

# Annual Report 2017-18

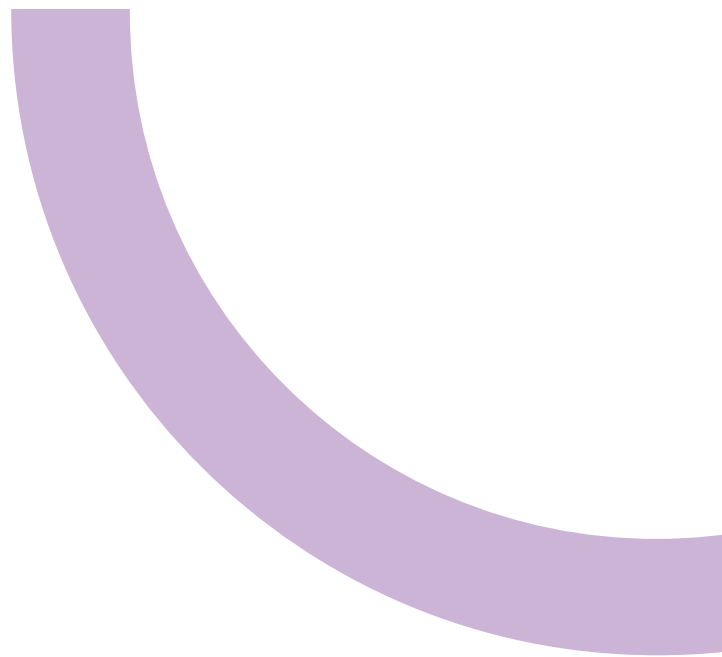
The opportunity  
to create a better  
community

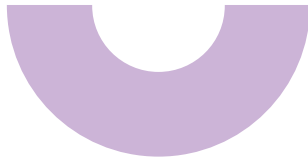




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## Foreword

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

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

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

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

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

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

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

**Councillor Marie McGurk**



*“we spoke with the range of people affected: with victims, with people with convictions currently in prison or on court orders in the community, with families, and those in the community with prior convictions”*



## Community Justice Renfrewshire

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.



## What we know

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



## What we have to do

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

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

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

## National Outcomes

### What we deliver as partners

Communities improve their understanding and participation in community justice

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

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

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

### Changes to Users

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

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

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






## Key Local Priorities

The key local priorities within the Renfrewshire CJ0IP 2017 to 2018 were identified through our needs assessment, interaction with stakeholders and involved focus groups with people with convictions.

### Our focus

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

### Our Key Local Priorities

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

## Key Local Priorities

### Employability

#### In 2017 we said:

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

#### During 2017 to 2018 we:

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

#### To date we have:

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

## Is it working?

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

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

## Here's some service user examples:

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

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## Key Local Priorities

### Alternatives to Custody

#### In 2017 we said:

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

#### During 2017–2018 we:

1. Gained and analysed feedback from those on community orders, to see how it assisted them, what went well, what support they received and what could be improved.
2. Took forward 'Untold Stories' an innovative ten-week film-making course involving service users attending our Women's Community Justice Centre.
3. Implemented an innovative perpetrator programme developed by Portsmouth City Council. Up2U was adapted in consultation and partnership with Renfrewshire Council for use within Criminal Justice Services. Partner support is also provided to victims.
4. Used other activity hours within unpaid work orders to address issues in peoples lives that contribute to their offending, piloting additional interventions.
5. Participated in meetings led by the Procurator Fiscal Service to examine and increase our use of diversionary activities.
6. Supported Public Social Partnerships, both national and local, that work with men and women in custody and on release from short sentences to prevent their return to custody.
7. Participated in the Paisley Bid for City of Culture in 2021.



#### Is it working?

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

On a weekly basis, representatives from a variety of organisations including APEX, Active Communities, Invest Renfrewshire, Turning Point Scotland, Venture Scotland and mental health organisations provided sessions to raise awareness of the wide range of resources available in the community. This programme is currently under review.

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

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

### What does the social work team delivering this programme say?

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

All our criminal justice staff have undergone training to deliver the programme on a one-to-one basis and our female staff have also achieved the award in Domestic Abuse Advocacy to enhance their support to partners, victims of domestic abuse.

Staff are at various stages of work with service users and delivery is very promising which is reflected in the fact there has been an extremely low fall out rate, which research shows has been hugely problematic in the delivery of previous domestic abuse programmes.

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

### What do the service users say?

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

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

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

## Key Local Priorities

### Homelessness for Prison Leavers

#### In 2017 we said:

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

#### During 2017-2018 we:

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

#### Is it working?...

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

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

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

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

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

## Key Local Priorities

### Gender Based Violence

#### In 2017 we said:

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

#### During 2017-2018 we:

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

#### Is it working?...

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

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

MARAC is administered by Community Safety, chaired by the DAIU and hosted by Women's Aid. In my 30 years in social work, it is truly the most multi-agency meeting I have ever attended. In addition to the above, there are representatives from mental health, addictions, education, health visiting/school nurse, Women and Children 1st, housing, ASSIST, Social Work reps from Criminal Justice and Adult services, Barnardo's. The focus is very much around looking at reducing risk to women and children where there is an assessed high risk of domestic abuse. Discussions and responses are compassionate. Some of the agencies attending have staff who are trained as Independent Domestic Abuse Advocates (IDAA) and able to carry out risk assessments. (ASSIST, Women and Children 1st, Women's Community Justice service, Barnardo's). Following sharing of information from each agency, actions are suggested by the chair and agreed by agencies attending. Those attending have sufficient authority to be able to have action implemented within their agency. Noted by Community Safety, actions are forwarded timeously and new referrals forwarded for the next MARAC which is held faithfully every 4 weeks.

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

## Key Local Priorities

### Support to Children and Families

#### In 2017 we said:

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

#### During 2017-2018 we:

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

#### Is it working?...

- The 'Out of the shadows' training was successful in raising awareness of the issues facing families when a significant person is sent to prison and increased staff members understanding of ways to support them, and of the role and referral route for Families Outside.
- The In-prison course provided the teachers with an opportunity to visit a prison and to enter the stories of children affected and provided practical ways in which teachers and school communities can help families affected.
- The branded posters and cards containing the Families Outside helpline number were distributed to schools, GP surgery's, social work offices and many other venues throughout Renfrewshire for display in their public areas. They were also handed out to families attending the custody court by social work staff.
- Copies of The PACE Youth theatre Summerfest brochure were printed and distributed to children and families throughout the Renfrewshire area and an email copy was sent to all registered school parents through our links with Education, thus significantly increasing the awareness of the service.
- Figures relating to the number of calls received to the Families Outside helpline were not previously broken down into local authority area. After working with them Families Outside now collect this information and ask callers how they became aware of the helpline and organisation. This will assist with future analysis.



- Figures on the number of referrals to the Families Outside Regional Support Coordinator indicate that we are already seeing a rise in the number of Renfrewshire families being referred for help and support through self-referrals or by a professional.
- By distributing the 'My Diary' publication to schools and social workers we have provided them with a resource to use with primary school aged children affected by parental imprisonment.
- Having the input from Community Justice Scotland at the Child Protection Conference provided the opportunity for staff to learn more about ACEs and their impact on the justice system, and the difference interventions with children can make on future outcomes.

### Feedback from staff attending the CPD Course:

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

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

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

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

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

Staff feedback



## Next Steps

We will continue progressing all the key local priorities from the Renfrewshire CJOIP 2017 to 2018

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

To hear more about our new plan or for more information on Community Justice Renfrewshire, please visit:

[www.renfrewshire.gov.uk/communityjustice](http://www.renfrewshire.gov.uk/communityjustice)







For more information please visit:  
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