



Annual Report Template

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

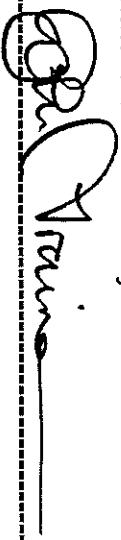
1. COMMUNITY JUSTICE PARTNERSHIP / GROUP DETAILS

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

Governance Statement

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:



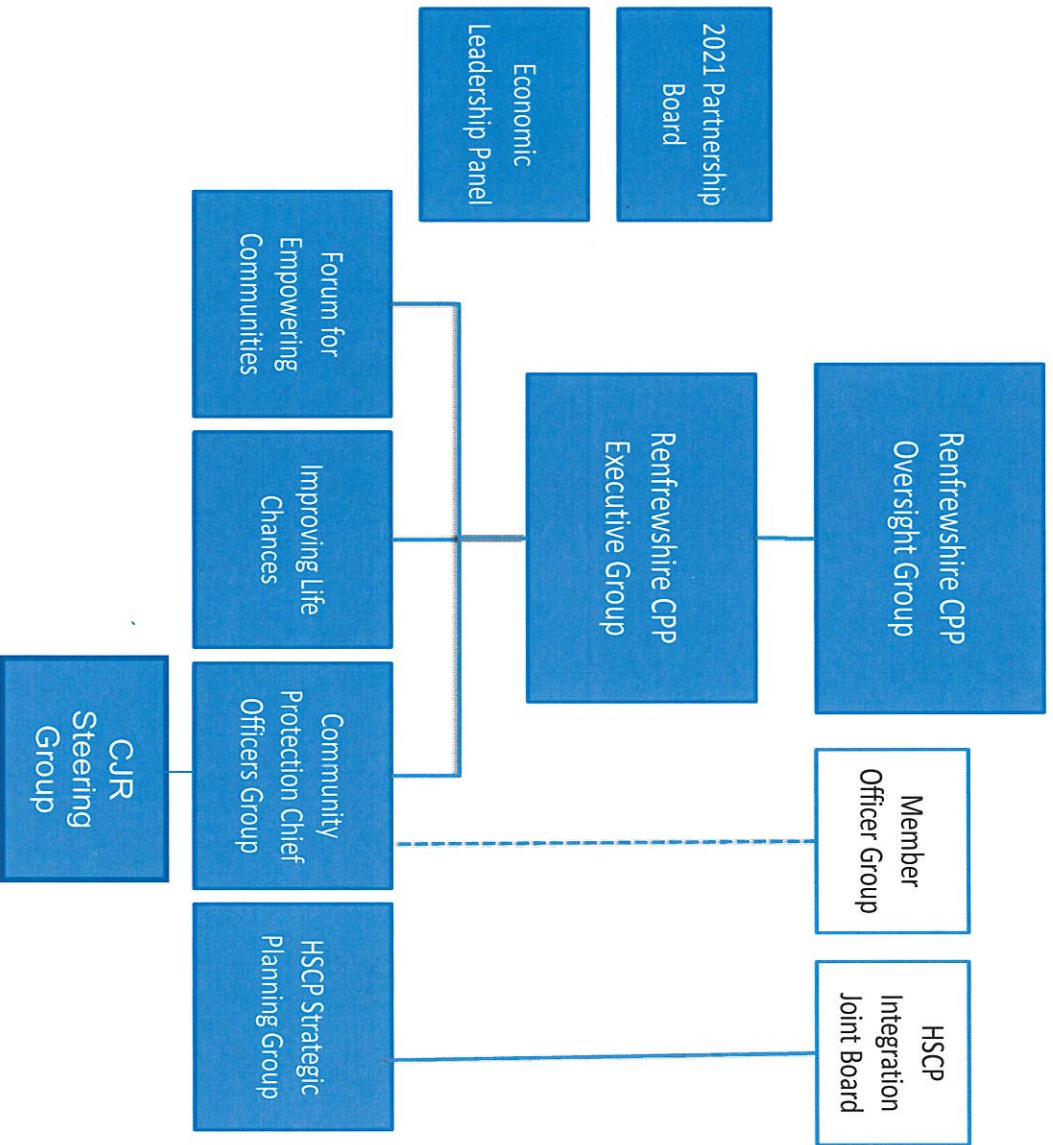
Date:

05/09/2018

2. GOVERNANCE ARRANGEMENTS

Please outline below your current governance structure for the community justice arrangements in your area

The table below illustrates the place of the Community Justice Steering Group in the Renfrewshire Community Planning reporting structure.



11/10/2018

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

Some of the groups include;

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

Renfrewshire groups include;

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

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

3. PERFORMANCE REPORTING

SECTION A - National Outcomes

Describe the progress you made in respect of the seven national outcomes, your use of the common indicators and any comments you want to highlight,

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

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

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

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

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

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

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

Local Outcomes

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

Key Priorities

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

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

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

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

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

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

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

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

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

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

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

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

2. **Alternatives to custody** – Targeted interventions at court have increased access to DTT0 and Arrest Referral. We monitored the use of alternatives and maintained the range of existing services available. We gained feedback from service users subject to community-based services and commenced a beneficiary questionnaire for those receiving unpaid work. We continued to liaise with the community through a range of forums to inform work taking place and looked at how we can increase the range of personal placements available. We commenced Up2U, a perpetrator programme to address domestic violence for those subject to community sentences resulting from a domestic violence offence, scanning all criminal justice social work reports, assessing relevant individuals and offering this as an alternative to custody. We then worked with 30 individuals.

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

3. **Homelessness for Prison Leavers** – A Short life working group was set up, chaired by Housing Advice and Homeless Services included Housing Strategy & Housing Services to identify the barriers for people with convictions. For clients with alcohol misuse, a pathway was established for the HALO (Housing Addiction Liaison Officer) to facilitate/encourage prisoners on release to access RCA (Renfrewshire Council for Alcohol) services for assessment and potential intervention. The New Start Officer continues to attend prisons to undertake Housing Options interviews. Early signs of improvement have been seen with a small reduction on prison leavers presenting as homeless.

4. **Gender Based Violence** – CJR representatives regularly attend the Gender Based Violence Strategic Group to support ongoing work to challenge and address perpetrator behaviour. Input was provided to several development sessions to assist in the production of the Draft Renfrewshire Gender Based Violence Strategy. The Safe and Together model was rolled out to staff from a variety of agencies within Renfrewshire. The roll out of Up2U was also within this year, referred to under alternatives to custody above.

5. **Support to Children and Families** – We worked in partnership with Families Outside to provide training to a range of staff groups to highlight the issues facing children and families with a family member in prison. This included Criminal Justice staff, Families First Teams and Home link workers, and a tailored session for teachers taking place within HMP Low Moss which enabled them to gain better insight into the experiences of children attending visits.

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

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

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

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

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

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

SECTION C - Good Practice

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

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

SECTION D – Challenges

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

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

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

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

SECTION E - Additional Information

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

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