

COMMUNITY PAYBACK SERVICE

NEWSLETTER

Meet Our Community Payback Supervisors



Jim Hume



Scott Wardrop



Ire Dobson



Robert Boyle



Willie McCulloch



John Gates

At the heart of Justice Services, our Community Payback Supervisors play a vital role in delivering safe, meaningful and high-quality unpaid work across East Ayrshire. This skilled team provides day-to-day supervision and guidance to individuals completing Community Payback Orders, ensuring every task is carried out responsibly, professionally and with a positive impact on our communities.

The team is made up of six dedicated supervisors, supported by a flexible pool of sessional workers who help maintain service continuity during periods of leave or increased demand. Together, they balance firm boundaries with a respectful, supportive approach, acting as mentors and positive role models who promote responsibility, teamwork and the development of practical skills and confidence.

Our supervisors complete a comprehensive induction and ongoing training programme to ensure they are fully equipped for the role. This includes training in health, safety and wellbeing, risk assessment, lone working, accurate record keeping, equality and diversity training as well as the code of conduct requirements. Supervisors also receive detailed guidance on unpaid work processes and procedures to ensure consistency and best practice across the team. In addition, they undertake specialist Justice-focused development sessions such as Trauma Informed Practice, the National Unpaid Work Training Course and more recently 'The Power of Language'. This strengthens the team's ability to respond appropriately to complex needs, reduce re-traumatisation, positively support behavioural change while maintaining public safety and community confidence in the service.



Making A Difference

Through their professionalism, commitment, positive role-modelling and experience, Community Payback Supervisors play a key role in making East Ayrshire's communities cleaner, safer and more resilient. Their work not only delivers practical improvements across our communities, but also supports individuals to develop skills, take responsibility and work towards a more positive future. Their contribution is central to maintaining community confidence in the service and ensuring that unpaid work delivers real, lasting benefits.

The start of the year saw the Community Payback Team focus their efforts on enhancing key greenspaces across East Ayrshire, including Morton Park, Darvel and the Howard Park, Kilmarnock. Their work centred on reinstating grass edges, widening pathways and clearing areas of weed ingress. These improvements noticeably lifted the appearance of the parks while also making them safer, cleaner and more accessible for the public. This initiative reflects the team's continued commitment to maintaining welcoming community spaces and supporting the wellbeing of those who use them.

Morton Park, Darvel

"On behalf of Darvel Improvement Group and the Community of Darvel I would like to say a huge thank you to the Community Payback Team for the excellent work carried out in Morton Park. Over the last few years, the grass verges have encroached the paths making it increasing difficult for pram and wheelchair users. The work was completed very quickly and efficiently considering the size of Morton Park. Thank you so much"
Secretary of Darvel Improvement Group (DIG)



Howard Park, Kilmarnock



"Well done to all involved. As a regular dog walker in the park what a huge difference the Community Payback Team have made. Thank you" **Community Member**

"Thanks to the Community Payback Team I might be able to get my mum round it in the wheelchair now" **Community Member**

"It's much appreciated, we can walk in pairs now instead of single file. It will be a pleasure to walk round the park now. Well done to all involved" **Community Member**

East Ayrshire Community Hospital

East Ayrshire Community Hospital in Cumnock has been providing a range of local health and social care services for many years. In recent months, the Community Payback Team have been working in partnership to enhance the hospital's outdoor living spaces; supporting individuals receiving mental health, dementia and end-of-life care. The team have focused on creating a welcoming, accessible and calming environment tailored to patient needs. This includes ensuring gardens and walkways are free from slip and trip hazards, trimming path edges, weeding surrounding grounds, painting fencing and planters and maintaining tidy, peaceful outdoor spaces. These improved spaces offer patients and their families a safe place to reflect, enjoy nature, and spend meaningful time together.



"Thank you to the Community Payback Team for their hard work and professionalism during the recent tidy-up of gardens at EACH. The improvements to the gardens are much appreciated, and it's great to see the positive impact of their efforts. Please pass on my thanks to everyone involved"

Linda Boyd – General Manager

Balmoral Road Day Care Centre, Kilmarnock



The Community Payback Team recently supported Balmoral Day Care; a centre for those with learning difficulties by repainting key areas of the building including the hallway, games and sensory room - helping to create a brighter, more welcoming environment for staff and service users alike. Their work has contributed to a more homely, inviting atmosphere that reflects the care and purpose of the service. During this project, individuals undertaking unpaid work developed practical painting skills in surface preparation, cutting-in techniques, roller and brush application and safe use and cleaning of various paint applications and tools. This partnership highlights how Community Payback can deliver meaningful improvements to local services whilst offering participants the chance to build confidence and learn new skills.

"The Community Payback Team support has been amazing, at a time when our budgets are challenging, they were able to help us by painting and decorating two large rooms that service users use on a daily basis. The team worked really hard to complete this for us and we really appreciate it. We include the people who use our service and they were involved in choosing paint colours and are delighted with the end result. The sensory room was one of the rooms painted and it is now ready for all the new sensory equipment to be added and the therapeutic benefits as well as relaxing environment this offers is invaluable to people. The team at Balmoral Rd. would like to say a huge thanks for all your support"

Marilyn Bennett – Day Service Manager

East Main Street, Darvel

The Community Payback Team recently brought a welcome boost to Darvel by taking on a focused tidy-up of a key area along the town's main street. Their work centred on restoring a public-facing section that had become overgrown with weeds, ensuring it once again reflects the pride residents have in their community. By clearing the unsightly weeds, improving visibility and refreshing a space seen daily by locals and passing commuters, the team helped enhance both the appearance and the atmosphere of the town. This practical contribution supports safer, cleaner, and more welcoming streets while strengthening civic pride across the community.



Elmbank Drive / Loanhead Street, Kilmarnock



With civic pride driving their efforts, the Community Payback Team responded to public concerns about the condition of Elmbank Drive and Loanhead Street. Issues such as overgrown grass encroaching onto footpaths, instances of dog fouling and problematic litter had been affecting the area. The team carried out significant improvements across the open space, making the routes safer and more accessible particularly for pupils and parents travelling to and from Loanhead Primary School and Early Childhood Centre. The continued effort is making a noticeable difference to the local environment and the people who use it every day.

Piersland Park, Kilmarnock

Community Payback have continued their hard work across the area, delivering meaningful improvements that benefit local residents and visitors alike. Another recent project saw the team restore a long-lost path at the London Road end of Piersland Park.

After decades of neglect the route had almost disappeared, but with careful clearing and reinstatement the path has been brought back into use. The team also edged pathways and completed clearance along the remaining line connecting both sides of the park, improving access and helping to make the space safer, more welcoming, and easier to navigate for all. The overgrown foliage at Samson Avenue steps were also cleared giving them a fresh new look.



The Young Carers Cottage, Kilmarnock

The Young Carers Cottage, located in the Howard Park Kilmarnock offers vital emotional and practical support for children and young adults aged between 5-25 years with caring responsibilities. Key services and support include weekly age-appropriate groups tailored for different needs, 1:1 counselling, respite care and social activities. The Community Payback Team were delighted to lend a hand to this amazing resource that provides such care and compassion to its service users. The team dedicated time to transform the garden area to a practical, fun and inviting outdoor space that staff and kids can enjoy.



"The team were absolutely fantastic from start to finish. They completely transformed the space and the Young Carers have been so excited by the work they've done. The Community Payback Team have given the Young Carers a garden they deserve and can be proud of. We're now able to do more outdoor activities during our groups which the kids love! Thank you so much again from not just the staff but all the Young Carers too!"

Ryan Duffy – Young Carers Centre

Loudoun Academy School Garden

The Community Payback Team recently responded to a local call for support from Loudoun Academy, where limited school budgets had made it difficult to improve the Communication Centre garden used by S1–6 ASN pupils. What felt like an unachievable task for the school became possible through the team's commitment to community partnership. By transforming the garden into a functional, engaging outdoor learning space, the team has helped create opportunities for pupils to grow plants, fruit, and vegetables, attract wildlife, and develop practical skills linked to National 4 Rural Skills, Horticulture, and Biodiversity qualifications. This contribution reflects the team's strong support for education services and their ongoing dedication to helping schools enhance their outdoor learning experiences for young people.

"Thanks for all your help in getting the garden tidied up and in particular supporting with moving the materials up to the garden area. We were really grateful to receive some generous donations from our local community to support the work of the Communication Centre Garden and this support, particularly at a weekend, has really enabled the young people to move on to the next phase of their garden work which will lead to the young people achieving a qualification"

Mr Cowan – Headteacher



Residential Hedge Cutting & Weeding

Early spring marks the beginning of our grass-cutting season, but before this work gets underway, the Community Payback Team focuses on helping elderly and disabled residents to get their gardens “summer ready.” This includes essential tasks such as weeding and hedge cutting, ensuring outdoor spaces remain safe, tidy, and accessible. Overgrown weeds can create significant slip and trip hazards and often become a source of stress for those who are unable to maintain their gardens independently. During this period, all hedge-cutting activity is carried out in line with legal guidelines and strictly outside bird-nesting season, ensuring that environmental responsibilities are upheld alongside community support

“I am over the moon with the work done in my garden by the Community Payback Team, there is not a weed in sight! They did an excellent job, and we can’t wait to spend time in our garden over the summer months. Thank you so much for helping us, as my husband and I no longer fit to do it ourselves. The team really did go above and beyond. I have not been away from my widow since, thank you so much” Resident – Drongan



Stewarton Scout Group

The 20th Ayrshire Stewarton Scouts reached out for support with improving the appearance of their outdoor space. In response, the Community Payback Team assisted by scraping back the metal railings surrounding the area and repainting them to create a fresh, more welcoming look. This collaborative effort not only enhanced the environment for local young people but also strengthened our community connections through practical, hands-on support.

“The gates are looking fabulous and a job well done. Thank you so much again for all your help with this. It makes the place look so much nicer”

Claire Coleman – Trustee



The **Main Objectives** of an unpaid work requirement as part of a Community Payback Order are:

- To provide courts with a community based penalty which has the potential to achieve a positive outcome in respect of the individual's likelihood of reoffending.
- To ensure the courts have access at all times to a community sentence for use as a first response which requires the individual to undertake unpaid work for a specified number of hours in the community (from 20 hours to 300 hours).
- To provide a high quality community based intervention which balances pay back to the community with opportunities to address offending behavior whilst supporting individuals towards positive change; and
- To provide individuals with an opportunity to gain the skills and to access the supports required to lead positive lives and desist from offending.

When considering a project for Unpaid Work it must meet the following criteria ...

- It must benefit the local community.
- It must not deprive others of employment opportunities.
- It must be worthwhile and constructive for the individual/team.
- There cannot be funding available for the task.
- No individual can profit from the work.

Every project will be individually assessed for its suitability and health & safety implications. If you have a project you would like to be considered, please contact the Unpaid Work Co-Ordinator.

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Responsible for the Provision, Co-Ordination & Delivery of Unpaid Work Placements across East Ayrshire

