs to recognise any gaps in knowledge. All staff are expected to be fully trained in appropriate risk assessment tools. Gaps in community provision can be raised with our local planning partnership or community safety groups.

South Ayrshire Women's Aid carry out service and exit evaluations when supporting women, children, and young people. This is done over the phone or in person and using these will look to adapt or change the way support is provided. The information from these evaluations are stored and can be used when completing reports or funding applications.

SAWA support women, children and young people who are living with or have experience of domestic abuse. The referral pathway is a telephone call, email or in person at the office premises. An assessment is then carried out and if safe accommodation is required, the availability and suitability of this would be looked at.



Priority Action Six

Ensure restorative justice is available across Scotland to all those who wish to access it by promoting and supporting the appropriate and safe provision of available services.

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

10. What activity has taken place to make restorative justice available to people and support them to access it, and what impact has there been as a result?

Activity and Impact

Any relevant training/documentation in relation to Restorative Justice has been shared with partners to increase awareness and knowledge of the area. This includes events highlighted by colleagues in local Violence Against Women Partnerships.



Priority Action Seven

Enhance individuals' access to health and social care and continuity of care following release from prison by improving the sharing of information and partnership-working between relevant partners.

Nationally determined outcome:

More people have access to, and continuity of, health and social care following release from a prison sentence⁵

Local Evidence

- Health and social care circumstances/care plans are reflected in collaborative plans for release.
- Referral pathways and information sharing arrangements are in place to support timely access to health and social care supports upon release.

11. What activity has taken place to support people to access health and social care support after release from prison, and what impact had there been as a result?



Activity and Impact

HMP Kilmarnock facilitate a Community Reintegration Meeting every week which allows all partners, including DWP, Housing, Justice Social Work, Police Scotland, and third sector agencies to work with the prison to map out a liberation plan. This means everyone involved with the same prisoner is up to date on where the prisoner is going on release and thereafter and who they will be working with in the community. The weekly CRM happens on a Tuesday, and the previous Thursday all services involved with a prisoner being discussed on the Tuesday will meet that prisoner to discuss supports with the individual.

Additionally, Link Centre Officers hold a shortened plan for individuals, these are then put into liberation packs and given to men on release. Through our local Community Reintegration Delivery Group, which has representation from SPS, JSW, Health, ADP, Housing, and Third Sector organisations, work around pre-release planning is being prioritised and progressed. One of the areas this group will look at is the pre-release plan and how it can be developed, including how its develop and shared.

At HMP Dumfries, there is also opportunity to develop the process – only Housing and Addiction partners usually contribute to the plan currently. The Head of Integration is looking at Pre-Release amongst other things with a view to introducing a standardise approached across all LA. The approach to Pre-Release taken at HMP Dumfries is viewed favourable by many but it's success is generally down to the size of the establishment and it's positive relationships with local services that support reintegration.

The CR group also agreed one of the actions to progress would be around the coordination of the weekly community reintegration meetings to see if they can be made more effective, encourage attendance, and ultimately improve outcomes for people. The CR delivery group has discussed the Bail and Release from Custody Act, Scottish Government colleagues provided a written update for information which was shared with partners. Partners provided information to baseline against the proposed minimum standards around release planning. The gaps / issues highlighted by this exercise will inform future work around developing the pre-liberation plan, and weekly community reintegration meeting held in the prison.

Another action for the CR group is to engage with SPS to explore how information can be shared from across the prison estate to support rehabilitation planning for all those returning to Ayrshire from custody. HMP Kilmarnock are going to access and review the national liberation lists to look for people returning from other establishment to Ayrshire and then reach out to Link Centre staff in these establishments and ask them to complete the relevant paperwork. There is a national process, PR2 system allows postcode drill down to see all liberations coming back to area. Involves consent sheet being used to interview prisoner at another establishment and then shared.



East, North and South Ayrshire Justice services are provided with details of those due to be released from custody from the Scottish Prison Service for releases of their residents from all prison establishments. A letter/e-mail is sent to each individual due to be released advising them of the types of support that is available. This provides contact details for justice social work services, as well as (North) addiction services and third sector organisations. South work closely with PING and ADP to offer support and guidance on release from custody. Also, JSW attend a weekly Community Reintegration Meeting. In South the justice peer workers contact most individuals due for release, via email a prisoner, offering support on release and also provide contact details for Justice Social Work. Out Of Hours social work numbers are included in liberation packs, specific details for all Local Authorities are included. However some men don't take the packs when they leave.

The CJAP Community Reintegration Delivery Group has been supporting East Ayrshire Health and Social Care Partnership, who are working with the Scottish Government Design Team on development of a GIRFE framework. There are five themes, one of these is people in prison. A small subgroup was established to look at the framework and used the Design School tools to support some of this work particularly around journey mapping for people leaving prison, which then informs the wider working group.

A large part of the process is engaging with people with lived experience. Through PING (South Ayrshire), MAD (North Ayrshire) and lived experience group (East Ayrshire), three focus group sessions were held with people with lived experience to complete journey maps and explore their experience of returning from custody to the community. A total of 17 participants; 4 women and 13 men, actively participated in a facilitated discussion. There was agreement that the groups would have further opportunities to develop ideas for change which is part of the GIRFE development programme.

Some key themes which emerged from the journey maps were

- Knowledge of support varies.
- Different experiences in different establishments.
- Multiple appointments and pressures on day of release.
- Importance of family.
- Value of gate pick up and immediate support.
- Value of peer support and making recovery connections.
- Fear of the outside and unknown (for some prison felt safer).
- Less help for short term prisoners.

From an in-person lived experience event on 20/9/23, there was strong support for a 'departure lounge'. This would be where prisoners upon release could immediately engage with all relevant support services before leaving the premises.

What problems would a 'departure lounge' alleviate:



- Not needing to travel some distance from one appointment to another.
- Rush to attend appointments.
- Reduce stress on the day.
- May lead to better choices being made – choosing to engage with services or remain with services.
- Reduce fears.
- Gateway to other pathways.
- Wraparound service.
- More positive experience.
- Friendly face.

The departure lounge, and some of the other ideas, are outwith scope of GRIFE work, but being taken forward by the CJAP as they were identified as important by people with lived experience.

As of the end of 23/24, development of the departure lounge model in the visitors' centre continues. Not all partners are on board at this time, however they are looking at a soft launch with Housing, and thereafter tying in with DWP and Addiction Services.

Another priority identified through the GIRFE pathfinder work was backpacks being offered to men at HMP Kilmarnock upon release. There is a process in place for bags to be provided however they are not always available due to stock, and even when they are offered, they are not always taken. An action for the Community Reintegration Delivery Group is to further discuss how to develop this in terms of a) ensuring provision and b) increasing uptake by considering what could also be provided, e.g. toiletries, hygiene products, health information, etc. This may include a need to explore funding options to support this. Information packs and leaflets are not necessarily always wanted, but more practical items are. As membership of the group includes partners who facilitate meetings with groups of men in HMP Kilmarnock, it will be discussed there, and feedback provided to group to progress.

Men don't always share information with their families and that means they aren't fully aware of the processes. Having families aware of processes means they can then be influential and in turn encourage men to engage. As a result, the team at the visitors centre are looking at the induction and family induction processes to see what improvement can be made.

Veterans First Point are members of the CR group. They offer a service to veterans residing in the Ayrshire and Arran area. There are three members of staff in the team who have all served in the forces and have that instant connection with people they are supporting. Staff also work closely with two Psychologists, a Psychiatrist, and a Clinical Nurse Specialist in CBT and EMDR Consultant. They can access several other



veterans services including Employment and Training, a Financial Adviser for military and state pensions as well as benefits and an Armed Services Advice.

Support is also available to men in other establishments who have an Ayrshire and Arran address. Communication is through email a prisoner initially, with visits taking place three months prior to release.

A veterans group is delivered in East Ayrshire Recovery Hub on a Wednesday, which offers the men the opportunity to access other addiction services through the hub.

A veterans' breakfast club takes place once a month in HMP Kilmarnock, with veterans coming together to offer support to one and other during their sentence. Invites are extended to prison staff who have formerly served in the military, so the men can see that there are officers who have that shared experience and can be called upon for support. There is a good support network for veterans in HMP Kilmarnock.

Veterans First Point also supports delivery of a Minds of Recovery Group on a Friday morning in the prison. This is an eight-week block, aimed at men with, or who have had, addiction issues and who are in the last six months of their sentence, it is also not veterans specific. Take up has been encouragingly high and they have received positive feedback so far. Sessions cover coping strategies, goal setting, addiction, availability of community services, naloxone training and confidence building. Other partners at CR group were keen to link with this, to explore other opportunities or develop links with services.

The group also discussed whether there might be the opportunity to tap into the Health and Wellbeing events which take place in HMP Kilmarnock, possibly adding a throughcare angle to them. As at the end of 23/24, there are three provisional dates in the diary. Feedback from the last event in October 2023 was shared around the group. CJAP support team will have a stall at the next event in May.

Recovery Enterprises Scotland Secured funding for the HMP Kilmarnock Visitors Centre, in place since December 2022, originally funded for three months and was then confirmed for 12 months.

- Feedback from families has been positive to date.
- Staff are working with families and men in custody at HMP Kilmarnock, staff can access men in the halls – this gives them the ability to have discussions as a family unit.
- Currently decorating in the centre in between visits and out of hours. New furniture will be set out and new toys for the children, with a view to making the centre more inviting.
- Keen to build on developing partnership working, particularly in North and South Ayrshire. Hope to be able to host surgeries in the centre for services to attend, staff are currently scoping out options for this, i.e. looking at when it would be most beneficial.



- Working to build links with healthcare staff in the prison, as well as housing staff. A lot of queries received from families is regarding health.
- Staff are attending family visits in the hall, and they are looking to enhance them. Staff are working with Families Outside and East Ayrshire Vibrant Communities Team to look at how this can be done.
- Leaflets are currently under development and once available they can be circulated to partners.
- Employability and Skills booklets available which contain a variety of information from health to volunteering and links to the parent hub, to be dropped off at the centre.

In June 2023 Recovery Enterprises Scotland successfully opened their new Foundations Hub, Visitors Centre at HMP Kilmarnock. Marking an important milestone in their journey to create a supportive and inclusive environment for people in custody and their families.

Within the Visitors Centre, staff strive to create a supportive environment, foster strong connections, promote understanding, and provide essential resources to people in custody and their loved ones during challenging times.

The centre is designed to be a safe and welcoming space for people visiting the prison, where they can access various services and connect with others who may be going through a similar experience. Staff are committed to promoting resilience, healing, and personal growth.

The Foundations Hub aim to be hosting surgeries within the centre to provide vital help and support to the families and loved ones visiting the prison. The team are currently engaging with Social Security Scotland, Ayr Housing Aid, NHS Oral Health Team, Seascope and CHAP to name but a few to establish these surgeries.

The team also provide pre and post release support to those in custody within HMP Kilmarnock, offering tailored person-centred support plans in preparation for release, along with gate pick-ups, one to one support to attend initial appointments and ongoing support as required.

Recovery Enterprises Scotland have been awarded further funding from Digital Lifelines Scotland which will help many of the people they work with. They seek to improve digital inclusion and to design digital solutions that better meet people's needs, to improve the health outcomes for people who use drugs.

Relationships continue to flourish with partner organisations, the team met with Fedcap who are keen to provide employment support to people linked in with the Foundations Hub. Links have also been made with Scottish Drug Forum to see how a partnership can be developed. There has also been continued support from local staff in partner organisations including East Ayrshire Alcohol and Drug Partnership, Ayrshire Police Division, Serco as well as local Elected Members.



Community Project Leaders continue to run the Foundations Hub in Kilmarnock town centre. Offering support to people who drop into the Hub as well as many who are referred from partner organisations. A weekly Crisis meeting takes place to ensure adequate supports are in place for the most vulnerable people in the community, this meeting is attended by Police Scotland, Community Mental Health Team, NHS Crisis Team, Homeless and Addiction Nurses and our East Ayrshire Recovery Hub colleagues.

Twice weekly drop-ins take place on Monday and Friday's, providing people with various support to empower them to have confidence in dealing with issues they are faced with. The team provide one to one tailored support, addressing the many issues people present with. More recently the team have begun managing crisis situations throughout the locality, with them reporting a rise in crisis supports required over the last few months. This involves them working alongside several partner organisations to get adequate supports implemented.

HMP Kilmarnock in partnership with NHS Ayrshire & Arran's Public Health Department hosted a Health and Wellbeing event in October. This initiative re-invigorated following a pause due to Covid 19 restrictions will now be delivered three times per year. The event provided 101 prisoners with opportunity to engage with 24 services who provide information and support on a variety of health and wellbeing information ranging from oral health and mental health support to speech and language and advocacy support which is available whilst in prison. A variety of services, who support people on liberation, were also in attendance such as Quit Your Way smoking cessation services, NHS community addictions team, Andy's Man Club, Christians Against Poverty and Kilmarnock Football Club.

Local Evidence

For GP registration, the current process (for HMP Kilmarnock and men coming back to Ayrshire) is that NHS write to individual 2-3 weeks prior to release to establish if person is already registered, if they need to change GP, or if they are not registered. NHS then complete and send registration form and a clinical summary to community provider. The individual needs to go into GP practice themselves after release to complete registration which doesn't always happen. Not having an address can hold up the process as it helps with the registration process. Throughcare workers and third sector agencies support people with registration at GPs.

Nationally, for planned liberations, patients are provided with a 28-day supply of medication on day of release with the exception of OST (Opioid Substitution Therapy). There are good systems in place for addictions service transferring to community; patients are given appointment to attend addiction service and information on current treatment passed to community services. A challenge in this area is the continued occurrences of Friday releases as people cannot see someone until the following week. In addition, information is passed to community services on those attending court which may result in an unplanned release to ensure community



services are aware with confirmation of who has been released when this is available.

For planned liberations, if person is open to prison MH team, NHS will advise CMHT - good links already in place for those with severe and enduring mental illness. Sacro and Recovery Enterprises Scotland both offer support to attend appointments following release.



Priority Action Eight

Ensure that the housing needs of individuals in prison are addressed consistently and at an early stage by fully implementing and embedding the Sustainable Housing on Release for Everyone (SHORE) standards across all local authority areas.

Nationally determined outcome:

More people have access to suitable accommodation following release from a prison sentence⁶

Local Evidence

- SPS admissions and liberations information is shared with relevant partners to support suitable accommodation planning.
- Proportion of admissions where housing advice was provided.
- Percentage of people leaving prison who have been housed by the local authority and have maintained tenancy for more than 1 year

12. What activity has taken place to support people to access suitable accommodation following release from prison, and what impact had there been as a result?



Activity and Impact

East Ayrshire Council works in partnership with Ayr Housing Aid to accommodate prisoners on release from incarceration from HMP Kilmarnock and HMP Barlinnie. The majority of individuals who use the prison advice service are local authority tenants who may require advice on benefit entitlement, sub-letting and retaining their tenancy. This highlights the importance of local authorities working with all stakeholders to ensure that tenancy advice, support and accommodation is available for prisoners on release. This is further re-enforced by the fact that the majority of individuals expressed that they needed advice on housing options and benefits information and guidance.

EAC close homelessness application should an individual receive a sentence of 12 months or more. If less than 12 months, the homelessness application is kept open and their housing application is suspended, then re-activated six weeks prior to liberation date.

NAC has a dedicated Housing Advice Officer, individuals who have a housing need on liberation receive a housing options interview and if needed a homeless application will be recorded two months prior to liberation. The officer will maintain a regular contact with the individual including contact prior to discharge to discuss arrangements for temporary accommodation and support. Anyone who has a tenancy will receive visit from Housing Support Officer on liberation and they will be asked if they need assistance with UC claim or tenancy matters. Housing Support Worker also linked with homeless person on liberation. This is now standard practice in the North.

In SAC, if a person has a tenancy, they will strive to maintain this. Seascope are commissioned to provide a service to those 26 years and over who are due to be liberated. Attempts will be made to engage prior to liberation and for those who engage support will be provided until a person is settled in secure accommodation. Those who accept the service will be collected from prison on the day of liberation and supported to address any welfare, housing, and health related issues on that day. This relationship and strength-based housing support will continue until the person is settled in secure accommodation. Quarriers are commissioned to provide the same service as Seascope for those 25 and under.

Local Evidence

Housing services are involved with weekly Community Reintegration Meetings in HMP Kilmarnock along with other partners including DWP, Justice Teams, Police Scotland, 3rd sect.

All prisoners are offered housing advice on entry, during sentence and pre-liberation to meet SHORE Standards. SPS provide in-take lists to all local authorities to inform if their tenants are in custody. Housing advisors also give advice to those on remand prior to court so they know the process to follow if released at court that day and not seen again.



All 32 LAs are issued weekly lists of admissions and liberations (from previous week) and also a liberation list of next three months expected liberations. An SPS nightshift office send these lists via email overnight every Sunday.

NAC use this information to arrange temporary accommodation and ensure all other housing matters have earlier intervention including onsite discussions with NAC prisoners residing in any of the Scottish prisons.

Ayr Housing Aid record information about attended appointments, refusals, why refused and then all contacts made during time in prison. In-depth reports are then provided to East and South Ayrshire Council.

Depending on Housing provider, there can be support to store belongings or assistance with permission can be given for someone to collect them. If giving up a tenancy there can be a number of issues faced, items can be lost and there is a need to apply for a CCG on liberation for new furniture, clothing etc. This is a gap – if items were stored then it would reduce the number of CCG applications on liberation.

NAC will store items for a maximum of 18 months, or if they can confirm if the end of sentence will go beyond that date, they will make arrangements to keep their items. If someone has to give up their tenancy, they have four weeks to empty the house – this can be dependent on whether they have someone in the community who can assist. There are times when there is no support, so the house is cleared when Council takes it back – this is standard practice in most local authorities. They would try and arrange for these items (personal possessions of value/sentiment) to be preserved and stored.



Priority Action Nine

Enhance individual's life skills and readiness for employment by ensuring increased access to employability support through effective education, learning, training, career services and relevant benefit services.

Nationally determined outcome:

More people with convictions access support to enhance their readiness for employment⁷

Local Evidence

- Effective links between the Local Employability Partnership (LEP) and Community Justice Partnership supports:
 - i. local employment, education and training providers to respond to the needs of those with convictions
 - ii. local employment, education and training providers are confident and competent in providing effective conviction disclosure support
 - iii. local employers to develop more inclusive recruitment processes and employ people with convictions.
- Referral pathways are in place to connect people to appropriate services and support:
 - i. at commencement of, during and at the end of a CPO
 - ii. following release from custody.

13. What activity has taken place to support people to access employability support, and what impact had there been as a result?



Activity and Impact

South Ayrshire Council, as well as North and East, are Recruit with Conviction Ambassadors and many managers and recruiting officers have received appropriate training. Staff from Employability and Skills are co-located in the Justice and Young People Support & Transition office and are involved in case management plans of community orders. They can also be part of plans for registered sex offenders. Links are available to the local college, with peer mentors from both being part of our service user engagement group. EAC have launched a recruit with conviction e-learning module for all recruiting managers. All new managers joining the Council will undertake the e-learning module so that they are aware of the guidance around Recruit with Conviction.

The CJAP support team surveyed everyone who took part in the RWC training to gather views about how to progress. This will inform the development of further resources and additional training in the coming year.

Vibrant Communities Lifeskills and Inclusion team provide a flexible, tailored, and person-centred literacies provision for adults and families. They undertake initial interviews with all adults accessing the provision and use Individual Learning Plans to goal set and measure progress. These tools allow measurement of impact and progression routes for adults accessing services. Both 1:1 and small HUB based supports are offered throughout East Ayrshire. Referrals work off a self-referral process and can be referred from any service with permission from the adult. Referrals come from a range of service providers: Social Work, NHS, Health and Social Care- G.P.S, Community Connectors, Health Visitors; JWP, Employability services, Recovery groups, wider East Ayrshire Council services, community and charitable organisations.

A new addition to the Adult Literacies service is 'Multiply Numeracy First Steps' provision funded through the UK Shared Prosperity Fund. Targeted numeracy supports are offered to adults 19 plus within East Ayrshire. Development of three Customised SQA Awards is in process- Money MOT SCQF Level 3, 4 and 5 are being developed to offer that next step for our Adult Literacy learners to gaining formal qualifications.

Within the RISE service, occupational therapy would work with the person and colleagues to support the development of structure and routine and looks to options of employment. This year they have been looking to develop staff skill in regard to disclosure of offences for employment. Should the team and the individual referred consider that treatment within RISE would not be helpful at that time or that the person requires or is involved in another service, staff will support referral on where appropriate.

Dalmellington is one of the rural communities in East Ayrshire, there has been very positive experiences of Justice social worker staff being based in the area a couple of times a week, linking with other services and providing support to people in their own



communities. Work is underway to develop a new community space in the area which will further enhance – workers going to the area – working closely with other partners. Recovery hub links to a lot of positive supports in the recovery community for those who have support needs in relation to their drug use. Justice social work regularly link people in or provide them with information about the variety of groups and supports available in the community. Employability supports for people to help them get ready for work or learning can also be a key aspect of their plan. JSW will link people into local supports and provide direct support for people seeking employment. Work has taken place this year to assist people who have developed skills during their unpaid work to use these to apply for posts, for example the skills that they have developed in grounds and garden maintenance.

Whilst undertaking unpaid work, part of the initial and ongoing assessment is considering if there are appropriate other activities which can be undertaken. An example of this is defibrillation training provided in partnership with the local fire station. There are opportunities at different points in the year to have a week where those undertaking UPW can attend a session at the fire station to learn how to use the defibrillator. This is an essential skill which may be needed to help others in the community. Consideration is being given to having similar sessions for learning how to use of Naloxone. Another example of other activity may be support to learn a key skill or the opportunity to undertake online learning for example which can support people gain employability skills. For example, if someone is trying to improve their skills in the English language or their literacy skills then courses can be accessed to support this.

A group of six clients of North Ayrshire's Unpaid Work team have received recognition certificates from the Koestler Awards for their original artworks.

Skills Development Scotland (SDS) have a number of directorates within the service, e.g. Employer Engagement, Modern Apprenticeships, Careers Guidance (to all ages). All SDS Careers Advisers have been trained in trauma informed practice allowing them to better support individuals who have experienced trauma which may impact on their carer decision making. SDS are undertaking some joint work with Scottish Prison Service to try and get more career guidance support for young people in Young Offender Institutions.

SDS also manage the data hub, which is a database containing the status of all 16-19 years old in Scotland, identifying who is at college, university, training, or in employment, as well as who is in custody. This database helps to alert SDS careers advisers as to when a young person is due to return to Ayrshire upon release and also helps to monitor the progress of the young person in the period after they have been released from custody.

DWP colleagues had been looking at an 8-week programme run across Ayrshire in each of the job centres, all referrals would come through the DWP Work Coaches or from anyone who is supporting people with criminal convictions.



There is also a need to understand what is available/delivered via Education Services within the prison and ensure that this information is communicated to DWP and other partners so they can consider job opportunities for men on release.

The Occupational Therapist (OT) within HMP Kilmarnock has been considering work with people who are off sick or on the disability schedule, looking at purposeful activity for them in the prison environment and how they can encourage them back into work. The initial plan is to contact everyone on the disability schedule to understand whether there is a want or desire to engage in purposeful activity and work. It would then be to think about what measures can be put in place to support that person back into the working environment.

The CR delivery group discussed the work sheds which take place with HMP Kilmarnock and whether the group can influence what work takes place in the sheds, ensuring it is relevant to the current labour market. Further discussion commenced around men who are skilled and experienced tradesmen (serving long term sentence), who want to mentor or help upskill other prisoners working in the sheds, allowing them to feel like they are contributing to something meaningful.

The group acknowledged that not everyone will be ready to go straight into employment on release, but efforts should be made to raise the issue and identify where they can go to for support. There was also a need to instil hope, letting people know that there are options out there for them.

HMP Kilmarnock are approached on a regular basis by local employers looking to recruit. The prison is a good place to prepare people for employment if they want to or can work, as they have the Service Sector – men are trained in food hygiene and handling and a Gardening Department – where men are trained in the use of machinery, or forklift truck driving, etc, to name a few. If local authorities are looking to employ people on release, then they should approach prison management to start those discussions and see if there is something that can be done through vocational qualifications, so the men are employable. A Jobs Fair is taking place in HMP Kilmarnock supported by FedCap.

SFRS can offer support with upskilling people providing cardiac arrest training, certificates can be provided on completion. Overdose and awareness raising training is available as well as a fire skills employability programme. These are small gestures that may help towards building a CV and enhancing skills. Men would also be engaging with a uniformed service, so this also helps to break down barriers.

Health colleagues are delivering training to people undertaking Unpaid Work in relation to stress awareness and eating well on a budget. They are also due to begin work at East Ayrshire Community Hospital and the Unpaid Work Teams are supporting this. Keen to progress this training in South and North Ayrshire too.

Local Evidence



The CJAP board reports to each of the three Ayrshire Community Planning Partnerships which helps to link with wider issues such as employability.

The East Ayrshire Works service provides access to dedicated employability support tailored for each client and looks at advice, guidance, and training opportunities to enhance employment opportunities.

North Ayrshire operate an employability pipeline of support for any individual looking to move towards employment, education, or training. This includes programmes delivered by local third sector providers and a dedicated Employability Mentor service based within justice services to support people who have been convicted of an offence within the past five years. They then carry out work on a one-to-one basis to identify the individuals' goals and access a range of resources to support the person into education or employment where possible.

South Ayrshire's employability teams provide a holistic approach based on an individual's needs both in the short and long term. An action planning approach is used, to help reach end goals and link people to wider support services as required.

For each person subject to a CPO, full risk and needs assessment are undertaken and this is used to determine a case management action plan which is fully collaborative and shared with the service user. Referrals are made to partners, etc who can specifically assist with the plan, such as addiction services, counselling, etc.

In North Ayrshire, should more intensive intervention be required, Turning Point Scotland have a residential rehabilitation centre that can be accessed by those on statutory Orders. There is also a referral pathway to the Employability Mentor Service that can be utilised at any stage of an Order to provide further support with training and employment opportunities.

Should issues persist as the CPO ends, service users can be referred to various services if required. For example, should they require assistance with housing issues, a CHAP referral could be submitted to ensure follow on support when their statutory Order ends.

For someone released from a prison sentence subject to licence, a similar process is followed. However, this is subject to an integrated case management approach in partnership with SPS, where planning commences at least three months prior to release date. This allows for public protection arrangements and consideration and referrals for housing, benefits, etc.

Employability and Skills service has a dedicated worker who is linked in with Justice Services and located within council premises. The Council now have Recruit with Conviction Ambassador status and the HR Team have carried out a review of all policies and procedures along with the Employer Engagement Team.



Priority Action Ten

Enhance community integration and support by increasing and promoting greater use of voluntary throughcare and third sector services.

Nationally determined outcome:

More people access voluntary throughcare following a short-term prison sentence⁸

Local Evidence

- Mechanisms are in place for partners to support people serving short term sentences.
- Proportion of people liberated from short term custody:
 - i. made aware of support
 - ii. accepting support offer
 - iii. with a co-ordinated pre-release plan in place.
- Mechanisms are in place to understand the views of people accessing voluntary throughcare to support improvement.
- Mechanisms are in place to understand the views of community justice partners in delivering voluntary throughcare to support the needs of people leaving short term custody.

14. What activity has taken place to support people to access voluntary throughcare? What impact had there been as a result?



Activity and Impact

The Partnership held a pan-Ayrshire Community Reintegration Workshop in December with the objective to discuss throughcare from prison and community reintegration. The workshop was aimed at practitioners, community members and people with personal or family experience of returning to the community after serving a custodial sentence. As well as presentations, attendees participated in round table discussions and considered case studies. The feedback received contributed to the development of the new CJOIP, specifically through our Community Reintegration Delivery Group. This work has been linked to the pathfinder work with Scottish Government on the development of GIRFE which includes a people in prison theme.

The commissioning of the new national throughcare was regularly discussed at the Community Reintegration delivery group in advance of the application process opening to ensure there was a high level of awareness amongst local third sector organisations and that the sector would be ready to participate in the process.

The Community Reintegration delivery group will take forward local actions in relation to throughcare set out in the CJOIP.

Local Evidence

When East, North and South Ayrshire Justice services are provided with details of those due to be released from custody from the Scottish Prison Service, a letter/email is sent to each individual due to be released advising them of their entitlement to voluntary throughcare and some information on the types of support that is available. This provides contact details for justice social work services, and third sector organisations.

South work closely with PING and ADP to offer support and guidance on release from custody. JSW attend the weekly Community Reintegration Meeting which supports the above process by discussing planned supports that service-users can opt into. In South, the Justice Peer workers contact most individuals due for release, via email a prisoner, offering support on release and also provide contact details for Justice Social Work, offering voluntary throughcare from this service in addition to the support offered by the Peer Workers. Where the Justice Peer Workers are unable to offer voluntary throughcare (such as Registered Sex Offenders) then JSW offer it directly.

Where there is knowledge of particular vulnerabilities for the individual and they are placed locally in HMP Kilmarnock, liaison can take place with the prison based social work team to make contact with the individual and encourage engagement with voluntary throughcare support.

Ongoing supervision for staff ensures a mechanism is in place to understand the views of those delivering throughcare support.

Voluntary Throughcare take up is low and there is an opportunity to look at how that offer may be improved, ensuring people see it as something of value, to increase numbers.



Individuals in HMP Dumfries are offered support and discussed at a MACRIB meeting. Motivation is general high, whilst in custody but once liberated feedback from partners is mixed on sustained engagement.

DTTO employed 2 Recovery Development Workers through funding received from CORRA. These posts greatly assist to re-integrate service users with addiction problems back into their communities through direct liaison with community recovery hubs and initiatives throughout Ayrshire.

The DTTO teams continue to utilise closer and effective partnership working with Community Addiction Teams, with assigned Nurses for DTTO service users and joint clinics.

Caledonian workers have been working in conjunction with Women's Aid and Assist. Monies were applied for and received through The Circle Fund – Safer Lives Scotland to support women across Ayrshire to support recovery and resilience.



Priority Action Eleven

Deliver improved community justice outcomes by ensuring that effective leadership and governance arrangements are in place and working well, collaborating with partners and planning strategically.

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

Local evidence:

- Mechanisms are in place to support engagement in each local authority, specifically:
 - a community justice outcomes improvement plan (CJOIP)
 - a participation statement
 - an annual report on progress towards nationally and locally determined outcomes.
- Mechanisms are in place to support an effective interface between national partner organisations and their local representatives within Community Justice Partnerships.
- Evidence of mechanisms to engage non-statutory partners in strategic planning
- Use of the Care Inspectorate 'self-evaluation guide to support quality improvement for community justice in Scotland', with focus on Leadership and Direction

15. How has your partnership worked to develop local leadership and enhance strategic planning and collaboration? What impact had there been as a result?



Activity, Impact and Local Evidence

Due to delays with the publication of the National Strategy for Community Justice and associated Community Justice Performance Framework (CJPF) it was agreed last year by the CJAP Board to postpone publication of a new Community Justice Outcome Improvement Plan (CJOIP) until April 2024.

To support the work of the CJAP Team and wider partnership during April 2023 – March 2024, a Transition Plan was produced outlining the activity due to take place during each quarter of the year 2023 – 2024.

The plan outlined how the Partnership will:

- Develop the new local CJOIP.
- Embed the local Community Justice Delivery Groups
- Commence baselining against the refreshed Community Justice Performance Framework (CJPF) through the Delivery Groups
- Prepare the Annual Return to Community Justice Scotland for 2022-23
- Implement the Communication and Engagement Strategy 2023-24
- Conduct a consultation on the draft CJOIP.
- Advance work around Community Reintegration
- Meet all other legislative requirements.

Out of 18 actions recorded in the plan, 15 are now complete, 2 are ongoing and 1 will be carried forward.

As outlined in the transition plan, throughout 23/24 the CJAP worked on the development of our new CJOIP.

A wide range of activities were undertaken in advance of developing this plan including completion of a full Strategic Needs and Strengths Assessment (SNSA), a series of 'Have Your Say' focus group sessions with staff and people with lived experience, a community reintegration workshop, inference development sessions at each of our community justice delivery groups and gathering baseline activity against the national outcomes in the Community Justice Performance Framework (CJPF).

Partners fed back on current activity and after assessing this against the CJPF, felt activity was required across all national outcomes and have worked to identify the activity needed to improve community justice outcomes and meet the aims of the national strategy.

The findings from the full SNSA which was undertaken in March 2022 was utilised to prepare summary area profiles. These profiles were taken to our local authority groups in each area and used to get partners thinking about the strengths, challenges, and gaps in local services. At these in-person sessions, partners discussed each of the national aims and priorities, and in groups partners then discussed what they could commit to at a local level to work towards them.



Feedback from these sessions, and ongoing feedback from other forums, contributed to a first draft of deliverables for the CJOIP.

Partners were given the opportunity to contribute their feedback on the draft deliverables at follow up sessions using Mentimeter. For those not in attendance, feedback was invited over email or 1:1 meetings if desired.

Following the collation of all the feedback from these exercises, a full draft CJOIP was prepared, presented, and agreed at a special board meeting, then circulated for a full consultation. This consultation period lasted 4 weeks and during this period the plan was emailed to all partners who were encouraged to share widely, shared on social media and the CJAP website, and shared in internal staff newsletters, all of which encouraged people to feedback over Microsoft Forms. The Partnership Manager met with colleagues and presented the draft plan at partner meetings during this time to have conversations about shared outcomes with, for example, ADP, CPP, community safety colleagues.

CJAP worked with an external designer to produce a professional finish to the plan and also to provide a fully accessible version.

The CJOIP will last for five years, mirroring the national strategy and reporting framework. There will be the ability to add to the deliverables at a later date, so the partnership can focus on emerging priorities as they arise.

A full Participation Statement is available on the CJAP website and details engagement with third sector partners involved in community justice and relevant local community bodies in the preparation of this CJOIP. The Equality Impact Assessment for this plan is also published online, as are our previous annual reports for people to view.

This year, CJAP facilitated a discussion with partners so as to provide an informed response to the consultation which was put out to gather views on whether or not various measures brought in during the COVID lockdown period should be kept as standard practice moving forward. Through this a response was submitted incorporating input from a wide range of services.

CJAP are working towards having a data hub in place which will pull information from various sources, and present information covering:

- Monitoring the progress of the deliverables set out in the CJOIP
- Measuring the impact of those deliverables through performance indicators
- Narrative and data points set out in the CJS Improvement Tool
- Data points set out in the CJS Targeted Resources
- Other relevant partner / demographic data e.g. prison figures and JSW stats.

All partners will then be able to view and interrogate this info and it will be discussed at future CJAP meetings. This will hopefully inform annual reviews of our CJOIP and highlight areas to prioritise.



Various partners have already provided information to provide the local evidence suggested in the CJS improvement tool (which informed much of this return), as well as discussions with some partners about the targeted resources and how to go about getting the data suggested in these. Partners felt these resources provide a good framework and guide to take partners through understanding the system as it is and look at whether the service is being delivered in the way that best meets the needs of people. It may well be a challenge for many partners to provide all the recommended data, and indeed some early discussions have highlighted that there is not currently a process to capture some of it.

The Partnership Delivery Team have designed a new service level agreement and governance measures to continue to measure referrals and also performance of these services across Ayrshire. Action planning for PDT service is aligned directly to CJ National Strategy and is monitored quarterly. MFMC Staff have recently undertaken national MF2C training to be accredited as trainers to support the nation roll-out of service design and delivery. The Partnership Manager is an integral part of DTTO national Working group to explore effective models of DTTO throughout Ayrshire.



Priority Action Twelve

Enhance partnership planning and implementation by ensuring the voices of victims of crime, survivors, those with lived experience and their families are effectively incorporated and embedded.

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

16. How has your partnership worked to understand and incorporate the voices of victims of crime, survivors, those with lived experience and their families into partnership planning and implementation? What impact has there been as a result?



Activity and Impact

The Participation Statement which is available on our website details how we engaged with communities, victims and witnesses, and people with lived experience of the justice system, in development of the CJOIP.

The CJAP includes representatives of these groups but will continue to build on this throughout the life of the CJOIP. The CJAP Manager sits on Violence Against Women Partnerships (VAWP) within each local authority to support joint working on cross cutting issues and to continue to raise awareness of the impact of crime on victims and gain perspective from partners and communities affected by these issues.

The aforementioned exit questionnaires for various justice services continue to be utilised and are a key method to capture the views of people who have experienced the justice system.

The Peer Involvement Networking Group (PING) continues to meet weekly and have pulled together a small group of people to look at how to continue to develop the group, with justice staff and selection of group members. They will look at how things are working, what changes could or need to be made and what members want to see going forward.

There are several PING activities in place, however numbers can fluctuate as people are now moving into volunteering, college, or employment – all of which is a positive result for them. They are looking to re-establish the photography group and the football group continues to be well attended.

North Ayrshire Justice Services' Making a Difference (MAD) service user involvement group continues to meet, organise events, and send out their bi-monthly newsletter to keep people up to date with what's going on. This year the MAD group activities included a trip over to Arran and a walking challenge, both of which were thoroughly enjoyed by members.

The newsletter also includes stories which some service users have submitted detailing their own experiences and what advice they have for other people. They also include handy recipes for people in each edition and collate these into a cookbook.

Within PDT, the introduction of DTTO Recovery development Workers has encouraged individuals with lived experience to seek employment. Funding was initially received for 1 year, however effective evaluation resulted in additional 4 years funding.

Women's Workers for Caledonian continuing to provide initial assessment to Case Managers at JSW Report writing stage to provide victim perspective to allow the sentencer to obtain a clearer holistic picture of the crime and the impact.

DTTO underspend monies in Ayrshire spent on the commissioning of wellbeing activities for service users. 'Minds of Recovery' Charity to provide groupwork in all 3 LA areas, 4 weeks in each with the view of strengthening resilience through being



supported by individuals with lived experience and encouraging community reintegration through local Recovery Hubs hosting groupwork.



Priority Action Thirteen

Support integration and reduce stigma by ensuring the community and workforce have an improved understanding of and confidence in community justice.

Nationally determined outcome:

More people across the workforce and in the community understand, and have confidence in, community justice⁹

Local Evidence

- Community justice partner contribution to joint activity across policy areas to tackle stigma.

17. What partnership-driven activity has taken place to improve understanding of and confidence in community justice across the workforce and local community?



Activity, Impact and Local Evidence

In East Ayrshire, through the improvement works completed in June 2022 within St Andrews and the dedication towards becoming a fully trauma-informed service, housing services hope to challenge the existing stigma and discrimination around hostel accommodation.

St Andrews operates a rapid access model of accommodation, whereby people experiencing homelessness access essential support during their stay before transitioning to their own settled accommodation. Key partners in service delivery include the Universal Credit Support Team, Health and Homelessness Nurse Service, the Recovery Hub and third sector recovery and support partners. Community partners are regularly invited onsite to see the transformation of St Andrews for themselves, to help with challenging the current stigma, and strengthen partnership relationships. All hostel support staff are trauma informed in line with accredited NHS Scotland Trauma training and are SSSC registered, as are all Temporary Accommodation Support Officers and Housing Options Officers, which extends the trauma-informed support provision to households in temporary furnished flats and across the Housing Options service.

Throughout Scotland, single males and females leaving custody, struggling with addiction, etc. are disproportionately placed into hostel style temporary accommodation. Feedback from those with lived experience tells us that this type of environment is not conducive to a person's recovery and negatively impacts on positive life chances and outcomes. The approach in East Ayrshire aim is to transform the current narrative surrounding hostel use and as a trauma-informed service, seek to break the cycle of prison, drug addiction and repeated cycles of homelessness. Housing partners will achieve this by ensuring everyone experiencing homelessness is offered a temporary furnished flat in an equitable way and by taking a balanced risk-based approach to accommodating people struggling with addiction and or prison release in the hostel.

Within both St Andrews and across Housing Options, the services are undertaking an extensive trauma training programme and a culture change towards completely transforming all they do to be fully trauma informed and trauma responsive, down to every decision, communications, and policies and procedures.

The NHS Scotland Trauma training has now been rolled out to all Housing Services in line with the Trauma Advisory Board Action Plan with a trauma-informed culture being embedded throughout and across all teams.

A key action contained within Rapid Rehousing Transition Plan is Housing First. This provides permanent mainstream accommodation as the first response for people experiencing homelessness who have multiple and complex needs, for example, experiences of trauma, prison, addictions, and mental health issues.



Following the referral process for Housing First tenants, it has been identified that Housing First has assisted people approaching Housing Options or prior to liberation from prison.

Housing First has mitigated time spent in temporary accommodation, preventing further homeless presentations and reduced the need resources from other services such as Housing, H&SCP and Justice Services.

There is now a specific Officer within Housing Options who is a dedicated Stigma Champion who promotes all communications and learning events to the entire team. In 2022/23, staff are progressing through the LearnPro module and will take up any available face to face training available.

Stigma is an issue faced by many of the service users community justice partners work with. They can often face discrimination by other services and agencies due to their presentation and behaviours which are often caused or exacerbated by negative life experiences and past and enduring trauma. JSW attempt to reduce this by advocating on behalf of our service users where and whenever possible.

For those subject to MAPPA for sexual offending, accessing employment often causes difficulties. Anyone subject to MAPPA is managed efficiently and risk assessments are completed on an ongoing basis. Any employment opportunities are therefore risk assessed to ensure public safety and confidence is upheld. However, positions that are often assessed as suitable can be difficult to access due to the stigma created by being managed under MAPPA. To help mitigate this where possible, referrals can be progressed to the employability mentor service. They have an understanding of this service user group and the types of work often deemed suitable based on risk. They can help access suitable training opportunities.

To raise awareness of the activities and work done through the MAD group, a bi-monthly newsletter is circulated to various partners within the council and beyond. This details any progress within the group and often includes poems or life stories from those involved with lived experience. It highlights the work that is undertaken and the impact of this from a service users' perspective. This also ties in with the point above, as these stories often highlight the difficulties faced by people accessing our service and gives a more balanced and human perspective on some of the most marginalised members of our society. This can also give confidence in the work undertaken within Justice and the positive impact this can have.

The RISE service works with individuals to manage emotional dysregulations and distress and to support the development of structures and routine that improve wellbeing. The aim is to support the individual to look at areas of their life that they want to focus on and learn strategies to support self-management. The service does not offer long-term interventions and will work with the referrer and other partner agencies to support people.

RISE works with Justice partners and CLS to evidence the role and impact of the team and ensure communication with partners. This is achieved through data gathering in



regard those to referred and sharing this with PDT colleagues, RISE steering group, case discussion forums, referral pathways that encourage discussion and attendance at training events as speakers and delegates.

South Ayrshire Justice Service works closely with the ADP and attends Community Planning Partnership, IJB and Violence Against Women Partnership to ensure that people who commit offences are linked to agendas and plans. There is also close links with children services planning which ensures that parents committing offences are recognised and their children are supported. Unpaid Work Officers attend community councils and primary schools to offer community payback and raise awareness of stigma of offending.

A new workshop has been opened for unpaid work and as part of the awareness raising an open day was held with invites to all who wanted to come along. There was a wide cross section of the area, including Sheriffs, HSCP management, Third Sector agencies, VASA, and community council reps. Information around UPW was shared within the local press. The communications officer regularly shares UPW activity and projects on social media. There are regular meetings with Sheriffs to update on activity and new developments. Updates are also provided to elected members and IJB. Justice social work has also attended Council & HSCP Information and Wellbeing events to communicate the work they do.

South Ayrshire Women's Aid are active members of the South Ayrshire VAWG partnership. A subgroup of this were predominately responsible for arranging awareness sessions through the 16 Days of Action and International Women's Day. The activities have been a Reclaim the Night Walk, inputs to schools, inputs to local groups and highlighting the cause and activities through social media.

In East Ayrshire UPW there are established relationships with local communities and groups to identify work and projects that are of benefit to communities. Information on the positive impact of the work being undertaken is shared through a quarterly newsletter that has been developed and contact details for people to discuss a potential project. This includes unpaid work teams supporting the local foodbank and larders. The team link in with local communities through their planning groups and community leaders. Some of these links were interrupted by covid restrictions and the team are actively re-establishing them.

Community spaces and facilities that unpaid work have been involved in are better maintained and more accessible and attractive for use by the community. An example of this is the work in a number of cemeteries, community football organisations, parks and community buildings across East Ayrshire to undertake key tasks such as the paths are cleared and maintained, painted, gardens tidied etc. Positive feedback has been received from community organisations on the positive impact that this is having for communities. Unpaid work have also received positive feedback for the role they have played in supporting the foodbank which has ensured that those in need within the local community have access to food provisions. The team also provide a grass



cutting and garden maintenance service for a number of older or housebound adults, which receives very positive feedback for those undertaking unpaid work. In the winter the team support the winter gritting by ensuring grit bins are full etc. Engaging with young people and adults in relation to how services are provided and what they could look like in the future ensures that the services can be shaped and improved based on lived experience. This also supports people to feel valued and empowered. As part of the social work justice service review, the team will be considering and looking at how to strengthen their approach to participation and engagement. As part of the rolling plan for those on unpaid work and other activities there is a program of defibrillator training sessions delivered by SFRS. This allows the team to support everyone who is on unpaid work to undertake learning this practice skill to provide potentially lifesaving support in their community in the future.

CJAP continue to develop and update our website as a place where anyone can find out more about community justice in Ayrshire. During 23/24 we published eight new 'A Day in The Life' articles and a short video to publicise the articles which was shared amongst partners and wider networks. These articles help people learn more about the different roles involved in community justice. It has given us the opportunity to get to know the people behind the badge, in order to better understand what they do and consider how we can all work more closely to support our common goal. This year our articles included an SDS Careers Advisor, Women's Aid Worker, and Unpaid Work Supervisor.

We also published several new 'Community Justice in Action' articles to share real life examples of some of the great work going on with Community Justice partners in Ayrshire. This year we showcased work from various agencies including Justice Social Work, Recovery Enterprises Scotland, and Harbour Ayrshire.

There are several resources available on our website to educate and inform people about community justice. This includes a directory which we update annually to ensure it is accurate and add any new agencies.

This year, CJAP and local leads from Dumfries and Galloway CJP attended a MAPPA development day. This included observing a Strategic Oversight Group meeting, allowing CJAP staff to increase their awareness of the inner workings of MAPPA strategic meetings. Attendees at the event heard from retired Detective Superintendent Gail Johnston, who shared some important learning drawn from a recent Significant Case Review, as well as Emeritus Professor Hazel Kemshall - a preminent expert on MAPPA - about what it takes to be an effective Strategic Oversight Group. The increased partnership between CJAP and MAPPA colleagues is important, especially when considering actions around tackling stigma.

To help guide the work of the CJAP towards achieving this priority and associated outcome, a Communication and Engagement Strategy was developed. The strategy:

- Identifies our stakeholders and who we will communicate and engage with
- Identifies the ways in which we'll communicate and engage.



- Outlines the measurements we will use to evaluate our success.
- Will help us to plan and deliver actions within our Community Justice Outcomes Improvement Plan (CJOIP).

The strategy was intended to act as a bridging plan to allow the CJAP Team to focus on a range of communication and engagement activities during 2023-24 whilst the new CJOIP was being developed. A refreshed strategy will be developed during 2024 to sit alongside the new CJOIP and will provide the direction for activities in 2024-2029.



18. Look ahead for your local area. Please tell us what the next steps are for your partnership.

At the end of 2022/23, after careful consideration we took the decision to disband the Pan-Ayrshire Community Justice Delivery Group and progress with three LA delivery groups alongside two thematic ones. The local authority groups ran throughout 2023/24 alongside the thematic groups and were integral in the development of the CJOIP and the deliverables laid out in the plan. Now that the plan is published and the deliverables are committed to, we recognise that taking a pan-Ayrshire approach to the delivery group structures within the partnership will allow us to retain a collaborative partnership approach to the delivery of the work within the new CJOIP.

To support this approach to delivery, the three local authority delivery groups will be combining to form one main 'community focussed' pan-Ayrshire group, which will take forward elements of the strategy around community-based sentences and meeting the needs of people involved in the justice system through universal services. This will allow the partnership to take a 'justice journey' approach to our structure, bringing relevant partners round the table to progress areas of work across different stages of a person's journey through the justice system. There will be no change to the DIAC or Community Reintegration groups and these will continue to progress as planned.

To introduce plans for the 'community focused' group and discuss shared plans for delivery of the CJOIP, we will be holding a Community Justice Workshop in June. Partners will be able to learn more about the focus and purpose of each group, discuss which areas of work each group will be progressing and how partners can get involved. We will also have a focus on community sentences during the workshop and learn more about the impact of community sentences, what they are, how they're delivered by Justice Social Work, some facts and figures around community sentencing in Ayrshire and look at opportunities for further collaboration with wider partners and services.

From 2024/25 onward, with the CJOIP published, the work of the delivery groups will have a greater focus on the national aims and priorities, with each of the priorities aligned into one of our three delivery groups to progress.

Bail Supervision, Structured Deferred Sentence and Diversion services will move from the Partnership Delivery Team to local authority delivery from the 1st April 2024.

