

**Highland Community Planning Partnership**  
**Community Planning Board – 3 October 2019**

Agenda Item	9.
Report No	CPB 11/19

**Update on employment opportunities for people with previous convictions**

**Report by Group Manager Niall Maclellan, Chair of the Community Justice Partnership**

**Summary**

This report asks the Board Members:

- For verbal updates on item 2; employment practices for people with a history of offending within their organisation
- To put forward members for the Short-Life Working Group to meet in November
- Reminds them of the invite to attend the '*Courage of our Convictions*' event on the 7<sup>th</sup> of November.

**1. Background**

- 1.1 At its previous meeting on the 20<sup>th</sup> of June 2019 the CP Board agreed to
- Considering if it was possible to ascertain the number of individuals currently employed within the agencies who have with an offending history.
  - To establish a short-term working group to consider an improvement plan for people with convictions getting into employment
  - Strongly support the employment event to be hosted by the Community Justice Partnership on the 7<sup>th</sup> of November.

This was agreed in recognition of the fact that employment is a key factor in the prevention of reoffending.

**2. Understanding our employment practice**

- 2.1 The CP Board are asked to provide a verbal update on whether they are able to ascertain the current percentage of their workforce who have with an offending history.
- 2.2 Additionally the Board were also asked to consider reviewing their current recruitment practices, again a verbal update from the Board is asked in respect of these actions.

**3. Short-term Working Group**

- 3.1 The Community Justice Partnership are looking to establish a response to needs identified following the proposed event on the 7<sup>th</sup> of November. So as to avoid possible duplication it is proposed to combine the action for a short-term working group with a group considering the needs of employers after this event.

The CP Board are asked to put forward membership to the group from within their respective HR teams and/or others who they feel are appropriate. Details of these individuals should now be sent to the CJP Manager, Margaret McShane by email

[CJManager@highlandtsi.org.uk](mailto:CJManager@highlandtsi.org.uk) so that the CJP can make the arrangements for this group to meet after the event in November.

#### **4. Employability Engagement Event**

- 4.1 The invitation only event is confirmed for the 7<sup>th</sup> of November at Drum Mossie Hotel, Inverness. An extensive list of local businesses and employers have been invited and speakers including Community Justice Scotland, Timpsons and a Northern Irish Social Enterprise – Mug Shots – have been confirmed.

The CP Board are encouraged to ensure attendance at the event from within their HR and Management teams and as booking is necessary the following link should be used to confirm attendance: <https://www.eventbrite.co.uk/e/the-courage-of-our-convictions-tickets-70128683781>

The Flyer has been circulated to the CPP previously.

#### **Recommendation**

Members of the Board are asked to feedback on progress around item 2 and to consider appropriate nominees for the short-term working group.

The report also reiterates the invitation to the employment event on the 7<sup>th</sup> of November 2019, which partners previously agreed to support through attendance and promotion.

Designation: Group Manager Niall MacLennan, SFRS

Date: 23<sup>rd</sup> September 2019

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# The Highland Community Justice Partnership Plan 2018 - 2021

The Highland Community Justice Partnership is delegated responsibility by the Highland Community Planning Partnership to develop and deliver the Highland Community Justice Plan and to deliver better outcomes for the communities of Highland by reducing offending and reoffending behaviour.

