

Consultation Draft

Community justice outcomes improvement plan 2018–2021

The opportunity
to create a better
community



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What is community justice?

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

When we talk about community justice, we mean all the people and organisations that work together to support victims and families affected by crime and who support, manage and supervise people who have committed offences from arrests through to the sentences they receive in court and on to their rehabilitation and reintegration back into the community.

These are not things that any single organisation can achieve alone. Because of this, the Scottish Parliament introduced the Community Justice (Scotland) Act 2016, a law which means that statutory agencies must work together to plan their work and report on how they are performing.

In passing the law, the Scottish Government set out a goal:

Scotland is a safer, fairer and more inclusive nation where we:

- Prevent and reduce further offending by addressing its underlying causes and;
- Safely and effectively manage and support those who have committed offences to help them become part of the community and realise their potential for the benefit of all citizens.

To reach this goal, we know that:

- By telling communities about community justice issues and encouraging them to take part in planning our services, interventions will be more effective.
- Community justice issues are complex and we need to work together to make things better.
- Every member of our community, including those who have committed offences, their families, and victims of crime should have access to high quality services that work together to address the needs of each individual.
- People should be given the right help at the right time; this should assist in preventing people from committing offences.
- People must be held to account for their offences, in a way that recognises the impact on victims of crime and is mindful of risks to the public, while being proportionate and effective in preventing and reducing further offending.
- Re-integrating those who have committed offences into the community and helping them to realise their potential will create a safer and fairer society for all.



“Community justice is protecting the community”



Why have a community justice approach?

The community is at the heart of the new model—we aim to consult and engage with those who have a stake in it.

We are committed to working with the local community to identify local priorities and take action to reduce reoffending within Renfrewshire. Plans will be made involving local people who know their area best. This is our opportunity to create to a better community for Renfrewshire.

Community Justice Renfrewshire will help prevent crime by working with partners to support preventative activities in the community and help reduce crime by encouraging people with an offending history to feel part of their community and be good citizens.

Prison remains appropriate for people who commit serious offences but locking people up isn't always a good way to stop reoffending. Community justice is proven to work.

Community-based justice is not a soft option – it's a punishment based on reparation as well as rehabilitation.

Rehabilitation is a key part of the approach – we want to help people with convictions find employment and stable housing, and reduce the chances of them reoffending; this benefits the whole community.

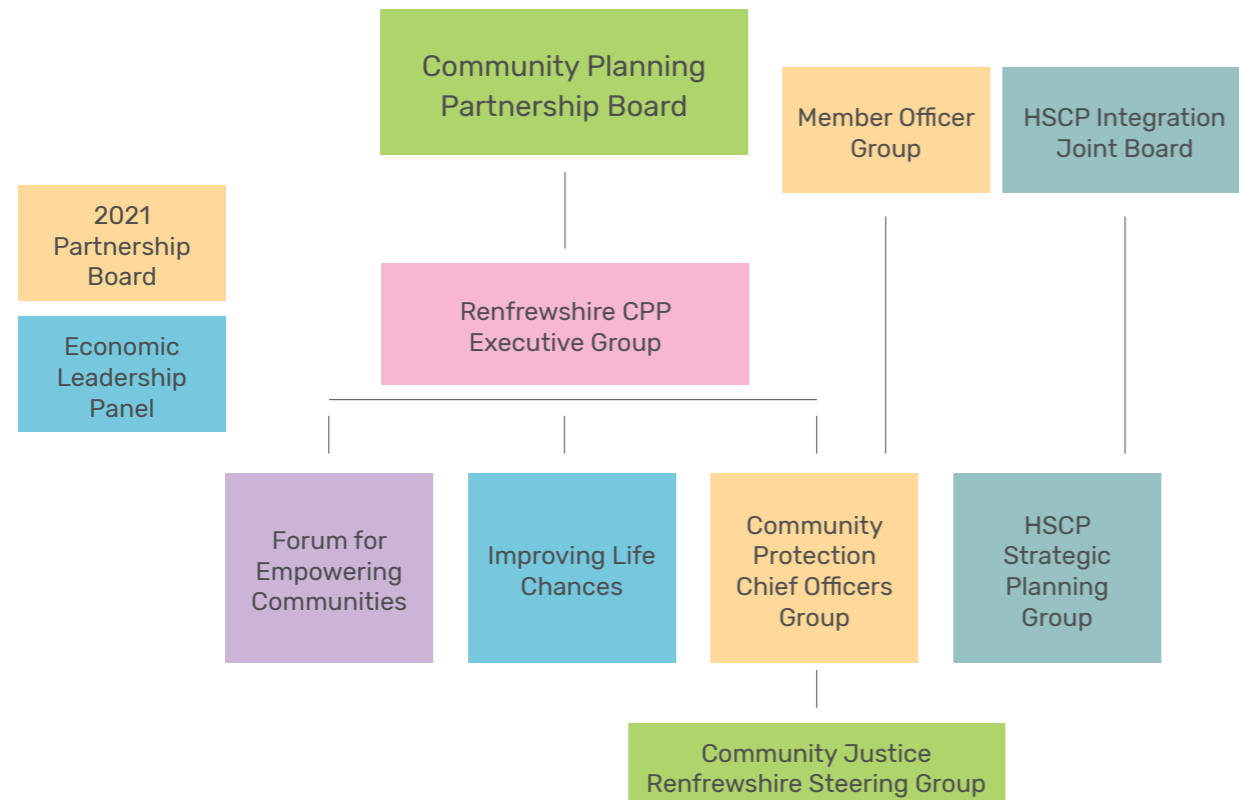
Who are Community Justice Renfrewshire?

Community Justice Renfrewshire is firmly established within Renfrewshire’s robust Community Planning arrangements and our priorities reflect the vision of Renfrewshire’s Community Plan 2017 to 2027: “Working together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive”.

The diagram below identifies Renfrewshire’s Community Planning arrangements

People and organisations in Renfrewshire already work together on community justice and the new arrangements will make this partnership even stronger. Some of the groups where organisations already come together include:

- Community Protection Chief Officers Group
- Multi Agency Public Protection Arrangements
- Child and Adult Protection Committees
- Alcohol and Drug Partnership
- Gender Based Violence Strategy Group
- Employability Network
- Low Moss PSP Governance Group
- NHSGGC Community Justice Health Improvement Strategic Group
- Community Safety & Public Protection Steering Group
- MARAC–Multi Agency Risk Assessment Conference





What are the local issues?

Just over a quarter of the population of Renfrewshire are in the top 20% most deprived parts of Scotland.

Deprivation

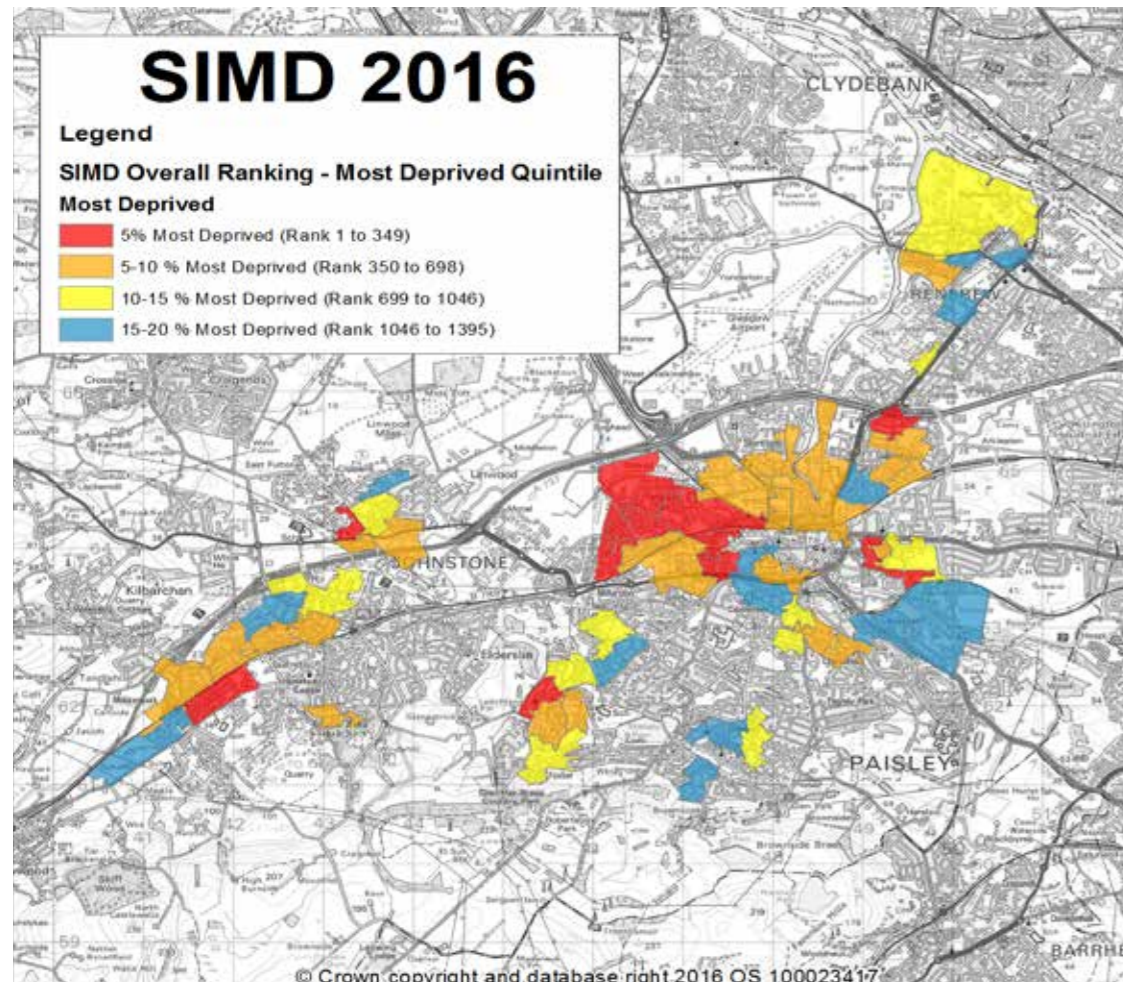
Renfrewshire's population is around 174,500 which accounts for 3 per cent of the Scottish population. We have the ninth largest population by council area and the second highest population density in Scotland outside the four major cities.

Renfrewshire is a diverse area with both large towns and rural areas and our communities have a strong sense of identity and in many cases a long history. Pockets of severe long-term deprivation sit very close to prosperous areas, and centuries-old settlements are neighbours to growing new communities.

Just over a quarter of the population of Renfrewshire are in the top 20% most deprived parts of Scotland. The single overall most deprived data zone in Scotland is located in Paisley. At the other end of the scale, there are 12 small areas in Renfrewshire which are in the 10% least deprived parts of the country.

Deprivation is not just about income. It's also about health and wellbeing, about education and job prospects, about access to services, about housing and about crime. All of this affects the quality of life in our communities.

We know that there is a big gap in life expectancy between communities within Renfrewshire. For example, life expectancy for men living in Ferguslie is 16.4 years less than for men who live in Bishopton, and there are other examples of these gaps. We also know that there are big differences in how healthy people are in older age.



What are the local issues? *continued*

Up to 1 in 3 males and 1 in 10 females in Scotland are likely to have a criminal record which may act as a barrier to employment.

Drugs and Alcohol

Figures on hospital presentations tell us that Renfrewshire has a higher than average number of people misusing drugs and alcohol. Misuse of alcohol and drugs are recognised as leading to ill health, preventable injury and death, worklessness and serious and petty offending. Alcohol and drugs are key factors in violence and is often a factor when children are taken into care.

A report published recently by the National Records of Scotland (NRS) showed that Renfrewshire has also experienced an increase in the rate of drug related deaths. In 2016, there were 42 drug-related deaths, which compared to the five year average figures taken between 2006 and 2016 indicates a small rise from 22 to 26 cases (18.2% increase). Deaths in 2016 were characterised by an older (typically 35–44), male (71.4%) poly-substance (especially atypical benzodiazepine and opiate) drug users are most likely to die a drug related death.

Homelessness

The security of having a roof over your head and somewhere you identify as home is important for all of us in maintaining a secure and stable lifestyle. People leaving prison were almost twice as likely to have reported homeless in the preceding 12 months as someone who has not been in prison. They are also less likely, as a homeless person, to receive permanent accommodation and more likely to have their application closed due to 'lost contact'.

Homeless applications have been falling in Renfrewshire for several years for all groups of people except prison leavers – those applications have almost doubled in the last 10 years.

Employability

Up to 1 in 3 males and 1 in 10 females in Scotland are likely to have a criminal record which may act as a barrier to employment. People with convictions may not feel that their conviction is the only barrier. As well as the process of having to declare convictions to potential employers, there is evidence which links a lack of skills, poorer education and a lack of self-confidence with offending. Due to this, people with convictions can be less 'job ready' than others. When people struggle to find work, it may be another reason that makes it difficult for them to have a stable lifestyle and contribute to their community.

We carried out some research with people in prison and those serving community sentences. Almost all those interviewed cited joblessness and lack of money as a key factor in their offending.

Drug and alcohol use also featured strongly. When asked what would help them not to re-offend, almost three-quarters of those being interviewed said training and help to find employment.

Crime

Each year, the Scottish Government publishes information on the number and type of crimes committed in each council area. Figures for Renfrewshire tell us that the number of crimes is falling. When Police Scotland were preparing their local policing plan for 2017–2020, they consulted Renfrewshire residents. One of the top issues they wanted police to focus on locally was drug crime. Because of this, tackling the supply and misuse of drugs is a top priority in the Renfrewshire Local Policing Plan.

Tackling the illegal supply and use of controlled drugs not only reduces the harm it does to individuals, families and communities, it also addresses a number of other issues associated with the drug trade from funding serious and organised crime and terrorism to general antisocial behaviour and linked crimes of dishonesty. Because of this focus, almost one-quarter of all crimes reported in Renfrewshire in 2016–17 were drug-related.

Gender-based violence is another focus for not only the police but for other organisations locally. The number of people who are victims of physical, sexual or emotional abuse and neglect is a major concern. Domestic abuse in particular affects the lives of individuals as well as their families.

There are already strong multi-agency arrangements in place to work with the perpetrators and victims of gender based violence and it is important that this work remains a priority for everyone involved. Community Justice Renfrewshire

will continue to support this work through its membership on the Renfrewshire Gender Based Violence Strategic Group.

Sentencing

The number of people receiving short prison sentences from the courts has been falling and there is much more use of community sentences. In Renfrewshire, work with women who offend has been very successful and there are fewer than 10 women from Renfrewshire currently serving a prison term. 97% of Renfrewshire's prison population are male with 94% being over 21 years of age.

The main community sentence used by courts is the Community Payback Order. In Renfrewshire, a person on one of these orders is most likely to be aged 21–30. The number of these orders being made by the court has increased year on year since they were introduced in 2011, and the length of the orders has also been increasing. More women are being given this type of sentence.

There has been considerable research to show that community sentences work better than prison for many people. This is especially true when compared to short prison sentences. In September 2017 the Scottish Government announced the extension of the presumption against short term prison sentences to 12 months or less, this will create more opportunity to reduce reoffending through the increased use of effective community based rehabilitation programmes.

Research with a small group of people currently on a Community Payback Order in Renfrewshire highlighted positive results. All those who took part felt that undertaking the order had not only had a positive effect on their lives, it had helped them to understand the impact on the victims of their offences. They were also able to cite a range of other services they had been able to access during the CPO, such as support with housing, mental and physical health issues and substance misuse.

The service user voice

We asked people with convictions who use our services, what would help to stop them reoffending?

**Hope—that you can
change and better
yourself.**

**More
support in the
community**

**The chance of
a normal life
and job**

**Learning
new skills**

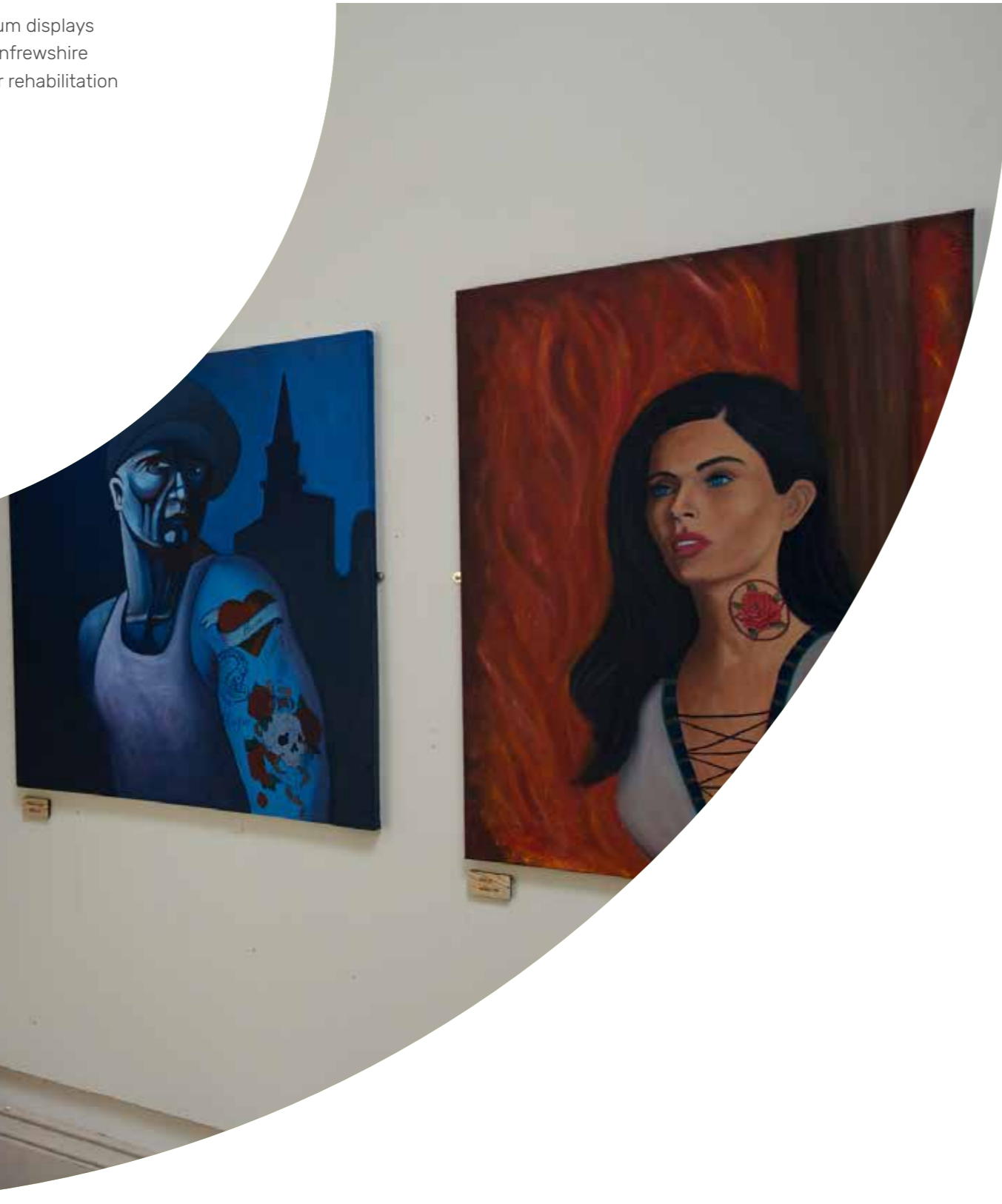
**A job, house
and family**

**Help to get
work**

**Don't judge me,
give me a chance**

**Structure
in life**

(Pictured) Paisley Museum displays artwork produced by Renfrewshire prisoners as part of their rehabilitation journey.



Services, Programmes and Partnerships

We want to build on existing success.

In addition to services targeted specifically at those who have been convicted, Renfrewshire has a range of universal services which can address some of these needs and contribute to better outcomes and potentially a reduction in offending behaviour. Fuller information on the services available in Renfrewshire is included as Appendix A of this plan.

The Renfrewshire Community Safety Partnership already brings together services which have a part to play in preventing and reducing offending, and protecting the public.

By working in this way, Renfrewshire recognises that the police, the council, health, community wardens and voluntary organisations each play a part in making communities safer.

As well as the wider work they do, partners also come together to deal with specific issues, such as gender based violence and managing high risk offenders.

We want to build on existing success.

Services and programmes for people with convictions include:

- Low Moss Public Social Partnership Turnaround
- Constructs: Positive Steps to Stop Offending
- Moving Forward making Changes (MFMC, a Sexual Offending Group Work Programme)
- The Self-Change Programme (SCP)
- The Short Term Intervention Programme
- Controlling Anger and Regulating Emotions (CARE)
- The Pathways: Routes to Recovery and Desistance programme
- The Female Offending Behaviour (FOB) Programme
- Women's Community Justice Service
- Up2U: Creating Healthy Relationships

Universal services which can support a reduction in offending

- Homelessness and housing support services
- Drugs services
- Alcohol services
- Health services
- Family support services
- Employability services
- Education providers
- Marac

Community Justice Scotland

Community Justice Scotland has been established to provide leadership for the sector. They will provide professional assurances to Scottish Ministers on the delivery of the seven improvement outcomes for Community Justice in Scotland along with monitoring the performance of all local authorities in Scotland.

A national strategy, performance indicators and a reporting framework has set the strategic direction for partners and support delivery within Renfrewshire and across Scotland.

Community Justice Outcomes are categorised as both structural and person-centric and progress on these outcomes will be reported to Community Justice Scotland annually:

Structural Outcomes

What we deliver to our partners

- Communities improve their understanding and participation in community justice
- Partners plan and deliver services in a more strategic and collaborative way
- Effective interventions are delivered to prevent and reduce the risk of further offending
- People have better access to the services they require, including welfare, health and wellbeing, housing and employability

Person-centric Outcomes

Changes to users

- Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed
- People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities
- Individuals resilience and capacity for change and self-management are enhanced

What are our priorities?

Community Justice Renfrewshire will continue to develop a commissioning approach to Community Justice Services in Renfrewshire as we develop our understanding of local needs and consult with our stakeholders.

Our key priorities have been identified through our interaction with stakeholders, our needs assessment and they reflect the vision of Renfrewshire's Community Plan. Housing and employment are also currently identified as national priorities for Scotland.

The opportunity to create a better community

Key Priorities we will focus on

Improved Community Understanding and Participation

Informing local communities about community justice issues and enabling them to contribute to the decisions that affect them will support reintegration, reduce stigma and lead to the delivery of better, more person centred and responsive services and improved community justice outcomes.

In the next twelve months we will;

Engage with our communities to improve understanding of and participation in community justice developments within Renfrewshire.

We will know we have succeeded if by 2019 we have;

Increased awareness of the complex issues facing people with convictions within our communities and people understand that by addressing these issues we can reduce reoffending and thus reduce the number of victims, making our communities safer.

Employability

Renfrewshire has been committed to tackling worklessness and has made significant strides in tackling youth unemployment. Employment continues to be a national priority and people with convictions in Renfrewshire have told us this is the biggest factor which would help to stop them reoffending.

In the next twelve months we will;

Implement our Just learning-Skills for Employment Project, funded by the Scottish Governments Employment Innovation and Integration Fund. We will work to ensure skills and training for employment are a part of the rehabilitation journey and that access to the job market is fair for people with convictions.

We will know we have succeeded if by 2019 we have;

Developed the employability pipeline to better meet the needs of people with convictions in Renfrewshire and have increased the number of local employers who would consider recruiting people with convictions.

Homelessness for Prison Leavers

Housing remains a national priority and we know that people who serve prison sentences are more likely to return to custody and therefore to lose their accommodation. It is important that we try to break this cycle. We know how important it is to have a stable home and the positive impact that can have on the likelihood of a person reoffending.

In the next twelve months we will;

Develop initiatives to minimise the proportion of prison leavers presenting as homeless and through the 'Keys to Learn' project we will contribute to building skills designed to improve opportunities to access employment. We will closely monitor the trend in the number and proportion of homeless applications from those leaving prison and will track the impact of initiatives, which aim to intensively support those with convictions to sustain their tenancies

We will know we have succeeded if by 2019 we have;

Reduced the number and proportion of homeless applicants from those leaving prison, and evaluations of initiatives which help those in housing need to sustain tenancies are positive. We will have built on and improved current working practices between prisons and housing providers through our New Start Officer.

Mental Health

In recent years we have come to understand more about the relationship between Adverse Childhood Experience (ACEs) and future offending and imprisonment. Studies have shown that people, who have experienced four or more ACEs when compared to another person with no experience, were 20 times more likely to have been incarcerated at any point in their lifetime. ACEs are traumatic experiences that can have a profound effect on a child's developing brain and body with lasting effects. The population in contact with the criminal justice system is a vulnerable one in health and wellbeing terms, with people experiencing high levels of mental health problems, trauma, learning difficulties (sometimes undiagnosed) and challenges with problem alcohol and substance use.

In the next twelve months we will;

Identify the services in Renfrewshire who support people and will explore if they are trauma informed. We will work towards improving access to information and clarify pathways to sources of help across a range of support options for mental health, including support programmes.

We will know we have succeeded if by 2019 we have;

Created wider awareness and understanding about ACEs within our services and all agencies are aware of services and pathways available to individuals within Renfrewshire.

How will we know it's working?

We will review our plan each year; so that we can measure success.

An action plan will be developed to support the implementation of national and local outcomes and will be reviewed as an action log at each Community Justice Renfrewshire Steering Group meeting. We will review our plan and publish an annual report each year, which will provide an overview of outcomes and achievements. This will enable us to measure success and ensure the priorities are still the right ones and that we are grasping the opportunity to create a better community for Renfrewshire

Appendix A—Services available in Renfrewshire

a) Substance Misuse Services

The Torley Unit

The Torley Unit is located in Dykebar Hospital and offers support to individuals in Renfrewshire area with addiction problems to maintain them in the community to reduce physical and psychological harm. The service promotes recovery based interventions in the form of alcohol detoxification, education and relapse prevention groups and offers protective medications.

The Torley Unit promotes abstinence from both alcohol and substance misuse and can refer on to other agencies if controlled drinking/substance misuse is preferred. Care plans are developed in collaboration with individuals. The service also works closely with social work colleagues in maintaining child safety. Links are also established with other partners who offer support to access training and employment opportunities.

Renfrewshire Drug Service (RDS)

Renfrewshire Drug Service (RDS) offers a range of support to assist people to work towards recovery from drug addiction. The team is based at the Backsneddon Centre, Backsneddon Street, Paisley.

RDS can offer a wide range of support. The team comprises of nurses, doctors, social workers, addiction workers and a psychologist. Support available includes psychological therapies, medicines such as methadone or subutex and group work programmes to help in an individual's recovery.

RDS offers harm reduction too which includes access to the needle exchange, sexual health advice and overdose prevention awareness. Hep C testing is also available.

Staff regularly liaises with other health/ social work professionals to support individuals in their recovery.

Integrated Alcohol Team (IAT)

The IAT offers a range of support to assist people work towards recovery. Recovery might include reduced alcohol use or becoming abstinent from alcohol, through 1:1 sessions, group work and where appropriate referral to The Torley Unit, RCA Trust and other appropriate services

RADAR

RADAR is a dedicated resource for young people from their teenage years to early adulthood if they continue to require support. The team are based at Backsneddon Street. RADAR provides group work programmes to support young people with alcohol or drug issues. This includes specific groups for young people affected by Cannabis use, young women's groups, young men's groups, as well as a summer programme.

RCA Trust

RCA Trust, based at Inle Street Paisley, is a voluntary agency who offer support to people affected by alcohol.

The RCA Trust is an independent voluntary organisation and a charity registered in Scotland with over 35 years' experience in supporting people across Renfrewshire. The main aim of the organisation is to help and support people who are both directly and indirectly affected by alcohol, gambling and other problem behaviours to reduce the impact on the individual, their families and the wider community as a whole.

They support people with;

- Advice and Education
- Information and signposting
- One to One counselling
- Group work
- Accommodation Services

Sunshine Recovery Café

The café is open every Wednesday from 1pm–4pm. The Sunshine Recovery Cafe offers a safe, drug and alcohol free space where people in recovery can meet up with peers and get involved in positive activities. The Cafe is run by people who are in recovery from addiction who are passionate about supporting others to recover.

Individuals visiting the Cafe can have a low cost lunch, receive acupuncture, join a writers group, play pool, get involved in a guitar group and share experiences with other people in recovery. The volunteers who support the Cafe were recognised by the NHS for their inspirational leadership in championing recovery from addiction in Renfrewshire by winning the chairman's award.

The Alcohol Carers Group

The Alcohol Carers Group was set up to help people who care for someone with an alcohol problem. Carers can come along to one of the support groups to talk to other people who are in a similar situation for support, practical advice and a listening ear.

Barnardo's Threads

Barnardo's Threads provides family and housing support to young people and young parents across Renfrewshire.

They can offer:

- pre & post-natal group parenting programmes—pre-natal education, new baby group, Mellow Bumps, Triple P, play & child development groups underpinned by the Five to Thrive approach.
- one to one emotional support
- practical advice with benefits, grants & budgeting
- energy advice to reduce fuel poverty

Threads Plus offers additional intensive support to families affected by problematic substance use. There are 2 types of support available—to the young parent who is using substances and support to the non-using parent and their child.

Threads Connections provides additional help and support to young parents and children affected by Domestic Abuse—safety planning, information on the impact on domestic abuse, support to access specialist services etc.

The Alcohol Liaison Service

The Acute Addiction Liaison Service provides a referral route, and assessment for all individuals either admitted to or who have attended the Royal Alexandra Hospital. Addiction liaison staff also provides professional recommendations on treatment options and implementation of training to acute sector staff and implementation of appropriate care programmes for patients. Addiction liaison staff also provides an out-patient clinic and a home visit service for patients to ensure a seamless transition of care. The service also conducts regular clinical audits to ensure best practice is implemented and also pilot new service developments.

Family Support Service

The Family Support Service supports people who are affected by someone else's drug use. They offer friendly support in group sessions or one to one advice. Family Support also provides respite days out. Most recently the group have been sailing and rock climbing.

Continued over

Appendix A—Services available in Renfrewshire *continued*

Route 66

The Route 66 service was established in 2012 with financial support from Renfrewshire ADP and Scottish Recovery Consortium with the key aim of supporting women to recover from problematic alcohol use by providing peer support and befriending services.

The Network

The Network Service can provide support individuals to engage in meaningful day activities, including employment, work placements, voluntary work or educational opportunities. The service provides ongoing practical and emotional support to enable individuals to identify, achieve and maintain vocational goals and aspirations.

Turning Point Scotland Abstinence Project

Turning Point Scotland Abstinence Project aims to support individuals looking to achieve and sustain recovery from using alcohol and/or drugs whilst living in ordinary community settings.

The service is committed to achieving abstinence in recovery and builds on the skills and experience of staff to deliver a unique abstinence based therapeutic community recovery service. We believe everyone is capable of recovery and we offer a range of support to empower individuals to achieve and maintain their recovery in the longer term.

The service delivers a group work programme for up to 6 months supporting an individual in their recovery journey and to achieve total abstinence from all substances and ORT based medications. The service works closely with each individual and other professionals (where relevant) to deliver their recovery plan.

b) Housing and homelessness

Support for Homeless Clients in Renfrewshire

In 2015, we assessed 843 applications and with few exceptions we carry out a support needs assessment using the Better Futures Matrix. Approximately half of our clients have an identified support need ranging from high level addictions and mental health to low level housing support needs (many will already be linked in with health and Social Work Services e.g. RDS or IAT). Once the housing options adviser has assessed someone's support needs they have various options to link our clients into support.

Supported Accommodation

The highest tariff of support we provide is through our commissioned supported accommodation units as follows:

- Loretto Care—who provide 13 bed spaces and up to 16 support hours per person per week.
- Loretto Care—who provide 9 self-contained flats and offer up to 13 support hours per person per week.
- BTHA—Young person project who provide 23 bed spaces and up to 14 support hours per person per week
- BTHA—who provide 19 bed spaces and up to 6 support hours per person per week.

Our supported accommodation services will provide low threshold housing support but also link clients into all relevant community based supports as they deal with our most complex cases. They are often linking in with mental health services and involved in safeguarding through the Adult Protection process.

Housing Support team

There are two dedicated housing support officers who receive our support referrals. They will then deliver or commission support for those individuals as appropriate. They normally commission support from Ramh, Turning Point, RCA and are looking to create working links with the Richmond Fellowship to provide a broad range of expertise.

Housing First

Housing first is delivered by Turning Point Scotland and targets our most complex clients, where they have previous homeless applications and been unable to maintain their tenancies. The key principles of this programme are to get a permanent tenancy straight away, provide assertive outreach, and to use peer support workers with lived experience. They will work with someone for up to two years in their permanent tenancies and will work with them no matter the circumstances. This project has been going for nearly two years is funded via the Big Lottery for another 4 years and so far they have worked with approximately 18 individuals and are targeted to work with an extra ten each year.

Mediation Service

We provide staff to deliver mediation which is primarily targeted at young people at risk of homelessness and typically run with 5 open cases at any one time.

Specialist Posts

We have two specialist posts within homelessness services dedicated to working with prisoners, our New Start Officer, who visits prisons, meets with prisoners who will return to the Renfrewshire area undertaking homeless application, and our Housing Addictions Liaison Officer, based within homeless services who is dedicated to working with those with addiction issues who present as homeless, ensuring appropriate and early assessments and referrals to relevant addiction services. Between them they will work with approximately 150 clients per year.

Appendix A—Services available in Renfrewshire *continued*

c) Employability

Invest in Renfrewshire

Invest in Renfrewshire is Renfrewshire Council's programme to boost the local economy and tackle unemployment.

Launched in June 2012, we now have more than 900 local companies signed up to provide support and together we've helped to create more than 1000 new local jobs

What do Invest want to achieve?

- We want to create conditions in which local businesses can grow and attract investment
- We want to help local people find and keep work

How do Invest do that?

- By working with employers to create additional jobs.
- By ensuring that people are more aware of future job opportunities and better prepared for them.
- By supporting companies to grow and develop.
- By linking the right people to the right businesses and watching them flourish.

How does it work?

- Local companies and employers across Renfrewshire sign up to provide a range of local opportunities including employment, work placements and offering staff time.
- Renfrewshire Council will support local businesses to grow, develop and increase employment opportunities.
- Renfrewshire Council, together with a range of partner organizations, will link jobseekers to the right opportunities and the right employers.
- Additional support will be provided to ensure jobseekers are ready for the workplace.

Renfrewshire Council continues to make a sizeable financial commitment to invest in Renfrewshire. The support provides new and ongoing economic development, business support and youth employability initiatives to improve the prospects of local jobseekers.

Renfrewshire Employability Network

Community Justice Renfrewshire has engaged with the Renfrewshire employability network to establish a partnership with employability and health colleagues and Recruit with Conviction.

Recruit with Conviction is a not-for-profit company, established to fill the gap that exists for helping businesses to understand the issues and benefits from employing people with criminal records. Recruit with Conviction promotes safe, effective and sustainable employment for people with criminal records.

They aim to achieve this by;

- Working with employers to develop good practice in the recruitment of people with convictions
- Supporting employability organisations to implement the Apply With Conviction approach
- Influencing wider political and society changes which enhance the employability and sustainable employment of people with convictions, such as improvements to the Rehabilitation of People with convictions Act 1974, Ban the Box and Unlock Your Future,

The Renfrewshire Employability Network plan to hold a series of workshops and training events in 2017. These will be facilitated by Recruit with Conviction with the aim of raising awareness and educating staff and local businesses in order to promote employability of people with convictions.

Skills Development Scotland

Skills Development Scotland (SDS) is Scotland's skills body. SDS's aim is to deliver the best possible outcomes for people, businesses and the economy. In education SDS support pupils, parents and teachers with a range of career information advice and guidance services.

SDS also encourages employers to develop their workforce and young people to choose to work, learn and earn through apprenticeships.

SDS are committed to increasing Modern Apprenticeship starts nationally to 30,000 annually by 2020 while raising awareness of the range of work based learning on offer such as Foundation and Graduate Level Apprenticeships.

SDS want to ensure that people in Renfrewshire have the right skills and confidence to secure good work, progress in their careers and achieve their potential in today's competitive world of work.

SDS provides careers information, advice and guidance, development of career management skills, as well as SDS's Apprenticeship Family offer through Modern, Foundation and Graduate Level Apprenticeships.

SDS helps employers across Renfrewshire to grow and develop their business through investing and developing the workforce of the future. SDS employer support includes Employability Services, tailored skills advice and funding for workforce development, Flexible Training opportunities, redundancy assistance and Our Skills force.

- SDS Work Coaches within Renfrewshire engage with those young people most at risk of not progressing to a positive destination whilst they are still at school, and support them in the transition to post school opportunities in employment, education or training.
- SDS Work coaches work with the most vulnerable young people including those who have offended and help to develop their employability and career management skills.
- SDS support will be available for young men and women released from prison via local resources and the digital offer.
- SDS Work Coaches continue to support and mentor young people post school to further develop career management skills, and help to sustain their work / training placement or college place.
- SDS will work with appropriate targeted customers, including those who have offended, and help to develop their employability and career management skills. Skills Development Scotland will signpost to other organisations as required e.g. health, financial inclusion, housing, voluntary sector etc.
- SDS will describe and promote SDS service offers to partners and customers detailing how individuals can access SDS support/services.
- SDS will work with the business community to reduce perception and stigma associated with an offending history.

Continued over

Appendix A—Services available in Renfrewshire *continued*

- Create linkages between Skills Development Scotland and the business community in relation to national training programmes and employer engagement services.
- Skills Development Scotland will provide an introduction and overview of SDS services to Community Justice statutory partners.
- SDS will encourage partner agency practitioners to engage in My World of Work sessions to build capacity.
- SDS will help others understand that community-based sentences mean individuals can continue to access SDS services.
- SDS will highlight to partners the relevant funding support for individuals (e.g. ILAs/ Client Intervention Fund)
- SDS will market the positive impact Career Management Skills development can have on health and wellbeing.
- SDS will work to support the removal of barriers to employment by supporting efforts to work with the business community to reduce stigma.
- SDS will promote employment support services, information and funding sources to community justice partners, service and perspective service users.
- SDS will explain school offer and post-school offer, with emphasis on the targeted support and early intervention approach.
- Skills Development Scotland will listen to and take on board partner views regarding evolving SDS service offers as these are implemented.

d) Services for people with convictions include:

Low Moss Public Social Partnership

Low Moss Public Social Partnership set out to develop and test a new approach to improve through care support for short term prisoners. Uniquely the service works with individuals from their admission into prison through the transition of release and integration into the community.

The service provides help to address issues such as housing, welfare and benefits, family and relationships, substance use etc and to co-ordinate and support engagement with a network of community based services.

The staff team is based within the prison working on an outreach basis in local communities. The partnership brings together the statutory and voluntary sectors and is led by Turning Point Scotland.

Turnaround

Turnaround is a service provided to men and women in Renfrewshire who are currently undertaking a Community Payback Order. Workers are co-located with CJSW Services and draw on our ECHO programme to provide a range of interventions tailored to address the specific needs and issues of an individual as part of the 'other activity' element of their CPO.

Turnaround also has a Residential Unit which can accommodate up to 10 men for a period of 6 to 8 weeks providing an opportunity for them to find stability and begin to address some of the issues which contribute to their substance use and offending behaviour. Although located within Renfrewshire the residential unit also takes referrals from other local authorities across North Strathclyde Community Justice Authority (NSCJA) and South West Scotland Community Justice Authority (SWSCJA).

Turnaround is currently funded by the Scottish Government and delivered by Turning Point Scotland.

Constructs: Positive Steps to Stop Offending (Custody and Community)

Constructs: Positive Steps to Stop Offending is a 26 week group work programme designed for males with convictions, aged 18+, who are at a medium or high risk of re-offending. It is not designed for those with a pattern of sexual or domestic violence offending. The programme tackles four main areas of need associated with offending; Problem Solving, Achieving Goals, Impulsivity and Concrete/Rigid Thinking. As such, the programme is split into four sections: Motivation and Change, Problem Solving, Skills Acquisition and Relapse Prevention.

Moving Forward making Changes (MFMC, a Sexual Offending Group work Programme) (Custody and Community)

This programme has been designed for the treatment of adult males convicted of a sexual offence, or an offence which is considered to contain a sexual element, and assessed as presenting a medium to high risk of re-offending. The programme is delivered on a rolling basis, which allows participants to access the programme more quickly and complete the modules that are relevant to their needs. The programme's overall aim is to work with men convicted of sexual offences to assist them to lead lives which do not involve harming others, reducing their risk of re-offending in the process.

The Self-Change Programme (SCP) (Custody)

This is a high intensity cognitive-behavioural intervention that aims to reduce violence in high-risk adult male offenders, whose repetitive use of violence is part of a general pattern of antisocial behaviour and criminality. There is an Engagement Phase, a Core Phase, a Transition Phase and a final Consolidation Phase. The Consolidation Phase is delivered at key points during the participants' progression through the custodial element of the sentence through to resettlement within the community, with the primary focus on reviewing and enhancing the participant's relapse prevention plan ('New Me' Life Plan).

The Short Term Intervention Programme (Custody)

The Short Term Intervention Programme is a voluntary programme developed at HMP Low Moss aimed at offenders serving less than 4 years. Offenders can self-refer to STIP or be referred by staff members involved in their case management. STIP is a module based programme; every individual completes the entry module and then a collaborative formulation identifies optional modules specific to the individuals treatment needs. STIP is constantly developing, with new modules regularly being added to address treatment needs being identified through formulation.

Continued over

Appendix A—Services available in Renfrewshire *continued*

Controlling Anger and Regulating Emotions (CARE) (Custody)

Controlling Anger and Regulating Emotions (CARE) is a cognitive behavioural group work programme designed to target male offenders who are Medium to High Risk of reoffending, where their offending is characterised by aggression and/ or violence and can be directly linked to difficulties managing reactive anger. The C.A.R.E. programme aims to provide offenders with an increased awareness of emotions and the impact they can have on behaviour, the skills needed to manage anger and other emotions associated with the occurrence of aggression and antisocial behaviour, to reduce the intensity and frequency of emotional arousal linked to aggression and to increase the use of pro-social skills to resolve conflict.

The Pathways: Routes to Recovery and Desistance programme(Custody)

The Pathways: Routes to Recovery and Desistance programme (hereafter referred to as Pathways) has been carefully designed with a strong evidence base, to build group members' capacity to lead a more positive lifestyle, away from substance misuse and offending. The programme aims to build the individuals capacity for recovery and also seeks to identify and target participants' criminogenic needs. These are the factors that, if present, are directly related to an individual's risk of re-offending, e.g. poor stress management, anti-social attitudes, and pro-criminal peers. By specifically addressing these areas, Pathways aims to have an impact in relation to risk reduction.

The Female Offending Behaviour (FOB) Programme(Custody)

The Female Offending Behaviour (FOB) Programme is a rolling group work programme for females who have offended and are assessed as being medium to high risk of re-offending/harm. It is offence specific and therefore targets the participant's offending behaviour (i.e. offence focused rather than a single problem focus) which involves targeting a range of needs that are identified within the literature as being criminogenic for female offenders.

Women's Community Justice Service

Women's Community Justice Service: Following the recommendations from the Commission on Women with convictions published in April 2012. Renfrewshire establish a Women's' Community Justice Service. This enabled the creation of a specific service for females with convictions, with access to criminal justice group and individual support, and on site addiction services.

The centre built upon the existing individual and group work services offered to women within Backsneddon Centre. Staff consists of a range of social work and 3rd sector staff. Women and Children First, who provide domestic abuse services are also linked.

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.

Up2U: Creating Healthy Relationships

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.

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 Social Workers within the Women's Service.

Renfrewshire Women's Aid

Renfrewshire Women's Aid (RWA) provides specialist support services for women and their children affected by Domestic Abuse. RWA works to a gendered analysis of domestic abuse and recognises that domestic abuse is a cause and consequence of gender inequality.

Unpaid Work

In 2015/16, just less than 50,000 hours of unpaid work were undertaken for the community in Renfrewshire, allowing people with convictions to make reparation to their community. Hours imposed by the court have increased by 93% since CPOs were introduced. Work includes services to individuals, organisations such as charities, churches, educational establishments, care establishments and support to housing services.

The Women's' Unpaid work squad 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 decorations etc not have funds to resource the materials, thus assisting the community.

Electronic monitoring

Electronic monitoring is not a disposal that is used often in Renfrewshire. Going forward we would wish to explore if this disposal could assist us in reducing short sentences.

Criminal Justice Social Work

Criminal Justice Social Work has been working closely with Scottish Government and partners in the Penal Policy Improvement Programme focusing on bail supervision for women. Early indications that this approach has been successful in diverting women from remand. This is significant as the vast majority of women who are placed on remand never go on to serve a custodial sentence. Sustainability of this approach requires consideration.

Continued over

e) Youth Justice

Early and Effective Intervention (EEI)

Services to Renfrewshire young people aged under 18 who are involved in offending behaviour are delivered under the Whole System Approach framework. This approach emphasises the importance of where possible diverting young people away from formal criminal justice processes. It recognises the developmental needs of young people, and is informed by an awareness of the childhood trauma that many of these young people have experienced. Youth justice in Renfrewshire is not a discreet service; rather it is delivered as part of a holistic approach to young people who are involved in a range of risk taking behaviours. The emphasis is on early and proportionate intervention, but with the capacity to provide very intensive levels of support to the critical few.

Renfrewshire has been operating an EEI system since 2009. EEI is a national approach that aims to respond to offending by young people in a timely and proportionate manner. It has significantly reduced the number of unnecessary referrals to SCRA for low level offences that do not require a more formal response. It has enabled a range of services to provide a swift response to concerns thus reducing the likelihood of escalating behaviour. It has also increased the capacity of universal services such as Education to respond to low level offending behaviour, thus reducing potential effects of stigmatisation.

Police Scotland submits a Concern Form to Social Work every time a child under the age of 18 is charged with an offence. The EEI Coordinator will then decide whether to take that young person to the multi-agency screening group (Education, Employment services, Community Safety, Addiction Services, Police, and Children's Services) where relevant information is shared. If an appropriate service is identified to provide additional support to the young person and their family then this will be how the case is disposed of, and no further formal action will be taken.

Diversion from Prosecution

The Additional Family Youth Support Service (AFYSS) team delivers the Under 18 Diversion from Prosecution Service. This enables young people to benefit from a short period of structured intervention as an alternative to more formal measures such as a Fiscal Work Order or even prosecution in the court. The service is geared specifically towards the needs of young people. Where possible the programme is delivered in a group work format as this generally aids engagement and learning.

As part of the Court Support service the AFYSS team will routinely request that Diversion be considered for young people who are appearing from custody. However, most referrals are initiated by the PF based on their own criteria. Issues persist in terms of maintaining a steady flow of appropriate referrals, as will be seen from the stats below. Due to significant reorganisation it has been challenging to maintain strong working links with the relevant Fiscal marking teams, which is absolutely key to developing the credibility of the service and ensuring that young people are routinely considered for this disposal.

Court Support

The AFYSS team provide a Court Support Service to under 18 Renfrewshire young people. There is a daily rota to provide support to any young person appearing in the Custody Court. Where required, a Bail Information Report will be submitted, with a clear plan of support in cases where bail may be opposed. In addition, young people known to the service who are making scheduled appearances at Court will also be offered support. AFYSS Social Workers provide this support to cases already allocated to them, and this will include the submission of Criminal Justice Social Work Reports when the young person is sentenced. One of the priorities of the AFYSS service is to maximise the use of remittal to the Children's Hearing by the Sheriff Court.

Intensive Support

The AFYSS Team has case management responsibility for the highest risk young people from across the authority. Using a multi-agency approach it can provide very intensive levels of support (up to 7 days per week) to the critical few young people who present a significant risk to themselves or to others. This service is available to young people whether they are under the Children's Hearing or in the adult court system. This support minimises the need for the use of secure care or prison, thus supporting young people to remain in their own communities and improve their longer term outcomes

Re-integration

Any young person who is remanded or sentenced to custody will receive ongoing support based on the best practice guidelines issued by the Scottish Government and CYCJ. This includes Initial Custody Review meetings and pre-release planning meetings in the YOI, ensuring that the key agencies and family members are part of the planning process. The AFYSS service also maintains contact with the young person throughout their period in custody according to their individual level of need. They will where necessary meet the young person at the gate on the day of their release, and provide intensive support to enable them to reintegrate successfully.

Appendix B—Glossary

Rehabilitation

Assistance given to persons with convictions for underlying issues which contribute to their offending behaviour.

Reintegration

The action or process of integrating someone back into society from custody.

Statutory agencies

Agencies with a legislative requirement.

Underlying causes

Factors which may impact on why a person offends.

Preventative activities

Activities which help to stop people committing offences.

Reparation

Paying back to the community.

Whole System Approach

A proactive approach to diverting and supporting young people in contact with the Criminal Justice system.

Children's Hearing system

Is Scotland's unique care and justice system for children and young people. It aims to ensure the safety and wellbeing of vulnerable children and young people through a decision making lay tribunal called the Children's Panel.

Population density

Population density is the number of people per unit of area, usually quoted per square kilometre or square mile.

Life expectancy

Is a statistical measure of the average time a person is expected to live, based on the year of their birth, their current age and other demographic factors including sex.

People with convictions

Persons who have been convicted in a court of law of one or more offence.

Community sentences

An alternative to deal with individuals whose offending does not warrant a prison sentence.

Community Payback Order

Is an alternative to custody designed to ensure that people with convictions payback to society, and to particular communities. Often a person with convictions will have to carry out unpaid work.

Universal services

Services available to all.

Electronic monitoring

A form of surveillance which uses an electronic device (a tag) fitted to the person. It is commonly used as a form of electronically monitored punishment for people who have been sentenced to electronic monitoring by a court, or required to wear a tag upon release from prison.



For more information please visit:
www.renfrewshire.gov.uk/communityjustice