

To: Communities, Housing and Planning Policy Board

On: 21 August 2018

Report by: Director of Children's Services

Heading: Community Justice Renfrewshire Annual report 2017 to 2018

1. Summary

- 1.1 On 1 April 2017 the Renfrewshire Community Justice Outcomes Improvement Plan 2017 to 2018 was published, outlining how the partnership would work together to reduce reoffending in Renfrewshire. It highlighted key local priorities which were identified through our needs assessment and interaction with stakeholders, and national priorities contained within the National Strategy for Community Justice and the Outcomes, Performance and Improvement Framework which are required to be reported against.
 - 1.2 In preparing the plan we carried out engagement activities which were attended by several of our strategic partners and wider stakeholders, these are outlined in the Community Justice Renfrewshire Participation Statement (Appendix C) which we are required to publish.
 - 1.3 The first annual report covering period 01 April 2017 to 31 March 2018 must be published by 30 September 2018 and thereafter submitted to Community Justice Scotland. A reporting template was produced by Community Justice Scotland to assist local partnerships in capturing a range of important data in a way that allows local partners to highlight key aspects of community justice activities, outcomes and improvements over the specified period without it being onerous or time/resource demanding (Appendix A).
 - 1.4 Community Justice Renfrewshire felt it important to also produce a front facing document (Appendix B) which would assist communications and engagement with the wider public, this will be published alongside the reporting template.
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2. Recommendations

- 2.1 The Communities, Housing and Planning Policy Board is asked to note:
- approve the contents of the Community Justice Renfrewshire Annual Reporting Template 2017 to 2018 (Appendix A);
 - approve the contents of the public facing Community Justice Renfrewshire Annual report 2017 to 2018 (Appendix B);
 - approve the contents of the Community Justice Renfrewshire Participation Statement (Appendix C); and
 - note that the Community Justice Renfrewshire Annual Report 2017 to 2018 is required to be published by 30 September 2018.
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3. Background

- 3.1 The introduction of the Community Justice (Scotland) Act 2016 triggered the formal implementation of the new model of Community Justice in Scotland. Several key documents are associated with the Act including the National Strategy, Justice in Scotland: Vision & Priorities and the Framework for Outcome, Performance and Improvement.
- 3.2 The 2016 Act places a duty on community justice statutory partners to produce a Community Justice Outcome Improvement Plan which outlines key local needs and priorities and the plans and actions to address these against a backdrop of the documents noted above. Beyond this, the partners are also tasked with reporting, on an annual basis, the community justice outcomes and improvements in their area – again with reference to the associated strategy and framework documents and, when complete, submit those annual reports to Community Justice Scotland.
- 3.3 Community justice is defined in the National Strategy for Community Justice as “the collection of individuals, agencies and services that work together to support, manage and supervise people who have committed offences, from the point of arrest, through prosecution, community disposal or custody and alternatives to these, until they are reintegrated into the community. Local communities and the third sector are a vital part of this process which aims to prevent and reduce further offending and the harm that it causes, to promote desistance, social inclusion, and citizenship”.
- 3.4 Community Justice Renfrewshire was established in response to the Act and is firmly established within Renfrewshire’s Community Planning arrangements, reporting to the Community Protection Chief Officers Group.
- 3.5 Membership includes:
- Renfrewshire Council, Children’s Services
 - Renfrewshire Council, Chief Executive’s Service/Renfrewshire Community Planning Partnership
 - Renfrewshire Council, Housing and Homeless Services
 - Police Scotland
 - Scottish Fire and Rescue
 - Scottish Courts and Tribunals
 - Scottish Prison Service

- Skills Development Scotland
- Renfrewshire Health and Social Care Partnership
- Engage Renfrewshire (TSI)
- Criminal Justice Voluntary Sector Forum
- Victim Support
- The Wise Group
- Apex Scotland
- Turning Point Scotland
- NHS Greater Glasgow and Clyde
- Renfrewshire Alcohol and Drug Partnership
- Renfrewshire Leisure
- Action For Children

- 3.6 The first Renfrewshire Community Justice Outcomes Improvement Plan was published on 1 April 2017. In preparing the plan we carried out engagement activities which were attended by several of our strategic partners and wider stakeholders, which are outlined in the Community Justice Renfrewshire Participation Statement (Appendix C). Participation, engagement and consultation for the development of the community justice plan will be ongoing. We will ensure that there is continued liaison and communication between statutory partners, non-statutory partners and third sector organisations.
- 3.7 We will continue to engage with people in communities including victims and witnesses of crime, people with convictions and their families, to gather their views on how we can reduce reoffending in Renfrewshire, so that these can be reflected in our Community Justice Outcomes Improvement Plan for forthcoming years.
- 3.8 A report on progress in achieving the outcomes in the plan must be prepared by the statutory community justice partners each year. The first annual report on progress is to cover the period 1 April 2017 to 31 March 2018. Subsequent reporting periods will be 1 April to 31 March thereafter. The statutory partners must publish the annual report by 30 September each year starting in 2018. A reporting template was produced by Community Justice Scotland to assist local partnerships in capturing a range of important data in a way that allows local partners to highlight key aspects of community justice activities, outcomes and improvements over the specified period without it being onerous or time/resource demanding (Appendix A).
- 3.9 Community Justice Renfrewshire felt it important to also produce a front facing document (Appendix B) which would assist communications and engagement with the wider public, this will be published alongside the reporting template.
- 3.10 Community Justice Renfrewshire has been successful in its first year of operation in bringing together a range of statutory and third sector partners and we are committed to building on the effective partnership approaches within Renfrewshire, to prevent and reduce reoffending. We will continue to build upon the positivity and commitment shown by partners in year one and will focus on engagement with the community, this will include those who have committed offences, their families and persons affected by crime, in order to make Renfrewshire a safer place to live and work.
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Implications of the Report

1. **Financial** - None.
2. **HR & Organisational Development** - None.
3. **Community Planning** -

The Renfrewshire Community Justice Steering Group is embedded within the community planning structure, reporting directly to the Community Protection Chief Officer's Group.

4. **Legal** - None.
5. **Property/Assets** - None.
6. **Information Technology** - None.

7. **Equality & Human Rights –**

The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health & Safety**
None.

9. **Procurement**
None.

10. **Risk**
None

11. **Privacy Impact**
None.

12. **Cosla Policy Position**
None.

List of Background Papers

None



Annual Report Template

**Community Justice activity for period
April 1st 2017 to 31st March 18**

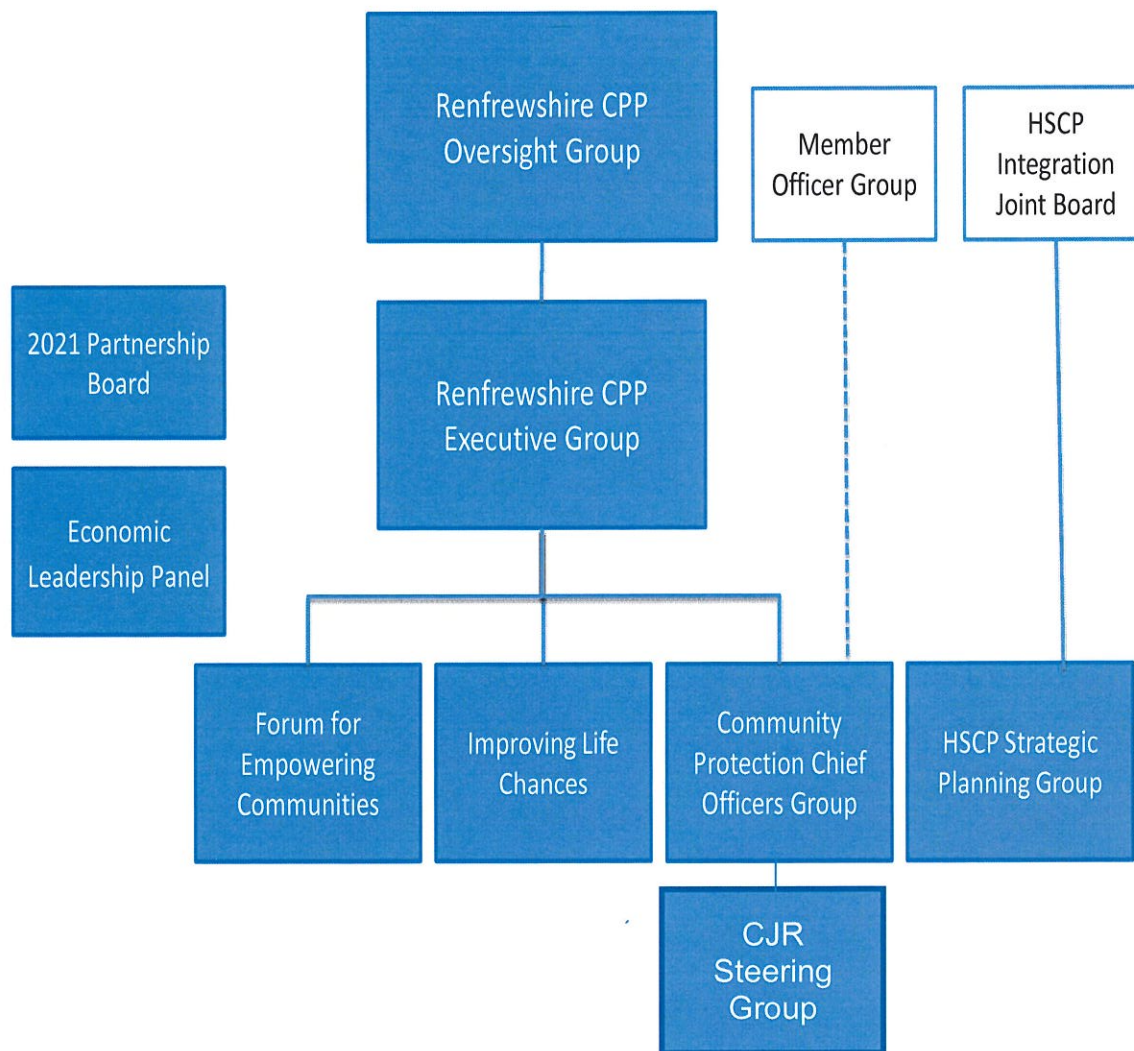
1. COMMUNITY JUSTICE PARTNERSHIP / GROUP DETAILS

Community Justice Partnership / Group	Community Justice Renfrewshire (CJR)
Community Justice Partnership / Group Chair	Dorothy Hawthorn, Head of Childcare and Criminal Justice
Community Justice Partnership / Group Coordinator	Annie Torrance, Lead Officer Community Justice
Publication date of Community Justice Outcome Improvement Plan (CJOIP)	31 March 2017

Governance Statement	
<p>The content of this Annual Report on community justice outcomes and improvements in our area has been agreed as accurate by the Community Justice Partnership / Group and has been shared with our Community Planning Partnership through our local accountability arrangements.</p>	
<p>Signature of Community Justice Partnership / Group Chair:</p> <p>_____</p>	<p>Date:</p> <p>_____</p>

2. GOVERNANCE ARRANGEMENTS

Please outline below your current governance structure for the community justice arrangements in your area
<p>The table below illustrates the place of the Community Justice Steering Group in the Renfrewshire Community Planning reporting structure.</p>



CJR has representation on several strategic groups relating to community justice, which continues to raise awareness and reports on progress through briefings and presentations. It has also enabled the CJR Steering Group to keep up to date on agendas, local issues and initiatives relating to community justice.

Some of the groups include;

- MAPPA Strategic Oversight Group for the North Strathclyde area
- Social Work Scotland and Scottish Prison Service Strategy Group
- NHSGGC Community Justice and Health Improvement Strategic Group
- Low Moss PSP Governance Group
- Community Justice National Coordinators Network
- Community Justice Coordinators Steering Group
- Community Justice Scotland, Learning Development and Innovation Working Group
- Moving On PSP Programme Board

Renfrewshire groups include;

- Community Safety and Public Protection Steering Group
- Lead Officers Network
- Child Protection Committee
- Gender Based Violence Strategy Group
- Alcohol and Drug Partnership Delivery Group
- Public and Community Protection Thematic Board
- Adult Protection Committee
- Homelessness Network
- Children and Young People Thematic Board
- Employability Innovation and Integration Fund Steering Group

The CJR Lead Officer is situated within Children's Services and is closely linked with colleagues in Youth Justice and Child Protection, this ensures that community justice is reflected in their plans. CJR is firmly established within Renfrewshire's robust Community Planning arrangements. It reports to the Community Protection Chief Officers Group and the Housing and Planning Policy Board for oversight and governance by elected members. These arrangements provide close alignment of priorities between the Renfrewshire Local Outcomes Improvement Plan and the Renfrewshire Community Justice Outcome Improvement Plan.

3. PERFORMANCE REPORTING

SECTION A - National Outcomes				
Describe the progress you made in respect of the seven national outcomes, your use of the common indicators and any comments you want to highlight,				
	National Outcome	Progress Reporting	Common Indicators used	Comments
1.	Communities improve their understanding and participation in community justice	<p>There has been a significant emphasis on awareness raising within Renfrewshire in this first year. This includes:</p> <ul style="list-style-type: none"> • The development of a Communications and Engagement Strategy, branding, merchandise and leaflets. • CJR webpage created containing information, published documents and links to partners' sites • Newsletters have been produced and disseminated to partners, and published on the website. Including the introduction of CJR, and local priorities such as Gender Based Violence and Employability. • Awareness raising sessions in public areas of council buildings, leaflets and information circulated to staff members, visitors and the public. • Information leaflet promoting CJR published in PACE Youth theatre Summerfest brochure. 5000 copies distributed throughout Renfrewshire and email sent to all registered school parents through links with Education. 	Activities carried out to engage with 'communities' as well as other relevant constituencies	It is noted within the OPI Framework that this is a longer-term indicator and measurement should be over a period of time. We have focused our efforts on initial engagement activities throughout the first year to raise awareness of the new model and provide baseline information. This will continue to be assessed and progress measured on an annual basis.

		<ul style="list-style-type: none"> • Information Packs distributed to all Renfrewshire schools, council buildings, police offices, Sheriff Court and GP surgeries for display in waiting areas. • CJR represented on several strategic groups to raise the profile of work undertaken, updates regularly provided to ensure the community justice agenda remains a priority for all within Renfrewshire. • Engagement with victims and witnesses facilitated through Victim Support Scotland who are an active member of the Steering Group on the key issues experienced and the quality of support provided within Renfrewshire. • The Consultation Draft CJOIP was also circulated to a range of partner agencies that represent victims and witnesses encouraging feedback from a victim's perspective. • During planning of our CJOIP, consultations carried out at various stages of the process. Including focus groups with people with convictions (many were also victims) in prison and serving Community Sentences. It provided opportunity for people to learn about community justice and to give views about services. Information provided during sessions was programmed into our needs assessment and informed local priorities. 	<p>Consultation with communities as part of community justice planning and service provision.</p> <p>Participation in community justice, such as co-production and joint delivery.</p>	
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		<ul style="list-style-type: none"> • Draft CJOIP published for consultation on webpage requesting comments/feedback from public via Survey Monkey. • Draft CJOIP was submitted to Community Justice Scotland for consultation prior to publication. • CJR took part in several Community Planning Consultation events. Attendees were a mix of public, staff members from different agencies, including third sector partners. • Throughout the consultation process, CJR attended relevant CPP boards and management meetings, including third sector, to consult on the draft CJOIP and influence key stakeholders. • Renfrewshire Council's Public Services Panel were consulted on awareness of work undertaken by CPO's and to gain opinion on priorities which are programmed into service plans. • Beneficiary form completed to ensure customer satisfaction of the work undertaken by persons on Unpaid Work CPOs. Unpaid work staff also attend community council meetings on a regular basis thus gaining work and feedback on work carried out. • Statistics on the perceptions of the local crime rate in Renfrewshire are not currently available for period 2017 to 2018. 	<p>Evidence from questions to be used in local surveys/citizen panels etc</p> <p>Level of community awareness of/Satisfaction with work undertaken as part of a CPO.</p> <p>Perceptions of the local crime rate</p>	
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		<p><i>This National Outcome links to our Local Outcome – Increase awareness of Community Justice Renfrewshire and its role.</i></p>		
2	Partners plan and deliver services in a more strategic and collaborative way	<p>Within Renfrewshire there is a strong focus on public protection.</p> <ul style="list-style-type: none"> • A range of CJ partners are involved in multi-agency processes including MAPPA (Multi-agency Public Protection Arrangements), MARAC (Multi-agency Risk Assessment Conferences) and MATAC (Multi-agency Tasking and Co-ordination). All of which create multi-agency risk management plans. • The MAPPA Strategic Oversight Group and MAPPA Unit operate across the 6 authorities of the previous NSCJA, enabling joint oversight, training initiatives and developments e.g. an event focussing on young perpetrators, annual development sessions and regular newsletters. • Renfrewshire Criminal Justice Social Work and K Division Police Scotland undertook a Level 1 MAPPA pilot, updating paperwork and risk management plans for the joint management of RSOs (Registered Sexual Offenders), the process is now embedded in practice. 	<p>Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA</p> <p>Development of community justice workforce to work effectively across organisational/ professional/ geographical boundaries</p>	

		<ul style="list-style-type: none"> • Criminal justice social work staff are provided as trainers to deliver national multi-agency training in risk assessments, generic groupwork and programme provision. • The CJR Steering Group has begun exploring self-evaluation, with an initial development session identifying strengths and informing gaps. These sessions will be ongoing. • CJR were involved in 'Untold Stories', culminating in an event at Paisley Town Hall showcasing work of women subject to CPOs who participated in a film making course as part of their rehabilitation journey. • CJR hosted two regional multi-agency events focusing on early intervention and diversion within the North Strathclyde Sherifffdom. The Lead Officer and CJ Manager are now members of a COPFS led multi-agency group, considering how best to promote and utilise diversionary initiatives. • CJR commissioned a poster detailing the help available from Families Outside, this was published in PACE Youth theatre Summerfest brochure. As 1 above, 5000 copies of this booklet were distributed to children and families throughout Renfrewshire. 	<p>Services are planned for and delivered in a strategic and collaborative way</p> <p>Partners have leveraged resource for Community justice</p> <p>Development of community justice workforce to work effectively across organisational/ professional/ geographical boundaries</p> <p>Existence of joint working arrangements such as processes/ protocols to ensure access to services to address underlying needs</p>	
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		<ul style="list-style-type: none"> • Around 80 Renfrewshire staff including Social Workers, Prison Officers, Families First and Home link workers attended the “Out of the Shadows” training sessions provided by Families Outside. Around 18 Renfrewshire teachers attended the In Prison CPD Course facilitated by Families Outside and SPS. • Focus groups showed the importance of employment within desistance from offending, and the recognition of the lack of clear pathways for those with convictions in Renfrewshire. A successful multi-agency bid to the Scottish Government’s Employability Innovation and Integration Fund resulted in the ‘Just Learning-Skills for Employment’ Project. Improving opportunities to break the cycle of repeat convictions with a clear focus on skills training as part of the rehabilitation process. A committed steering group includes representatives from a range of relevant agencies. • CJR supports Active Communities in developing and promoting their new Renfrewshire Women’s Centre KAIROS based in Johnstone. KAIROS, funded through the Robertson Trust, seeks to be a safe, welcoming and respectful service offering a variety of opportunities and activities for women generally including those with convictions, and good connections to other local services. Strong links have been made with criminal justice social work. 	<p>Partners have identified and are overcoming structural barriers for people accessing services;</p> <p>Initiatives to facilitate access to services.</p>	
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		<ul style="list-style-type: none"> • CJS have established strong links with the Whole Systems Team, involved with clients up to the age of 20 years in relation to age appropriate assessments at bail and sentencing stages, and in delivering interventions for young people, ensuring effective transitions to adult services where required. • A referral pathway between NHS addiction services in prison and community exists for those on medication. A referral pathway to strengthen links with addiction services for those subject to community orders has been introduced, given the significant cross over between these service user groups. • The complement of services in Backsneddon Centre supports joint working and access to services. This includes the co-location of addiction, co-morbidity services and criminal justice staff, alongside 3rd sector Turnaround and Shine staff to support those on community orders and on release from custody. <p><i>This National outcome links to Our Key Local Priorities;</i></p> <ul style="list-style-type: none"> • <i>Employability</i> • <i>Homelessness for Prison Leavers</i> • <i>Gender Based Violence</i> • <i>Alternatives to Custody</i> 		
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3	Effective interventions are delivered to prevent and reduce the risk of further offending	<p>During 2017-2018 we have piloted ways of widening our use of other activity by providing more in-house opportunities to service users subject to unpaid work requirements of community payback orders. These have included :</p> <ol style="list-style-type: none"> 1. Introduction of a rolling programme 10 weekly sessions, each session was delivered by an external agency including; Turning Point Scotland, Venture Trust, Active Communities, and mental health services with the aim of highlighting the services available and sign-posting service users to relevant services. 2. Staff from Renfrewshire Council's Adult Learning Service provided several sessions on improving word and number skills. <p>Both of these projects were run as pilots and are currently under review and evaluation.</p> <ol style="list-style-type: none"> 3. Just Learning -Skills for employment- involvement with this service is Other Activity and have resulted in a number of individuals accessing the services of Invest Renfrewshire, these sessions have included CV building, disclosure letter writing and IT skills. Service users were referred to and participated in the Keys to Learning programme, specifically targeted to people with convictions in Renfrewshire with outcomes of education and employment. 	Use of "other activities requirement" in Community Payback Orders (CPOs)	
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		<p>4. Unpaid work are working with the Volunteer Development Organiser at Engage Renfrewshire to support third sector organisations to provide placement opportunities for those undertaking Unpaid Work on their order and beyond.</p> <p>Groupwork sessions for women in the womens' community justice service include interventions from a range of partners e.g. health services in relation to sexual health.</p> <p><u>Accredited interventions/groupwork programmes:</u></p> <p>A range of programmes are delivered to criminal justice service users. This includes accredited programmes such as Moving Forward Making Changes (MFMC) for sexual offenders. MFMC is being evaluated nationally. Constructs: Positive Steps to stop offending, for general offences. Up2U to address domestic violence, and Connections, a trauma informed programme for women.</p> <p>The Unpaid work squad for women was introduced in 2015 as a result of the high breach rate for women subject to unpaid work, significantly reducing breach whilst increasing the social skills and self-worth of women.</p> <p>Criminal justice actively involved in MAPPA, MARAC, MATAC. The North Strathclyde SOG is chaired by the Renfrewshire Community Justice Steering group chair.</p>	Effective risk management for public protection	
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	<p>Where individuals are convicted of offences resulting from their significant drug misuse, the joint DTTO/court Social Work team can ensure that service users are immediately linked into drug services and assessed for DTTO as soon as possible.</p> <p>Analysis of 48 service user CPO completion questionnaires completed during this time period demonstrated that:</p> <ul style="list-style-type: none"> • 88% believed that their Probation/CPO Supervision period helped them understand how they could keep out of trouble. Of those that were involved in groupwork, 59% rated groupwork as very helpful while 26% as quite helpful. • 44% responded that they received other forms of support during their probation/CPO period. This included alcohol issues 48%, housing support 29%, contact with the foodbank 29% and anxiety or stress reducing techniques 24%. • Of those that responded to the question, 26% stated they were not aware of the harm their offending had on their victims before their Probation/CPO started. Over half of respondents (53%) felt that the Probation/CPO had helped them to fully understand how their victim may have felt, while 26% said it mostly explained the impact on their victim. 	Quality of CPOs	
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	<ul style="list-style-type: none"> • 55% said that Probation/CPO had a positive effect on their life, while 29% said it had a very positive effect. However, 14% said it had a negative impact on their life, while 2% felt it had a very negative impact. • A range of responses were received for the question asking how Probation/CPO helped, with a number of participants stating that they gained a better understanding of the offence they committed and how it affected others, and that the period acted as a good deterrent as people wanted to stay out of trouble. • Respondents were asked to rate a range of aspects of the Probation/CPO service. Overall, the majority of respondents (ranging from 85-95%) felt that the services provided were 'Good' or 'Very Good'. However, approximately 11% rated the "<i>Ease of getting in touch</i>" with the service as 'Poor' or 'Very Poor'. <p>Since CPOs were introduced in 2011 there have been significant increases in Supervision Requirements and Unpaid Work Requirements imposed. By April 2017 there was a 45% increase in supervision requirements, 96% increase in unpaid work orders and 51% increase in unpaid work hours imposed. Further work is required to obtain the appropriate data and consider the impact of this increase on remand and short term custodial sentences, as this data is also not yet available.</p>	<p>Quality of CPOs and DTTOs</p> <p>Reduced use of custodial sentences and remand. Balance between community sentences relative to short custodial sentences under 1year; Proportion of people appearing from custody who are remanded.</p>	
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	<p>Statistics for Alcohol Brief Interventions are produced on an NHS Greater Glasgow and Clyde basis, and not broken down to criminal justice healthcare settings. Work is underway to consider extending ABI to wider criminal justice settings such as the initial unpaid work interview.</p> <p>688 Arrest Referrals to addiction services were made by criminal justice social work in 2017/18. Arrest Referral is offered to all appropriate individuals appearing from custody at Paisley Sheriff Court.</p> <p>A whole systems review of addictions service commenced in Renfrewshire in 2017/18, recommendations will be taken forward in 2018/19.</p> <p>Statistics are not available for all orders and are being finalised for the 2017/18 aggregate return. Fiscal Work orders imposed increased by 81% from 2016/17 to 2017/18, with hours completed increasing by 230%.</p> <p>As stated previously the Lead officer for Community Justice and Service Manager Criminal Justice are now attending a COPFS led meeting across North Strathclyde, which is considering the data to be provided for analysis to promote appropriate diversion.</p> <p>This information is not yet available for 2017/18. Current published information is for 2016/17.</p>	<p>The delivery of interventions targeted at problem drug and alcohol use [NHS Local Delivery Plan (LDP) Standard]</p> <p>Numbers of police recorded warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs)</p> <p>Number of short-term sentences under 1 year.</p>	
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		<p>The delivery of DTTO and arrest referral were merged with the Paisley Sheriff Court social work service in April 2015. This allows those appearing from custody to be interviewed in relation to a voluntary referral to addictions service (arrest referral). Where individuals are convicted and a CJSWR is requested, this enables an immediate link to drug treatment pending the DTTO assessment deferment. Since April 2015 DTTOs have increased by 42%.</p> <p><i>This National outcome links to Our Key Local Priorities;</i></p> <ul style="list-style-type: none"> • <i>Employability</i> • <i>Homelessness for Prison Leavers</i> • <i>Gender Based Violence</i> • <i>Alternatives to Custody</i> 	<p>Numbers of police recorded warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs)</p>	
4	<p>People have better access to the services they require, including welfare, health and well-being, housing and employability</p>	<p>A protocol exists in Renfrewshire with NHS addiction services within the Scottish Prison Service, to ensure that anyone released from custody on a script is seen by the drugs service in Renfrewshire on the day of release.</p> <p>A local pathway for those service users subject to MAPPA and licenses during this period ensures that they are referred for substance misuse assessment to the higher tier service.</p> <p>The Arrest Referral service has been combined with the bail interview undertaken by the court social work staff, to access as many individuals as possible, and ensure referral to appropriate services at a point of increased motivation.</p>	<p>Partners have identified and are overcoming structural barriers for people accessing services;</p> <p>Existence of joint working arrangements such as processes/protocols to ensure access to services to address underlying needs.</p>	

		<p>Since combining with the Paisley Sheriff Court Social Work Unit in 2015, the numbers seen has increased by 317%.</p> <p>A pathway has been developed to enable those in homeless accommodation with alcohol problems to be referred by the HALO (Homeless Addictions Liaison Officer) to Renfrewshire Council on Alcohol.</p> <p>Public Social Partnerships (PSPs) exist for those being released from custody, engaging with individuals in custody and onto release. These include national PSPs such as Shine for adult females, and local PSPs such as Moving Forward for young males and Low Moss PSP for adult males. These provide voluntary support for individuals in custody and on release to reduce barriers and aid improved social inclusion. Some staff are co-located within criminal justice services. Scottish Prison Service Throughcare Support Officers have aligned with the Low Moss PSP to increase access to the service.</p> <p>Just Learning has enabled a specific pathway into employability and training for those with convictions.</p> <p>The New Start Officer attends prison to undertake Housing Option Interviews to plan for housing on release. Housing support services assists individuals to manage their homes. Whilst Housing First ensures that support is available for those who require significant support to maintain a tenancy.</p>	<p>Initiatives to facilitate access to services</p>	
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	<p>In Renfrewshire 100 per cent of patients commence psychological therapy based treatment within the target of 18 weeks of referral. Work is commencing to ensure that pathways to access mental health services for criminal justice service users is clear.</p> <p>A central point of contact for health within NHS GGC for the MAPPA process ensures that information regarding treatment received, referral routes, risks to staff etc are clear.</p> <p>Detailed data is not available or broken down into local authority areas.</p> <p>The Public Social Partnerships which exist in Renfrewshire i.e.. Low Moss, Shine and Moving On, alongside SPS throughcare Support Officers, ensures that individuals can access supports to assist with reintegration to the community. These assertive outreach approaches aim to engage with as many individuals as possible.</p> <p>Renfrewshire Housing's New Start Officer visits individuals whilst still in custody to commence the required housing application processes.</p> <p>As stated in 4, protocols exist for individuals subject to substitute prescribing for contact with drug services on the date of release. For those subject to MAPPA or licence protocols ensure that initial assessment is by the highest tier addiction service.</p>	<p>Speed of access to mental health Services</p> <p>% of people released from a custodial sentence: Registered with a GP; Have suitable accommodation; Have had a benefits eligibility check.</p>	
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		<p>The range of criminal justice programmes available to address general, sexual, domestic violence offences and trauma for women are referred to in 3 above. Whilst these are specific programmes, the content of them is tailored for the specific risk and needs of the individuals.</p> <p>Barnardo's connected Dads offers intervention to young fathers convicted of domestic violence.</p> <p>A weekly drop-in service within the Womens' Community Justice Service is focussed on the needs of the women who attend. The Womens' Unpaid Work squad was created to ensure that women could complete their placement in a safe environment whilst learning additional craft and social skills.</p> <p>Just Learning, the employability project also enables specific focus of the needs of the individual in relation to their needs for employment and training.</p> <p>The Housing First service run by Turning Point Scotland ensures specific support to those who have struggled to maintain tenancies and have presented as homeless regularly. Supporting them based on their assessed needs to achieve a permanent tenancy.</p> <p><i>This National outcome links to all our Key Local Priorities.</i></p>	<p>Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending.</p>	
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5	Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed	<p>Case studies demonstrate that individuals subject to unpaid work have taken forward their learning beyond their order e.g. developed their own businesses using the skills learned, or gained confidence in volunteering that led to future employment.</p> <p>Individuals achieving support from Housing First have often been involved with the criminal justice system. Individuals who regularly presented as homeless have been able to maintain their own tenancies. This service is currently being evaluated.</p> <p>Client evaluations of the interventions identified in Section 4 highlight the effectiveness and impact on focused work with individual participants.</p> <p>Work is required to gain more detailed case studies to inform progress. We will develop a framework for ongoing evaluation of participants experience of interventions.</p> <p><i>This National outcome links to all our Key Local Priorities.</i></p>	Individual have made progress against the outcome	
6	People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities	<p>Service users who have undertaken Keys to Learn within Just learning have completed their unpaid work hours and are seeking employment and college places. This service will be evaluated.</p> <p>The Untold Stories event demonstrated the progress made by women involved in the project. The mother of one of the women stood and spoke publicly about how proud she was of the extent to which her daughter had gained control of her life and future.</p>	Individual have made progress against the outcome	

		<p>Work is required to gain more detailed case studies to inform progress. We will develop a framework for ongoing evaluation of participants experience of interventions.</p> <p><i>This National outcome links to all our Key Local Priorities.</i></p>		
7	<p>Individuals resilience and capacity for change and self-management are enhanced</p>	<p>There are a number of interventions that enhance individuals' capacity for change and self-management. The introduction of Keys to Learn within Just learning recognised that those individuals who were not job ready required additional intervention to increase their self-esteem and motivation.</p> <p>Untold stories provided women with the opportunity to gain confidence and self-worth, to tell their story of their experience of the justice system, whilst developing their technological skills.</p> <p>Participating in the Womens' Unpaid Work Group has not only reduced the breach rates of women with significant issues but increased their self-worth and craft skills. The focus on the Paisley 2021 bid also increased social inclusion, allowing connection with the local community.</p> <p>The range of interventions offered by criminal justice social work, by PSP staff, by throughcare support officers, by Housing First all aim to support resilience and the capacity to change.</p>	<p>Individual have made progress against the outcome</p>	

		<p>Work is required to gain more detailed case studies to inform progress. We will develop a framework for ongoing evaluation of participants experience of interventions.</p> <p><i>This National outcome links to all our Key Local Priorities.</i></p>		
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SECTION B - Local Priorities

1. Local Priorities: *What* were your local priorities for 2017/18? (please list below)

Local Outcomes

- Prevention and earlier intervention
- Reduce offending and reoffending
- Increase awareness of Community Justice Renfrewshire and it's role

Key Priorities

1. **Employability** - We will develop the Renfrewshire Employability network and aim to hold a series of events with partners to identify opportunities for employment, volunteering, training and placements for people with convictions within Renfrewshire.
2. **Alternatives to custody** - We will work to gain a better understanding of alternatives and any barriers to their use.
3. **Homelessness for Prison Leavers** - We will develop initiatives to minimise the proportion of prison leavers presenting as homeless.
4. **Gender Based Violence** - We will work with this group to contribute to the development of a Gender Based Violence Strategy to reduce gender based violence in Renfrewshire through a consistent approach to addressing perpetrators behaviours.
5. **Support to Children and Families** - We will work with Families Outside to raise awareness of and improve support to families and children, and to educate staff to have better understanding of the impact of custody on family members.

2. Local Priorities: *How* did you identify each of your priorities?

A strategic needs assessment was carried out using data from a number of partner sources in order to identify local needs and inform our local priorities. Consultation was carried out with people with convictions from Renfrewshire in the form of focus groups involving those subject to community sentences and those in custody on varying sentence lengths, to gain the views of people who use our services and involve them in community justice planning and the improvement cycle.

1. **Employability** – This was raised as a key issue in Renfrewshire during consultation with people in prison and those serving community sentences. Almost all those interviewed cited joblessness and lack of money as a key factor in their offending. When asked what would help them not to re-offend, almost three-quarters of those being interviewed said training and assistance in gaining employment. A gap in specific service provision to assist people with convictions was also identified through economic development services in Renfrewshire and the need for a multi-agency approach was identified.
2. **Alternatives to custody** – At the time of planning the CJOIP alternatives to custody, were continuing to rise significantly, with supervision orders having increased by 61% since 2010/11 when CPOs were introduced and unpaid work hours by 93%. Diversionary activities such as Fiscal Work Orders has also just been rolled out nationally. Research carried out with people on Community Payback Orders in Renfrewshire highlighted positive results. All of those who took part felt that undertaking the order had not only had a positive effect on their lives, it had helped them to understand the impact on the victims of their offences. They were also able to cite a range of other services they had been able to access during the CPO, such as support with housing, mental and physical health issues and substance misuse. However prison numbers continued to be of concern. With the potential for an extension to the Presumption Against short Sentences it was important to consider how to improve the range of alternatives from diversion to CPO.
3. **Homelessness for Prison Leavers** – At the time of planning the CJOIP figures showed that Renfrewshire had the highest percentage in Scotland of homeless applications from people leaving prison. Homeless applications have been falling in Renfrewshire for several years for all groups of people except prison leavers – those applications have almost doubled in the last 10 years, due to the assertive outreach of housing services within the prison estate.
4. **Gender Based Violence** - At the time of planning the CJOIP Renfrewshire was above the national average for the number of incidents of gender based violence recorded by Police Scotland, and was 7th highest Council in Scotland. This is also the primary reason that children are referred to social work. There is a strong commitment to tackling this issue and Renfrewshire has a Gender Based Violence Strategy Group that is responsible for taking forward the national strategy “Equally Safe: Scotland’s strategy for preventing and eradicating violence against women and girls 2017 to 2020.”

The group also takes forward actions delegated from with the Safer and Stronger Renfrewshire Action Plan and other activity to support the agenda locally. Gender-based violence is a focus for a range of organisations locally.

5. **Support to Children and Families** – We recognise the significant impact of prison on the families of people in custody yet our needs assessment identified that Renfrewshire families rarely seek support from available services. CJR Steering Group members were also acutely aware of the links between ACEs and those who then entered the Justice system.

3. Local Priorities: *How* did you measure each priority?

1. **Employability** — The ‘Just Learning- Skills for Employment’ project is community justice in action, involving service user and multi-agency identification of the issue and potential solutions. Measurement related to the range of agencies supporting the project, it’s establishment and the number of referrals from commencement in January 2018, with outcomes in relation to involvement, completion of interventions such as Keys to Learn, and success in confidence, self-belief and individuals seeking employment or training.
2. **Alternatives to custody** – Statistics relating to work undertaken were already collected as a condition of criminal justice grant funding. However, an improved feedback process was developed for individuals subject to Community Payback Orders during this period, enabling feedback from those undertaking the range of community disposals and programmes, and feedback forms for beneficiaries of unpaid work were introduced during this year. We are working to develop measures to support anecdotal evidence and demonstrate improvement, including case studies. An evaluation process is underway for those completing Up2U. Participating in the COPFS meetings also allows for a greater analysis of diversionary activities, and the ability to monitor trends and issues.
3. **Homelessness for Prison Leavers** – The HL1 report is the formal method of measuring Homelessness, this statistical information is collated and sent to SG. The ‘Keys to Learn’ programme also provides qualitative data on individuals engagement.
4. **Gender Based Violence** – We will adopt the Equally Safe Performance Framework. Reports on the range of interventions provided by services are also provided to the Gender Based Violence Strategy Group.
5. **Support to Children and Families** – We considered how much information we disseminated publicly and to agencies, and the extent to which staff were supported to increase their awareness. In engaging and supporting Families Outside to increase referrals within Renfrewshire, data collection was agreed in advance to ensure that we could measure the outcome of increased awareness.

4. Local Priorities: *What* progress did you make in relation to each priority?

1. **Employability** – Our ‘Just Learning – Skills for Employment’ project was set up to create a robust employability pathway for people with convictions and to develop referral mechanisms to support them through effective partnership working to reduce re-offending. The project is progressing well, the Steering Group which includes key stakeholders is in place and meets monthly. A post of Skills & Training Coordinator was appointed to accelerate the progress of the project and to focus on delivering outputs and outcomes. Apex Scotland are also in post to support clients with disclosure letters and ensuring that the clients are aware of how and when to disclose convictions to an employer. Hanlon, Invest in Renfrewshire’s client tracking system has been updated to include the projects interventions to record progression of clients. A launch event was held in February 2018 attended by 65 practitioners across a wide range of agencies. Workshops gained information from staff on training requirements, this has been programmed into the training schedule for the project. Recruit with Conviction have been a key partner in supporting this work.

Over 40 clients registered on the programme who are gaining support in various areas. Some have accessed Sector Based Work Academies, CSCS training as well as gaining support through the pipeline with support with CV’s, cover letters etc. Glasgow Homelessness Network ran their “Keys to Learn” programme with 7 clients completing the course. Out of the 7 on the course 5 have applied for college (2 already accepted), 1 into employment and the remaining client will hopefully be entering a Training Scheme through Barnardo’s. Three of the 7 clients that took part in the course were referrals from Community Payback teams. The service user hours were recorded as other activity and at the end stated how rewarding it was and that it had given them the confidence and belief in themselves to apply for college courses and attend interviews.

During 2017/18 APEX staff were co-located within the Criminal Justice Fieldwork Team in Renfrewshire, enabling direct referrals to support service users subject to community orders or licences. 110 service users received a service during this time, assisted with letters of disclosure to potential employees, applications for training and college courses, and additional funding for forklift and HGV licences. This service has continued, incorporated into Just Learning.

2. **Alternatives to custody** – Targeted interventions at court have increased access to DTTO and Arrest Referral. We monitored the use of alternatives and maintained the range of existing services available. We gained feedback from service users subject to community-based services and commenced a beneficiary questionnaire for those receiving unpaid work. We continued to liaise with the community through a range of forums to inform work taking place and looked at how we can increase the range of personal placements available. We commenced Up2U, a perpetrator programme to address domestic violence for those subject to community sentences resulting from a domestic violence offence, scanning all criminal justice social work reports, assessing relevant individuals and offering this as an alternative to custody. We then worked with 30 individuals.

We also supported 12 partners of these men within the Womens' Community Justice Service, training staff within this team in undertaking appropriate partner risk assessments. We continue to support the range of Public Social Partnerships offering a range of voluntary, practical and emotional support to men and women within Renfrewshire prior to and on release from prison, to prevent further offending.

3. **Homelessness for Prison Leavers** – A Short life working group was set up, chaired by Housing Advice and Homeless Services included Housing Strategy & Housing Services to identify the barriers for people with convictions. For clients with alcohol misuse, a pathway was established for the HALO (Housing Addiction Liaison Officer) to facilitate/encourage prisoners on release to access RCA (Renfrewshire Council for Alcohol) services for assessment and potential intervention. The New Start Officer continues to attend prisons to undertake Housing Options interviews. Early signs of improvement have been seen with a small reduction on prison leavers presenting as homeless.
4. **Gender Based Violence** – CJR representatives regularly attend the Gender Based Violence Strategic Group to support ongoing work to challenge and address perpetrator behaviour. Input was provided to several development sessions to assist in the production of the Draft Renfrewshire Gender Based Violence Strategy. The Safe and Together model was rolled out to staff from a variety of agencies within Renfrewshire. The roll out of Up2U was also within this year, referred to under alternatives to custody above.
5. **Support to Children and Families** – We worked in partnership with Families Outside to provide training to a range of staff groups to highlight the issues facing children and families with a family member in prison. This included Criminal Justice staff, Families First Teams and Home link workers, and a tailored session for teachers taking place within HMP Low Moss which enabled them to gain better insight into the experiences of children attending visits.

CJR also commissioned 200 jointly branded posters and 1000 business cards to promote the work of Families Outside to Renfrewshire families. An information leaflet promoting the Families Outside Helpline was published in the PACE Youth theatre Summerfest brochure. 5000 copies were distributed throughout the Renfrewshire area to children and families and an email copy was sent to all registered school parents through our links with Education. We agreed data to be collected and then looked at the impact on Families Outside referrals, and whilst referrals remain low, they increased from 2 to 8 as a result of the awareness raising.

Around 80 Renfrewshire staff including Social Workers, Prison Officers, Families First and Home link workers attended the “Out of the Shadows” training sessions provided by Families Outside. Around 18 Renfrewshire teachers attended the In Prison CPD Course facilitated by Families Outside and SPS.

CJR invited Karyn McClusky, Chief Executive of Community Justice Scotland to attend as keynote speaker at the Renfrewshire Children's Services Conference to provide input on the link between Adverse Childhood Experiences and the Justice System. This was then followed up by her attendance at the Renfrewshire's Headteachers meeting where she promoted the integral role of the teacher in a child's development and the crucial support they can provide.

5. Local Priorities: *What* are the areas you need to make progress on going forward?

1. **Employability:** We need to ensure sustainable Pathways for those whose convictions impact on their employability, beyond the end of the project funding. We will take forward the plans with HMP Low Moss in relation to supporting individuals in custody to be skilled for employment within Renfrewshire, and educate and support the range of Renfrewshire employers to employ those with convictions.
2. **Alternatives to custody:** We need to continue to explore alternatives and any barriers and promote activities to divert appropriate individuals from prosecution. We need to develop services considering changing legislation around domestic violence, developments in electronic monitoring and the proposed extension to the Presumption Against Short Sentences. We will aim to create sufficient opportunities to provide high quality community-based disposals to the court.
3. **Homelessness for Prison Leavers:** The Housing Advice and Homeless Services will ensure that the New Start Officer will continue to liaise with Housing Services providing a Housing Options Service to prisoners. Wherever possible exploring ways to sustain current tenancies e.g. requesting consideration to Sublets, liaising with Housing Officers for possible rent arrear payment arrangements. Will continue to promote referrals into the Employment Pathway via the EIIF - Just Learning, establish a sub group with Housing Services to look at how to improve Guaranteed Rehousing for prison leavers and establish the barriers to housing directly from prison and look at ways on how to overcome them. We aim to continue to make progress on reducing homeless presentations from those leaving prison.
4. **Gender Based Violence:** We will finalise and take forward the gender based violence strategy in Renfrewshire. We will continue to support the range of services providing programmes to address behaviours and support partners and children affected, and processes to manage risk. We will continue to embed existing perpetrator programmes and look at alternative interventions available to the courts. We will consider outcomes from the evaluation of UP2U to inform the effective implementation of this perpetrator programme.

5. **Support to Children and Families:** We will continue to promote the services offered by Families Outside and look at opportunities to support children with a parent in custody. We will explore the opportunity to work with the Imagination Library to support family relationships and the quality of visits for children to their parents in prison.

SECTION C - Good Practice

Please outline *what went well* for you in terms of community justice in your area

2017/18 This was the first year of community justice in Renfrewshire. We have established a committed steering group, firmly embedded within Renfrewshire's Community Planning arrangements. We undertook extensive awareness raising about community justice, to increase public awareness, and provided awareness sessions to schools and social work staff on the impact of custody on children and families. We listened to service users who told us about the importance of employment and were successful in an employability bid which ensured the required resource to assess and develop education for staff and employers, and the pathways needed. We extended the range of community alternatives available to the courts, and began to explore greater use of diversionary processes to keep people from the criminal justice system, and we ensured that the New Start Officer was available to prisoners to plan in advance for housing on release. This was also the year of the Paisley City of Culture 2021 bid, and this saw criminal justice service users in custody and the community contributing to the work undertaken. Whilst the bid was unsuccessful, it enabled individuals who often feel excluded, to reconnect and feel a part of their communities.

SECTION D – Challenges

Please outline what were the challenges for your partnership/group in terms of community justice i your area *and* identify any you see going forward

This was the first year for community justice and thus agencies needed to understand their role, and the community to understand the change. Thus, the focus on awareness raising. A spotlight on re-offending meant that we needed to explore what information was currently available, and the challenge has been that information gathering by agencies was generally for existing purposes. National agencies would not always have information broken down by local authority areas, having focussed on CJAs for many years, and for local agencies the conviction status may have previously been less relevant and thus not recorded. Changing recording systems can be complex, expensive and therefore not a quick process. Also, statistics are often produced a few years in arrears. We need to be clear what information we are seeking and what it really tells us e.g. someone having a GP when they go into prison, does not ensure they have on release due to being possibly being housed in a different location.

Community justice has also begun at a significant time of other change, such as the early days of the HSCPs. A challenging financial climate means that resources remain a constraint, requiring individual practice agencies to achieve greater economy and efficiencies. This is likely to continue to be a problem and while a challenge, creates the opportunity for parties to work creatively to address these issues.

We plan to undertake evaluative work to understand the experiences and actions of individuals engaged in services.

SECTION E - Additional Information

Please add any additional information that you think appropriate in the context of your annual report

A public facing document has been produced to engage the Renfrewshire community in the work and actions of the partnership.

Community Justice Renfrewshire

Annual Report 2017 to 2018

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Foreword by Councillor Marie McGurk

Community Justice Renfrewshire

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Next Steps

Foreword

The first year of the new model of community justice has been very exciting for us. Lead Officer support and an established Steering Group within Renfrewshire Community Planning Arrangements, has allowed us to focus specifically on offending in Renfrewshire on the 1 in 3 males and 1 in 10 females who have convictions, and who are finding that this creates barriers within their lives.

Before we wrote our 2017/18 plan, we spoke with the range of people affected: with victims, with people with convictions currently in prison or on court orders in the community, with families, and those in the community with prior convictions. We asked them about their experiences and what would help prevent further offending. We also asked those agencies and organisations that already work with people with convictions about their views. We examined statistics too, and from all of this we created 5 local priorities we wanted to take forward in 2017/18. We also looked at how we would achieve the outcomes that had been identified for all of Scotland.

In this first year there has been a range of innovative work progressed and a number of highlights achieved as a partnership.

Securing funding from the Employability, Innovation and Integration Fund enabled us to develop a tailored employability pipeline and establish links with local employers and existing employability resources.

In June 2018 the criminal justice social work service were successful at the inaugural Scottish Social Services Council Awards winning the category of making Research Real for the delivery of the Up2U programme. This programme provides a focused intervention for people who are abusive in their interpersonal relationships. This work is enhanced by the partnership to ensure partners and children are also supported.

During the Paisley bid for City of Culture 2021 close links were established between the learning centre at HMP Low moss and Paisley Museum culminating in an exhibition of the work of prisoners including paintings, poetry and music.

This report, and more detailed information available on our webpage, shows what we have achieved in our first year. We hope that you will take time to consider what we have done so far and our next steps to reduce further offending in Renfrewshire. We believe we have begun to make a difference.

Councillor Marie McGurk

Community Justice is protecting the community. As well as delivering justice for the victims of offending and making our communities feel safer, it's about working with people with convictions to give them the support and help they need to reduce the risk of re-offending

Community Justice Renfrewshire



What we know:

- People who commit offences must be held to account in a way that recognises the impact on victims of crime and is mindful of risks to the public. Prison remains appropriate for people who commit serious offences, but locking people up isn't always an effective way to stop re-offending.
- Community sentences are more successful than prison for most people in reducing re-offending, especially when compared to short term sentences.
- There are often complex underlying issues which may impact on a person's offending behaviour and by giving the right help at the right time, we can assist in preventing them from re-offending.
- Our communities include victims and witnesses of crime and their families, and people who have committed offences and their families; by listening to the whole community and encouraging people to take part in planning our services, interventions will be more effective.
- Helping people with convictions to find employment and stable housing will reduce a person's likelihood to re-offend, this benefits the whole community.
- Reintegrating those who have committed offences and helping them to realise their potential, will create a safer and fairer society for all.

What we have to do

The Community Justice (Scotland) Act 2016 is a law which means that statutory agencies must work together to plan their work to reduce re-offending, and report on how they are performing.

The National Strategy for Community Justice and Outcomes, Performance and Improvement Framework was published to help partners with this task. It explains the aims of community justice and provides national outcomes and indicators to measure achievement.

The Renfrewshire Community Justice Outcomes Improvement Plan (CJOIP) 2017 to 2018 was published on 1 April 2017 outlining key local priorities for the Renfrewshire area. This report shows actions and improvement in this period. A reporting template has been developed by Community Justice Scotland, it will measure achievement against both national and local outcomes and will be published alongside this report.

National Outcomes

What we deliver as partners

Communities improve their understanding and participation in community justice

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

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

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

Changes to Users

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

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

Individuals resilience and capacity for change and self-management are enhanced

Key Local Priorities

The key local priorities within the Renfrewshire CJOIP 2017 to 2018 were identified through our needs assessment, interaction with stakeholders and involved focus groups with people with convictions.

Our focus:

- Prevention and earlier intervention
- Reducing offending and re-offending
- Increasing awareness of Community Justice Renfrewshire and its role

Our Key Local Priorities:

- Employability
- Alternatives to custody
- Homelessness for Prison Leavers
- Gender Based Violence
- Support to children and families

Employability

In 2017 we said:

To improve employability, community justice partners, including Scottish Prison Service, criminal justice social work, SDS and third sector partners will work to ensure that gaining skills and training for employment are a part of the rehabilitation journey and access to the job market is fair for persons with convictions.

During 2017 to 2018 we:

Successfully bid for funding under the Employability Innovation and Integration Fund. This allowed us to commence our 'Just Learning – Skills for Employment Project'.

To date we have:

- Established a multi-agency steering group.
- Employed a Training and Skills Development Coordinator to lead on the project.
- Developed an effective referral pathway across key partners.
- Enhanced the current service user tracking system used by 'Invest in Renfrewshire' (Hanlon) to record our service user activities and progress.
- Linked project initiatives in Homeless Services to reduce repeat homelessness amongst people with convictions.
- Extended the funding of Apex Scotland posts to support service users with disclosure, ensuring they are aware of how and when they are required to disclose convictions to a potential employer.
- Run a multi-agency workshop facilitated by Recruit with Conviction for frontline employability staff working with service users who may have convictions, providing them with the opportunity to gain in-depth knowledge of disclosure requirements and give them confidence in advising on these issues.
- Began to tailor the employability pipeline to offer options and choices using existing provision and developed solutions to current gaps using 'Invest in Renfrewshire' resources, driven by the needs of our service users.
- Planned a range of workshops which target employers to consider recruitment of people with convictions.
- Established links between employment and training initiatives available within the Scottish Prison Service estate and local employers.

Is it working?...

Yes, it's early days, but the programme is proving extremely positive for service users and services alike. We have over 40 service users registered who are gaining support in various areas. Some have accessed our Sector Based Work Academies, construction qualifications training, as well as getting support and advice with CVs, cover letters and applications. Over 100 criminal justice service users have received support from APEX staff based in our social work office.

The creation of the Employability Steering Group has had a positive significant impact on the outcomes – the group are fully committed, meet monthly and take actions to ensure outcomes are achieved. Consideration is already underway as to how to sustain this within existing services and resources.

Here's some service user examples:

- 1. Mr A was placed in an unpaid work squad carrying out landscaping and gardening work, this included removing overgrown bushes; preparing the ground, planting trees and creating paths. He learned which tool to use for each job and through developing his skills was able to take up agency work as a gardener, this lead to Mr A starting his own landscaping business.*
- 2. Mr B attended the Employability – Just Learning skills for employment project. He has undertaken an IT course and has been praised for his determination and effort in applying his new knowledge. He is now applying for a place on the Keys to Learn programme and is looking forward to widening his opportunities.*
- 3. Ms C was placed in a charity shop, upon completing her unpaid work hours she continued to volunteer at the shop, she later stated that her participation had given her confidence and helped establish a routine which then helped her gain employment.*

Alternatives to custody

In 2017 we said:

We will work to gain a better understanding of alternatives and any barriers to their use.

During 2017-2018 we:

1. Gained and analysed feedback from those on community orders, to see how it assisted them, what went well, what support they received and what could be improved.
2. Took forward 'Untold Stories' an innovative ten-week film-making course involving service users attending our Women's Community Justice Centre.
3. Implemented an innovative perpetrator programme developed by Portsmouth City Council. Up2U was adapted in consultation and partnership with Renfrewshire Council for use within Criminal Justice Services. Partner support is also provided to victims.
4. Used other activity hours within unpaid work orders to address issues in peoples' lives that contribute to their offending, piloting additional interventions.
5. Participated in meetings led by the Procurator Fiscal Service to examine and increase our use of diversionary activities.

6. Supported Public Social Partnerships, both national and local, that work with men and women in custody and on release from short sentences to prevent their return to custody.
7. Participated in the Paisley Bid for City of Culture in 2021.

Is it working?...

- Service users gave us very useful feedback on their view of orders in 2017/18. Most said they understood their responsibilities, and 88% said it helped them understand how to keep out of trouble. Just under half said they received additional support such as assistance with addictions, housing, anxiety etc. Over half said they now understood the effect on their victims, and that the impact on their own lives was positive. 85% said that services were good or very good.
- The 'Untold Stories' course allowed participants to use this safe place to produce their own short films, reflecting their personal journey through the justice system. It concluded with a premier event where the women involved in the project had the opportunity to showcase their work to their families and friends along with relevant professionals. They were the drivers in the organisation of the event providing the opportunity for them to use skills gained throughout the project. Around 60 guests were in attendance who heard the message of community justice from those with lived experience of the system.
- The Women's Unpaid Work Squad created bags for the Paisley City of Culture bid, women within Untold Stories interviewed the Renfrewshire public about it, and HMP Low Moss Renfrewshire prisoners completed artwork, and poetry for a exhibition at Paisley museum. This all fostered a greater sense of belonging and feeling a part of society for our service users.
- Additional other activity enables individuals to address wider issues within their order which affect their offending behaviour, and links them into services and activities in wider society. To increase the use of other activity we piloted a rolling programme of other activity. On a weekly basis, representatives from a variety of organisations including APEX, Active Communities, Invest Renfrewshire, Turning Point Scotland, Venture Scotland and mental health organisations provided sessions to raise awareness of the wide range of resources available in the Community. This programme is currently under review.

We also arranged for workers from Renfrewshire Council's Adult Learning Team to attend the Unpaid Work Unit, they delivered sessions which help brush up on reading, writing and number skills and develop communication skills and self-esteem.

- Up2U provided the courts with a further intervention that could be used within a community order. It gave Sheriffs confidence that there was a programme based on up to date research that meant that those who were violent to partners would have to face up to and work to change their behaviour, and that partners would be supported.

What does the social work team delivering this programme say?

Up2U is an innovative cognitive behavioural programme designed for people who engage in domestically abusive behaviours. It engages perpetrators through individualised work whilst also supporting victims and promoting positive parenting. Renfrewshire's Criminal Justice Team recognised the benefits of the programme and worked with the programme's developer to redesign it for a Scottish criminal justice context.

All our Criminal Justice staff have undergone training to deliver the programme on a one-to-one basis and our female staff have also achieved the award in Domestic Abuse Advocacy to enhance their support to partners, victims of domestic abuse. Staff are at various stages of work with services users and delivery is very promising which is reflected in the fact there has been an extremely low fall out rate, which research shows has been hugely problematic in the delivery of previous domestic abuse programmes.

Between April 17 and March 18, the team received and screened 96 court report requests where domestic abuse was a feature. Following on from the screening, 30 individuals have community payback orders which include Up2U. The first completions are now taking place and this has provided an opportunity to analyse risk reduction and key outcomes. – The feedback from men completing the programme demonstrates its impact:

What do the service users say?

"It makes you think more about yourself and how you behave. It highlights your failings, I don't mean that in a negative sense, as I now know that I have jealousy and insecurity difficulties and I can now work towards addressing them. I benefitted from the discussion but also feel that the visual learning (flip charts etc) helped me understand and process things better. It is different when you see things written down and are able to make the connections."

"In future relationships, I am going to slow down and build trust. I also saw in the media recently about men controlling their partner's phones, social media. That was who I was; I don't want to be that man anymore."

The Renfrewshire approach was recognised nationally when the team won the Scottish Social Services Council award for Making Research Real in June 2017.

Homelessness for Prison Leavers

In 2017 we said:

We will develop initiatives to minimise the proportion of prison leavers presenting as homeless.

During 2017-2018 we:

1. Joined the Renfrewshire Homelessness Network, which includes partners from statutory housing and homeless services along with third sector agencies.
2. Secured funding for the 'Keys to Learn' programme and delivered the first course which included service users on Community Payback Orders.
3. Set up a short life working group chaired by Housing Advice and Homeless Services, which includes Housing Strategy & Housing Services, to identify the barriers for people with convictions.
4. Established a pathway for service users with alcohol misuse issues through the Housing Addiction Liaison Officer (HALO) who facilitates/encourages prisoners on release to access Renfrewshire Council, Alcohol services for assessment and support.

Is it working?...

Through the 'Just Learning' project, Glasgow Homelessness Network ran the first "Keys to Learn" programme. The course provides people with convictions from Renfrewshire who are affected by or at risk of homelessness or housing crisis, the opportunity to learn skills to help sustain a tenancy, along with building self-confidence, employability skills and allowing them to become part of their community. This course runs 3 days a week for 8 weeks. All 7 participants completed the course and have now moved on to further education, training or employment. Further courses will be taken forward under the Just Learning initiative.

Figures indicate that we are already seeing a reduction of prison leavers presenting as homeless.

Comment from the Co-ordinator about the success of the 'Keys to Learn Programme':

"7 clients completed the course. Out of the 7 on the course 5 have applied for college (2 already accepted), 1 into employment and the remaining client will hopefully be entering a Training Scheme through Barnardo's. Three of the 7 clients that were on Keys to Learn were referrals from the Community Pay Back team. The clients were awarded their hours for attending the course and stated at the end of the course how rewarding it was. It gave them the confidence and belief in themselves to apply for college courses and attend interviews for that course."

Gender Based Violence

In 2017 we said:

Community Justice Renfrewshire will work with this group to contribute to the development of a Gender Based Violence Strategy to reduce gender based violence in Renfrewshire through a consistent approach to addressing perpetrators behaviours.

During 2017-2018 we:

- Regularly attended the Gender Based Violence Strategic Group and have provided input to several development sessions to assist in setting the direction of a Gender Based Strategy for Renfrewshire.
- Embedded the Up2U perpetrator programme and support for victims within criminal justice services, thus supporting the roll out of the Safe and Together model in Renfrewshire across agencies.

Is it working?...

- Now that the Equally Safe Strategy along with the National Standards and Performance Framework have been published, we can finalise our draft strategy so we can reflect the measures contained in Equally Safe and begin to take forward our action plan.
- Our Community Justice Newsletter focussing on Gender Based Violence showed the range of agencies and organisations that work in Renfrewshire with perpetrators, families and victims. Processes such as MARAC (Multi-agency Risk Assessment Conferences) and MATAC (Multi-agency Tasking and Co-ordination) bring agencies together to manage risks around individuals, while the strategy group makes sure we are all working together to develop appropriate support services and programmes.

Quote from one of the representatives about MARAC (Multi-agency Risk Assessment Conference):

MARAC is administered by Community Safety, chaired by the DAIU and hosted by Women's Aid. In my 30 years in social work, it is truly the most multi-agency meeting I have ever attended. In addition to the above, there are representatives from mental health, addictions, education, health visiting/school nurse, Women and Children 1st, housing, ASSIST, Social Work reps from Criminal Justice and Adult services, Barnardo's. The focus is very much around looking at reducing risk to women and children where there is an assessed high risk of domestic abuse. Discussions and responses are compassionate. Some of the agencies attending have staff who are trained as Independent Domestic Abuse Advocates (IDAA) and able to carry out risk assessments. (ASSIST, Women and Children 1st, Women's Community Justice service, Barnardo's). Following sharing of information from each agency, actions are

suggested by the chair and agreed by agencies attending. Those attending have sufficient authority to be able to have action implemented within their agency. Noted by Community Safety, actions are forwarded timeously and new referrals forwarded for the next MARAC which is held faithfully every 4 weeks.

Although we often hear harrowing stories at MARAC, there is a strong emphasis on really making a difference collectively in terms of public protection.

Support to Children and Families

In 2017 we said:

We will work with Families Outside to raise awareness of and improve support to families and children and to educate staff to have better understanding of the impact of custody on family members.

During 2017-2018 we:

- Enabled 80 Renfrewshire staff members including Criminal Justice Social Workers, Health and Social Care Staff, Prison Officers, Families First Staff and Home link workers to attend “Out of the shadows” training sessions provided by Families Outside.
- Organised for 18 Renfrewshire teachers to attend HMP Low Moss to take part in the In Prison CPD Course facilitated by Families Outside and SPS
- Raised awareness of the support available to families in Renfrewshire by jointly branding posters and business cards with Families Outside containing information of help on offer and the helpline number.
- Commissioned a half page information leaflet promoting the Families Outside Helpline which was published in the PACE Youth theatre Summerfest brochure.
- Provided Renfrewshire Primary schools and Children’s and Families Social Workers with copies of the publication ‘My Diary’ produced by Families Outside.
- Invited the Chief Executive of Community Justice Scotland to speak at our Children’s Services conference about the consequence of Adverse Childhood Experiences.

Is it working?...

- The ‘Out of the shadows’ training was successful in raising awareness of the issues facing families when a significant person is sent to prison and increased staff members understanding of ways to support them, and of the role and referral route for Families Outside.

- The In-prison course provided the teachers with an opportunity to visit a prison and to enter the stories of children affected and provided practical ways in which teachers and school communities can help families affected.
- The branded posters and cards containing the Families Outside helpline number were distributed to schools, GP surgery's, social work offices and many other venues throughout Renfrewshire for display in their public areas. They were also handed out to families attending the custody court by social work staff.
- Five thousand copies of The PACE Youth theatre Summerfest brochure were printed and distributed to children and families throughout the Renfrewshire area and an email copy was sent to all registered school parents through our links with Education, thus significantly increasing the awareness of the service.
- Figures relating to the number of calls received to the Families Outside helpline were not previously broken down into local authority area. After working with them Families Outside now collect this information and ask callers how they became aware of the helpline and organisation. This will assist with future analysis.
- Figures on the number of referrals to the Families Outside Regional Support Coordinator indicate that we are already seeing a rise in the number of Renfrewshire families being referred for help and support through self-referrals or by a professional.
- By distributing the 'My Diary' publication to schools and social workers we have provided them with a resource to use with primary school aged children affected by parental imprisonment.
- Having the input from Community Justice Scotland at the Child Protection Conference provided the opportunity for staff to learn more about ACEs and their impact on the justice system, and the difference interventions with children can make on future outcomes.

Feedback from staff attending the CPD Course:

"I arrived early and, after going through security, I was asked to sit in the Waiting Room. It was just before visiting and there were lots of mothers/grandmothers with their children. This really hit home that this was normal life for some of these families. Going in to the visiting hall made this experience feel real too and I'd be able to speak to pupils about this if they were having to visit"

"Definitely eye-opening. My original perceptions changed after the visit and I am more aware of the support and approaches I could pass on"

"Very helpful course. I feel more confident taking this into my workplace"

"Incredible insight into what a child goes through when visiting a family member in prison"

Next Steps

We will continue progressing all the key local priorities from the Renfrewshire CJOIP 2017 to 2018. They will be programmed into the action log for the Renfrewshire CJOIP 2018 to 2021 to ensure developments continue to improve. Some remained key local priorities within the Renfrewshire CJOIP 2018 to 2021 and new actions will be assigned to advance theses priorities and successes further.

To hear more about our new plan or for more information on Community Justice Renfrewshire, please visit:
www.renfrewshire.gov.uk/communityjustice



Participation Statement

The Community Justice (Scotland) Act 2016 requires statutory partners involved in community justice to produce a participation statement detailing how they have involved third sector bodies and community bodies in community justice and the preparation of their Community Justice Outcomes Improvement Plan (CJOIP).

Community Justice Renfrewshire is committed to engaging with our communities, to empower them to contribute to our CJOIP and actions across all priority areas. In preparing the plan we carried out engagement activities which were attended by a number of our strategic partners and wider stakeholders, as outlined in the table below.

Participation, engagement and consultation for the development of the community justice plan will be ongoing. We will ensure that there is continued liaison and communication between statutory partners, non-statutory partners and third sector organisations. We will continue to engage with people in communities including victims and witnesses of crime, people with convictions and their families, in order to gather their views on how we can reduce reoffending in Renfrewshire, so that these can be reflected in our Community Justice Outcomes Improvement Plan for forthcoming years.

Stakeholder	Activities
Statutory Partners	<p>The Community Justice Renfrewshire (CJR) Steering Group was established in response to the Act and has responsibility for strategic oversight of the Renfrewshire CJOIP. Since its creation the group have held regular meetings, where they have worked in partnership to understand their role in the new model of community justice. The group have created branding and developed a clear message for community justice in Renfrewshire. Working together they have produced a communications strategy and have identified local issues and priorities for action contained within the CJOIP, based on a needs assessment from a range of data sources.</p> <p>CJR has representation on a number of strategic groups relating to Community Justice. This has raised awareness of community justice and its progress in Renfrewshire through reports and presentations. This has enabled the CJR Steering Group to keep updated on agendas, local issues and</p>

	<p>initiatives relating to Community Justice. Some of the groups include;</p> <ul style="list-style-type: none"> • MAPPA Strategic Oversight Group for the North Strathclyde area • Social Work Scotland and Scottish Prison Service Strategy Group • NHSGGC Community Justice Health Improvement Strategic group • Low Moss PSP Governance Group • Community Justice National Coordinators Steering Group • Community Justice Coordinators Steering Group • Community Justice Scotland Learning Development and innovation Working Group <p>Renfrewshire groups include;</p> <ul style="list-style-type: none"> • Community Safety and Public Protection Steering Group • Lead Officers Network • Child Protection Committee • Gender Based Violence Strategy Group • Alcohol and Drug Partnership Delivery Group. • Public and Community Protection Thematic Board • Adult Protection Committee • Homelessness Network • Children and Young People Thematic Board • Employability Innovation and Integration Fund Steering Group <p>The CJR Lead Officer is situated within Children's Services and is closely aligned with colleagues in Youth Justice and Child protection, this ensures that community justice is considered within their plans. CJR is firmly established within Renfrewshire's robust Community Planning arrangements and is represented on many of the groups related to community justice (as listed above). It reports to the Community Protection Chief Officers Group and the Housing and Planning Policy Board for oversight and governance by elected members.</p> <p>The CJR Steering Group have held an initial development session looking at the self-evaluation of community justice to identify strengths and inform any gaps, these have been worked into the action log which will be reviewed at Steering group meetings. These sessions will be ongoing.</p> <p>Briefing sessions have been provided to senior management and staff from a number of partner's organisations to raise awareness of CJR and consult with staff to inform local</p>
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	<p>priorities.</p> <p>CJR hosted two regional multi-agency events which focused on early intervention and diversion within the North Strathclyde Sheriffdom. The first of these half day sessions targeted services involved in early intervention and included Criminal Justice Social Work, Police Scotland, SCTS, COPFS, Fire and Rescue Service, Third Sector organizations, Youth Justice, Mental Health and Addiction Services. The aim of this session was to explore and create a better understanding of the community justice journey at the early intervention stage and gaining an understanding of “what works” at this stage.</p> <p>The second half day session was targeted at services that have a lead role in early intervention including: Criminal Justice Social Work, Police Scotland and Youth Justice. The purpose of this event was to gain a better understanding of the current diversion model (formal stage), and outline the potential scope for enhancing the more informal stage.</p> <p>The lead officer has attended a number of local and national events relating to Community Justice, reporting back to the CJR Steering Group and keeping them up to date through briefings and presentations.</p> <p>Throughout the consultation process, CJR attended all relevant Community Planning thematic boards and senior management meetings, including third sector meetings, in order to consult on the draft CJOIP and encourage and influence key stakeholders to get involved in the community justice agenda</p>
Voluntary Sector	<p>Partners from a number of voluntary sector agencies are represented on the Community Justice Renfrewshire Steering Group. These include;</p> <ul style="list-style-type: none"> • Victim Support Scotland • Apex Scotland • The Wise Group • Action for Children • Turning Point Scotland • Criminal Justice Voluntary Sector Forum • Engage Renfrewshire are also represented on the group as our local voluntary sector interface.
Other Organisations	<p>CJR has worked with Recruit with Conviction in taking forward opportunities to address employability issues for people with convictions in Renfrewshire. An employability network has</p>

	<p>been established to train and inform employability staff and local businesses on recruiting people with convictions. The first of these sessions took place in February 2017 with more taking place throughout 2018 as part of the 'Just Learning – Skills for Employment' programme, which was funded through the Scottish Government Employability Innovation and Integration Fund.</p> <p>CJR has worked in partnership with Families Outside to provide training to a number of staff to highlight the issues facing children and families with a family member in prison. This training was provided to Criminal Justice staff, Families First Teams and Home link workers with a tailored session for teachers taking place within HMP Low Moss which enabled them to gain better insight into the experiences of children attending visits. CJR also commissioned 200 jointly branded posters and 1000 business cards to promote the work of Families Outside to Renfrewshire families.</p>
Community Sector	<p>The lead officer has attended a number of public engagement events in order to raise awareness and involve the community in community justice. A stand was set up in each location which consisted of branded pop up signs with strap line in order to catch people's attention and encourage them to ask questions. A collection of merchandise and leaflets were also offered and on display in order to begin discussions and promote our work. This provided CJR with the opportunity to carryout baseline assessment on the public knowledge of community justice and to gather ideas and opinions on local priorities.</p> <p>A Community Justice page was set up on the Renfrewshire Council website providing information and linking members of the public to partner sites. The Consultation Draft CJOIP has also been published for public consultation requesting feedback on the plan.</p> <p>Awareness raising sessions took place in the public areas of Renfrewshire Council buildings with a branded stand, delivering leaflets and information to staff members, visitors and the public and benchmarking awareness of Community Justice.</p> <p>An information leaflet promoting CJR was published in the PACE Youth theatre Summerfest brochure. Five hundred copies were distributed throughout the Renfrewshire area and an email copy was sent to all registered school parents through our links with Education.</p>

	<p>Information Packs containing leaflets, branded merchandise and the newsletter were distributed to all Renfrewshire schools to be displayed in their public areas and were distributed to council buildings, police offices, Paisley Sheriff Court and GP surgeries within Renfrewshire for display in waiting areas in order to create visibility and awareness of CJR.</p> <p>Questions regarding awareness of community justice were included in Renfrewshire Council's public services panel. Questions on perception of local crime in the area as well as capturing views on priorities for work undertaken by CPO's help to inform service delivery plans.</p> <p>CJR took part in several Community Planning Consultation events. Attendees were a mix of members of the public, staff members from a number of partner agencies including third sector partners many of whom had been victims of crime and families of people with convictions. This provided opportunity for awareness raising and benchmarking.</p> <p>CJR has worked closely with The Robertson Trust and Active Communities in developing and promoting their women's centre which is situated in the Johnstone area of Renfrewshire. KAIROS aims to be a safe, welcoming and respectful place offering a variety of opportunities and activities, which is person centred and will have good connections to other local services. Strong links have been made with the Community Payback Units woman's group who have been attending and getting involved in several activities including a fashion show which has had a positive impact on confidence levels and the social skills of the group.</p>
Victims and witnesses	<p>Engagement with victims and witnesses is facilitated through Victim Support Scotland who is a CJR partner. They provide input and advice to the Steering Group on the key issues experienced by victims and witnesses, and the quality of support provided within Renfrewshire.</p> <p>The Consultation Draft CJOIP has been circulated to a wide range of partner agencies that represent victims and witnesses encouraging feedback from a victim's perspective.</p>
Service Users	<p>During the planning of the Renfrewshire CJOIP, consultation was carried out at different stages of the process. This included focus groups with people with convictions (many of whom were also victims) from Renfrewshire, in prison within HMP Low Moss and with people serving various</p>

	<p>Community Sentences. The approach to these sessions was informal, and provided the opportunity for service users to hear more about the new model of community justice, to give their views about services and encourage them to feel a part of CJR. The information provided at these sessions was programmed in to our needs assessment and helped inform local priorities for the Renfrewshire CJOIP.</p> <p>Clients undertaking unpaid work as part of their Community Payback Order and other rehabilitative programmes, routinely provide feedback on their experience of the service and impact it has made, these views will be considered in the ongoing improvement cycle of community justice.</p> <p>In July 2017 CJR were involved in the planning of the ‘Untold Stories’ premiere event held at Paisley Town Hall. This event showcased the work of women serving community payback orders who had participated in a film making course as part of their rehabilitation journey. The women participated in this program for a period of 8 weeks and were the key drivers in their learning experience, choosing which tasks suited their personal skillset to produce the films and worked with partners to organise the event. Over 50 persons attended including professionals, People with convictions and their families.</p>
General	<p>A CJR Newsletter was produced; the first issue published in April 2017 introducing CJR to stakeholders, staff and members of the public. Subsequent Issues have included a focus on Gender Based Violence and Employability, reflecting local outcomes. This has provided the opportunity to highlight community justice issues and showcase services available in Renfrewshire, whilst encouraging practitioner’s participation. These are circulated amongst partners for dissemination amongst wider networks, and published on the Community Justice Webpage.</p>