Renfrewshire Council

To: **Communities, Housing and Planning Policy Board**

On: **18 August 2020**

Report by: **Director of Children's Services**

Heading: **Community Justice Renfrewshire Annual Report 2019 to 2020**

1. Summary

1.1 On 1 April 2018 the Renfrewshire Community Justice Outcomes Improvement Plan 2018 to 2021 was published, outlining how the partnership would work together to reduce reoffending in Renfrewshire. It highlighted key local priorities which were identified through our need's assessment and interaction with stakeholders, and national priorities contained within the National Strategy for Community Justice and the Outcomes, Performance and Improvement Framework which are required to be reported against.

1.2 The annual report template covering period 01 April 2019 to 31 March 2020 (Appendix A, Community Justice Renfrewshire Annual Reporting Template 2019 to 2020) must be published by 30 September 2020 and thereafter submitted to Community Justice Scotland. Publishing will be on the Community Justice website page. The reporting template was produced by Community Justice Scotland to assist local partnerships in capturing a range of important data in a way that allows local partners to highlight key aspects of community justice activities, outcomes and improvements over the specified period without it being onerous or time/resource demanding.

2. Recommendations

2.1 The Communities, Housing and Planning Policy Board is asked to:

(a) Approve the contents of the Community Justice Renfrewshire Annual Reporting Template 2019 to 2020 (Appendix A);

(b) Note that the Community Justice Renfrewshire Annual Report Template 2019 to 2020 is required to be published by 30 September 2020 and thereafter submitted to Community Justice Scotland.

3. Background

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

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

3.3 Community justice is defined in the National Strategy for Community Justice as "the collection of individuals, agencies and services that work together to support, manage and supervise people who have committed offences, from the point of arrest, through prosecution, community disposal or custody and alternatives to these, until they are reintegrated into the community. Local communities and the third sector are a vital part of this process which aims to prevent and reduce further offending and the harm that it causes, to promote desistance, social inclusion, and citizenship".

3.4 Community Justice Renfrewshire (CJR) was established in response to the Act and is firmly established within Renfrewshire's Community Planning arrangements, reporting to the Community Protection Chief Officers Group.

Membership includes:

- Renfrewshire Council, Children's Services
- Renfrewshire Council, Chief Executive's Service/Renfrewshire Community Planning Partnership
- Renfrewshire Council, Housing and Homeless Services
- Police Scotland
- Scottish Fire and Rescue
- Scottish Courts and Tribunals
- Scottish Prison Service
- Skills Development Scotland
- Renfrewshire Health and Social Care Partnership
- Engage Renfrewshire (TSI)
- Criminal Justice Voluntary Sector Forum
- Victim Support
- The Wise Group
- Apex Scotland
- Turning Point Scotland
- NHS Greater Glasgow and Clyde
- Renfrewshire Alcohol and Drug Partnership
- Renfrewshire Leisure

- Action for Children
- Department for Work and Pensions

3.5 The Renfrewshire Community Justice Outcomes Improvement Plan 2018 to 2021 was published on 1 April 2018. In preparing the plan we carried out engagement activities which were attended by several our strategic partners and wider stakeholder. Participation, engagement and consultation for the development of the community justice plan will be ongoing, ensuring that there is continued liaison and communication between statutory partners, non-statutory partners and third sector organisations.

3.6 CJR will continue to engage with people in communities including victims and witnesses of crime, people with convictions and their families, to gather their views on how we can reduce reoffending in Renfrewshire, so that these can be reflected in the Community Justice Outcomes Improvement Plan for forthcoming years.

3.7 A report on progress in achieving the outcomes in the plan must be prepared by the statutory community justice partners each year. The annual report is to cover the period 1 April 2019 to 31 March 2020. (Appendix A Community Justice Renfrewshire Annual Reporting Template 2019 to 2020). The statutory partners must publish this report by 30 September 2020. A reporting template was produced by Community Justice Scotland to assist local partnerships in capturing a range of important data in a way that allows local partners to highlight key aspects of community justice activities, outcomes and improvements over the specified period without it being onerous or time/resource demanding.

3.8 Community Justice Renfrewshire has been successful in its third year of operation in bringing together a range of statutory and third sector partners and is committed to building on the effective partnership approaches within Renfrewshire, to prevent and reduce reoffending. CJR will continue to build upon the positivity and commitment shown by partners and will focus on engagement with the community, this will include those who have committed offences, their families and persons affected by crime, to make Renfrewshire a safer place to live and work.

Implications of the Report

1. Financial
None

2. HR & Organisational Development
None

3. Community Planning:
None, CJR is embedded within community planning arrangements

4. Legal
None

5. Property/Assets
None

6. Information Technology
None

7. Equality & Human Rights
None

8. Health and Safety
None.

9. Procurement
None

10. Risk
None

11. Privacy Impact
None

12. Cosla Policy Position
None

13. Climate Risk
None

List of Background Papers
None

Children's Services
AT/JT/LG
10 August 2020

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Appendix A

Community Justice Scotland

Ceartas Coimhearsnachd Alba

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

April 2020

1. Background

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

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

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

2. Statement of Assurance

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

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

3. General principles of the template

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

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

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

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

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

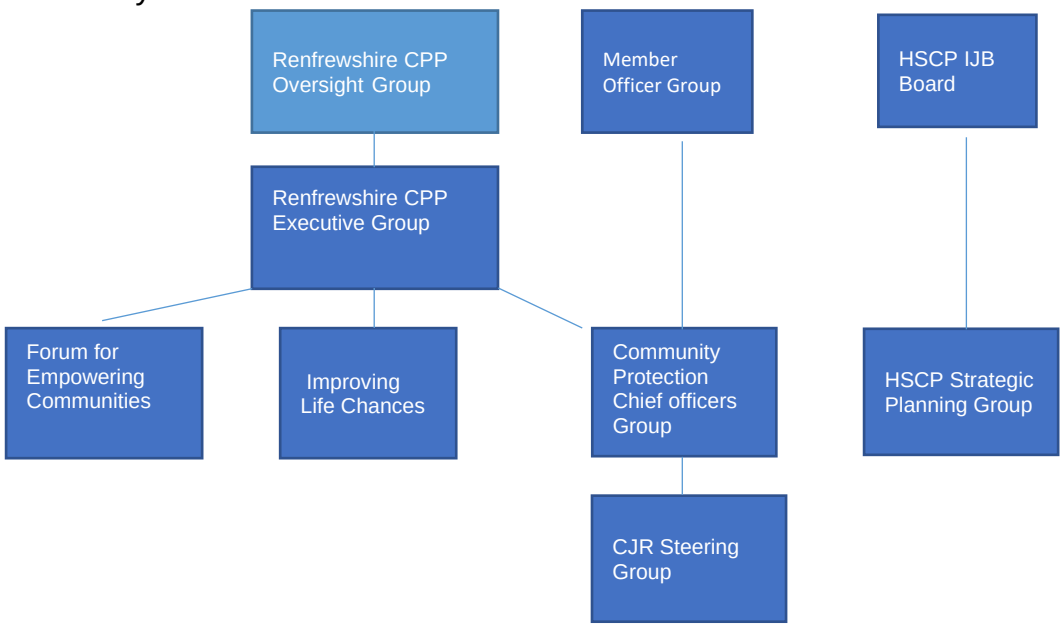
This is the third iteration of the template and guidance.

4. Template Completion

1. Community Justice Partnership / Group Details	
Community Justice Partnership / Group	Community Justice Renfrewshire
Community Justice Partnership Group Chair	John Trainer, Head of Childcare and Criminal Justice
Community Justice Partnership / Group Co-ordinator	Annie Torrance, Lead Officer Community Justice
Publication date of Community Justice Outcome Improvement Plan (CJOIP)	1 April 2018

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

3. Governance Arrangements
Please outline below your current governance structure for the community justice arrangements in your area:



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

Some of the groups include;
• MAPPA Strategic Oversight Group for the North Strathclyde area
• Social Work Scotland and Scottish Prison Service Strategy Group
• NHSGGC Community Justice and Health Improvement Strategic Group
• Community Justice Network
• Community Justice Network Working Group
• CJS Learning Development & Innovation Working Group

Renfrewshire groups include;
• Community Safety and Public Protection Steering Group
• Lead Officers Network
• Child Protection Committee
• Gender Based Violence Strategy Group
• Alcohol and Drug Partnership Delivery Group
• Public and Community Protection Thematic Board
• Adult Protection Committee
• Renfrewshire Homelessness Network
• Children and Young People Thematic Board
• Renfrewshire Local Employability Partnership

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

4. Performance Reporting – National Outcomes

NATIONAL OUTCOME ONE Communities improve their understanding and participation in community justice		
Indicator	**Evidence and Data (max 300 words per indicator)**	
	Please describe the activity	**Then describe the impact**
Activities carried out to engage with 'communities' as well as other relevant constituencies	Due to some significant changes within the partnership and several representatives moving on, we have focused on the reinvigoration of the partnership during this reporting period. This has included a Partnership Event 'Time for Change' which was held at Johnstone Town Hall. The event was aimed at senior and operational managers and practitioners from a range of partnership agencies. The event allowed for a diverse range of speakers to address the audience and share views and stories from different perspectives. Speakers included; • Steven Quinn – Director of Children's Services • John Trainer – Head of Childcare and Criminal Justice • Annie Torrance – Lead Officer Community Justice • Breeze Productions – A one-woman performance highlighting the impact of crime on whole families • First Time Inside – The voice of experience of the Justice system • Keith Gardiner – Community Justice Scotland	The Community Justice Renfrewshire's Partnership Event 'Time for Change' was a positive step in the reinvigoration of the partnership. The event was well attended, and feedback provided in the workshop sessions showed that delegates had a better understanding of community justice issues and the aspirations of Community Justice Renfrewshire. Feedback showed that the event had provided the opportunity for people to better understand how their role fitted with the aims and goals of the partnership. Delegates were keen to be involved in future work and welcomed the opportunity to be involved in the partnership at different levels e.g. working groups/strategic groups/ focus groups etc. This event was to be followed up with further actions, subgroups and workshops, however due to the current Covid-19 pandemic this work has been postponed at this time and will be followed up as soon as reasonably practicable.

Activities carried out to engage with 'communities' as well as other relevant constituencies	We have continued our emphasis on awareness raising to ensure increased understanding of community justice with wider partners and the community. This has included: • Ongoing development of our Communications and Engagement Strategy. • Distributing our branded merchandise, posters and leaflets to staff and public. • Keeping the Community Justice Renfrewshire webpage up to date with relevant information, published documents and links to partners' websites. • Publishing and disseminating Community Justice Renfrewshire newsletters, focussing on local priorities. • Holding awareness raising sessions in public buildings within Renfrewshire, providing leaflets and information to staff members, visitors and the public. • Participation in a range of strategic groups, raising the profile of work undertaken by Community Justice Renfrewshire. Providing presentations and briefings to update partners and ensure the community justice agenda remains a priority for all within Renfrewshire. • Attendance at Community Planning events, providing presentations to community groups and staff teams of partner agencies. • Linking with Community Justice Scotland's national campaign by circulating the 'Second	The distribution of branded merchandise, posters and leaflets has allowed for greater visibility of CJR and work undertaken by the partnership. The CJR webpage which is cited on the Renfrewshire Council website enables partners and the public to easily access our published documents, plans and newsletters along with links to partner agencies and how they can access those services. This dedicated page provides all of this in one place which makes information easier to access. The CJR Newsletter is an essential platform to update staff and the community on the work and priorities of the CJR Partnership. It also allows for focused articles showcasing joint initiatives and areas of good work within partner organisations and day in the life of staff, to broaden the knowledge of its readers to the roles and responsibilities of other workers within the CJR partnership. Attendance at Community Planning events has been key to raising awareness and integrating CJR within the Community Planning arena. It has raised awareness of CJR with the public who have attended and allows for better alignment of priorities with Renfrewshire. Attendance at staff teams has provided the opportunity for practitioners to ask questions and gain a better understanding of how they fit within the partnership. It has also been the starting point for our staff 'Have your

	Chancers' films via partners social media channels upon launch of campaign and on release of each film. The development of a multi-agency Communications and Engagement Subgroup is a key priority within our Action Plan. This group will report to the CJR Steering Group and will ensure that community justice messages are widespread throughout all organisations and our community. This group will develop a framework for ongoing evaluation of community awareness and engagement.	Say' sessions as staff are keen to have their say and their ideas heard and fed into the planning of services. Linking our communications with the CJS Second Chancers Campaign has allowed for a better understanding of community justice issues as the films were easily accessible and easy to understand. This allowed for the message to be cascaded throughout partners social media platforms to both staff and the public and the films gave a different dynamic to the usual documents etc.
Consultation with communities as part of community justice planning and service provision	During planning for our Community Justice Outcome Improvement Plan (CJOIP), consultation was carried out at various stages of the process, including focus groups with people with convictions (many were also victims) in prison and serving community sentences. This provided the opportunity for people to learn about community justice and to give feedback about their experience of services. The Draft CJOIP was published for consultation on the Community Justice Renfrewshire (CJR) webpage requesting comments/feedback from the public via Survey Monkey.	Information provided during these activities was included in our updated need's assessment and informed the local priorities within our CJOIP. Consultation then took place on the draft document, to inform the final version.

	CJR have taken part in several Community Planning consultation events. Attendees included the public, staff from different agencies, and third sector partners. The consultation draft CJOIP was circulated to a range of partner agencies that represent victims and witnesses encouraging feedback from a victim's perspective. CJR have introduced 'Have your Say' sessions with people with convictions from Renfrewshire serving community sentences and in prison. The purpose of these sessions is to listen to the experiences of our service users and hear of their journey's through the justice system, from point of arrest… to appearance in court…within prison and back into the community and/or on community orders. We want to enable them to tell us what they think needs to change and how we can better help them, with things like: • Training and employment • Housing • Addiction issues • Mental Health and Wellbeing We want to listen to the people who access our services to help us to provide the right help at the right time, to help them feel part of their community and reduce re-offending in Renfrewshire.	Information provided during these activities was included in our updated need's assessment and informed the local priorities within our CJOIP. Consultation then took place on the draft document, to inform the final version. The 'Have your say' sessions have proved extremely popular with service users. They feel listened to for the first time and can see the benefit of these sessions e.g. previous meetings identified 'training and help to find employment' was a strong factor which would help to stop reoffending, this was fed into our CJOIP which resulted in our 'Just Learning – Skills for Employment' project which many of the clients have since benefited from. Almost all of those asked, said these sessions improved their understanding of community justice, it made them feel more involved in community justice in Renfrewshire and felt able to influence decision makers. Almost all said they would be keen to participate in future sessions and that this was a positive move on behalf of partners.

	CJR also have also begun to extend the 'Have your say' sessions for staff members in order to gain valuable insight into services and what can be improved.	The first of our staff sessions have taken place with Criminal Justice Social Work staff and Department for Work and Pensions. These sessions we well received and allowed for staff to gain a better understanding of other roles, responsibilities and processes. It provided an opportunity to make staff feel more part of Community Justice Renfrewshire and create an open dialogue between practitioners and the strategic group. These sessions have been delayed due to the covid-19 pandemic; however, plans are in place to continue these sessions on an ongoing basis with all partners staff groups. Community Justice Renfrewshire will continue to work to develop a framework for ongoing evaluation of community consultation in respect of community justice in Renfrewshire.
Participation in community justice, such as co-production and joint delivery	During planning of our CJOIP consultations were carried out at various stages of the process, including focus groups with people with convictions (many were also victims) in prison and serving community sentences. These sessions provided opportunity for people to learn about community justice and to give their views about services. The Consultation Draft CJOIP was circulated to a range of partner agencies that represent victims and witnesses encouraging feedback from a victim perspective.	Information provided during these consultation sessions and activities was included in our updated need's assessment and informed local priorities for our CJOIP.

	Several CJR partners are members of the Renfrewshire Gender Based Violence Strategy Group and were key in the development of the first multi-agency Renfrewshire Gender Based Violence Strategy. Renfrewshire also met with the national Violence Against Women Co-ordinator to assist the continued development of the Equally Safe national performance framework.	The CJR Lead Officer has assisted with the coordination and facilitation of Self-Evaluation of the Renfrewshire GBV Strategy and work of the group. This was carried in the form of focus groups with a range of multi-agency staff of all levels and provided crucial information of areas for improvement which will be factored into action plans going forward.
	CJR continues to support Active Communities in developing and promoting their new Renfrewshire Women's Centre. 'KAIROS 'is based in Johnstone and is funded through the Robertson Trust. It seeks to be a safe, welcoming and respectful service offering a variety of opportunities and activities for women generally, including those with convictions, providing good connections to other local services. Strong links have been made with criminal justice social work. Women undertaking community payback orders, including supervision and unpaid work, are provided with placements which have been a positive step in their rehabilitation.	The women who have attended Kairos as part of their order have indicated that it has benefited their social skills and confidence. One previous service user has continued to attend as a volunteer at the centre despite having fulfilled her order, as it had such a positive impact on her life and she now wants to help others in a similar position.
	Joint working between CJR and Renfrewshire Alcohol and Drug Partnership enabled a funding proposal to be submitted to the Scottish Governments Change Fund. The Just Recovery project aims to improve the clinical pathways into addiction services for People involved in the criminal justice system in Renfrewshire.	The bid for our 'Just Recovery' project was successful, a Community Justice Development Worker – Addictions post was created, and candidate recruited. This post will be line managed within the addiction service and will work closely with the Lead Officer Community Justice and will report to the project steering group. Due to covid-19 the start date of the project was delayed, and work is now underway to progress the project as part of the covi-19 addictions service exit strategy.

	The Just Learning – Skills for Employment Project was funded through a successful joint bid to the Scottish Governments Employability Innovation and Integration Fund. It was delivered and managed by a multi-agency steering group. The project is rooted in the concept of a cross cutting partnership approach that recognises multiple benefits can and must be delivered to help the people engaged move their lives onto a more productive and sustainable path. The successes of this project were noted at its conclusion through external evaluation.	It was noted at the conclusion of this funding that we had only just scratched the surface with this project, and more was required to be done. Invest in Renfrewshire agreed to continue to fund this project until 2022 due to its success through the Poverty and Social Inclusion Fund. This group had now evolved into the Employability, Homelessness and Justice Group which now feeds into The Local Employability Partnership and Renfrewshire's No one Left Behind Strategy. Work is underway to identify new initiatives which will benefit this client group through this multi-agency partnership approach.
	The New Start Officer (Homeless Services) and The Just Learning Coordinator (Employability) have been working together within HMP Low Moss by holding joint sessions for Renfrewshire Prisoners.	The development of Joint sessions between Homeless Services and Employability Services has resulted in an increased uptake of these services, with each coordinator having the opportunity to connect with each other's clients and offer support. Prisoners are now receiving help they might not have sought despite the need. It has also assisted SPS in scheduling these visits as they are not duplicating work. It can also be easier to find/contact client on release if they are going into a new accommodation.
	Due to service referrals within HMP Low Moss taking a dip, the Just Learning Coordinator wanted to find a new way to engage prisoners in his service. Having met with staff within the prison it was suggested that two	As a result of the trust prisoners had in the Peer Support Prisoners, referrals and number of prisoners engaging began to increase and it was also noted how positive they were around meeting and taking things

	Peer Support Prisoners (Pass Men) would meet with the coordinator, so that they in turn could speak with Renfrewshire based prisoners. The Peers Support Prisoners were given an overview of what support was available and how this would assist on a prisoner's release.	forward. The Peers Support Prisoners continue to meet with the Just Learning Coordinator on a weekly basis and they are happy be involved and continue to support prisoners and promote the Skills for Employment service.
Level of community awareness of / satisfaction with work undertaken as part of a CPO	This is reported elsewhere as a single agency response, within the Community Payback Order Annual Report which is provided to Community Justice Scotland.	N/A
Evidence from questions to be used in local surveys / citizens' panels and so on	Community Justice questions are added to Renfrewshire Citizens Panel questionnaire to collect local views relating to community justice.	Information from this survey is used as part of the improvement cycle for community justice in Renfrewshire. We will continue to input into this survey on a regular basis to gain views of the local community.
Perceptions of the local crime data	Statistics on the perceptions of local crime data in Renfrewshire are not currently available.	N/A
Other information relevant to National Outcome One		
Throughout this reporting period we have continued our engagement activities focussing on awareness raising of community justice, this is essential for it to succeed. Many of the people we spoke to had not been aware of community justice or the work previously undertaken by the Community Justice Authorities. We will be continuing our efforts to raise awareness of community justice throughout 2020 to 2021 and will continue to carry out surveys and activities to measure our progress.		

NATIONAL OUTCOME TWO Partners plan and deliver services in a more strategic and collaborative way		
Indicator	**Evidence and Data (max 300 words per indicator)**	
	Please describe the activity	**Then describe the impact**
Services are planned for and delivered in a strategic and collaborative way	CJR is represented on a range of strategic groups relating to community justice, these are listed previously in page 5 of this report. Attendance at these groups has allowed for CJR to firmly established the partnership within Renfrewshire's robust Community Planning arrangements. It reports to the Community Protection Chief Officers Group and the Communities, Housing and Planning Policy Board for oversight and governance by elected members.	These arrangements provide close alignment of priorities between the Renfrewshire Local Outcomes Improvement Plan and the Renfrewshire Community Justice Outcome Improvement Plan.
	A range of CJR partners are involved in multi-agency processes including MAPPA (Multi-agency Public Protection Arrangements), MARAC (Multi-agency Risk Assessment Conferences) and MATAC (Multi-agency Tasking and Co-ordination). All of which create multi-agency risk management plans.	Which ensures that all agencies are working together to protect service users and the public, and a rapid multi-agency response where required.
	The MAPPA Strategic Oversight Group (SOG) and MAPPA Unit operate across the 6 authorities of the previous NSCJA, enabling joint oversight, training initiatives and developments e.g. events, annual development sessions and regular newsletters.	This allows for consistency across the local authorities and the capacity for learning from a wider group.
	In 2018 Renfrewshire Council Children's Services (children and families social work and criminal justice) made a strategic decision to continue to support Care Leavers in the justice system aged 18 to 20 using the existing Whole System Approach. Since then the	Over the last year 12 Care Leavers have continued to have their criminal justice orders supervised by Children's Services. This has enabled the service to provide a more holistic response to the needs and risks of young people. Having fewer services involved, and

	Whole System Team has worked with several vulnerable care leavers through court support and supervising CPOs/Licences. The co-location of this service with Throughcare and Addiction service provision for young people has led to an increased level of coordinated support, and over time it is hoped that we will see improved outcomes for this particularly vulnerable cohort. As part of this development, we have succeeded in gaining agreement from Polmont YOI that they will automatically notify us when anyone under the age of 21 is admitted to Polmont. We also have agreement that Initial Custody Review meetings for any care leaver admitted to Polmont will take place in the hall so that all the key agencies involved in supporting the young person can attend and share all relevant information.	making use of well-established relationships, has improved the level of compliance with court orders. It has also improved the level and speed of information sharing with SPS where there have been specific concerns over the vulnerability of young people in custody.
	Criminal justice social work staff are provided as trainers to deliver national multi-agency training in risk assessments, generic groupwork and accredited programme provision. This ensures that up to date knowledge and skills are available to Renfrewshire staff.	This ensures that up to date knowledge and skills are available to Renfrewshire staff.
	CJR is continues to consider Self-Evaluation and has held development sessions which identified required improvement actions within the partnership. This work is ongoing.	
	As previously stated, in relation to women CJR continues to support Active Communities in developing and promoting their new Renfrewshire Women's	As previously stated, the women who have attended Kairos as part of their order have indicated that it has benefited their social skills and confidence. One

	Centre 'KAIROS' based in Johnstone. Strong links have been made with criminal justice social work with clients undertaking community payback orders now carrying out some of their other activity hours working within the centre. Council officers and elected members are members of the Kairos Advisory Group. In relation to transitions, CJR continues to have strong links with the Whole Systems Team, involved with service users up to the age of 20 years who have previously been involved with childcare services, providing age appropriate risk assessments at bail and sentencing stages, and in delivering interventions for young people, ensuring effective transitions to adult services where required. The CJR Lead Officer is situated within Children's Services and is closely linked with colleagues in Youth Justice and Child Protection.	previous service user has continued to attend as a volunteer at the centre despite having fulfilled her order, as it had such a positive impact on her life and she now wants to help others in a similar position. This ensures that community justice is reflected in their plans.
Partners have leveraged resources for community justice	Community justice practitioners continue to work together within Low Moss Prison on a weekly basis; - Homeless Services New Start officer - Housing Addictions Liaison - Just Learning project Coordinator (employability services) Responsibility for provision of CJR Steering Group meeting venues and facilities are shared and rotated amongst partners.	This allows for improved sharing of information between the partners and ease of access to a range of services for prisoners prior to their release.

	Renfrewshire Housing First Renfrewshire Council in partnership with Turning Point Scotland have been delivering this initiative since 2018. Its key aim is to prevent homelessness and to support individuals to live independently within the community. The pilot started with funding for 10 service users, due to TPS securing Big Lottery funding we were able to deliver this service to up to 20 service users, this Big Lottery funding came to an end March 2020. The target group for the Renfrewshire Council pilot is people 'with a history of issues such as repeat homelessness, non-engagement with support services, substance misuse, offending and so on.' Referral criteria are that the person: • Is homeless • That current services do not meet their needs • Has current drug/ poly drug use/ alcohol use • Is looking to sustain a tenancy The age criteria are that the person is 18 or over, though 16- and 17-year olds may be considered.	The benefits of this programme are that we can provide a person-centred service and be creative and flexible when supporting service users. We can respect and listen to service users and involve and encourage them to make decisions about the service they want. We can help to address housing support and addiction issues to enable a service user to make positive changes in their life. We can encourage service users to lead full and active lives, achieve their aspirations and become involved in meaningful activities and provide an equal and non-judgmental service.
	Together SAY Women and Renfrewshire Councils George St. youth homelessness prevention team have initiated a Tenancy Sustainment Service that provides focused, time limited support for young women (16 – 25 years) who are (identified as) survivors of child sexual abuse and/or survivors of other forms of sexual violence and who are having	The main reasons/difficulties young women are presenting with are; fleeing violence and abuse, safety and risk, relationship breakdowns. This is not surprising as VAW&G (Violence Against Women and Girls) services and the Equally Safe Strategy recognise that women often experience a lifecycle of abuse and it's

	housing/homeless/tenancy related issues. The aims of this partnership are an increased tenancy sustainment preventing repeated homelessness and provision to key staff in the Local Authority area with increased skills and capacity through access to SAY Women's specialised training and consultation with allocated SAY Women staff. Currently support is offered/provided to two young women at any one time on a bi-weekly basis. Young women are offered approximately 6-12 TS4S sessions. Liaison with the referring agent re: appointment times is ongoing. Safety Assessments are completed which will identify; young women's strengths; external risks, such as location of abusers; recommended actions by both the young woman and agencies. On-going support will be guided by the TS4S worker with identified local partner agencies also providing wrap around support. 2020 has seen unprecedented times with the spread of COVID 19. On 20th March 2020 Lockdown began for SAY Women and George street the following week. All direct face to face support sessions were unable to be provided from that point. Ongoing support arrangements have had to be reviewed as to how support can still be provided remotely. SAY Women and Renfrewshire council are now committed to working in partnership to expand the TS4S service by employing a Specific Part-time TS4S worker in 2020.	evident this clearly links to the cycles of homelessness women experience. One young woman originally referred in February 2019 worked through her TS4S (Tenancy Sustainment for Survivors) support, made progress, took care of tenancy issues then exited TS4S service and has since referred to SAY Resource service for ongoing 1:1 emotional support around her healing process. The young woman stated: "When it was offered, I wanted to try it out because it was a service for survivors with tenancy difficulties. I had previous help with Counselling, but I felt this service was more relevant and at the time I was having difficulty with my past and my present".

	SAY Women's TS4S partnership with Renfrewshire Council's youth housing and homelessness services continues to be utilised and move forward. We have faced a decrease in referrals over the last couple of months due to COVID19 impacting across the country however, there is still a need for this service to be developed even more so now. Through this partnership SAY Women and Renfrewshire Council are now leading the way in providing support that recognises the gendered differences for females and survivors within homelessness and in their own tenancies just as the Scottish Government is now identifying the need for there to be a more gendered analysis to the "Ending Homelessness Together" action plan and collation of data. Trauma Training opportunities have been provided by NHSGGC and Addiction Services to Criminal Justice staff and other community justice practitioners. Sexual Health training was provided by NHSGGC to Criminal Justice staff through the Sandyford Clinic in Paisley. The complement of services in our Women's Community Justice Service supports joint working and access to services. This includes the co-location of the Alcohol and Drug Recovery Service (ADRS), co-morbidity (addiction and mental health) and criminal justice staff, alongside APEX and Shine PSP staff to	

	support those on community orders and prior to and upon release from custody. Renfrewshire HSCP in partnership with Renfrewshire Council colleagues have secured premises to establish a Recovery Hub and is being developed in partnership with individuals with lived experience. The Hub will provide a programme of activities, as part of the recovery orientated system of care for individuals affected by alcohol & drugs and or mental health. A local pathway for those higher risk service users subject to MAPPA and licenses ensures that they are referred to ADRS for initial assessment and appropriate intervention. A protocol exists in Renfrewshire with NHS addiction services within the Scottish Prison Service, to ensure that anyone released from custody subject to substitute prescribing are seen by ADRS on the day of release. Individuals subject to MAPPA/licence are also prioritised based on identified need to ADRS for assessment and intervention. Scottish Prison Service currently shares weekly stats on Renfrewshire prisoners within the prison estate with CJR lead Officer. Consideration is being given to how best these could be utilised going forward. SPS and Renfrewshire Council have recently signed an information sharing agreement which allows for the sharing of personalised pre-release data to be shared with CJSW and Homeless Services. This is analysed	

	daily and system checks ensure that those services involved with individuals prior to custody are advised of release dates to ensure appropriate support and protection. A joint funding bid was submitted to Scottish Government Change Fund through Renfrewshire Alcohol and Drug Partnership for 'Just Recovery' Project. This project seeks to improve pathways into addiction services for people with convictions. The bid was successful, and the project will be implemented in 2020/21, working alongside the developments in addiction services arising from the Whole Systems Review of addictions in Renfrewshire.	
Development of community justice workforce to work effectively across organisational/professional /geographical boundaries	As stated, trauma training opportunities have been provided by NHSGGC and Addiction Services to Criminal Justice staff and other community justice practitioners. Criminal justice social work staff have been freed up to support national training on risk assessment, groupwork skills and accredited programme delivery. Training for Criminal Justice staff and Police Scotland on shared risk assessments and joint information systems (VISOR) continues to be undertaken jointly by social work and police staff within Renfrewshire. Awareness raising and briefing sessions continue to be provided to senior management and elected members. The CJOIP is formally noted and approved by the Community Planning Partners Executive Group and	

	the Communities, Planning and Housing Policy Board. Briefings submitted to the various strategic groups and boards continue to receive positive feedback. Awareness sessions carried out with staff groups including; - Criminal Justice social Work - SPS Staff - Employability practitioners - Police Scotland staff - DWP staff members - Renfrewshire Homelessness Partnership The CJR newsletter is co-produced with community justice practitioners. This highlights local priorities and local service provision and encourages greater awareness and involvement from wider services. The proposal for our 'Just Recovery' project which was awarded funding through the Scottish Governments Change Fund has allowed for the recruitment of a development worker who will work closely with CJSW but will be managed within the addictions service. The purpose of this is to better align the services and improve the clinical pathways into addiction services for criminal justice clients in accordance with the whole system review of addictions that has recently been undertaken within Renfrewshire. As part of the Just Learning – Skills for Employment Project, a Development Coordinator was employed to engage with practitioners to develop the better	

	pathways approach and encourage referrals. Elements of this project have been mainstreamed within employability services following its conclusion, including the single point of contact for referrals. A practitioner's group has been set up to boost referrals and share best practice, information updates etc. Membership of the group currently includes; • Invest in Renfrewshire • CJSW Unpaid work staff • New Start Officer, • Criminal Justice Social Work • CJR Lead Officer With other organisations still to join. NHSGG&C partners worked in partnership with COPFS to deliver bespoke Mental Health Awareness Training to National Initial Case Processing Unit staff. Further bespoke training to Trial and Jury staff was planned for delivery but due to CoVid-19 restrictions had to be postponed.	Training was positively received, despite fewer evaluation returns was evidenced through the feedback and evaluation received. Additionally, further requests for similar training also evidence the worth of the training to the organisation and the value placed upon it. An evaluation report of the training sessions delivered is available here: https://www.stor.scot.nhs.uk/handle/11289/580266
Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA	Reported as per previous arrangements through the MAPPA Annual Report and overseen by the NSCJA MAPPA Strategic Oversight Group.	

Other information relevant to National Outcome Two
Whilst people with convictions already access a range of services, community justice continues to allow for a specific focus on those individuals and their needs/risks and barriers. Whilst partners are currently unable to provide resources to create additional services, they continue to ensure that existing services make every attempt to consider this group, and any barriers to access to services within service development and their priorities, and where possible opportunities for additional funding for a shared agenda have allowed for the development of projects.

NATIONAL OUTCOME THREE People have better access to the services that they require, including welfare, health and wellbeing, housing and employability		
Indicator	**Evidence and Data (max 300 words per indicator)**	
	Please describe the activity	**Then describe the impact**
Partners have identified and are overcoming structural barriers for people accessing services	A protocol exists in Renfrewshire with NHS Addiction Services within the Scottish Prison Service, to ensure that anyone released from custody subject to substitute prescribing is seen by Renfrewshire drugs service on the day of release. A local pathway for those higher risk service users subject to MAPPA and licenses ensures that they are referred to the higher tier service for initial substance misuse assessment and appropriate intervention. The Renfrewshire housing New Start Officer attends prison to undertake Housing Option Interviews to plan for housing prior to release. Housing support services assists individuals to manage their tenancies, whilst the Housing First initiative run by Turning Point Scotland, ensures that support is available for those who require significant support to maintain a tenancy. A post exists to ensure those in homeless accommodation with addiction issues are referred by the HALO (Housing Addictions Liaison Officer) to appropriate addictions services as early as possible. The proposal for our 'Just Recovery' project which was awarded funding through the Scottish Governments Change Fund has allowed for the recruitment of a development worker who will work	

	closely with CJSW but will be managed within the addictions team. The purpose of this is to better align the services, improve the clinical pathways into addiction services for criminal justice service users, and maximise the use of specific community payback order substance misuse treatment requirements in accordance with the whole system review of addictions. A Community Justice Development Worker – Addictions post has been created and filled; however the start date of the project was delayed due to Covid-19. Partners identified that there was a need for a clearer understanding of referral routes into Mental Health Services both from within the community and those leaving prison. Work is underway to clarify these pathways and streamline the process, this work will continue within the CJOIP Action Log for 2020 to 2021. Focus groups showed the importance of employment within desistance from offending, and the recognition of the lack of clear pathways for those with convictions in Renfrewshire. The Just Learning Skills for Employment Project was set up to understand and improve this, this service has now been mainstreamed.	
Existence of joint-working arrangements such as processes / protocols to ensure access to services	Within Paisley Sheriff Court social work unit; - Arrest referral is carried out by Criminal Justice Social Work staff who offer referral into addiction service for those who require it.	

to address underlying needs	- Throughcare addiction support is provided for individuals post release to support them into addictions services. - A process to support women on bail is available for women, they can be referred to the Women's Community Justice Service. COPFS Sheriffdom Model; - A multi-agency group led by COPFS, across the North Strathkelvin Sheriffdom, enables a spotlight on the use of diversion from prosecution and fiscal work orders, exploring barriers and service provision, this work is ongoing. - Criminal Justice diversion is available (Fiscal Work Orders and general diversion). Remand/Custody Sentence; - Public Social Partnerships (PSPs) exist for those being released from custody, engaging with individuals in custody and onto release. These include national PSPs such as Shine for adult females, and local PSPs such as Moving Forward for young males and Low Moss PSP for adult males. The Low Moss PSP has recently been dissolved and New Routes PSP have now taken over this role. These provide voluntary support for individuals in custody and on release to reduce barriers and aid improved social inclusion. Positive working relationships between these organisations and criminal	

	justice social work allow for the PSPs to be able to access service users within premises at Backsneddon Street, Paisley. A pathway has been developed - exists to enable those in homeless accommodation with alcohol problems to be referred by the HALO (Homeless Addictions Liaison Officer) to Renfrewshire Council on Alcohol. The New Start Officer attends prison to undertake Housing Option Interviews to plan for housing pre-release. Housing support services assists individuals to manage their homes, whilst Housing First ensures that support is available for those who require significant support to maintain a tenancy. A protocol exists in Renfrewshire with NHS addiction services within the Scottish Prison Service, to ensure that anyone released from custody subject to substitute prescribing seen by the drugs service in Renfrewshire on the day of release, and individuals subject to MAPPA/licence are referred to higher tier addiction services for assessment and intervention. Partners identified that there was a need for a clearer understanding of referral routes into Mental Health Services both from within the community and those leaving prison. Work is underway to clarify these pathways and streamline the process, this work will continue within the CJOIP Action Log for 2020 to 2021.	

	Under the principles of the Whole System Approach Renfrewshire Council has retained more young people on supervision orders beyond their 16th birthday where the risk of further offending has been deemed high. This has enabled us to keep young people out of the adult system for as long possible to improve their life chances. It has also enabled some young people to benefit from secure care where otherwise they would have been remanded or sentenced to Polmont. Through the Whole System Approach Renfrewshire Council has successfully promoted the use of remittal to the Children's Hearing for an increasing number of young people up to the age of 17 ½ appearing at Paisley Sheriff Court. This has only been achieved through the development of good relationships with local Sheriffs and Children's Reporters. This has enabled the service to divert young people away from the adult justice system, and have their needs assessed and met via the Children's Hearing. This enables the council to fulfil the ambition of GIRFEC and ensure that young people who offend are able to access child friendly services right up until they tur 18, or 21 if they are care experienced. In the last year drop-in sessions have been offered at the St James Centre in partnership with INVEST outreach service. This has enabled some marginalised young people to engage with employability services that otherwise would have struggled to do so.	Court and SCRA data continue to indicate that there is an increasing number of young people who are being retained within the Children's Hearing system up to the age of 18 where offending behaviour is a feature of their vulnerability. Over the last 12 months three 17-year olds have either been remanded or sentenced to secure care instead of Polmont. This has given them the opportunity for a more intensive and therapeutic level of care which has helped to reduce their longer-term risk of reoffending.

	As part of the Just Learning – Skills for Employment Project, a Development Coordinator was employed to engage with practitioners to develop pathways and encourage referrals. Elements of this project has been mainstreamed following its conclusion, including the single point of contact for referrals. Partners of service users participating in the Up2U domestic violence perpetrator programme can gain support, assessment and intervention through the Women's Community Justice Centre, by IDAA trained criminal justice staff. The service co-ordinator's involvement in the MARAC process also ensures that where required a multi-agency response is required this can be provided consistently, safely and effectively to respond to high risk victims of domestic abuse. A range of community justice partners are part of both the MARAC and MATAC processes, to manage the perpetrators and victims of domestic violence.	
Initiatives to facilitate access to services	Arrest referral is carried out but Criminal Justice Social Work court staff who offer referral into addiction service for those appearing in the custody court. Fieldwork staff refer individuals locally through the Criminal Justice protocol. A range of national and local Public Social Partnerships operated across Renfrewshire,	

	supporting men and women prior to and post release from custody during this reporting period. A Joint funding bid submitted to Scottish Government Change Fund through Renfrewshire Alcohol and Drug Partnership for 'Just Recovery' Project. The bid was successful, and the project will be implemented in 2020/21. The CJR Steering Group identified employability as a key local priority as part of the CJOIP. A funding opportunity was identified, and a joint application submitted by The Just Learning – Skill for Employment project Steering Group which is made up of partners from several agencies including; - Criminal Justice Social Work - Housing and Homeless Services - Invest in Renfrewshire - Skill Development Scotland - Department for Work and Pensions - NHSGGC - Engage Renfrewshire	A development worker has been recruited to work closely with CJSW but will be managed within the addictions team. The purpose of this is to better align the services and improve the clinical pathways into addiction services for criminal justice clients in line with the whole system review of addictions. It is anticipated that this post within Just Recovery will allow for greater consideration of appropriate disposals and use of CPO requirements at the court assessment stage. It will also explore how those at an earlier stage in their offending, with possession of drugs offences, will be appropriately diverted from prosecution through assistance from relevant addiction services.

	A Development Coordinator was employed to engage with practitioners to develop the better pathways approach and encourage referrals. Elements of this project are now mainstreamed within employability services following the projects conclusion, including the single point of contact for referrals. In developing Renfrewshire's Community Plan 2017-2022, the Community Planning Partnership made a commitment to better understand how individuals, families and communities across Renfrewshire are impacted by alcohol and drug misuse. As a result, an independent Alcohol and Drugs Commission has been established. Since the beginning of 2019, significant work has been undertaken to establish and develop the work programme of the Commission. At the outset, Commission members agreed to consider support those with the highest need who are suffering the most severe disadvantage. In the meetings which have followed, the Commission - which comprises key national experts from across health and social care, housing, justice, third sector and higher education - has discussed how we currently support people affected by alcohol and drug use; our services across prevention and early intervention; recovery; the impact of trauma; and how we engage with children and young people. One of the most important parts of the work of the Commission continues to be listening to the voices of	

	those with lived experience: talking to service users, people in recovery and their families and carers. To hear these voices, Commission members have visited Renfrewshire services including the Sunshine Recovery Café, the Renfrewshire Men's and Women's Groups, Renfrewshire Family Support Group, and Renfrewshire Adolescent Drug and Alcohol Resource (RADAR). In addition, the members of the Commission have also engaged with frontline staff and Pastoral Care teachers in a series of focus groups. In January 2020. A Recovery Conversation event was held in partnership with the Sunshine Recovery Café. This event provided the opportunity for over 100 individuals from the recovery community (including family members) to meet with Commission members and give their views to the Commission The Commission has also heard evidence from a range of services and organisations to inform its recommendations – including Community Justice Scotland and Renfrewshire's Criminal Justice Services, both services continue to play an important role in the commission as members and expert advisors. Due to the impact of the COVID-19 pandemic and subsequent lockdown, work is still ongoing to refine the key messages or recommendations that are beginning to flow from the work of the Commission. However, this work will resume and during 2020/21,	

	Renfrewshire Community Planning Partnership will prioritise work on alcohol and drugs use across Renfrewshire and drive forward the recommendations from the Alcohol and Drugs Commission to reduce the impact on individuals, families and communities. Over the course of 2019-2020 NHSGG&C partners have been working with partners 'Recruit with Convictions' to develop a 'Widening Access in Justice Partnership' Network with the aim of improving employability and employment opportunities for those with previous involvement in the justice system. The New Network met for the first time in Jan 2020 with representation from NHS Employability, HR and Health Improvement Leads alongside leads from Community Justice and Employability from CJ Partnerships across the region. A Network launch event that had been planned for end March/Beginning April 2020 has been postponed due to CV-19 restrictions. The Navigator Project aims to support individuals who have been victims or perpetrators of violence to make changes to improve their lives. Two 'navigators' were employed and are managed by the Violence Reduction Unit and work within the emergency department at the RAH at the busiest times (usually over the weekend late shifts). A key aim of the project is to engage with individuals who ordinarily refuse to engage with services. Other aims of the project are to:- • Reduce violent incidents, in all their forms;	

	• Reduce hospitalisation through violence; • Support positive lifestyle change in a credible, person centred and practical way; • Support hospital staff in providing a holistic service to individuals; • Reduce the number of repeat attenders at A&E.	
Speed of access to mental health services	Whilst mental health services possess this information for the general population, this data is not currently available specifically for the community justice client group.	
% of people released from a custodial sentence : a) registered with a GP b) have suitable accommodation c) have had a benefits eligibility check	This data is not currently gathered. Even where information is available regarding GP registration at the point of imprisonment, where release is to alternative accommodation within Renfrewshire the existing GP is unlikely to remain involved	
Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending	The Just Learning – Skills for Employment Project which has now been mainstreamed (previously mentioned) provides evidence against this indictor. Moving Forward: Making Changes – A group and individually provided treatment programme for men convicted of sexual offending is provided within Renfrewshire and provided by the Scottish Prison Service to those from Renfrewshire serving a custodial sentence. When it came time for reaccreditation of the	An evaluation of the programme in Scotland in 2018 reported that whilst most individuals had reduced risk levels by the end of the programme, the data could not be relied upon, and the lack of a control group meant that no clear conclusions could be drawn however

	programme in October 2018 it was decided that MFMC required some redevelopment so since then, MFMC has continued to be provided to accreditation standards whilst the established Advisory Panel looks at the redevelopment of the programme. The Criminal Justice Services Manager in Renfrewshire sits on the Advisory Panel whilst the Project Leader of the Service that delivers the programme participates in associated work streams. Both the Service Manager and Project Leader also continue to be actively involved in the operational and strategic groups for the existing programme.	"other perceived benefits identified by staff and men interviewed for this evaluation included improved ability to sustain healthy social relationships, regulate their emotions, cooperate with supervision, and understand and change problematic attitudes. 85% of men who completed an exit survey on leaving MF:MC said they thought it would stop them reoffending in a similar manner." Feedback from service users who undertook the programme within Renfrewshire over the last year includes responses to the following questions: Lifestyle Impact - Do you think MF:MC will stop you reoffending in a similar manner? Of those who answered yes: Lifestyle Impact - Why do you say that? 1. understanding of risk factors and how I can keep myself safe from accusations. 2. I now understand how I reacted to issues in my life which led to offending. I am now better equipped to seek help if needed. 3. It gave good understanding on pro offending behaviour and what led to it. Also helps develop a viable, keep safe plan and good life goals. 4. Due to all the learning about myself/the past. How to meet common life goals appropriately. 5. I have a much better understanding of why I was offending and the needs it was meeting.

		6. I have new coping strategies that will help me. 7. It has made me realise about my negative emotions. 8. I learned the skills required to stop re-offending. - I have a better understanding of my offence with the tools to never offend again. - I learned why I offended, what I need to prevent re-offending. - Because it helped me understand my offending behaviour and why it happened. - I would feel comfortable asking for help rather than offending and I know who to ask for that help if needed. - The programme has helped me identify core beliefs and unhelpful thinking styles which drove poor decision making and offence favourable behaviours. - The programme has helped highlight issues that I previously was not aware of and helped me develop the tools to resolve them and any others. - I feel I now have an understanding of my offence and have the tools to prevent re-offending. Reflection on the Service - What would you say are the best things about MF:MC? 1. A change in lifestyle regarding habitual drinking. 2. Breaking down and reviewing past behaviours and thinking styles and investigating what led to those actions and thoughts.

		3. An understanding about yourself, putting your life back on track, listening to others. 4. Helping me to understand my behaviour with regards to offending and helping me to change as necessary. 5. The understanding of the facilitators and recognising that we're people too who have made mistakes. 6. Trusting in the group. It gave me more confidence to speak out. 7. Being open and honest about my offending, opening up about my emotions. - Learning about yourself and why you commit these offences and learning how to reduce any future risk. - Supportive atmosphere. Learning new skills. - Being able to voice my thoughts without being judged and being able to discuss my problems with people in the same situation as me. - Not being judged but at the same time being challenged - I feel the respectful and non-judgemental atmosphere created, really helped me rebuild confidence and self belief at the start of my order, when I was at my lowest. - being aware of responsibility, actions, consequences and care to myself and others.

		- Good discussion and course material. Good and understanding facilitators. Insight from others in group
	Up2U: Creating Healthy Relationships is a modular programme for people who use domestically abusive behaviours in their intimate partner relationships. This is provided by criminal justice social work to those subject to statutory licence or community supervision, who are assessed as suitable. It is an assessment lead intervention programme which responds to individual need, risk and responsivity, providing tailored packages to suit the needs of the individual. The programme recognises that people use domestically abusive behaviours for different reasons, including - power and control; learned behaviour; attitudes which promote male dominance; lack of emotional management skills and poor conflict resolution skills. Therefore, motivational interviewing techniques are used in a personalised programme to address the needs of the individual. From April 2019 until March 2020 we have assessed 180 service users for their suitability to undertake Up2U modules. We consider Up2U for all service users who have CJSWR requests relating to domestic matters. Weekly screening sessions take place to look at Court reports or case work being undertaken	Up2U continues to have no waiting times. In December 2019, we met with Amy Ford, Up2U author, to review our use of the modules. An outcome this meeting is that we arranged a one-day refresher training event which was due to take place on the 27th March 2020. Amy agreed to come to Renfrewshire to provide refresher training to those already trained in Up2U. One man who has just completed the Up2U programme advised, “This work made me look at my controlling behaviour and has helped me manage my emotions better” .... but also reflected that undertaking this work has “helped me open up.” Another man said, “It (UP2U) makes you think more about yourself and how you behave....my jealousy and insecurity...and working to addressing them” In relation to a specific part of the programme, one man commented, “I feel I benefitted mostly from the colours sessions in identifying my own emotions and behaviours. I initially felt a bit intimidated as I work in a male dominated environment and I had never sat and spoke to someone the way I do here. I feel like I'm here to change and not here to feel bad about myself”

	Currently, we have 38 service users who are subject to Community Payback Orders/licence, whom Up2U work is ongoing. The Women's Service provide support to the partners of service users who are placed on orders. Our aim is to offer partner support to any service users who remain in a relationship with the victim of their offending. IDDA trained workers are involved in this work. Wider services within Renfrewshire, including Women and Children First, a social work service, provides support to women at risk of partner violence.	In looking to engage in healthy relationships, another reflected, "In the future relationships I am going to slow down and build trust... I also saw in the media about men controlling their partners' phones, social media etc. That was who I was! I don't want to be that man and I am going to continue to challenge negative self-talk as I know this leads to harmful outcomes.
Other information relevant to National Outcome Three		
Community Justice Renfrewshire has identified areas where barriers exist and continues to find ways to address these across services and agencies, this includes employability, mental health and housing. Evidence based interventions such as Up2U and MFMC also ensures that staff have access to approaches that are considered to impact positively.		

NATIONAL OUTCOME FOUR Effective interventions are delivered to prevent and reduce the risk of further offending		
Indicator	**Evidence and Data (max 300 words per indicator)**	
	Please describe the activity	**Then describe the impact**
Use of 'other activities requirements' in CPOs	Other activity is reported to Community Justice Scotland within the CPO Annual Report,	
Effective risk management for public protection	For adults convicted of sexual or serious violent offences this is reported elsewhere by a range of partners, within the MAPPA annual report. For younger service users effective risk management for young people in the justice system is delivered through the CARM approach (Care and Risk Management) by the Whole Systems Service. This is applied to the critical few young people who pose the greatest risk of harm either through violence or sexually harmful behaviour. Through the development of a multi-agency risk assessment and management plan this has been successful in managing and reducing risk, giving confidence to key partners and lessening the impact on communities.	Five young people have been subject to CARM at some point over the last 12 months. Only one young person has been involved in further harmful behaviour while subject to CARM.
Quality of CPOs and DTTOs	This is reported elsewhere as a single agency response, within the Community Payback annual report submitted to Community Justice Scotland.	
Reduced use of custodial sentences and remand : a) Balance between	Specific Renfrewshire statistics are not yet available in the format required to report against this indicator.	

community sentences relative to short custodial sentences under one year b) Proportion of people appearing from custody who are remanded		
The delivery of interventions targeted at problem drug nad alcohol use [NHS Local Delivery Plan (LDP) Standard]	Delivery of addiction interventions is overseen by the Alcohol and Drugs Partnership in Renfrewshire. Information as to referral to such services from criminal justice services is not currently reportable, however will be taken forward within 'Just Recovery'.	
Number of Police Recorded Warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs)	These statistics are not currently reported. Community Payback Orders are reported to Community Justice Scotland within the CPO annual report. Supervised bail is not currently provided by Renfrewshire Council. CPOs and DTTOs are reported to the Scottish Government within the aggregate return and unit level CPO data.	

	Social Work Diversionary activity such as general diversion and Fiscal Work Orders are considered at a COPFS led community justice meeting.	
Number of short-term sentences under one year	These statistics are not reported to the Steering Group, however, would be helpful. Statistics published nationally are not broken down to local authority areas. With the introduction of the presumption against short sentences of 12 months it would be helpful to have these statistics, and those who were made subject to community orders as an alternative.	
Other information relevant to National Outcome Four		
CJR continue in our attempts to utilise and develop interventions to impact positively on service user rehabilitation and desistance.		

NATIONAL OUTCOME FIVE Life chances are improved through needs, including health, financial inclusion, housing and safety, being addressed		
Indicator	**Evidence and Data (max 300 words per indicator)**	
	Please describe the activity	**Then describe the impact**
Individuals have made progress against the outcome	The Just Learning – Skills for Employment Project continues to facilitate clients taking part in a range of activities alongside core job sharing. These include; - Assistance with disclosure letters - Think Tank (employability support, CV's etc) - Yes Programme - Various training Opportunities - Digital college **<u>Think Tank</u>** Think Tank is a drop- in service for our clients that have recently registered with Invest and this is were we start the clients on their journey. It was decided that it was drop-in so that the client was under no pressure and would feel comfortable when in engaging. We assist with building CV's. cover letters etc, but also have guest speaker from voluntary organisations, other members of the Invest team who can offer training opportunities and employment. This soft approach allows the client to get familiar with the Advisors and the setting of The Russell Institute. Since June 2019 until March 2020 we had 57 individual participants. • Introductions, ice breakers, group rules.	Clients have moved into the following outcomes at this stage; - 32 gained a qualification - 7 moved to Invest in Renfrewshire's Strategic Skills Pipeline - 2 into full time education - 8 into Employability Fund - 13 into full time employment - 2 into Part Time employment - 6 into internal traineeships - 1 into external traineeship

	• Overview of Invest Services followed by talks from Training Team, Advice Works. • Session on what concerns they may have about moving forward into training, employment, further education. • What impact does their convictions have on employment, when, what and how to disclose to employers. Disclosure support (When discussing disclosure issues this is done on a 1-2-1 basis) • Identify Skills Session. • Arrange for clients to attend various Invest training sessions. (First Aid, CSCS Training, STEPS to Excellence) • CV creation/ update, Cover letter, Personal Statements • Future Options Sessions, showing what is available including speakers from SBWA Coordinators, College, Volunteering Routes, and Employers. • Forward Planning – goal setting. • Progress onto YES programme – *Personal & Social Development Programme* The YES (Your Essential Skills Programme was a follow on from the success of the Keys to Learn courses that was run throughout 2018. We will be working in partnership with West College Scotland and it has been requested that 6 courses will be ran periodically until December 2022.	

	• increased confidence, motivation and transferable skills • increased work ethics and leadership practice. • opportunity to progress to education, training or employment. • SQA / SCQF levelled qualifications if appropriate. • access to college wide resources and facilities Your Essential Skills (YES) is a personalised learning programme within an academic framework which determines the absolute necessity to ensure full participant engagement. It utilises a design-specific skill recording mechanism, created for reflecting on the personal learning journey and which, responds effectively to ensuring that the rights and demands of the specified target group are addressed appropriately. **Make It Happen** Make it Happen runs once a week for those clients who have attended Think Tank and Yes, who have not yet moved into a positive destination. It provides them with the opportunity to complete course work from the YES course as well as revamp their CV, cover letter, offer support to apply for employment or support with any other issues that may need addressing. This would also allow clients to progress on to the main Pipeline, receive more intense support and assist them in progressing nearer employment.	Participant experience concentrates on personal, core and employability skills development and aims to increase individual academic achievement and career opportunities. At the heart of the learning, participants research, practice and model leadership traits to fully understand and appreciate the extent and impact of their previous chosen behaviours and utilise personal management tools, with the intention of reducing recognised employment barriers and increasing positive transformation and life opportunities.

Other information relevant to National Outcome Five		
A range of services or programmes are provided and seek to improve the outcomes of individuals with convictions, and pathways exist to overcome barriers of access to universal services.		

NATIONAL OUTCOME SIX People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities		
Indicator	**Evidence and Data (max 300 words per indicator)**	
	Please describe the activity	**Then describe the impact**
Individuals have made progress against the outcome	CJR continues to support Active Communities in developing and promoting their new Renfrewshire Women's Centre KAIROS based in Johnstone. KAIROS, funded through the Robertson Trust, seeks to be a safe, welcoming and respectful service offering a variety of opportunities and activities for women generally including those with convictions, and good connections to other local services. Strong links have been made with criminal justice social work. Children's services runs a wellbeing group for young people, some of whom are involved in offending behaviour. This uses a combination of yoga/mindfulness/trauma recovery techniques. This has proved really beneficial for the wellbeing of some young people and reduced other negative coping strategies. A Friday lunch club is also provided at St James Centre which over the last 3 years has fed a huge number of vulnerable young people, given them a safe space to spend time, and enabled important conversations to take place with them prior to the weekend. This club has boosted health and wellbeing and promoted responsibility and good decision making. Other agencies such as employability and	

	mental health have also begun to use this as a means of engaging with hard to reach young people. A number of workers based in the St James Centre have been trained to deliver the Seasons for Growth groupwork programme for young people who have experienced loss and bereavement. As soon as it is practical to do so, we will begin to offer this additional service to young people involved in offending behaviour, as this has been identified as a very prevalent issue amongst this group. Work is required to gain more detailed case studies to inform progress. We will continue to work to develop a framework for ongoing evaluation of participants experience of interventions.	

Other information relevant to National Outcome Six

Community Justice Renfrewshire continues to explore ways to develop opportunities for individuals, reducing the barriers to accessing education, employment and leisure opportunities.

NATIONAL OUTCOME SEVEN Individuals' resilience and capacity for change and self-management are enhanced		
Indicator	**Evidence and Data (max 300 words per indicator)**	
	Please describe the activity	**Then describe the impact**
Individuals have made progress against the outcome	Participating in the Womens' Unpaid Work Group has not only reduced the breach rates of women with significant issues but increased their self-worth and craft skills. Women attending the Womens' Community Justice Service have access to a range of individual and group activities and interventions that reduce social isolation and improve social skills and resilience. The range of interventions offered by criminal justice social work, by PSP staff, by throughcare support officers, by Housing First all aim to support resilience and the capacity to change. CPO Annual report provides feedback from those undertaking CPOs We will continue to work to develop a framework for ongoing evaluation of participants experience of interventions. The service user feedback in relation to MFMC and Up2U in national outcome 3 under targeted interventions, demonstrates service user perception of enhanced resilience and capacity for chang	

Other information relevant to National Outcome Seven		
Case studies and service user feedback demonstrate improved outcomes across a range of services and interventions.		

5. Priority Areas of Focus

As Previously mentioned, due to significant personnel changes within the partnership our main focus this year has been on the reinvigoration 7of the partnership amongst all staff within partners organisations. Our event and Have your say sessions have been a positive step forward in raising awareness and gaining active participation from partners. In the year ahead we plan to build on this with the development of our operational subgroups who will be the 'action' groups reporting to the strategic steering group.

6. Case Studies

Please Provide Case studies / Good news stories

"When I started with Invest in Renfrewshire, I had an initial meeting with an adviser who was extremely helpful and put me immediately at ease. I had been out of work for a few years due to personal circumstances and had lost all my confidence. At the time I was volunteering with a local charity called Active Communities with their women's project, Kairos. Invest helped me to update my CV and I had numerous very helpful meetings with advisers to talk through my options for the future. I never felt pressured into anything and I was allowed to go at my own pace to move forward. I was enrolled for the Steps to Excellence course to help with my confidence. This helped immensely. Then in April 2019 I was offered a 13-week paid traineeship post through Invest with Active Communities. I then had the opportunity to apply for a permanent job with Active Communities to continue in the same role. Invest helped me with my application form and preparation for interview and interview practice. I have since been employed with Active Communities and now have a positive outlook for my future. I genuinely could not have achieved this without all the assistance and support I was given by everyone at Invest."

Client 1 –
"Just a big thank you from me
YES course was brilliant
Have a brilliant Christmas and New year
Buzzing to see what next year brings now

Thanks again " 🎉

Client 2 –
"The YES programme helped me understand a lot about myself and helped me get a job. All the best guys, can't thank you enough, you have been really helpful to me, hope you all have a great Christmas and 2020 is a happy year."

Client 3 – "*I found the support from Invest very good and the help that Fraser and Alison have done for me to progress onto bigger and better strategy in life. The support I got was phenomenal and couldn't ask for a better progress"*

Client 4 – ""*I would like to thank all the team involved in getting me back to work. Without the support and guidance i'm not sure how long it would have taken and the ups and downs can be quite depressing. Now i have qualifications that will make me more employable in the future thanks again"*

7. Challenges

Challenges in taking forward community justice include:

- Personnel changes across agencies represented on the Steering Group, resulting in challenges maintaining focus.
- The capacity/commitment of some statutory agencies to resource attendance at partnership meetings.
- Resource constraints amongst the range of agencies, some of which are already contracting to provide services within available budgets, and lack of any additional resources. Plus, ability of agencies to specifically focus on this service user group within their wider priorities.
- The temporary nature of funding for the Lead Officer post creating potential retention issues.
- Short term funding for statutory and third sector services inhibiting longer term planning.
- Lack of local authority statistics to enable analysis of specific issues within Renfrewshire.

8. Additional Information