

To: North Strathclyde Community Justice Authority

On: 16 December 2016

Report by: Chief Officer

Heading: SECTION 27 GRANT FOR CJSW

LOCAL AUTHORITY ANNUAL REPORT 2015-16

**ARGYLL, BUTE AND DUNBARTONSHIRES' CRIMINAL JUSTICE SOCIAL
WORK PARTNERSHIP**

EAST RENFREWSHIRE COUNCIL

INVERCLYDE COUNCIL

RENFREWSHIRE COUNCIL

1. Summary

- 1.1** The Local Authority Annual Report provides information to NSCJA on services which have been provided under the grant funding arrangement.
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2. Recommendations

- 2.1** The Authority is asked to:
- a) Note the content of this report
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3. Background

- 3.1** It is a function of NSCJA under Section 3 (5) e of the Management of Offenders (Scotland) Act 2005 to allocate to appropriate Local Authorities a grant in respect of Criminal Justice Social Work Services.

At its meeting on 12th March 2010 the Authority introduced Conditions of Grant for receiving Local Authorities, one of which is that they must submit an Annual Report to NSCJA outlining the services they have provided with the grant. The Authority requested Annual Reports 2014/15 to be submitted to the meeting on 4th September 2015.

Implications of the Report

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. 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 Authorities website.

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Argyll, Bute & Dunbartonshires'

Criminal Justice Social Work Partnership



**Local Authority Annual Report to North Strathclyde Community Justice
Authority NSCJA**

2014-15

This report refers to the Argyll, Bute and Dunbartonshire's Criminal Justice Social Work Partnership; Argyll and Bute, West Dunbartonshire and East Dunbartonshire Councils.

Aggregate Return

In the annual report for 2104-15 a trend of declining demand was identified across the partnership authorities notwithstanding sometimes significant variations. One of the these variations was that in the last quarter of 2014-15 West Dunbartonshire experienced an approximately 30% rise in the level of new Community Payback Orders compared to the same period in 2013-14. The higher level of community sentences involving CPOs was sustained throughout 2015-16 and involved a 34% increase overall. There have, as a result, been significant challenges to accommodate this increased level of demand, within the resources available. The rise in CPOs over 2015-16 has been accompanied by an increase in the number of Criminal Justice Social Work Reports submitted to court by the West Dunbartonshire service.

The demand for Community Payback Orders and Criminal Justice Social Work Reports in East Dunbartonshire has remained at a similar level to 2014-15. Activity levels both in respect of unpaid work requirements and supervision requirements have remained fairly stable over the past five years but are nonetheless challenging for a small CJSW team.

Despite a reduction in the demand for Criminal Justice Social Work Reports there was a small increase in the number of Community Payback Orders in Argyll and Bute. A significant ongoing challenge in relation to the delivery of services in Argyll and Bute remains that of reconciling the nature and pattern of demand with the dispersed nature of the major communities and efficient use of resources.

In West Dunbartonshire there are supervision requirements in 61% of the total, in Argyll and Bute in 48% and East Dunbartonshire 51%. Of CPOs with supervision requirements 79% and 83% and 59% respectively also have unpaid work and other activity requirements. Within the total, the number of new orders involving a supervision requirement, either on its own or with an unpaid work requirement has risen significantly in West Dunbartonshire and remained at a similar level to that of 2014-15 in East Dunbartonshire and Argyll and Bute.

Over several years, all partnership authorities have noted an increase in the average age of offenders dealt with by the Criminal Justice Social Work Service. In 2014-15, 45% were over 31 years with 18% under 21 years. For some time the average age of offender subject to supervision in the community has been around 30 years. There has been no discernible change in profile in 2015-16.

The demand in respect of through-care; that is the supervision of offenders subject to post custodial supervision in the community, has been characterised by a modest but steady year on year rise for the past six years. A particular feature of 2015-16 has been a rise in the number of Supervised Release Orders.

Community Payback Orders

The principles underpinning CPO are predicated upon evidence of the positive impact on the community in terms of paying back directly through unpaid work and/or other rehabilitative measures. As a matter of public policy, CPO and other measures within the Criminal Justice and Licensing (Scotland) Act 2010, such as a presumption against custodial sentences of three months or less, are a constructive attempt to achieve a more balanced and proportionate approach to sentencing; among other effects reducing the “churn” of repeated short sentence admissions. At the time of writing a decision is pending regarding the extension of the presumption against short sentences which if progressed is anticipated to result in a further increase in demand for CPOs.

Public visibility and feedback

As noted in previous reports since the introduction of CPO, the concept of payback appears to strike a chord with individuals, community organisations and the media, beyond the high levels of satisfaction consistently reported by recipients of unpaid work . Throughout the Partnership unpaid work staff have continued to promote and consult regarding unpaid work projects.

The partnership authorities continue to receive constructive publicity in respect of unpaid work projects and are proactive in encouraging service recipients, where appropriate, to acknowledge the contribution of community payback in any publicity generated by the project. This is helpful in combination with word of mouth in generating interest in and referrals to the unpaid work teams within the Partnership. We have several instances of projects resulting in spin off benefits in terms of additional opportunities for unpaid work projects.

One of the consequences of a greater emphasis on the visibility of community payback has been the development of projects of benefit to the wider community or groups of beneficiaries. This has had the effect on services of developing a level of skill and expertise in tasks associated with environmental projects, such as footpath restoration, kerbing, drainage etc. in turn leading to greater confidence in referring organisations.

Work has continued to identify new projects and sustain or extend existing ones where appropriate. The unpaid work teams operate within a range of resource constraints the principal ones being the number and availability of individuals subject to unpaid work requirements. The result of this is that for instance the West Dunbartonshire service can from time to time commit to larger scale projects requiring double squads whereas this is less possible in Argyll and Bute and East Dunbartonshire.

Feedback from communities and organisations has been very positive regarding unpaid work undertaken by offenders subject to CPO. Some of the activities carried out to communicate the benefits of community payback orders to the wider community have been -

- Publicity in local press on projects being undertaken/completed
- Details on Council /Community organization websites
- Feedback via elected members
- Community/organization newsletters

When considering projects to be undertaken by offenders on unpaid work the benefit to the community is taken into account. These benefits include,

- Improves local area/amenities for residents and visitors
- Discourages anti-social behavior including vandalism and fly tipping, if area looks attractive and consequently is used regularly for legitimate purposes
- More attractive place to live and visit (stop as opposed to driving past)
- Nature trails and paths now being used by more families to enjoy
- Enabled the disadvantaged and those most at need in the community to benefit from and have access to facilities and environmental options on their doorstep
- Hitherto inaccessible areas/amenities now available and maintained

Working on these projects also has a number of benefits to the offender including,

- Increase in self esteem and self worth
- Sense of achievement
- Learning to work together as a team
- Allows them to see how their work has been good for the local community
- Encourages a work ethic
- Improved motivation
- Improved employment prospects
- Opportunities for new skills and training See below re SVQ)
- The provision of role modeling by the work supervisor

One of the positive results for offenders undertaking unpaid work is the experience and skills it gives them to improve their chances of obtaining paid employment. Some have been successful in gaining employment or continuing to undertake voluntary work. An ongoing initiative is access to a SCQF level 2 gardening skills qualification through a gardening project in Dumbarton. The Unpaid work team continues to have access to allotments in Dalmuir and Dumbarton and the food produced continues to be donated to local food share schemes.

In all areas over 2015-16 work has continued to ensure that the immediate gains accruing from work projects are not lost, and that in particular improvements to amenities and access continue to be developed. There is, wherever possible, an aspiration to work alongside other organisations and volunteers.

Unpaid work projects in East Dunbartonshire have included environmental projects including regular work undertaken in and around Mugdock Park and work alongside community groups and schools typically helping create the basic infrastructure for development and use by the group or organisation concerned. In East Dunbartonshire as in other areas the service continues to

assist individual/ families in need. These projects do not generally attract publicity but are nonetheless of great the value to individuals/families concerned and do generate a level of goodwill within the immediate environment or neighbourhood.

In Argyll and Bute the service has engaged with local charitable trusts as a means of finding appropriate tasks for our service users that not only benefit the communities but also the individuals. Examples of these continuing projects are the Barbluie Project, a woodland trust project, assisting in planting and general wood maintenance. It equips services users with employment skills and benefits the community by enhancing the local area.

Similar work is undertaken at the Glenfinnart walled garden in Ardentinnny. This project also enables services users to grow vegetables that they can then take home to their families, thus offering work based skills and healthy living.

In all areas Unpaid work team staff undertake formal liaison/presentations to groups and organisations as well as utilizing the benefits of informal networks and relationships. Typically, this would involve someone involved in a local organization or project finding out about the work undertaken by unpaid work teams informally and approaching us for assistance.

Contracted Services

Alternatives are commissioned to provide the Throughcare Addiction Service (TAS). The level of grant for TAS rendered the in-house service vulnerable in face of demand from competing statutory priorities. In 2015-16 this service dealt with 106 referrals, a slight rise from the previous year.

The relationship with Apex Scotland created to deliver the Fiscal Work Order Pilot was formally terminated in the first quarter of 2015-16. This occurred as a direct result of reductions in the level of grant allocated and to the wider need for efficiency savings.

All contracting arrangements are subject to review in terms of fitness for purpose and value for money.

The Turnaround Service (Turning Point Scotland) co-located in the CJSW office in Dumbarton during 2011 and continues to contribute to and support the work of the team, providing "other activities" for the CPO unpaid work team and supporting offenders subject to supervision requirements. This service is well embedded within the team and is highly valued in terms of supporting the case management of offenders subject to CPO. The service extends one day per week to Dunoon and Kirkintilloch. Turning Point Scotland also support our delivery of the women's project (Moving Forward), noted below.

The experience of the service in relation to the co-location of third sector (and health staff) and the delivery of services on site continues to be positive and constructive in terms of establishing very effective front line operational relationships to the benefit of mutually agreed outcomes.

3. Accredited Programmes

Constructs PSSO is available in West Dunbartonshire, Helensburgh and Lomond. Referrals etc. figures in relation to referrals and completions for 20013/14 are,

- a) Number of referrals: 21
- b) Number of clients completed: 11
- c) Number of clients breached/failed to attend: 8

The above has been achieved within the context of a number of operational difficulties which impacted levels of referral.

4. Compliance/Complaints/Client Feedback

The service received one formal complaint which was investigated and found to be groundless.

With regard to customer feedback the most extensive is in respect of unpaid work with 100% of respondents (persons in receipt of unpaid work service) stating that they would use the service again. This figure has been consistent for some time with similar/identical headline outcomes.

- All customers who responded found the work completed was to a satisfactory, and the majority a good, standard
- All customers who responded found the behaviour and conduct of those undertaking the work to be satisfactory with the majority of a good standard
- All customers who responded found contact with the officer undertaking the assessment of the work to be done satisfactory with the majority finding it helpful

Feedback from offenders at the conclusion of Orders is also sought and analysed. We have made some effort to improve the level of feedback returns but of course they tend on the whole to reflect the views of those who have achieved success. The overall position remains one of high levels of satisfaction with the service in terms of having the requirements of Orders explained and being treated fairly (100%). 92% of respondents indicated that they felt that work undertaken with their Supervising Officer was useful in terms of addressing the problems and changing their behaviour. This is almost the same as in the previous three years.

With regard to unpaid work, 100% thought they were treated fairly and 96% thought they were unlikely to re-offend. 95% thought that the work was rewarding. Both formal and informal feedback provides evidence of the value placed on the type of environmental project described above.

There have been no issues raised under the terms of Partnership Authorities whistle blowing policies.

There have been a number of tasks/activities undertaken over 2014-15 relevant to compliance and overall service performance.

Unpaid Work

Progress with regard to satisfying the service's obligations regarding immediacy and speed; getting offenders inducted and on unpaid work placements within seven working days remains challenging (see performance indicators below) particularly over 2015-16 in West Dunbartonshire . Where practicable, partnership authorities assist one another, for instance deploying unpaid work supervisors.

Changes which have involved more robust initial reporting and systematic induction arrangements and changes to placement working hours have been associated with improved levels of initial and overall compliance in areas less affected by workforce turnover etc. most obviously in West Dunbartonshire which has the advantage of relative scale and proximity to the source of most of the demand for services (Dumbarton Sheriff Court). These advantages extend to the Helensburgh/Lomond area of Argyll and Bute. Despite these advantages the sustained rise in demand over 2015-16 has presented challenges noted below.

Planning and performance Improvement.

The Partnership is currently working towards the conclusion of a performance improvement programme revised for 2014-17.

The programme involves a schedule of audits involving elements of peer group, line manager and senior manager scrutiny. The results of audits are collated and reported to managers and staff with specific performance improvement measures identified. In 2015 the partnership undertook audits in respect of unpaid work and supervision requirements .

The Partnerships Planning and Performance Framework which brought together national, CJA and local strategic objectives and outcomes in a clear relationship with strategic and operational improvement plans was reviewed and revised in format and content in 2013-14 leading to the creation of a new

framework for 2014-17. The operational impact of the PPIF has been extended to the front line through the creation of team plans which are reviewed on a regular basis by front line managers. Progress with regard to the PPIF is reported regularly to the Partnership Committee via a Balanced Scorecard.

Over the course of 2015-16 approximately 97% of the actions identified within this period in the strategic and operational plans were completed. The PPIF was reviewed and revised in format and content in 2013-14 leading to the creation of a new framework for 2014-17.

The Partnership's Commissioning Strategy was reviewed, revised and extended to 2014-17. In undertaking this review the Partnership Strategic Management team took account of the forthcoming changes affecting the strategic planning and delivery of community justice. The PPIF and Commissioning Strategy focus on issues supporting the continuing delivery of good quality services.

As part of the Partnership's Planning and Performance Improvement Framework a Balanced Scorecard has been created to monitor progress of the three year Strategy Map. The Balanced Scorecard was implemented from the 1st April 2014 and is reported to the Partnership Joint Committee on a quarterly basis.

In response to the challenges and opportunities presented by the re-design of community justice the CJSW partnership has taken a lead role in bringing together statutory partners and the production of a single transition plan endorsed by the three partner authority Community Planning Partnerships in December/January 2016. The changes to the planning and delivery of Community Justice, the impact of sustained financial retrenchment and new levels and patterns of demand led to the establishment of a number of work-streams in 2015 to review current CJSW partnership arrangements and provide options for the future. This work has continued into the present year and will shortly conclude.

These developments at partnership level have been complimented by the redesign of service delivery within local authorities, completed within Argyll and Bute and presently in progress in West Dunbartonshire.

At the time of writing work has commenced to review the Partnership's Planning and Performance Framework. The work undertaken in this area will refer to the new national Strategy for Community Justice and support the contribution of CJSW to the development of the Outcome Improvement Plans required under the terms of the Community Justice (Scotland) Act 2016.

5. National Standards

Performance may be influenced by factors over which the service has little direct control. This applies to all authorities particularly in relation staff turnover and retention. There is clearly a direct correlation between higher levels of staff turnover and more recently significant increases in demand and variations in performance which can affect any or all of the partnership Authorities.

Percentage of court reports submitted by due date 2015-16

Argyll and Bute: 98.7% West Dunbartonshire: 97% East Dunbartonshire 99%

Percentage of individuals subject to CPO who attend an induction session within five working days (note this includes both supervision and unpaid work requirements)

Argyll and Bute: 70% West Dunbartonshire: 88.5% East Dunbartonshire: 82%

Percentage of Unpaid work/other activity requirements commenced within seven working days

Argyll and Bute: 46% West Dunbartonshire: 69% East Dunbartonshire 69%

Over time, performance, as reflected in the above indicators, fluctuates. The fluctuations are associated with identifiable operational pressures / difficulties and / or issues re data input and retrieval. Thus the challenges referred to above in the context of a sustained rise in demand in West Dunbartonshire is reflected in delays in commencing unpaid work requirements.

6. Projects and Developments

Note the services below cover West Dunbartonshire and the Helensburgh/Lomond area.

A women's group-work programme continues to be delivered in the West Dunbartonshire, Helensburgh and Lomond areas. This area has over recent years experienced relatively large numbers of women subject to community supervision (41 new CPOs with supervision requirements in 2015-16). The themes or issues addressed include readiness to change, self-esteem, anger and conflict, relationships (partners, children, family and others), substance misuse, parenting skills, health (lifestyle risks, diet, sexual health, fitness) and access to training education and employment. A key element of the programme is establishing a relationship with a range of service

providers/agencies through direct input to sessions and where appropriate the establishment of contact and referral independent of the programme.

Agencies/services involved include Community Learning and Development, (Working 4U), West College, Stepping Stones, NHS and addiction services. A feature of the programme is working alongside women to determine their own specific needs and goals.

A dedicated member of staff has been deployed to develop and support the group-work programme, particularly in relation to the engagement of other agencies and services, for instance in relation to health and wellbeing. It has also provided the capacity to work very intensively with a small number of very vulnerable women and support them to establish more stable lifestyles including engagement with appropriate services. Whilst it is risky to describe the work undertaken with reference to a typical case it is nonetheless the case that almost without exception the women receiving the intensive have experienced considerable trauma over the course of their lives frequently stretching back into childhood. The service provided support to 26 individuals over 2015-16. The weekly group-work sessions were attended by an average of 6 women per session and very intensive work undertaken with seven women. There is a recognition that signposting and referral to appropriate agencies requires to be backed up by practical support and encouragement; thus in 60% of cases where contact with another agency results in a referral, the client will be accompanied by the project worker to at least the first appointment. This service demonstrates in very clear terms the practical application of the aspirations underpinning community justice.

The continued availability of funding for women's services has permitted the service to sustain and continue to develop this service with work ongoing to increase the range of relationships with other agencies and services both in respect of individual women but also to develop support beyond exit from Criminal Justice services and diversionary/preventative activity.

The Partnership has hosted a Women's Safety and Support Service funded by the Scottish Government Equalities Unit (Violence Against Women Funding Stream) since 2008. Funding was secured for 2015-16, and a further funding bid has been successful for 2016-17.

The project is located within and managed by the CJSW team in Dumbarton and provides a service to female partners / ex-partners of domestic abuse perpetrators subject to statutory supervision and to female offenders experiencing domestic violence and other forms of gender based violence. It is a direct response to the historically, very high incidence of reported domestic violence affecting West Dunbartonshire and empirical evidence of the impact of gender based violence on female offenders. The service covers West Dunbartonshire/ Helensburgh Lomond area.

The service's objectives are to;

1. Increase the safety of women and children experiencing domestic violence within a criminal justice context
2. To achieve better outcomes for women and children experiencing domestic abuse
3. To provide a service to female offenders which recognises the impact of gender based violence in relation to routes into and out of offending
4. To raise the profile of the effects of gender based violence on the women who receive the service

The service received 55 new referrals in 2015-2016. The main sources of referral were Criminal Justice Team, Early and Effective Intervention Team (Police Incident) and ASSIST. 17 cases were carried forward into 2016-17.

The service has developed an input into the women offender's group-work programme and supports a service users group.

The Women's Safety and Support Service maintains a high level of commitment to training and practice development to staff across a range of services and in 2015 published; Responding to Violence Against Women, Supporting Survivors and Managing Risks; A Good Practice Guide

West Dunbartonshire has in the past developed and run programmes for perpetrators of domestic violence. Notwithstanding some evidence suggesting the success of these initiatives they could not be sustained in the face of year on year demands for efficiency savings. At the time of writing we are participating in a short life sub-group of the West Dunbartonshire Violence Against Women Partnership exploring the options and possibility of addressing this significant gap in the response to a significant local need with a third sector partner. The recent additional funding provided to support community sentences may provide an opportunity to support this initiative.

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REPORT TO NORTH STRATHCLYDE COMMUNITY JUSTICE AUTHORITY

LOCAL AUTHORITY ANNUAL REPORT 2015-16

East Renfrewshire Criminal Justice Social Work Services

Community Payback Orders

- 1 The Aggregate Return and Unit Data information for 2015-16 have been submitted separately to this report.
- 2 Figure 1 illustrates areas of service where an increase or decrease in workload by 5% or more compared to the previous year's figures was recorded.

Fig. 1: Workload variation of +/- 5% or more: 2015-16 from 2014-15

Area of service	Number 2015-16	Number 2014-15	Change (n)	Change %
Criminal Justice Social Work Reports	230	183	+47	+25%
Community Payback Orders (Level 1)	34	32	+2	+6.25%
Community Payback Orders (Level 2)	78	67	+11	+16%
Community Service Orders	0	1	-1	-50%
Throughcare (released prisoners)	10	8	+2	+25%

- 3 No new Community Service or Probation orders were imposed in 2015-16, reflecting the shift to Community Payback Orders (CPOs).
- 4 Requests for criminal justice social work reports increased by 25% from 2014-15.
- 5 The shared DTTO service, provided by East Renfrewshire CHCP, was disaggregated to individual local authorities from 1 April 2015. There were no new DTTO assessments for East Renfrewshire residents this year, reflecting ongoing limited usage of this disposal for the local population.
- 6 Anecdotal feedback from social work practitioners suggests that alcohol misuse remains more prevalent than problematic substance misuse, however DTTO as a disposal has not been fully tested regarding new drug misuse trends eg: New Psychoactive Substances (or 'legal highs').

Throughcare services for released prisoners show an increase of 25%, this equates to 10 individuals returning to the community subject to statutory supervision, 2 more than in 2014-15.

- 7 CPOs increased by 13 from the previous year. Figure 2 summarises information on 112 CPOs containing 165 requirements imposed on offenders from East Renfrewshire during the 2015-16 financial year.

Fig. 2: Community Payback Orders (East Renfrewshire offenders) and requirements

Requirement	Total	Percentage of total requirements
Supervision	56	34%
Unpaid work and other activity	97	59%
Conduct	2	1%
Programme	4	2.5%
Drug Treatment	1	0.5%
Alcohol Treatment	2	1%
Mental Health Treatment	0	0
Compensation	3	2%
Residence	0	0
TOTAL	165	100%

- 8 Figure 3 summarises the number of requirements per order imposed during the same period.

Fig.3: Number of requirements per CPO

Number of requirements per Order	Number of Orders	Percentage of total Orders
1	68	60.71%
2	36	32.14
3	7	6.25%
4	1	0.89%
5	0	0
6	0	0
TOTAL	112	100%

- 9 During 2015-16, courts included unpaid work and other activity requirements in 86.60% of all CPOs.
- 10 The supervision requirement was included within around 50% of orders, thus being the second most used requirement by courts and reflecting the same percentage from 2014-15.
- 11 Thereafter, conduct, compensation, alcohol treatment and programme requirements were used in 12 CPOs, down from 20 orders in 2014-15 and largely reflected in a decrease in use of conduct requirements.
- 12 Alcohol treatment requirements were met by referral and engagement with East Renfrewshire Community Addiction Team.
- 13 The programme requirement was used in 4 orders, with 3 offenders being required to attend Pathways to undertake the Moving Forward Making Changes programme. One offender was required to attend for drug counselling.

14 A number of other sex offenders sentenced to community based supervision during 2015-16, were provided with accredited intervention on an individual basis, as they did not meet the criteria for the groupwork setting.

15 With Community Service and Probation not being used in the last year, figure 4, below, compares disposals with supervision and unpaid work requirements in 2015-16 with 2014-15:

Fig. 4: New CPOs, probation and Community Service orders 2014-15 and 2015-16

Disposal	2014-15	2015-16	Variation 2014-15 to 2015-16
Probation – Including English Orders	3	0	-3
Section 229	0	0	0
CPO with supervision requirement	49	56	+7
Community Service	1	0	-1
CPO orders with unpaid work requirement	85	97	+12
Total orders with supervision	52	56	+4
Total orders with unpaid work	86	97	+11

16 New cases with supervision requirements increased by 4, whilst those with unpaid work requirements increased by 11 from 2014-15, representing a notable overall change in workload within these categories of service delivery.

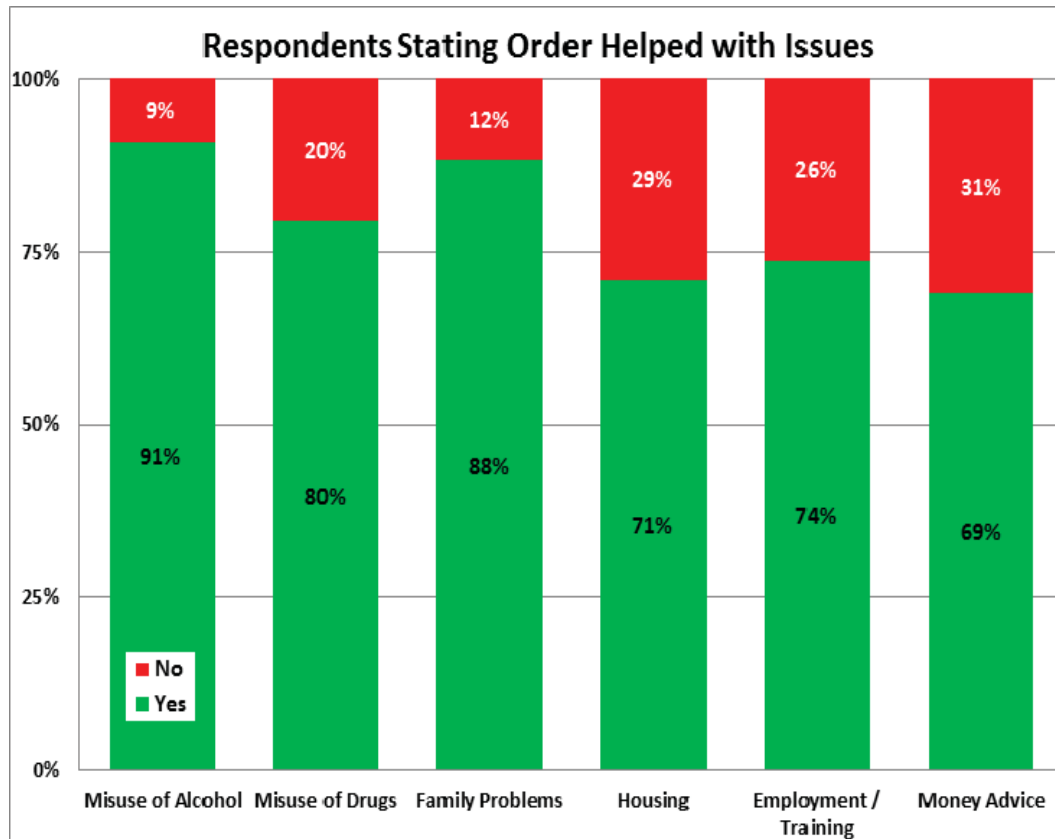
17 An ongoing factor in overall workload, though not wholly contained within CPO information above, is the impact of an ongoing high rate of sex offenders subject to social work supervision. This increase continues to place significant demands upon the criminal justice team and key partners including the MAPPA unit, police, housing and health colleagues.

18 As part of ongoing service user consultation and feedback, analysis of completion surveys during 2015-16 found that:

- Most offenders completing orders were male with an average age of 35
- 96% of offenders identified as White Scottish
- Offenders thought supervision was very strict – 19%, quite strict – 38% or ‘ok’ – 37%
- 95% felt that supervision had helped them to look at reducing re-offending
- Alcohol misuse, family relationship problems, employment/training and money advice were the most common needs that were addressed.

19 This empirical data provides at least some indication of the views of offenders regarding their experience of supervision in the community as illustrated in Figure 5 below.

Fig. 5: Respondents evaluation of issues addressed 2015-16



- 20 Links with partner services and organisations have enabled the range of requirements within CPOs to be provided effectively, with the aim of contributing to an overall reduction in risk of re-offending.
- 21 The visibility of the benefit of CPOs for local communities has continued to be important to service planning and delivery during 2015-16 by a number of projects, in partnership with Adult Services, at the Barrhead and Thornliebank Centres, working with managers and service users from Learning Disability Services. The service has continued its close working relationship with the Barrhead Melo Velo Club and community cycle repair project. One individual placed there is now volunteering on a part time basis.
- 22 Locally we have continued to support local voluntary agencies and charities including Capability Scotland, Barnados and Crossreach. We continue to provide help to the community by accepting referrals from our Occupational Therapists and Housing Services to assist older people in East Renfrewshire.

- 23 A number of new initiatives involving the unpaid work service were established during 2015/16. In particular, strong links have been established with Voluntary Action East Renfrewshire. During 2015/16, a spring clean event was organised in conjunction with this service. This involved canvassing local community groups to vote on which services would benefit from an environmental tidy up. This will become an annual event as the service seeks to establish and improve links with local community groups.
- 24 Other initiatives have included developing a garden tidy up scheme for elderly residents and focusing on assisting environmental services in handling complaints from the community on fly tipping. Also, a number of service users have continued to undertake voluntary work locally when they completed their order and some have remained as volunteers at personal placements.
- 25 The range of feedback from beneficiaries and placement providers has been positive, including comments from a local day centre manager who described the service provided as invaluable to the smooth running of their service. The manager also commented on how obliging the service users are at dealing with any requests for assistance. The unpaid work team have also assisted in decorating accommodation following requests from Community Care and our Children and Families service.
- 26 Consultation with a range of community based partners, ongoing contact with media relations colleagues alongside information to the Sheriff Principal for North Strathclyde and reports to the HSCP Integrated Joint Board have ensured that the profile of criminal justice social work services, including CPOs continues to be raised.
- 27 Further community consultation during 2016-17 will be supported by colleagues in media relations and community planning. This will be particularly helpful to ensure public awareness of CPOs and wider criminal justice social work services in advance of the transition to the new community justice model.
- 28 In 2015/16 the criminal justice service took over full responsibility for managing prison Throughcare arrangements locally. Previously this had been managed by Inverclyde Council across East Renfrewshire, Renfrewshire and Inverclyde. In practice, this transition was managed smoothly with 37 cases being transferred over to the team. Criminal Justice staff have viewed this change as positive and have adapted well to the new demands placed on them. All prisoners are seen during the course of their sentence by social work staff and the team now provides a range of reports to the Parole Board for Scotland.
- 29 The strong links that exist between East Renfrewshire Housing Services and Criminal Justice Social Work Services have assisted in the successful resettlement of people being released from prison. This has enabled prisoners being released to access accommodation prior to release and ensure a smoother transition back to the community.

- 30 A significant development during 2015-16 has been linking in with Third Sector agencies that support people with convictions on their release from custody. One individual accessed the Positive Prisons/Positive Futures service which employs people with convictions to support prisoners when they are released from custody. Support from this agency enabled the individual to resettlement and successfully complete their period on licence.

Contracted Services

- 31 East Renfrewshire's grant allocation included provision for the following non-core services across East Renfrewshire, Inverclyde and Renfrewshire:
- Arrest Referral
 - Social work services to the Forensic Community Mental Health Team.

Arrest Referral

- 32 With the disaggregation of DTTO services to each local authority on 1 April 2015, Arrest Referral provision for East Renfrewshire and Renfrewshire transferred to Paisley Court social work team. Grant allocation arrangements now reflect this change. Inverclyde Council provide this service to Greenock Sheriff Court.

Forensic Community Mental Health Team:

- 33 This service, provided by NHS Greater Glasgow and Clyde, includes social work staff employed by East Renfrewshire HSCP, co-located with forensic community psychiatric nurses, a psychologist, a psychiatrist, an Occupational Therapist and medical secretaries, working with mentally disordered offenders living in the community or preparing for release from hospital/custody.
- 34 Whilst the annual criminal justice grant contributes towards the cost of social work service provision, the three local authorities provide additional funding from their Community Care grants to support this service. The clinical team determines individuals who meet the criteria for forensic mental health services and, as such, this includes some offenders subject to statutory criminal justice disposals as well as others who may not have offended for several years but remain subject to mental health orders, including orders of restriction, due to ongoing risks to themselves and others. During 2015-16, social work staff supported the following individuals:
- East Renfrewshire: 5
 - Inverclyde: 1 (managed by East Renfrewshire on behalf of Inverclyde)
 - Renfrewshire: 24.
- 35 Individuals are subject to statutory criminal justice orders, compulsion orders with restriction (and therefore included in multi-agency public protection

arrangements - MAPPA) and compulsory treatment orders or are informal patients who are not subject to criminal justice or treatment requirements.

- 36 Whether an individual is subject to a criminal justice order, mental health order or is an informal patient, they will remain a patient of the team on a long-term basis; as such, criminal justice orders comprise a small proportion of the social work caseload and, following completion of a community-based order or licence, the individual will remain within the social work caseload due to the severe and enduring nature of their mental illness.

Accredited Programmes

- 37 During 2015-16, referrals were made to the accredited Moving Forward Making Changes Programme (MFMC). This programme has been designed for the treatments of adult male offenders convicted of a sexual offence, or non-sexual offence which is considered to contain a sexual element, and have been assessed as presenting a medium to high risk of reoffending using validated risk assessment tools.
- 38 Individuals convicted of prolific, non-sexual and low-risk violent offending were referred to the Constructs (Positive Steps to Stop Offending) Groupwork Programme
- 39 Both programmes are provided by staff within Renfrewshire Council and further information is included within the Renfrewshire report.

Compliance/Complaints/Client Feedback

- 40 Compliance: The MAPPA level 1 audit conducted by the MAPPA unit indicated that of three cases sampled, two were considered very good and one was considered good.
- 41 Complaints: one complaint was received regarding criminal justice social work services during 2015-16 which was upheld.
- 42 Individuals completing accredited groupwork programmes are also subject to regular professional feedback and modular review. This enables local managers to track compliance and informs the direction of individual supervision of offenders by East Renfrewshire criminal justice staff.
- 43 Furthermore, reviews of orders and licences, held every 3-6 months, record ongoing offender feedback and allow individuals to contribute to reshaping their action plan from that created at the point of sentence. Reviews are also attended by partner agencies contributing to the action plan.
- 44 For offenders subject only to unpaid work, telephone contact at the end of their Order and the offer to meet the team manager to give feedback directly expand

the range of information gathered from offenders subject to statutory supervision.

45 As noted above, completion surveys are analysed each year to provide useful information on offenders and their views of supervision. Within this feedback, offenders stated that the most helpful aspects of their order included:

- 'social worker was very helpful'
- 'the social worker was definite help'
- 'someone to talk to'
- 'had a good look at my offending'
- 'helping me mature a bit'
- 'made me cut down my drinking'.

46 The worst aspects of being supervised by the criminal justice team included:

- 'going back and forth to court for reviews'
- 'unpaid work'
- 'feelings of guilt'
- 'attending appointments'

47 'Ways that offenders felt supervision could be improved included:

- 'don't think it needs changed'
- 'more flexible appointment times'.

48 No issues were raised for criminal justice social work services within the Council's whistle blowing policy.

National Standards

49 Figure 6 illustrates information on performance indicators for 2015-16.

Fig. 6: Key Performance Indicators (2015-16)

Criminal Justice Social Work Reports¹	
Reports requested by courts	272
Reports allocated within 2 day timescale	272 (100%)
Community Payback Orders	
Total hours of Unpaid Work completed to benefit the local community	10,887
CPO - % of unpaid work placements commencing within 7 days	45%
CPO - % of unpaid work placements completed within 6 months	74%

50 The average hours of unpaid work completed per week was 7, in contrast to 8.26 hours from 2014-15 reflecting :

- the impact of staff changes to unpaid work staff during the initial period of 2015-16

¹ this figure includes a range of reports not included in the aggregate return, in line with reporting requirements of the Scottish Government.

- offenders with work commitments being unable to attend more than two days per week.
- 51 For individuals with problematic compliance or ill health, a process of internal reviews ensured a quick response to reduce the risk of drift within an order.
- 52 A first appointment for each offender, (the same day as sentencing) is included in each report to court. This is beneficial in ensuring work placements begin within seven days. This achievement had reduced during the initial period of 2105-16 due to some service redesign, however, improved monitoring and follow up by unpaid work staff has indicated improvement in this area. We will continue to monitor this during 2016-17.

In-House Developments

- 53 Locally offenders subject to community based disposals are encouraged to access learning and employability opportunities such as updating CVs, job applications, voluntary work and training. This can be accessed through Work-ER, Voluntary Action or our No Barriers project which assists people to improve IT skills and complete online job searches. This can contribute to the 'other activity' component of unpaid work requirements. One ex-prisoner accessed our No Barriers Service to improve his IT and literacy skills.
- 54 A new worker joined the team in 2015-16 to strengthen links between our Youth Intensive Support Service (YISS) and the adult criminal justice service.
- 55 The Team Manager continues to attend the Young Persons Referral Group (YPRG) on a monthly basis. This group reflects the HSCP and Council's commitment to Early Effective Intervention and receives referrals from police and schools.

Future aims and objectives for the service in 2016-17

During 2016-17 we will strive to continue to consolidate our developments in the service as we move towards the new national model for community justice. We will aim to improve the reintegration of offenders from custody to community as well as having stronger engagement with communities and partners. A number of actions are planned for 2016-17 including:

- Increased awareness of the service and stronger engagement with local communities
- Developing our local links with the Employability Pipeline
- Building on links with our Voluntary sector partner
- Developing links with local employers/trainers
- Improving service user feedback and involvement.

INVERCLYDE COUNCIL CRIMINAL JUSTICE SERVICES ANNUAL REPORT FOR FINANCIAL YEAR 2015/16 TO NORTH STRATHCLYDE COMMUNITY JUSTICE AUTHORITY

1. AGGREGATE RETURN

The Scottish Government return for 2015/16 is again in two parts.

The first part reports on all activity with the exception of Community Payback Orders (CPOs) and Drug Treatment and Testing Orders (DTTO). This latter information is contained in part two and is provided at a unit level opposed to being aggregated. Both returns are still to be finalised. Thus the figures which are used in this report could be revised at a later date.

2. COMMUNITY PAYBACK ORDERS (CPOs)

2.1 In 2015/16 there were **347** new CPOs made, compared with 292 in 2014/15. This is an increase of **19%**. At point of sentence a CPO can consist of a number of requirements, of which there are nine. There is no limit on the number of requirements which the Court can impose and this will usually be decided upon with reference to a Criminal Justice Social Work (CJSW) Report. The table below provides a breakdown of the requirements for 2015/16:

REQUIREMENT	NUMBER OF REQUIREMENTS
Offender supervision	171
Compensation	3
Unpaid work and other activity	266
Programme	43
Residence	0
Mental health treatment	0
Drug treatment	12
Alcohol treatment	16
Conduct	2

Alcohol and Drug Treatment Requirements were met with referrals to Inverclyde Integrated Alcohol and Drug Services. Colleagues from these Services are routinely invited to CPO review meetings to facilitate an integrated approach to support and to maintain an overview of compliance. Programme Requirements were met by including individuals in either one of several general offending programmes provided by Action For Children (AFC) or in Moving Forward Making Changes (which replaced the Community Sex Offender Groupwork Programme) and is delivered by our colleagues in

Renfrewshire. Again, staff delivering these Programmes would be invited to CPO Reviews.

- 2.2** There are two main requirement types, Supervision and Unpaid Work, which drive Criminal Justice Social Work activity. As highlighted in the table below these have largely increased year on year since the introduction of the CPO in February 2011, with a resulting impact on Service resources.

CPO Requirement	2011/12	2012/13	2013/14	2014/15	2015/16
Supervision	65	101	94	120	171
Unpaid Work	70	176	201	230	266
Total	135	277	296	350	437

CPO Supervision and Unpaid Work Requirements in the main replaced Probation and Community Service for offences committed on or after 1st February 2011. As can be seen from the table above, in 2015/16 we were managing 437 such requirements. However, in 2010/11 the combined total of Probation and Community Service Orders was 207. This represents a **111%** increase in workload for the Service over the intervening period and demonstrates the traction of the CPO as a disposal for Courts.

This increase in activity has specifically presented challenges for the Service with regard to meeting the speed targets set by the Scottish Government in relation to the time taken to get service users through their unpaid work. To help meet this challenge the Service has made improvements to the data it captures, particularly around tracking hours of work completed by those sentenced to unpaid work, as well as the recruitment of additional staff.

- 2.3** Notwithstanding the above challenges, we have managed to provide a broad range of placements for service users on unpaid work which have not only provided opportunities for them to undertake meaningful payback to the community within Inverclyde but also to learn new skills which may enhance their employability. Examples of the types of unpaid work undertaken in 2015/16 include:

- Internal and external painting and decorating, repair and extension of walkways, clearance of bushes and overgrowth from garden sitting areas within the McPherson Centre (Gourock), Fitzgerald Centre (Greenock) and the Fitzgerald Respite Flat (Greenock) which support individuals and families engaged with Learning and Disability Services.
- Manufacture and installation of wooden sculptures, clearing of unused oily tunnel area in preparation for the installation of a Hydroponic Grow System to support the education of school children and groups within Inverclyde. In addition, the installations

of drainage system, walk way, and raised gardens all within the Parklea Branching Out Project (Port Glasgow).

- Painting and decorating of flats, prior to occupation, at the request of Women's Aid.
- Work with the Belville Street Community Garden Project in preparation for the distribution of planters around the east end of Greenock.
- Acting on public generated referrals along with referrals from services such as Inverclyde Carers Centre and Health and Social Care Partnership to carry out basic maintenance work to support vulnerable Inverclyde residents in their homes.
- Grounds work at R.E.A.C.H for Autism.
- Support to maintain the fabric and grounds of religious establishments, from painting and decorating to grounds maintenance.
- Individual placements within local charity shops.
- Maintenance and litter picking on local cycle tracks, which are part of the National Cycle Network in Scotland.
- Coast-line litter picking.

During 2015/16, a total of 19,373 hours of Unpaid Work were completed in Inverclyde.

3. OTHER CORE ACTIVITY:

The data currently available would suggest that there are some notable variations in this year's aggregate return when compared with the 2014/15 data. However, rather than utilising a +/- 5% threshold, given that in some instances the actual numbers are small to start with, what is detailed below are those variations which could have potential workload/funding implications. Also included, in brackets, are the actual reduction/increase in activity.

WORKLOAD	% VARIATION
Court Services	+25% (190)
Throughcare (New Cases in Custody)	-60% (9)
Throughcare (Voluntary Assistance)	-61% (17)

The increase in Court Service activity reflects both improvements in our data capture processes as well as the impact of the Court closing at Rothesay and business being directed to Greenock Sheriff Court. We have also seen an increase in work from the Dunoon area too.

With regard to the fall in throughcare activity, this is the first year of operating under the new arrangements which arose from the disaggregation of what was previously a shared throughcare service across the local authorities of

East Renfrewshire, Inverclyde and Renfrewshire. Consequently, we have had to develop a number of processes to capture our throughcare data which are only now being fully tested in preparing for the Scottish Government return. As noted earlier the return is yet to be finalised and thus there could be further revision of these figures, particularly in the area, prior to submission.

Notwithstanding the above, the fall in voluntary throughcare activity is likely to reflect both the impact of the national PSPs and introduction of SPS Throughcare Support Officers all of which aim to support individuals leaving custody where there is no statutory supervision arrangements in place.

Finally as with throughcare, Drug Treatment and Testing Orders were disaggregated back to the individual authorities of East Renfrewshire, Inverclyde and Renfrewshire. This has necessitated not only developing systems to capture data but putting in place the infrastructure to deliver the service itself. It is to the credit of all staff concerned that during this first year the transition has been relatively seamless and the confidence of key stakeholders has been maintained.

4. MAPPA

The MAPPA Unit for NSCJA is hosted by Inverclyde CJSW Services and supports the risk assessment and risk management of Registered Sex Offenders (RSOs) and mentally disordered offenders (restricted patients) through facilitating the sharing of information between responsible authorities which include, Local Authorities, Police Scotland, Scottish Prison Service and, in the case of restricted patients Health. The Unit is located within Hector McNeil House, which is the headquarters of the Inverclyde Health and Social Care Partnership (HSCP).

Hector McNeil House provides a co-location for Inverclyde CJSW and Inverclyde Public Protection hub. The Public Protection hub consists of Adult Protection, Child Protection and MAPPA Co-ordinators. This approach has facilitated the opportunity for a training agenda to be developed between the three areas, which focuses on public protection issues and benefits all partner agency staff.

A Joint (Care Inspectorate and HMIC) Thematic Review of MAPPA was set up in October 2014, to assess the state, efficiency and effectiveness of the MAPPA arrangements in Scotland. The report into their findings was published in November 2015.

The Review Team concluded that there was strong evidence that MAPPA is well established in Scotland and that responsible authorities through joint working and information sharing discharge their duties effectively under the terms of the Management of Offenders etc. (Scotland) Act 2005. That said, the report also commented that whilst MAPPA is effective in contributing to keeping people safe, overall efficiency in the management of risk could be

improved by implementing a more proportionate and consistent approach through streamlining processes and reducing unnecessary bureaucracy.

The report identified a number of areas for development (17) that can be delivered at an operational level along with recommendations (10) which are of a strategic nature requiring a national response. With regard to the latter, the report authors clearly articulated a role for the Scottish Government in leading and facilitating on the delivery of these recommendations.

It is also important to note that this is a national report. Thus the applicability of the identified areas of development across the 8 Community Justice Authorities (CJAs) in Scotland will be variable. Members of the NSCJA MAPPA Operational and Strategic Oversight Groups therefore met with the Review Team on 3rd December to receive more nuanced feedback regarding the arrangements within our own CJA area.

In response to this feedback a Thematic Review action plan is being developed to address all applicable recommendations. In addition to this, a Short Life Working Group has been established to review the progress of the actions and also to prepare a comprehensive report which will be submitted to the Strategic Oversight Group, Scottish Government and also the Thematic Review Team. The deadline for this report is November 2016.

In 2015/16 NSCJA MAPPA completed a number of key tasks, which included:

- Organisation of a practitioner development day on 15th December which was aimed at supporting staff in their management of internet offenders and was presented by Michael Sheath from the Lucy Faithful Foundation. It is noteworthy that the provision of additional guidance to staff to enable them to better assess the risk posed by internet offenders is one of the recommendations in the national Joint Thematic Review Report and is tasked to the Scottish Government to initiate. This development day was therefore timely and demonstrates a proactive approach in terms of supporting staff.
- The MAPPA Unit has been extensively involved in supporting the extension of the MAPPA arrangements to Category 3 Offenders and the introduction of the new document set. They have carried out training and awareness sessions and are at the forefront of the drive to ensure the new document process is adopted throughout the Community Justice Authority. The success of this is that NSCJA has completed the highest number of new document cases in Scotland and is further advanced than any other CJA in the roll out of the new procedures.
- The co-ordination and direct involvement in two separate audits of MAPPA cases. The Level 2/3 audit focused on six MAPPA cases and one Restricted Patient and these were drawn from each local authority area and police division. The Level 1 audit sampled five cases from each local authority area; three Criminal Justice Social Work led and two Police led. In both instances a short-life multi-disciplinary working

group was established to carry out the audit and to produce a formal report highlighting learning and good practice.

- Support to the MAPPA Training Working Group which is committed to improving the knowledge and skills of practitioners via multi-agency training. This Group have devised a training plan for 2016/17 which takes account of the Thematic Review recommendations and Level 1, 2/ 3 audit findings.

5. CONTRACTED SERVICES

5.1 Inverclyde CJSW Services has a longstanding history of working in close partnership with Action for Children (AFC), who are contracted to provide a range of primarily groupwork interventions on behalf of the Service. Specifically these target CJSW service users assessed as suitable for the Constructs Positive Steps to Stop Offending accredited programme (discussed in the next section), women, those newly sentenced to CPO (Supervision Requirement) via an Induction Groupwork Programme and an initial post-sentence individual induction interview. In addition those sentenced to a standalone CPO Unpaid Work Requirement are able to access a rolling programme of themed sessions aimed at supporting desistance as part of their 'other activity'.

5.2 The AFC **Post-sentence Induction Interview**, for those newly sentenced to CPO (Supervision Requirement), offers clarity from the outset on the range of service provision available to support desistance from offending. This usually takes place on the third working day following sentencing. Figures for this year were as follows:-

In 2015/16, 123 individuals were offered appointments with 84 attending. This is a 41% increase on last year's figure in terms of the number of appointments offered and 17% increase in those attending.

In addition to the 123 service users who were offered a Post-sentence Induction interview during the year, a further 7 were referred directly by their Supervising Officer bringing the total potential referrals to 130.

5.3 For the **Induction Programme** in 2015/16, a total of 39 service users were contacted to participate in this Programme, with the following outcomes:

OUTCOME	NUMBERS
Successful Completions	21
Failure to attend/non-compliance	12
Moved Away	2
Unable to attend (health reasons)	2
Attending alternative provision (Moving On)	1
Custody	1
Total	39

Inverclyde CJSW Service believes there are tangible benefits to providing an Induction Module, particularly for those service users who go on to participate in further groupwork. These involve: the opportunity to familiarise service users with the groupwork premises; staff; the format of groupwork delivery and; expectations of the Service. The Module also allows the Service to identify and address any responsivity issues and factors that may result in early drop-out, for example, stability around any addiction and/or mental health issues. In doing so, the opportunity of participation in groupwork is made more accessible/inclusive.

Nearly three times as many people were contacted to participate in the Induction Groupwork Programme compared to the previous year's figure of 14, with the successful completion rate not only being maintained but exceeded (54% compared to 43%).

- 5.4 In light of the findings of the Angiolini Commission on Women Offenders, Inverclyde CJSW Services in partnership with AFC undertook in 2013/14 a review of service provided to **female service users**. This led to the securing of Scottish Government one off funding with which we were able to take forward a new model of service delivery for women in 2014/15. This model comprised of 4 components:

- Drop-in Service
- Referral group
- Individual and Outreach Work
- Groupwork

In 2015/16 Inverclyde CJSW Services took the decision to continue to fund the Service from within its Section 27 grant as it believed this model of service delivery best met the needs of its female service users. Moreover, the aim of endeavouring to provide a 'one stop shop' for women was further consolidated in 2015/16 through the introduction of a multi-agency case review group which not only considers new referrals but also the circumstances of existing service users to assist with identifying a holistic package of support.

During 2015/16, 25 women actively engaged with the Service which is one more than the previous year. There were 17 new referrals compared to 36 in 2014/15. As 2014/15 was in effect the Service's start-up year, the referrals in this year included both new and existing service users and was therefore somewhat inflated.

1860 hours of direct contact/support were provided to the women, with 68% experiencing an overall improvement in their well-being using the SHANARRI indicators.

A annual report on the Inverclyde Women's Service covering 2015/16 is currently being finalised and among the key developments for 2016/17 will be: the introduction and systematic use of a new outcome tool (again based on the SHANARRI outcomes) and; looking at further ways of helping women move on from the Service using the opportunities presented through the Community Justice arrangements.

5.5 Weekly '**Other Activity**' sessions are offered for service users sentenced to a CPO (Unpaid Work Requirement). This is a rolling programme of six stand alone sessions covering the following topics:

- Communication Skills
- Basic Drug/Alcohol Awareness
- Problem Solving
- RTA Awareness
- Basic Anger Management Awareness
- Assertiveness/Self Confidence

The attendance rates for these sessions, which were co-facilitated by the Turnaround worker attached to AFC, were as follows:-

PERIOD	APPOINTMENTS OFFERED	APPOINTMENTS KEPT
Quarter 1	64	51
Quarter 2	55	37
Quarter 3	81	49
Quarter 4	95	48
Total	295	185

This represents a 33.5% reduction in the number of appointments offered compared to last year's figure of 443. There were no known changes to the selection criteria or service delivery, therefore this figure requires further exploration.

5.6. A Service Level Agreement is in place with AFC, with a Contract Monitoring Officer identified who undertakes monitoring visits in line with the assessed priority status. In addition, there are bi-monthly meetings between operational managers of both Services, with the involvement of service manager grades on a quarterly basis.

The above framework helps to support a continuous improvement agenda with the aim of maximising the effectiveness and efficiency of this resource. This commitment to improving the Service is perhaps best illustrated by the actions taken to reconfigure the Service offered to women service users and steps taken to ensure this is outcome focused.

6. ACCREDITED PROGRAMMES

AFC are also responsible for running the **Constructs PSSO (Positive Steps to Stopping Offending) Programme**. In 2015/16 a total number of 31 service users took part in this Programme, with the following outcomes:-

OUTCOME	NUMBERS
Successful Completions	19
De-selected	12
Total	31

The reasons for de-selection of the 12 participants are provided in the table below:-

REASON FOR DE-SELECTION	NUMBERS
Non-Compliance	3
Conflict issues	3
Mental Health	2
Physical Health	3
Secured Employment	1
TOTAL	12

The Programme, which consists of 26 sessions, is delivered twice weekly. Participants are also required to attend three individual reviews to assess progress. During 2015/16 a total of 46 Constructs reviews were held. At the final review each participant is asked to complete a feedback sheet. In 2015/16 this feedback indicated:

- 100% found the Programme useful and were using the learning gained in their everyday life.
- 100% felt it had helped to reduce their risk of becoming involved in further offending.

Some individual comments were:

- "It got me started using my brain. I can think through things before acting which I didn't do before."
- "I can now listen to people with different opinions to mine without losing the rag."
- "If my brain was a garden, then this programme has turned the soil over to allow new growth."
- "I wish I'd had the opportunity to do the course earlier in life."
- "I had never thought of my own family being victims of my offending. I went to see my mum straight after the session and had a long talk."

- By the end everyone had nothing but respect for Iain and Gayle (Programme facilitators)."

7. COMPLIANCE/ COMPLAINTS/ CLIENT FEEDBACK

7.1 Compliance

As previously intimated the Joint (Care Inspectorate and HMIC) Thematic Review of MAPPA which was set up in October 2014, to assess the state, efficiency and effectiveness of the MAPPA arrangements in Scotland published its findings in November 2015. Notable among its conclusions was the finding of strong evidence that MAPPA is well established in Scotland and that responsible authorities through joint working and information sharing discharge their duties effectively under the terms of the Management of Offenders etc. (Scotland) Act 2005. Notwithstanding this, an action plan as noted earlier is being developed to address all recommendations/areas for development applicable to our CJA area.

7.2 Complaints

Five formal complaints were received during 2015/16, with one being partially upheld. The complainers did not choose to exercise their right to have the outcome of their complaint reviewed by the Chief Social Work Officer or the Complaints Review Committee.

There have been no issues raised in relation to Criminal Justice Social Work under the Whistleblowing Policy.

7.3 Feedback

Our Unpaid Work Service routinely seeks feedback from service users on completion of their Unpaid Work Requirement.

In 2015/16, 89 questionnaires were completed which is a decrease (5%) on the previous year's figure.

The feedback collated indicated that:

- 100% of respondents indicated that they believe the work which they had carried out was of service to the community.
- 90% of respondents indicated that Community Service/Unpaid Work was a worthwhile experience.
- 88% of respondents viewed their Community Service Order/Unpaid Work Requirement as a direct alternative to custody.
- 88% of respondents indicated that their experience on Community Service/Unpaid Work changed how they would view offending in the future.

Some individual comments were:

- “Good to help the area especially the elderly.”
- I am “listening more to people and doing the right thing.”
- “Unpaid work supervisor is an asset to the team and an excellent role model for the young.”
- “Would like to say a massive thank you to my case manager who had more than enough reason to breach me, but through her compassion saw that I was in a very dark place..... Without her I would be languishing in prison with no career or prospects.”
- I “found the areas of unpaid work very beneficial for the community.”

8. NATIONAL STANDARDS

8.1 Criminal Justice Social Work (CJSW) Court Reports

Indicator: Percentage of CJSW Reports submitted to Court by due date.

100% of CJSW Reports were submitted on time in 2015/16, which compares with the previous year.

8.2 Community Payback Order

Unfortunately, we are unable to report on CPO performance indicators as this part of our return is still being finalised. This unit level return is not due to be with Scottish Government until 31.8.15.

9. FUTURE AIMS AND OBJECTIVES FOR THE SERVICE IN 2016/17

Inverclyde CJSW Services are committed to improving outcomes for victims, communities and those whose actions bring them into contact with the Criminal Justice System. With this in mind, in 2016/17 we are planning to take forward a number of actions, which include:

- In partnership with AFC, a flowchart is being developed to detail the opportunities for involvement in the various groupwork programmes throughout the service user’s journey after sentence. This will be used to highlight points at which referrals could be increased, communication strengthened and additional opportunities identified.
- In partnership with AFC and SHINE a women’s Unpaid Work craftwork group will be set up, inspired by recent developments within the Renfrewshire UPW Service. With regard to the reparation element associated with Unpaid Work the aim will be to develop the work to a

sellable standard with any resulting proceeds going to relevant charities.

- Our Unpaid Work Service is exploring the possibility of partnership working with the Fitzgerald Centre (Adult Learning resource) to promote sustainable foods and energy sources. The goal would be to grow fruit and vegetables with service users and teach and train during this process.
- For young people at risk of transitioning from the youth justice to adult system work is in hand to support our youth justice colleagues to provide CJSW Court Reports to aid sentencing from a more child centred perspective as well as to supervise CPOs imposed on 16 and 17 year olds.
- From a MAPPA perspective, it is intended to review and develop the statistical information currently gathered with the aim of better supporting the strategic planning function of the Strategic Oversight Group (SOG) and also the performance management role of the MAPPA Operational Group (MOG).
- In recognition of the community justice planning function which will fall to the Inverclyde Community Planning Partnership (CPP) in April 2017, the Service with support from our Community Justice Lead Officer is reviewing the data we currently capture to ensure the Service can play an active role in taking this agenda forward.

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Inverclyde HSCP
Criminal Justice Social Work Services

Renfrewshire Council Criminal Justice Social Work Annual Report 2015/16 to North Strathclyde Community Justice Authority (NSCJA)

1. Aggregate Return

Please note that the Renfrewshire aggregate return for 2015/16 and Community Payback Order (CPO) data is still being finalised so figures included may be subject to slight amendment, or not yet available for comment.

This section reflects the most significant workload changes within criminal justice in Renfrewshire in 2015/16.

The Criminal Justice and Licensing (Scotland) Act 2010 replaced Probation, SAO and Community service with a Community Payback Order for all individuals convicted of offences committed after 1 February 2011. Thus for the next few years services are required to manage both the ongoing imposition of Probation, Community Service and Supervised Attendance Orders, whilst Community Payback Orders are imposed, as anticipated these are now significantly reducing.

There are no updated and published national statistics for 2015/16, but Renfrewshire has from 2011/12 to 2014/15 been 3% of the national community payback orders imposed. CPOs have increased nationally by 86% during this period, rising from 10,228 imposed in 2011/12 to 19,016 in 2014/15.

Community Payback Orders (CPOs):

The following illustrates the increasing workloads across Renfrewshire as a result of CPOs.

Offender supervision: number of orders

Order type	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Probation (including unpaid work)	104	50	10	7	2	3
Probation (excluding unpaid work)	123	61	13	10	2	5
Community Payback Order (Supervision requirement)	n/a	182	242	295	306	357
Total	227	293	265	312	310	365
Workload increase since 2010/11 (creation of CPOs)	n/a	29%	17%	37%	37%	60%

Offender supervision orders and probation require management by social work qualified criminal justice staff. This year shows a further increase in numbers i.e. 18% since 2014/15.

The increasing supervision orders since 2011/12 reflects significant increases in workload for the team based in Paisley. To meet these increasing demands 2 additional Social Work fieldwork posts were employed in 2012. 2012/13 also saw the consolidation of the Transforming Renfrewshire Programme where the 3 criminal justice teams across Renfrewshire were merged into one team based in Paisley under the management of two Senior Social Workers, allowing greater resilience to meet changing workload demands across the authority.

On 1 April 2015 the Criminal Justice Throughcare service, previously provided by Inverclyde Council on behalf of Renfrewshire, East Renfrewshire and Inverclyde was disaggregated, and Renfrewshire took on 3 Inverclyde Social Workers to commence service provision within Renfrewshire; a Senior Social Worker was also employed to manage the service. The service is moving away from the present model of a separate throughcare service, to one in which the entire team undertakes both throughcare and the supervision of community orders. This will create additional resilience through a reduction in duplication of tasks. An additional 0.5 Social Worker was employed within the team in

2015, plus an additional 0.5 Social Worker was employed within a redesigned childcare service, the Youth and Family Support Service, to enable more age appropriate interventions with young people involved in offending.

An additional 0.5 Social Worker was employees within the Womens' Service in 2015 and additional Womens' service social worker posts will also be taken forward on a temporary basis in 2016/17.

Unpaid work (orders)

Order type	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Community service	134	64	30	13	6	6
Probation (including unpaid work)	104	50	10	7	4	8
Community Payback Order (unpaid work requirement)	n/a	213	385	492	455	518
TOTAL	238	327	425	512	465	526
Workload increase since 2010/11	n/a	37%	78%	115%	95%	120%

Unpaid work – hours

Order Type Contracted Hours	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Community service Probation (including unpaid work)	39295	18635	6860	3591	1630	2041
Community Payback Order (unpaid work requirement)	n/a	26112	47775	58030	62073	73803
TOTAL	39295	44747	54635	61621	63703	75844
Workload increase since 2010/11	n/a	14%	39%*	57%	62%	93%

Unpaid work orders have increased by 13% in 2015/16 compared to the previous year, the number of hours imposed also continue to rise, with a rise of 19% since last year.

The additional workload of the CPO impacts upon the unpaid work unit requiring staff to supervise the statutory orders, supervisory staff to supervise service users undertaking the work and staff to ensure that this work is available. This is a significant increase in workload, which alongside shorter timescales (from 12 months to 3 or 6 months for completion) presents Renfrewshire with ongoing challenges resulting in significant redesign of the service to meet the demand.

Two additional Supervisor posts were created in 2012/13 to meet the additional demands of hours imposed and reduced timescales for completion. Since 2014/15 Sessional Supervisors have been employed to enable greater flexibility to manage numbers, this recruitment is ongoing. This also allows capacity for the unknown numbers of Fiscal Work Orders which have not proven to be substantial.

In March 2013 a post was agreed to manage the 7 Supervisors ensuring consultation to obtain the necessary work, and maximise and support placements. The retirement of the existing Community Service Organiser also allowed the creation of a post of Unpaid Work and Other Activity Manager who commenced post in November 2013. This post manages the increasing team, including SAO and

maximises the use of other activity provision both internally and by wider services such as addiction, employability etc. This also included the capacity for the management of Fiscal Work Orders i.e. unpaid work in the community for those diverted from prosecution, when these were rolled out nationally (expected within 2014/15, however commenced 1.4.15).

A Supervised Attendance Officer post has also gradually transferred to the team given the reduction in SAOs, to supervise unpaid work orders. 2 additional temporary Unpaid Work Officers, temp posts, one for 2 and one for 3 days were employed in 2015: the 3 day post has since been converted to 2 x 2 day posts to provide additional capacity, particularly at weekends. Where previously there were approximately 2 squads each weekend, the service is now a 7 day a week service with 5 squads per day.

Supervised Attendance Orders:

The table below illustrates the ongoing reduction in Supervised attendance Orders since CPOs were imposed in February 2011.

Number of orders: -

Order type	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Supervised Attendance Orders	145	82	56	47	19	8
Workload decrease since 2011	n/a	43%	61%	68%	77%	94%

Supervised Attendance Orders have been replaced by the level 1 Unpaid Work and Other Activity Requirement of the Community Payback Order for convictions relating to offences committed after 1 February 2011, thus the reduction of 94% of orders since 2010/11 is to be expected. Instead the increased impact on unpaid work hours is illustrated above.

Criminal Justice Social Work Reports (CJSWRs):

CJSWRs have reduced by 2% since 2014/15, there is a downward national trend. Whilst CPO progress and review reports for court have increased by 10% since 2014/15.

2. Contracted Services

Renfrewshire no longer contracts any criminal justice services.

3. Accredited Programmes

Constructs: Positive Steps to Stop Offending:

This programme is provided by Renfrewshire Council for Renfrewshire and East Renfrewshire clients. Whilst initially an accredited programme, it is now no longer subject to accreditation.

4 clients were referred during this period and continue to attend on a weekly basis. Work is ongoing to remind staff of the need to assess clients at the court report stage for inclusion, or consider the appropriateness of groupwork for those being released on licence who have not undertaken the programme in custody. Screening discussions with Constructs facilitators by social workers at CJSWR stage has also been re-introduced to ensure appropriateness and consistency of referrals and programme requirements made. Fieldwork teams are reporting a higher level of Orders where the index offence is domestic violence so many of men currently on orders are not suitable for Constructs, whilst many of those released from custody have already completed the programme within their sentence.

From January 2014, following some service redesign, the new Women's Community Justice Service commenced at the Backsneddon Centre in Paisley (see specific section below), utilising the same staff group who are involved in the provision of constructs and other activity groups. Despite this, there is still a will to retain Constructs in Renfrewshire's suite of groupwork interventions, and one staff member continues to provide national training on Constructs.

Moving Forward making Changes (MFMC, a Sexual Offending Groupwork Programme):

This programme is provided by Renfrewshire to Renfrewshire, East Renfrewshire and Inverclyde clients by the Pathways Partnership Project.

The Moving Forward, Making Changes (MFMC) programme received provisional accreditation from the Scottish Advisory Panel on Offender Rehabilitation (SAPOR) on 23 September 2013 and full accreditation in June 2014. The accreditation will last for five years before requiring reaccreditation, unless it is felt that further substantive changes are required after delivery commences. Any such changes would have to be submitted to SAPOR for agreement.

MFMC replaces the previous Community Sex Offender Groupwork Programme (CSOGP) and the SPS Good Lives Programme. The MFMC programme has been developed specifically for use in both custody and community settings.

MFMC has been designed for the treatment of adult male offenders convicted of a sexual offence, or a non-sexual offence which is considered to contain a sexual element, and have been assessed as presenting a medium to high risk of re-offending using validated risk assessment tools. Those offenders assessed as posing a higher risk will typically spend a longer period on the programme than medium risk offenders. The programme will be delivered on a rolling basis, which allows participants to complete only the modules that are relevant to their needs, rather than completing the full set of modules. The programme's overall aim is to work with men convicted of sexual offences to assist them to lead satisfying lives which do not involve harming others, reducing their risk of re-offending in the process.

Training for Pathways staff concluded in May 2014 and most of the case managers and line managers were trained in June 2014. The Pathways Project Leader and Criminal Justice Service Manager continue to be involved in national groups supporting the implementation of the programme. The Assistant Criminal Justice Services Manager is one of the Social Work national trainers of the programme. This programme has thus commenced within the three local authorities. During this year 33 men have undertaken MFMC groupwork.

There were 65 assessments undertaken during this period, the same as 2014/15, an increase of 30% from 2013/14, and an increase of 195% since 2011/12. Numbers of men involved in programmes continue to rise, representing significant increases in those requiring such interventions. This service user group also has intensive interventions from throughcare and fieldwork Social Workers. Those individuals subject to CPOs are also increasingly having 300 hours of unpaid work imposed, thus impacting generally on workloads of those providing community interventions.

Pathways also undertakes individual work with clients, for some clients this is in addition to groupwork to assist reinforcement of the programme, for others they undertook MFMC on an individual basis or due to not meeting criteria for the group or their being subject to orders of insufficient length, whereas others have individual work due to their denial. 24 men undertook individual work during this period. However MFMC presents additional challenges and as such to support fieldwork staff until such time as all staff had a wider understanding of the programme, they have assisted by co-working the MFMC case manager work. This work has taken place with 25 men at 31 March 16, an increase of 213% since 2014/15.

Funding for MFMC:

The ability to continue to provide MFMC to all suitable given increasing workloads will be dependent upon future funding arrangements. Due to the funding challenges negotiations took place with

Pathways staff in 2015 to end overtime payments for the 2 evening groups. This was agreed and staff now undertake compressed hours, thus reducing the available hours provided by the project.

The Criminal Justice Services Manager has been involved in the Scottish Government MFMC meetings from the beginning, representing Social Work Scotland. This role has included meetings in relation to the future funding of MFMC which are ongoing.

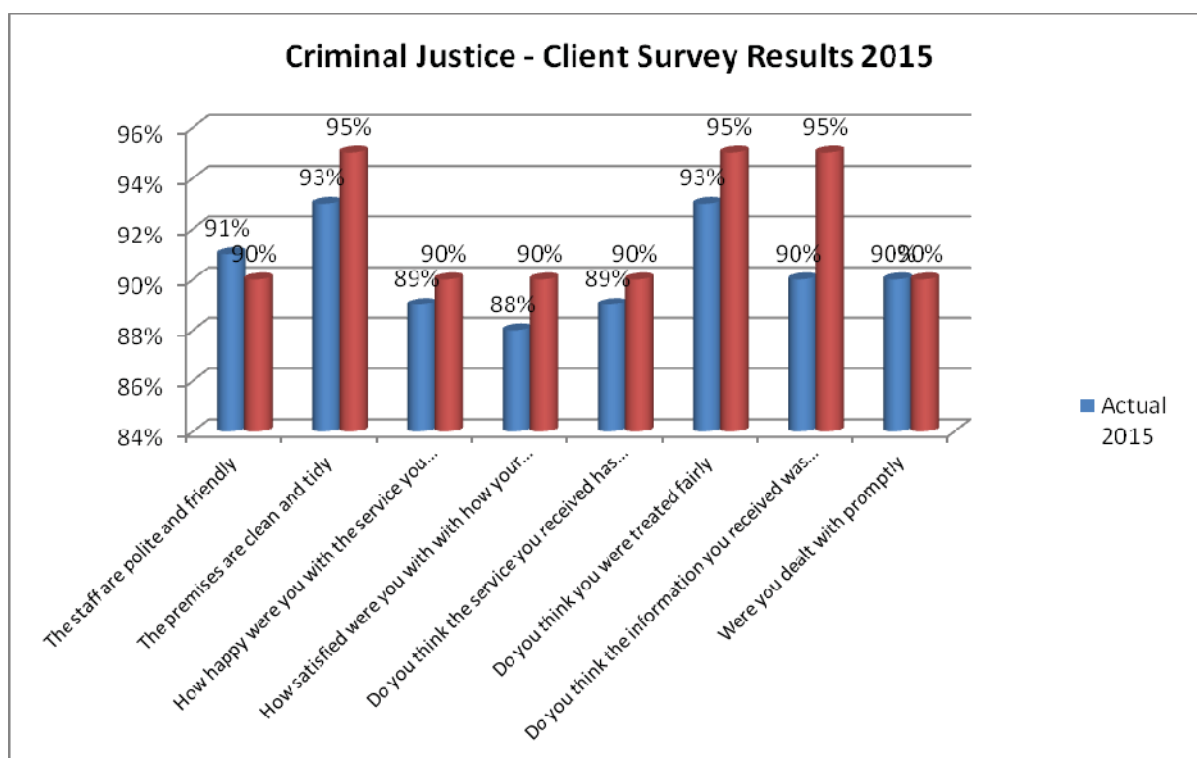
Initial attempts have been undertaken to estimate the costs of MFMC, all Community Justice Authorities were required to submit a review of a previously submitted implementation plan in February 2016 to inform costs; however actual costs remain to be established following more experience of implementation nationally. Existing funding is not sufficient to run the service, currently all three local authorities contribute additional funding.

4. Compliance / Complaints / Client Feedback

Complaints:

There were 5 criminal justice complaints within this period, one was substantiated, three partially substantiated, 1 not substantiated, all were resolved. There have been no issues raised in relation to criminal justice under the Whistle blowing Policy.

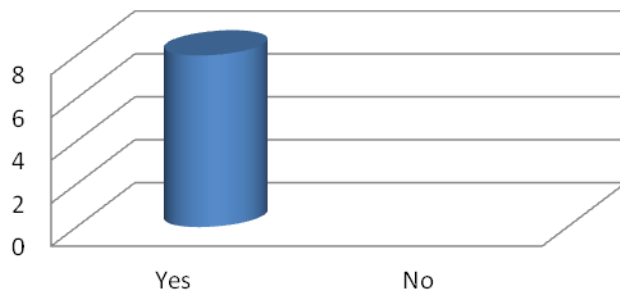
Client Feedback:



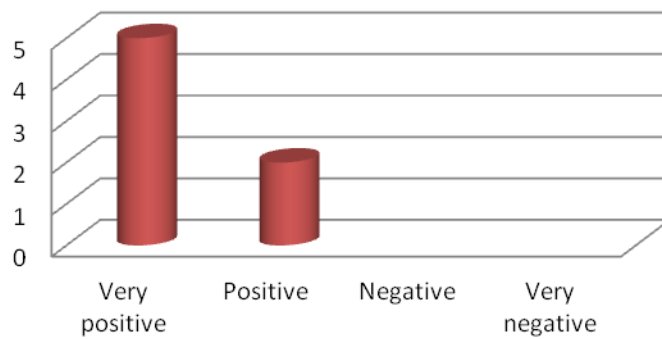
Criminal Justice survey feedback contributes to the Public Sector Improvement Framework. Whilst recognising that criminal justice works with involuntary clients there is clearly room for improvement.

A feedback process delivered at groupwork sessions, which includes service users subject to a range of community disposals, was undertaken during 2015/16. This provides more detailed feedback. Some of the feedback obtained is included below.

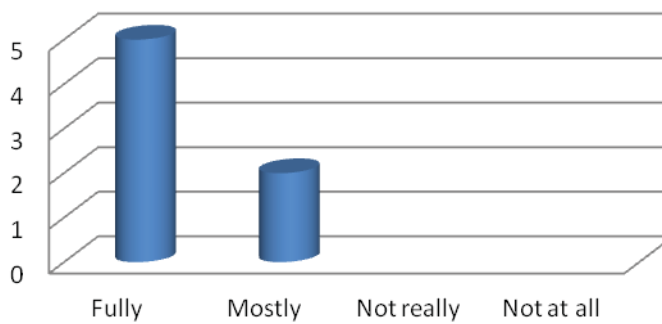
Did your Probation /CPO Order look at how you could keep out of trouble

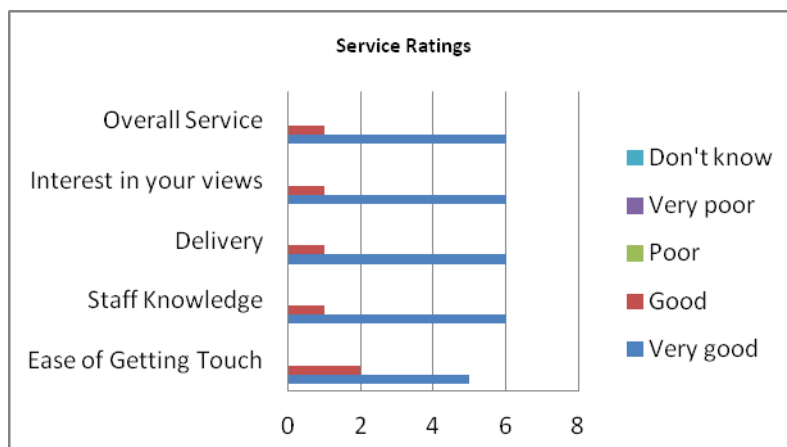
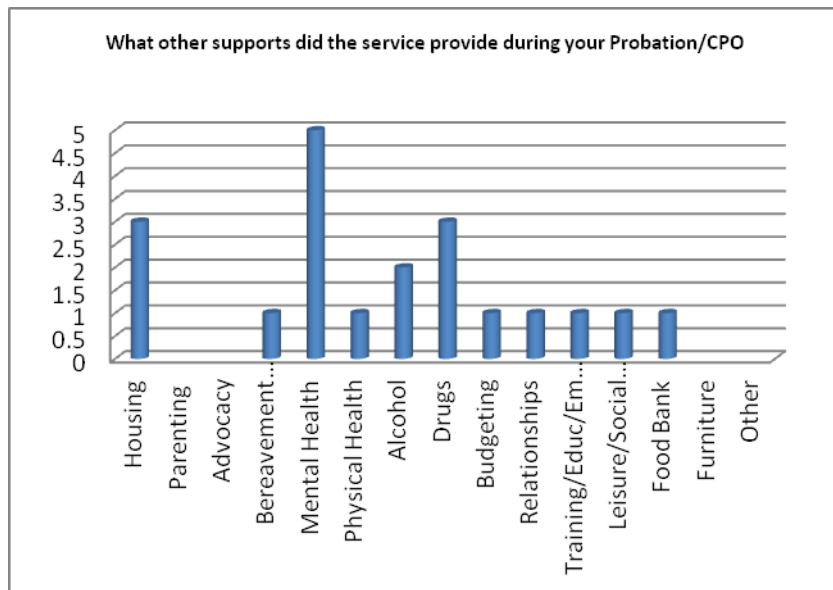


What kind of effect has Probation/CPO had on your life



To what extent did you feel that Probation/CPO helped you understand how your victim(s) might have felt





In your own words how your write one sentence to say how Probation/CPO helped you?

Love the group as help me through the hard days

Made me think

It helps me as when I'm feeling low/depressed I get a talk with staff and feel a bit better after talk

I can communicate better

It has kept me out of prison so I am able to stay out of prison and helped with housing and other personal problems

It helps to have someone to talk to about what is going on in my life

In attending it helped in getting my confidence back - this is ongoing

5. National Standards

Renfrewshire submitted 99% of Social Enquiry reports by the due date. Reports require to be submitted by 12 noon the day prior to the court appearance, where clients present late it is Renfrewshire's policy to submit late reports rather than letters which delay sentencing and thus the court process. Feedback from Sheriffs in Paisley was that women were often being remanded as a

result of failing to attend for reports, thus the Womens' service undertakes home visits to find women where possible and undertake reports on time.

6. Special In House Projects

The Womens' Community Justice Service:

Following the recommendations from the Commission on Women Offenders published in April 2012. on 30 August 2013 Renfrewshire was advised that it had been successful in its bid to Scottish Government to establish a Womens' Community Justice Service. £23,000 of funding was gained from October 2013 to March 2014 and £46,000 for 2014/15. The funding was to finance the establishment of a service across Renfrewshire and including a range of services to females within East Renfrewshire Councils. This enabled the creation of a specific service for female offenders, with access to criminal justice group and individual support, and access to on site addiction and where required co-morbidity (combined mental health and addiction) services.

The additional resource allowed for the employment of a Volunteer Co-ordinator and Fundraiser, and resource to East Renfrewshire's literacy services for women, the majority of the service, was based on a reorganisation of existing resources.

Thus the centre built upon the existing individual and group work services offered to women within Backsneddon Centre. The manager of the groupwork service has become a Womens' Service Co-ordinator, co-ordinating the staff group. Staff consists of a range of social work and 3rd sector staff including: the existing groupwork staff; 2 Social Workers transferred from the fieldwork team to supervise statutory orders; the co-located Turnaround community staff; the Shine PSP worker who provide services for Renfrewshire and East Renfrewshire 3 days per week; and the Volunteer Co-ordinator/Fundraiser post, all of the 3rd sector posts are employed by Turning Point Scotland. The service is co-located with addiction services including co-morbidity services and access to a Psychologist.

There is also assistance provided from Women and Children First, a Renfrewshire service financed by wider local authority social work which enables service users to progress to involvement with this service. There they are provided with a range of interventions particularly for those at risk of domestic violence, and their children within the Renfrewshire Reconnect Programme (based on the Cedar Project).

Whilst the team supervise statutory orders, the aim was for greater focus on women subject to diversionary measures, support for bail and thus prevention of remand, as well as enabling additional focus on service provision to women released from short sentences. Co-ordinating a range of professionals ensured utilisation of the skills and experience of the range of staff, enabling allocation to the most appropriate individual within the service. Women now have access to bail reports undertaken by staff attached to the service, a range of group work provision and a drop-in half day, as well as individual work and crisis support from the range of staff involved.

The service also commenced the Connections Programme, a groupwork programme which originated in Aberdeen Social Work services, this programme includes Cognitive Behavioural therapy and change theory and assists with trauma.

Within 2015/16 the service undertook 151 Criminal Justice Social Work Reports, began the supervision of 102 new CPO supervision requirements and were involved in 26 diversion cases, they also provided some voluntary support. Increasing numbers and a recognition of the demands created by such service users has meant that 2 additional temporary social workers are in the process of being recruited to the service.

Within 2015/16 the Renfrewshire Alcohol and Drug Partnership also agreed to fund a post within the Renfrewshire Drugs Service to enable greater focus on this service user group. This post is pending but will allow for the increased provision of trauma based interventions.

7. Additional or continuing developments in 2015/16 include:

- 1.5 Turnaround Service staff remain co-located within the criminal justice groupwork services providing an individual and groupwork service to CPO clients within Renfrewshire and East Renfrewshire with service delivery in partnership with social work staff. Whilst this includes their involvement with women above it also includes male service users. The Criminal Justice Services Manager attends the Turnaround Steering Group on behalf of NSCJA Local Authorities. The Turnaround Service is currently funded until 31 March 2017.
- On 23 February 2015 local authorities were provided with the ability to apply for further womens' service funding beyond 31.3.15, Renfrewshire submitted a further bid on behalf of Renfrewshire and East Renfrewshire and was awarded £30,000 to fund the Volunteer Co-Ordinator for an additional year 2015/16.
- A Senior Social Worker represents Renfrewshire on the Social Work Scotland prison and community based social work sub group to take forward developments within throughcare arrangements.
- An Assistant Criminal Justice Services Manager was employed in 2015 in recognition of the increasing size of the Criminal Justice Service in Renfrewshire: both from assuming responsibility for additional services in 2015 i.e. throughcare, the throughcare addiction service, arrest referral and DTTO, but also due to the growth of existing services.
- The Unpaid Work and Other Activity Manager represents Renfrewshire on the Social Work Scotland unpaid work sub group, and this has included involvement in a Scottish Government Working Group considering the roll out of Fiscal Work Orders.
- Unpaid work sales continued during this period, with service users making wooden products such as sheds and garden furniture which was then sold during open days, with service user participation.
- **Award:** In March 2015 the unpaid work service in Renfrewshire won a Social Work Champions Staff Award under the category Changing Lives; Making a Difference. This was for the CPO Womens squad, which commenced in 2014 to address the complex needs of some women who were having difficulty undertaking unpaid work due to previous experiences, mental health issues etc. The squad is staffed by women and service users undertake crafts including bag painting, card and jewellery making, which they then sell at the unpaid work sale. Any funds raised at sales are used as available resource should someone seeking assistance from unpaid work i.e. house decoration etc not have funds to resource the materials. Thus this assists the community.
- **Practice development sessions:** These were established in 2012/13 continue to be run for criminal justice staff, led by senior Social Workers and Social Workers to enable greater practice discussion.
- **SVQ 3:** Renfrewshire continued to provide the Criminal Justice SVQ3 for para professional staff, with 2 additional Social Work Assistants commencing the course during 2015/16. Whilst there is as yet no date for para professionals within criminal justice to be required to register with the Scottish Social Services Council, this increases the skill and knowledge base for staff.
- **MARAC/MATAC:** Criminal Justice managers continue to represent Childrens Services at the Multi-Agency Risk Assessment Conference and MATAC meetings. MARAC: stands for Multi-Agency Risk Assessment Conferences. They consider females subject to gender based violence within 'K' Division and what processes/interventions from a multi-agency perspective could be utilised to protect these females. MATAC: Multi-Agency Tasking and Co-ordination. These meetings consider the top 5 perpetrators who are alleged to have committed gender based violence against their partners within 'K' Division. They consider what processes/interventions from a multi-agency perspective could be utilised to lessen the risks

presented by these individuals. The criminal justice role is to share information, with many of these individuals being known to our service and ensure information sharing between wider social work, police and ASSIST.

- **The North Strathclyde Bail Supervision Service:** In September 2015 a letter from the Scottish Government Justice Division advised of a further £107,563 S27 grant for NSCJA. A £1.5million budget transfer had already taken place from the Scottish Prison Service as a result of the decision not to build HMP Inverclyde. Local Authorities had been offered the opportunity to bid for this funding, and Renfrewshire received £30,000 for 2015/16 (as stated above). The remaining funds were then divided equally across the eight CJAs. The letter advised that this grant required to be utilised to support the expansion of Supervised Bail and Early Stage Diversion initiatives for female offenders. As a result the North Strathclyde Bail Supervision Service for female offenders commenced in March 2016, providing supervised bail for females attending Paisley, Dumbarton and Greenock Sheriff Courts, this service is run by SACRO. The Renfrewshire Criminal Justice Services Manager chairs the Operational group across the four local authorities, and represents Renfrewshire Council on the Strategic Group chaired by the NSCJA Chief Officer.
- **The Penal Policy Improvement Project:** On 20 May 2015 the Scottish Government wrote to local authorities seeking expressions of interest to be part of a project to reduce the use of imprisonment, both remand and sentences. The project sought to use improvement methodology for testing change. Renfrewshire responded and is one of three local authorities in Scotland, the others being Dundee and South Lanarkshire Council, which is engaging in the project. Renfrewshire is focussing on reducing the use of remand and has utilised the NSCJA Bail supervision service to test the stages of information sharing and decision making across the range of agencies involved. A multi-agency group with representation from the Scottish Government Justice Division, Police Scotland, The Scottish Court Service, the Crown Office Procurator Fiscal Service, SACRO and the local authority is led by the Renfrewshire Criminal Justice Services Manager. The Sheriff Principal, North Strathclyde Sheriffdom has also been consulted and has provided court data. At the time of writing this report there have been 8 such orders within Renfrewshire.
- **Drug Treatment and Testing Orders and Criminal Justice Throughcare:** In 2014/15 two shared services provided to Renfrewshire by Inverclyde and East Renfrewshire could no longer be continued in their present form. This included the Enhanced Criminal Justice Throughcare service provided by Inverclyde Council to Renfrewshire, East Renfrewshire and Inverclyde, and the Drug Treatment and Testing Order (DTTO) service provided by East Renfrewshire for the three authorities. Funding reductions, reduced caseloads (DTTO), the need for greater efficiencies and significant changes to practice meant that alternative ways of providing these services were required to maintain best value and the service to the service user. Thus a decision was made to redesign these services and as such each local authority provides their own services as of 1 April 2015.

Within Renfrewshire the Throughcare Service has been combined with the criminal justice fieldwork service, and work is ongoing towards developing all staff to manage throughcare in custody, the community and community orders. This enables greater efficiency through less duplication of work, greater resilience to manage the increasing workload and a smoother journey from custody to the community for the service user. A further Senior Social Worker has been employed within the fieldwork team to manage the additional staff who have been transferred to Renfrewshire under TUPE arrangements.

The Renfrewshire DTTO service has combined with the Paisley Sheriff Court Social Work Service, and provides the Arrest Referral service for Renfrewshire and East Renfrewshire and the Throughcare Addiction Service for Renfrewshire. The level of DTTO reporting to the court means that these services are closely linked. DTTO delivery has been co-located with addiction services within Renfrewshire enabling greater resilience and shared knowledge, and as most DTTO service users then transfer to local addiction services the process of transfer is less disrupted. The larger staff group also provides additional resilience for the growing demands of the Court Social Work Service.

- **Up2U: Creating Healthy Relationships:** At the end of 2015 a scoping exercise was undertaken to find an evidence based individual programme for criminal justice social workers to work with those subject to criminal justice statutory orders who commit domestic abuse. Up2U: Creating Healthy Relationships was selected as the most appropriate to take forward. Up2U is an innovative programme developed by Portsmouth City Council for people who use domestically abusive behaviours in their intimate partner relationships. The programme is evidence based and has been developed with the support of a Quality Assurance Group consisting of representatives from Victim Support Services, Mental Health, Children's Services, Substance Services and Health. It is based on research and practice successfully used in offender rehabilitation, motivational interviewing and attachment theory.

Up2U recognises that people use domestic abuse for different underlying reasons ranging from childhood trauma and emotional deregulation, learned behaviour, attitudes that support gender differentials, poor conflict resolution to the use of power and control resulting in different typologies of domestic abusers. Therefore Up2U is an assessment led intervention programme responding to individual need, risk and responsivity by offering tailored packages to suit the needs of the individual. When someone is accepted onto Up2U support is offered to their partner/ex-partner to ensure ongoing safety and risk management, this support is provided from a range of Council and third sector services, and will be part of the role of the new Social Workers within the Womens' Service.

Criminal Justice Social Work and a staff member from Women and Children First undertook the training in February and April 2016 and a screening process is underway to ensure all relevant cases are considered for intervention. Staff are also liaising with Dr Dominic Pearson, University of Portsmouth who is leading on the evaluation of the programme.

Allison Scott
Criminal Justice Services Manager
August 2016