

Agenda Item	8.
Report No	CPB 05/20

The Highland Community Justice Partnership Annual Return

Report on behalf of the Community Justice Partnership

Summary

The CP Board are asked to note the attached report.

1. Background

- 1.1 Following the implementation of the Community Justice Scotland Act (2016), which delegated responsibility for the implementation of Community Justice to CPPs, we established the Highland Community Justice Partnership in April 2016.

On behalf of the Highland CP Board the CJP provides an annual return to Community Justice Scotland (CJS) on the attached template. Additionally, this year a public annual report shall also be produced, at the request of CJS, and shall be circulated later in November.

The return provides a variety of information and pulls from the activity contained within the current CJP plan; which is available [here](#), runs until 2021 and includes some ambitious activities which we believe demonstrate a genuine desire for collaboration and innovation.

2. Highlights

- 2.1 Second Chancers Campaign: From 10-17 June 2019, Community Justice Scotland and the Community Justice Partnership in Highland hosted the Second Chancers Audio Exhibition at Eden Court in Inverness. Second Chancers explores positivity, hope, aspiration, and chaos through the lens of people with experience of the justice system. The audio exhibition includes stories of people who have made mistakes, perhaps once, perhaps twice or more, but have grabbed a second chance and made positive changes to themselves and their community. It invites you to consider what we are doing right or wrong and what Scotland could be doing better. You can find out for yourself by visiting -



<https://secondchancers.tv/stories/>

2.2 Courage of Our Convictions Problem: In November 2019, the Highland Community Justice Partnership hosted an evening of speakers and conversation, for employers and businesses in the Highlands, around the idea of supporting people in our communities who have offended to make changes in their own lives. The event primarily focused on the difficulties and barriers surrounding those who have convictions and lived experience gaining employment. Inspirational speakers from as far afield as Belfast, Manchester and Glasgow talked about how gaining employment can be a turning point in someone's life. The event provided businesses with information on how barriers can be overcome, how they can assist in providing opportunities for those people who are disadvantaged and what assistance is available to them to help provide such opportunities. Speakers included: Karyn McCluskey - Chief Executive, Community Justice Scotland, Darren Burns - National Recruitment Ambassador at Timpson Ltd, James Docherty – Violence Reduction Unit Gerry Ford - Director at Mugshots, a prison-based printing enterprise in Northern Ireland.

One of the priorities within the Community Justice Plan 2018-21 is Employment and Employability. As part of the work around this priority, the Community Justice Partnership recognises that employment is a key factor in assisting with the reduction of offending and reoffending.

2.3 Custody Link Worker Project: The Custody Link Worker Project started in January 2020 with the appointment of 2 Link Workers and a Coordinator. This is a 3-year pilot which is jointly funded by the Big Lottery, The Robertson Trust, Police Scotland, and the Community Justice Partnership. The Link Workers will be based in the custody suite at Burnett Road Police Station in Inverness and will engage with people coming into custody from the following criteria:

- All women over the age of 18,
- All 18-26 year olds,
- Anyone over the age of 18 where this is their first instance of custody
- Anyone over the age of 18 with two instances of custody within the last 6 months

However, for safety reasons there are a few caveats to the criteria above.

After an intensive induction period during January and February, they began taking referrals in March. They will work with individuals on a one-to-one basis to help them identify their individual issues which increase their risk of reoffending behaviour and work with them to identify their aspirations for change. The team will also work with the community-based resources, to which people will be signposted, to support the development of those services and identify where there may be gaps in provision. At its core is the identification of and support to access resources within the community which can increase their personal resilience and wellbeing. Stirling University will be supporting the project with an academic evaluation.



2.4 Life Through A Lens: Our Stories Matter: In February 2020, a Joint Conference was held between the Highland Child Protection Committee and the Highland Community Justice Partnership. The Conference featured a truly inspirational line up of speakers including: Luke Hart, Madeleine Black, Darren McGarvey, Matt Carey and was facilitated by James Docherty of the Violence Reduction Unit. The speakers addressed adverse childhood experiences including child abuse, domestic abuse including coercive control, substance misuse and the wider justice system. Around 250 practitioners and managers from Highland Council, Police, NHS Highland and Third Sector partners attended the event. The day provided an excellent opportunity for practitioners from both children and adult services to gain a better understanding of the impact of unresolved trauma from childhood into adulthood; to strengthen the links between those working in these particular fields and to strengthen links between statutory and third sector organisations involved in this hugely important work.

3. Challenges

3.1 While the partnership continues to benefit from a core group of regular attendees, general participation and engagement across agencies and different departments is not as strong as the Partnership would like. This is primarily due to ever increasing workloads and expectations of organisations, however, this also impacts on the ability of the CJP and the CJ Manager to understand the wider landscape of contributing actions and opportunities within Highland.

Raising awareness of community justice continues to present a challenge, given the nature of the work and how this is perceived by the public can be problematic.

More recently the impact of Covid-19 is likely to have a significant impact on the justice agenda as we move forward. This is something that Community Justice Scotland have been working with the Scottish Government on to try and look at the recovery process.



APPENDIX I

HIGHLAND CJP ANNUAL RETURN



Community Justice Scotland

Ceartas Coimhearsnachd Alba

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

April 2020



1. Background

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

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

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

2. Statement of Assurance

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

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



3. General principles of the template

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

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

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

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

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

This is the third iteration of the template and guidance.



4. Template Completion

1. Community Justice Partnership / Group Details	
Community Justice Partnership / Group	Highland Community Justice Partnership
Community Justice Partnership Group Chair	Niall MacLennan, SFRS
Community Justice Partnership / Group Co-ordinator	Margaret McShane
Publication date of Community Justice Outcome Improvement Plan (CJOIP)	March 2018

2. Template Sign-off	
<p>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.</p>	
Signature of Community Justice Partnership / Group Chair:	Date:
Niall MacLennan	24 September 2020

3. Governance Arrangements
<p>Please outline below your current governance structure for the community justice arrangements in your area:</p> <p>The governance of the Community Justice Partnership in Highland is as follows – The group meet on a quarterly basis and it has been agreed by the Partnership that the meetings are being chaired until March 2021 by the Scottish Fire and Rescue Service. The group report to the Community Planning Partnership Co-ordinators Group for Highland which ultimately reports to the Community Planning Partnership.</p> <p>The Community Justice Plans that have been produced for Highland have been signed off by the CPP.</p>



4. Performance Reporting – National Outcomes

NATIONAL OUTCOME ONE
Communities improve their understanding and participation in community justice

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Activities carried out to engage with 'communities' as well as other relevant constituencies	<p><u>Caithness Project</u> The VRU were invited to attend the CJP Meeting in June 2019 and as a result of this a project between the CJP (Public Health) and VRU is operating in Caithness & Sutherland focussing on a public health approach to domestic abuse and alcohol & drug misuse.</p> <p><u>Resilience Screening</u> Further developing of practice in relation to adverse childhood experiences, resilience and trauma informed and responsive care with presentations and discussion of the 2018 DPH Annual Report +/- screening of documentary Resilience to the</p> <ul style="list-style-type: none"> - Sutherland Community Partnership input from colleagues from the Violence Reduction Unit, Glasgow - Caithness Community Partnership - Scottish Fire and Rescue Service Inverness - DWP Inverness - Isle of Skye integrated community practitioner group <p><u>Prevention Presentations</u> 'The Slide' has been delivered in schools across Highland over the last 12 months: Working in partnership with the Scottish Government, police have devised an educational pack for young people that shows the devastating effects of Serious Organised Crime. "The Slide" is a specially created film that details a young man's downward spiral into criminality from his teenage years into early adult life.</p>	<p><u>Caithness Project</u> It is expected that this project will identify gaps around service and support which will be highlighted to the CPP for consideration.</p> <p><u>Resilience Screening</u> The presentations and screening of the Resilience documentary has increased awareness and knowledge around ACEs and trauma informed practice across Highland.</p> <p><u>Prevention Presentations</u> The Slide has helped raise awareness of how easy it is to get caught up in SOG from an early age and adds to the prevention agenda being targeted at vulnerable teenagers across Highland.</p>



	<p>David, the star of the film, is 13 years old when he tries drugs for the first time. This is the beginning of a series of negative life choices, which results in him committing various offences and becoming a member of a Serious Organised Crime Group. After completing a prison sentence David becomes trapped in the crime group and is threatened by other members when he tries to leave. He subsequently becomes the victim of a serious attack by a rival crime group.</p> <p>Several other prevention and intervention inputs have been developed by Police Scotland for input to schools and/or professionals. These include: Driving Ambition; County Lines/Cuckooing; Drugs; Knife Crime; Scam Awareness.</p> <p><u>Employment Event</u> An Employment Event was held in November 2019 where organisations and businesses across Highland were invited to attend to hear about the positive effects of employing people who have offended. Approx. 60 people attended the event.</p> <p><u>Community Justice Practitioners Forum</u> In December 2019, the first Practitioner’s Forum was set up in Fort William bringing those in the statutory and third sectors who work in the justice system together to discuss issues and ideas of how to work better together.</p> <p><u>Community Justice Third Sector Forum</u> The Community Justice Third Sector Forums are held quarterly for those within the third sector who have an interest in community justice. On average there approx. 10 attendees per session with various relevant speakers attending to provide information and connections.</p> <p><u>Community Justice Newsletter</u> The Community Justice Partnership Newsletter is produced quarterly.</p>	<p><u>Employment Event</u> As a result of the Employment Event an invitation was extended to the CJP Manager by the Chamber of Commerce in Inverness to attend a Business Lunch for approx. 80 businesses and deliver an input around the positive effects of employing people who have offended. This resulted in contacts being made for future inputs regarding advice and guidance for businesses around employing those with convictions. Further to this, Disclosure Scotland noticed the lunch event on twitter and offered their services to deliver such inputs. They were invited to the CJP Meeting in March 2020 and this offer is being progressed.</p> <p><u>Community Justice Practitioners Forum</u> The Practitioner’s Forum was attended by both statutory and third sector organisations who agreed it had been helpful. This is continuing and it is anticipated it will be rolled out in other areas of Highland.</p> <p><u>Community Justice Third Sector Forum</u> The Third Sector Forum is seen by many of the regular attenders as an important way of keeping up to date with community justice in Highland whilst making vital connections around this work.</p> <p><u>Community Justice Newsletter</u> The Newsletter is an easy but effective way for the Partnership to keep everyone in their circulation lists up to date about community justice in Highland.</p>
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<p>Consultation with communities as part of community justice planning and service provision</p>	<p><u>CJSW Consultations</u> CJSW consults with communities about the nature of unpaid work and other activities to be undertaken by offenders (Criminal Justice and Licensing (Scotland) Act 2010). This takes many forms, e.g. distributing leaflets; attending ward forums; community council meetings etc.</p> <p><u>Custody Link Worker Project recruitment process</u> Within the Recruitment process for the Custody Link Worker Project, involvement of people with lived experience was an important factor to ensure candidates with the right attitude and attributes were selected for the posts.</p> <p><u>Needs Assessment Consultation</u> As part of the work around the Needs Assessment for Highland, a small group of people with lived experience were consulted in compiling survey questions that could be used on a wider scale to capture information around service provision utilised by those in the justice system.</p> <p><u>Shaping service provision</u> Through the Community Justice Third Sector and Practitioner's Forums, we are looking at ways of statutory and third sector agencies working better together to improve outcomes for those who have offended.</p>	<p><u>CJSW Consultations</u> Important feedback which can shape provision of service.</p> <p><u>Custody Link Worker Project recruitment process</u> It was deemed imperative from the outset that the right people were recruited to the Custody Link Worker Project in order for it to be successful. Involving advice from those with lived experience in this process was invaluable in relation to the consideration of the selection of candidates for the posts.</p> <p><u>Needs Assessment Consultation</u> Consultation with those who have lived experience was again invaluable in the compilation of questions for a survey to gauge thoughts around service provision for those within the justice system. Advice around the wording of questions and the means of communicating the survey to those we wanted to complete it was extremely helpful in terms of ensuring engagement around this piece of work.</p> <p><u>Shaping service provision</u> Through the Forums there have been some really good examples of networking and joint working. One example being Feis Rois (a charity which specialises in traditional arts and gaelic culture) attending the Forum for the first time and as a result of this the following prospects emerged –</p> <ol style="list-style-type: none"> 1. CALA have asked if we can help develop a bedtime stories project for Dads in prison; 2. Libertie has told us about their products (printed by prisoners in HMP Inverness) and we are already chatting about buying some bags, etc to sell at our events; 3. Signpost would like our Ceilidh Trail musicians to play in their café (which helps vulnerable people) this summer and we might go on to develop a more regular music-making project with them;
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		<p>4. RASASH have asked if we could discuss setting up a music group for survivors of rape and sexual assault in the Highlands;</p> <p>5. Gateway/Highland Homeless Trust have two young people in Invergordon and Alness who are aged 16 - 25 and interested in making music, so they will put them in touch with us.</p>
Participation in community justice, such as co-production and joint delivery	<p><u>Joint CJP & CPC Conference</u> In February 2020, a Joint Conference was held between the Highland Child Protection Committee and the Highland Community Justice Partnership. The Conference featured a truly inspirational line up of speakers including Luke Hart, Madeleine Black, Darren McGarvey, Matt Carey and James Docherty who addressed adverse childhood experiences including child abuse, domestic abuse including coercive control, substance misuse and the wider justice system. Around 250 practitioners and managers from Highland Council, Police, NHS Highland and Third Sector partners attended the event. The day provided an excellent opportunity for practitioners from both children and adult services to gain a better understanding of the impact of unresolved trauma from childhood into adulthood; to strengthen the links between those working in these particular fields and to strengthen links between statutory and third sector organisations involved in this hugely important work.</p>	<p><u>Joint CJP & CPC Conference</u> The Joint Conference was a huge success, not least due to the amazing speakers who spoke so honestly about their experiences and the learning to be considered. It also provided an opportunity for multi-agency learning around public protection issues, such as child abuse and domestic abuse, how this impacts on people, and the effect the trauma caused can have if unresolved.</p> <p>In addition to the key learning of the day, there was an opportunity for several agencies to network and highlight their work to those attending the Conference through the Marketplace stalls.</p> <p>A report in relation to the evaluation of the event and learning will be sent to the Community Justice Partnership and Child Protection Committee. It is also anticipated this will be sent to the CPP for their consideration.</p>
Level of community awareness of / satisfaction with work undertaken as part of a CPO	<p><u>Level of Awareness/Satisfaction</u> Unpaid Work Beneficiaries satisfied with standard of work carried out: 2019/20 – 81/82 = 99% (2018/19 - 102/103 = 99%)</p> <p>Unpaid Work Beneficiaries of the opinion the work was of benefit: 2019/20 – 82/82 = 100% (2018/19 – 102/103 = 99%)</p>	<p><u>Level of Awareness/Satisfaction</u> The year-on-year very high satisfaction rates demonstrates how valued work undertaken as part of a CPO is. It shows it meets a need, is delivered to a high standard and sets CPOs in a very positive light in local communities across Highland.</p>
Evidence from questions to be used in local	<p><u>Citizens' Panel – Community Justice Awareness</u> In 2019, an additional section asking two questions on Community Justice was included in the Citizen's Panel in Highland. Firstly, respondents were asked: "Thinking about your community, what</p>	<p><u>Citizens' Panel – Community Justice Awareness</u> This provides invaluable data as to the understanding of community justice within local communities. The data gathered will</p>



<p>surveys / citizens' panels and so on</p>	<p>would help the most to reduce offending and re-offending?". Respondents were presented with six options and asked to tick all that apply:</p> <ul style="list-style-type: none"> • Opportunities and activities to encourage people to make improvements to their lives, e.g. education, volunteering. 72.8% • People receiving more help with their problems, e.g. addictions, mental health, housing. 64.6% • A better understanding of the impact on victims 55.9% • Better employment opportunities 54.1% • More help to re-integrate into the community when leaving prison 37.3% • More voluntary work opportunities 24.7% <p>Four options were selected by over half of the respondents. 68 people selected "Other" and detailed a response. These were varied in nature but included: Increased mental health support; longer custodial sentences; increased policing; more youth activities; reducing funding for support; drug users to be viewed as victims and not criminals.</p> <p>The second question on community justice asked: "What would you like to see Community Justice do in your area?" Respondents were presented with four options and asked to tick all that apply.</p> <ul style="list-style-type: none"> • Keep the community updated on what is happening 60.2% • Listen to local people and their concerns, ideas, or needs 59.8% • Help with improving services to reduce offending/ re-offending 58.8% • Support the local community updated on what is happening 50.4% <p>All the options provided were selected by at least half (50%) of the respondents. 50 people selected "Other" and detailed a response. Many of these responses focused on the role of community payback orders.</p>	<p>help to inform the partnership's communication strategy and the next community justice plan from 2021.</p>
<p>Perceptions of the local crime data</p>	<p><u>Citizens' Panel - Community Justice Perceptions</u></p>	<p><u>Citizens' Panel - Community Justice Perceptions</u></p>



	<p>From the 2019 Citizen’s Panel in Highland, Respondents were asked “How worried are you about being a victim of crime (in general)?”</p> <p>In reply, 43.4% of respondents were either “slightly worried” or “very worried” about being a victim of crime (in general); this is an increase on previous years (42.3% in 2018; 39.7% in 2017; 41.7% in 2016; and 38.7% in 2015).</p> <p>Of the 212 respondents from urban wards, 51% were either “slightly worried” or “very worried” about being a victim of crime (in general), compared to mixed wards, 43% (494 respondents) and rural wards, 34% (307 respondents).</p>	<p>This provides invaluable data as to the understanding of the perceptions of crime within local communities. The data gathered will be taken into consideration when compiling the next community justice plan for Highland from 2021.</p>
<p>Other information relevant to National Outcome One</p>		
<p></p>		



NATIONAL OUTCOME TWO
Partners plan and deliver services in a more strategic and collaborative way

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Services are planned for and delivered in a strategic and collaborative way	<p><u>Caithness Project</u> Scoping work the Violence Reduction Unit (Glasgow) were to carry out with Community Planning Partnerships and local communities and services in Sutherland and Caithness: delayed and on hold with COVID-19 impacts.</p> <p><u>DTTO2</u> A successful bid for funding from HAPD to establish pilot projects for DTTO2 in the north and west was made. A social worker has been in post in Fort William since October 2019; however, due to recruitment difficulties there was a delay in the north and a social worker only took up post in August 2020.</p>	<p><u>Caithness Project</u> It is unclear how or when this work will continue.</p> <p><u>DTTO2</u> Following a review of drug services and subsequent research, CJSW determined that establishing DTTO2 would better meet the need of service users as it reflects the younger age profile of drug users (e.g. a more flexible testing regime), changes in the use of drugs and poly drug use. A research and evaluation project has been established that will report on the initiative after the funding ends in March 2021. Although the funding is time limited the early indications are that there is a need for DTTO2s and they will become part of mainstream services. The indications are that they are being well-received by courts, too.</p>
Partners have leveraged resources for community justice	<p><u>Custody Link Worker Project</u> The Custody Link Worker Project was formally launched in February 2020. Financial support from the Big Lottery, The Robertson Trust, Police Scotland and the Community Justice Partnership in Highland enabled the recruitment and intensive training for 2 Link Workers and a Coordinator to work within the Custody Suite at Burnett Road Police Station in Inverness and within the community in Highland. Their role is to support those coming into custody to signpost them into services and provide holistic support in an effort to prevent further offending. The Community Justice Partnership have also agreed to help fund an Independent Evaluation of the project through academia at Stirling University.</p>	<p><u>Custody Link Worker Project</u> The project was slightly delayed and has been affected by COVID-19. It is too early to provide any meaningful information, but the initial signs are positive.</p>
Development of community justice workforce to work effectively across organisational/pro	<p><u>Whole Systems Approach</u> Highland Practice Model (GIRFEC) and Whole Systems Approach has been extended to those with care experience up to 26 years. This is being managed in Highland for over 16-year olds through</p>	<p><u>Whole Systems Approach</u> This should assist those who are care experienced in accessing support and services. As a significant amount of the prison population are care experienced, this is seen as a positive approach.</p>



fessional /geographical boundaries	referral into the Transitions Team and also with through and after care provision with third sector such as Barnardo's.	
Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA	<p><u>MAPPA</u> Since 2007, the Multi-Agency Public Protection Arrangements (MAPPA), a set of statutory arrangements of which the primary purpose is to maintain public protection and the reduction of serious harm, has operated effectively. The 4 Responsible Authorities in Highland are the local authority, Police Scotland, SPS and NHS. The 2019/20 Annual Report is not yet available; however, the 18/19 report showed there were 297 Registered Sex Offenders (RSO) and 7 Other Risk of Serious Harm Offenders with 91 subject to supervision by JSW on CPOs and prison licences. https://www.highland.gov.uk/downloads/download/1159/annual_reports</p>	<p><u>MAPPA</u> Multi agency working is vital in this area of work in order that the public are protected, the risk of serious harm is reduced, and public confidence is maintained.</p>

Other information relevant to National Outcome Two



NATIONAL OUTCOME THREE

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

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
<p>Partners have identified and are overcoming structural barriers for people accessing services</p>	<p><u>Employment/Employability</u> Employment/Employability is seen as a significant barrier and is a priority within the Community Justice Plan for Highland. Work has been carried out in relation to raising awareness with employers around the benefits of the employment of those with convictions thus helping to reduce reoffending.</p> <p><u>Applying with Conviction</u> Unison learning provided funding for Skills Development Scotland and Scottish Prison Service staff to commission the Social Enterprise Recruit with Conviction to provide an Apply with Conviction training seminar in Inverness. The programme has been built on an action learning approach with employers and partner agencies to examine best practice by successful workers who achieved outstanding sustained employment outcomes for service users. Staff from SDS have established a project to support SPS staff to incorporate Career Management Skills into the Employability award delivered in Porterfield prison, Inverness. They have developed tailored resources in partnership with SPS staff and Fife College. SDS and SPS staff will now be able to use the “Apply with Conviction” approach to support people with a criminal record to employment.</p> <p><u>Custody Link Worker Project</u> The Custody Link Worker Project will assist those coming into custody in terms of breaking down barriers which they feel are preventing them accessing services.</p>	<p><u>Employment/Employability</u> Following the Employment Event in November 2019 an invitation was extended to the CJP Manager by the Chamber of Commerce in Inverness to attend a Business Lunch for approx. 80 businesses and deliver an input around the positive effects of employing people who have offended. This resulted in contacts being made for future inputs regarding advice and guidance for businesses around employing those with convictions. Further to this, Disclosure Scotland noticed the lunch event on twitter and offered their services to deliver such inputs. They were invited to the CJP Meeting in March 2020 and this offer is being progressed.</p> <p>In addition, a Paper has gone to the CPP in Highland outlining the findings of the CJP in relation to the employment of those with convictions and requesting that the statutory agencies who sit on the CPP review their own policies in relation to this.</p> <p><u>Applying with Conviction</u> This approach will be hugely beneficial in assisting those with convictions in seeking employment. Unison and Skills Development Scotland continue to build strong working relationships to contribute to the Highland Community Justice Partnership Plan which sets out a commitment to prevent offending and reduce reoffending and provide support for people with convictions to progress into sustainable employment.</p> <p><u>Custody Link Worker Project</u> It is too early to provide any meaningful data around the Custody Link Worker Project.</p>
<p>Existence of joint-working</p>	<p><u>Mental Health Referrals</u></p>	<p><u>Mental Health Referrals</u> The impact of this should be easier to monitor as we progress.</p>



<p>arrangements such as processes / protocols to ensure access to services to address underlying needs</p>	<p>Referral processes for general mental health assessment for those in custody have been strengthened to support information sharing across the pathway of organisations from custody through HMP Inverness. Standard work agreed between Police custody, custody healthcare, GEOAmev, HMP Inverness, mental health.</p> <p><u>Referred by Courts and Prison Services same day assessment</u></p> <p style="text-align: center;"><u>Total</u> <u>55</u></p> <p><u>SPS/LA Data Sharing Agreement</u> The Data Sharing Agreement signed off in March 2020 between SPS and The Highland Council (as a member of the Community Justice Partnership) will allow a multi-agency approach to be taken to assist community reintegration following a period of custody.</p> <p><u>Care & Risk Management</u> A Care and Risk Management Approach (CARM) protocol has been developed in Highland for children aged 12 to 18 years who present a risk of serious harm.</p>	<p><u>SPS/LA Data Sharing Agreement</u> The full benefits of the DSA have still to be realised but early indications look positive and is being actively progressed in 2020/21.</p> <p><u>Care & Risk Management</u> It is too early to provide any meaningful information in relation to CARM.</p>
<p>Initiatives to facilitate access to services</p>	<p><u>Access to Drug & Alcohol Services</u> Rapid access to treatment within Inverness has been sustained post RPIW (Rapid Process Improvement Workshops) in 2017 with first treatment offered in over 90% of cases within 3 weeks. There are challenges across the wider geographical teams where vacancies have had an impact on achieving 90% within 3 weeks.</p> <p>HEAT A11 April – June 2019 – 87.1% July – Sept 2019 – 90.6% Oct – Dec 2019 – 85.7% Jan – March 2020 – 86.9% As of 31st March – Active client list across north Highland 1112.</p> <p>Further changes in drug and alcohol recovery services in early 2020 has allowed for same day prescribing in many instances and more rapid for others. Too early to provide formal figures.</p>	<p><u>Access to services</u> The impact of this should be easier to monitor as we progress.</p> <p>A hugely positive step is that the Head of Service for Drug & Alcohol Recovery in NHH has also now assumed responsibility for Prison & Police Custody Healthcare.</p> <p><u>Housing First</u> The impact of this should be easier to monitor as we progress.</p>



	<p>Screening, assessment and review appointments now include being carried out over the telephone.</p> <p>Additional OST (Opiate Substitute Therapy) options being considered and implemented from Aug 2020 to support engagement and reduce drop out as well as create wider options and choices.</p> <p>Recovery Support Workers have been recruited but their roles are not fully embedded due to COVID-19, but they will increase activity in the coming months.</p> <p>A multi-agency Housing First Project has been funded via the HADP and will pick up referrals and support people from the next year.</p> <p>Links to the Custody Link Workers will also increase opportunities for access to services.</p> <p>The Head of Service for Drug & Alcohol Recovery in NHSH has also now assumed responsibility for Prison & Police Custody Healthcare creating opportunities to strengthen multi-agency working and sharing resource in a creative way to increase engagement and support.</p> <p><u>Housing First</u> Money has been secured by housing from HADP to run a pilot to March 2021. This is a collaborative service model underpinned by Housing First principles to be developed between NHS Highland Drug and Alcohol Recovery Service, Highland Council Housing Department and the Third Sector. A pilot with 10 'housing first' cases will be conducted. It seeks to strengthen intensive support and assertive outreach, provide case management to individuals struggling to maintain tenancies or based in HMO's; develop a creative engagement model to increase engagement and retention in services; and assertively engage those at higher risk of drug and alcohol related death, facilitate access to health and social care services, conduct needs assessment and devise recovery plans for higher risk,</p>	
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	vulnerable and hard to reach people. The funding is mainly in respect of staffing costs for a Housing Officer, Harm Reduction Nurse and Support Worker.	
Speed of access to mental health services	<p><u>Access to Mental Health Services</u></p> <p>Patients can be seen same day if in crisis by the Mental Health assessment Team or via Accident and Emergency Liaison Psychiatry Team. Mental Health Forensic Team will assess patients referred by the Courts and Prison. Dependent on circumstances same day assessments Monday to Friday can be delivered by the Forensic Community Mental Health Team. Near Me is in place across the community services to increase access to mental health service assessment and support remotely. Clinics run from HMP Inverness and work is ongoing to increase this access within Custody Suites.</p>	<p><u>Access to Mental Health Services</u></p> <p>The impact of this should be easier to monitor as we progress.</p>
% of people released from a custodial sentence: a) registered with a GP b) have suitable accommodation c) have had a benefits eligibility check	<p><u>Prison release data</u></p> <p>a) Registered with a GP Individuals who are sentenced to six months or more are still officially de-registered by the individuals GP Surgery. However, this does not always happen. The re-registering of individuals for liberation has been carried out by the establishments Through-care Support Officers (up until 16th September 2019). This is now carried out by the establishment NHS Team (providing 'Discharge Planning route and Discharge Summary' for use with registered GP) and SPS Links staff (providing multi-agency information and contacts pack). There are no percentage figures available to quantify the exact numbers, however there were 222 liberations (Sentence Expired) from HMP Inverness from 2019 - 2020.</p> <p>b) Have suitable accommodation From April 2019 to April 2020, HMP Inverness had 222 Liberations (Sentence Expired only). 169 had accommodation upon liberation (76.1%). 34 were registered as no fixed abode – NFA (15.3%).</p>	<p><u>Prison release data</u></p> <p>The impact of this should be easier to monitor as we progress.</p>



	<p>c) Have had benefits eligibility check As part of the Admissions and Inductions process, all individuals have their benefits eligibility checked (Links staff complete this check as part of a routine process, with checks being carried out with external agencies each Tuesday). 100% of individuals are then offered the opportunity to meet with Job Centre Plus staff to discuss benefits eligibilities prior to liberation. Further assistance and guidance that was previously carried out by SPS Through-care Support Officers is now restricted to locally produced information packages, offering multi-agency contact details.</p>	
<p>Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending</p>	<p><u>Interventions</u> Percentage of offenders surveyed, subject to supervision, who felt that supervision has helped them to reduce their offending behaviour: 2019/20 = 89% Percentage of offenders surveyed, subject to supervision, who felt their drug/or alcohol issues had improved following supervision: 2019/20 = 94% Percentage of offenders surveyed, subject to supervision, who felt their mental health issues had improved following supervision 2019/20 = 94%</p> <p><u>Positive Outcomes Project</u> 112 referrals to the Positive Outcomes Project resulted in 8 cases being serviced by the POP Team</p>	<p><u>Interventions</u> The high percentage rate shows that interventions through supervision tailored to the person's needs have a positive effect.</p> <p><u>Positive Outcomes Project</u> The service has made a significant impact on the lives of those who engaged with it.</p>
<p>Other information relevant to National Outcome Three</p>		
<p></p>		





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

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Use of 'other activities requirements' in CPOs	<p>CPO – Other Activities In addition to an existing victim module specifically developed and designed for other activity, a domestic abuse raising awareness module has been developed by the Caledonian System team during the latter part of 2019/20. Delivery has been affected by COVID-19.</p> <p>In addition, a range of other activity was delivered, including acupuncture, Decider Skills, attendance at SMART groups, Tenancy & Citizenship course, referrals to community mental health teams, adult learning programmes, employability related education and training, English lessons, literacy, attendance at a father's group.</p> <p>53 other activities recorded = 9% of all new CPOs made during 2019/20</p>	<p>CPO – Other Activities Other activity provides the opportunity to individuals to undertake rehabilitative activities which promote desistance. It is particularly effective where individuals do not have a supervision or other requirements as it enables them to receive information and education to help and assist them where this need has been assessed.</p>
Effective risk management for public protection	<p>Risk Management In addition to MAPPA as described above, the Multi Agency Risk Assessment Conference (MARAC) and Multi Agency Tasking & Coordination (MATAC) processes are well established for protecting vulnerable women and targeting perpetrators of domestic abuse respectively.</p> <p>Police Scotland and Justice Social Work are trained to use the accredited sex offender risk assessment tools, Risk Matrix 2000</p>	<p>Risk Management The impact is increasing the safety and protection of communities and individuals in Highland using an evidence base to effectively deploy resources efficiently.</p>



	<p>and Stable & Acute. This underpins risk management within MAPPA regarding Category 1 nominals. JSW are also trained in domestic abuse accredited risk assessment tools, i.e. SARA v3, which underpins the management of domestic abuse perpetrators.</p> <p>Where a CJSWR is requested by a court, all individuals are assessed using a screening version of LS/CMI (and the aforementioned tools where appropriate) with the full version being applied post-sentence, be this a custodial (if a long-term prisoner) or community order. Where the Risk of Serious Harm component of LS/CMI is triggered this provides an additional level of detail regarding risk management. Other tools are also used where necessary, such as HCR-20, or commissioning specific forensic psychological assessments. All of this contributes to risk management plans (RMP) for Category 1 and 3 nominals and individuals convicted of other offence types.</p> <p>An example of this is a man released in December on an SRO. He was managed as a Category 3 Level 3 nominal with significant concerns given his history about the likelihood of him accessing or making firearms and committing an atrocity. The RMP agreed by the MAPPP was supplemented by very detailed additional conditions issued under the terms of the SRO, including stringent restrictions regarding internet access and mobile phone use, and also covert Police Scotland activity. The provision of suitable accommodation by local authority housing services where there was CCTV coverage, and which was subject to an environmental risk assessment, was a key component of the release plan. Exceptional work between JSW and Police Scotland led to a breach being submitted to court and subsequent arrest and his return to custody. The execution of the breach was planned in consultation with SCTS and COPFS to ensure speed to reduce the possibility of an opportunity to offend. Police Scotland subsequently applied for a Serious Crime Prevention Order such is the concern about the risk this individual poses.</p>	
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<p>Quality of CPOs and DTTOs</p>	<p>Quality Assurance JSW has a well-established quarterly and annual performance and quality assurance framework that brings together statistics, quality assurance case file audits, exit questionnaires from individuals, feedback from individuals participating in interventions delivered by partner agencies, e.g. Action for Children’s offending awareness programme (OAP) and Preventing Abusive in Relationships programme (PAR). This allows for some benchmarking within Highland between JSW teams. Highland also links into a performance framework with the 6 other local authorities in the north which allows benchmarking across these authorities.</p> <p>The 2019/20 CPO Annual Report is not yet available; however, the 18/19 report showed there were 64% of orders served on time, 68% of 1st interviews on time, 100% of respondents felt they had been treated with respect, 84% advised that their offending behaviour had changed during supervision and 82% that it had helped it reduce, 90% felt their thinking had changed positively and 51% were linked into other supports and services.</p> <p>For unpaid work 62% of placements started on time; 95% of individuals felt the work was worthwhile; 48% felt they had acquired new skills, 95% felt they had received good support; and 96% of beneficiaries were very happy with the work done, 99% felt the work was of “great benefit” and 99% that the work was well supervised.</p> <p>Early indications show that for 2019/20, 99% of beneficiaries were happy with the work done and 100% felt the work was of benefit.</p>	<p>Quality Assurance The impact is evident from exit questionnaires, for example, and typical, are the following comments from individuals:</p> <p>“Unpaid work leader xxx was always happy and positive, also can give good advice and always listens to my issues.” “Glad I was able to help less fortunate people and hand helpful skills to others.” “Found satisfaction putting something into helping local community.” “I’m truly thankful for it. I’ve changed for the better at the worst point in my life and I’m so thankful to my supervisors for helping me through it.” “The year passed quick, I enjoyed the supervision meetings I am now on SMART training to help others with drugs/alcohol problems.” “My 2 years supervision with xxxx has helped me understand different difficult situations and made me think more, no emotions now as I have my two kids full time and I have 2 full time jobs. No further offending and going from strength to strength.”</p> <p>From beneficiaries:</p> <p>“We would love to welcome the team back - well supervised and professional, hopefully enjoyable work for the clients giving directly back to the community.” “Those doing community service that we had working at our home were all very polite, helpful and pleasant. They also had great respect for the person in charge.” “I have had work carried out on a number of occasions now and it has always been done to a good standard and well supervised. I would have no reservations having further work carried out when required.”</p> <p>The impact for CPOs is as described above in exit questionnaires. In addition, for example, the following progress against outcomes can be evidenced for 2018/19 (19/20 data not yet available): Education/employment – 62% (reported progress)</p>
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		<p>Housing – 70% Drugs – 75% Alcohol – 100% Money issues – 50%</p> <p>For the Action for Children Offending Awareness Programme funded by JSW, 100% respondents felt that the programme encouraged them to think more about the effects or implications of offending and 100% of respondents felt that involvement with the programme could have a positive effect on reducing their risk of further offending or custody. For the Preventing Awareness in Relationships programme also provided by them this was 87.5% and 100% respectively.</p>								
<p>Reduced use of custodial sentences and remand:</p> <p>a) Balance between community sentences relative to short custodial sentences under one year</p> <p>b) Proportion of people appearing from custody who are remanded</p>	<p><u>Use of Custodial Sentences</u></p> <p>579 CPOs for 2019/20</p> <p>Custodial figures for 2019/20 not yet available but figures for 2018/19 -</p> <p>a) Up to 3 months 103 3 – 6 months 123 6 – 12 months 58</p> <p>Total 284</p> <p>b) Proportion of people appearing from custody who are remanded for 2019-20</p> <table border="1" data-bbox="465 1193 1238 1319"> <thead> <tr> <th>Month</th> <th>Total to court</th> <th>Remand prisoners</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>April</td> <td>118</td> <td>61</td> <td>51.69%</td> </tr> </tbody> </table>	Month	Total to court	Remand prisoners	%	April	118	61	51.69%	<p><u>Use of Custodial Sentences</u></p> <p>In comparison, there were 608 CPOs issued in 2018/19 and 255 short term sentences in 2017/18, therefore CPOs have decreased, and short-term sentences increased.</p>
Month	Total to court	Remand prisoners	%							
April	118	61	51.69%							



	May	125	80	64.00%	
	June	117	79	67.52%	
	July	75	44	58.67%	
	August	123	87	72.50%	
	September	108	79	73.14%	
	October	119	88	73.94%	
	November	113	77	68.14%	
	December	92	58	63.04%	
	January	110	75	68.18%	
	February	95	66	69.47%	
	March	89	63	70.78%	
		1284	857	66.76%	
The delivery of interventions targeted at problem drug and alcohol use [NHS Local Delivery Plan (LDP) Standard]	<u>Interventions</u> There were 21 alcohol and 11 drug treatment requirements made as part of a CPO; there were 19 DTTOs There were 90 people referred to Distress Brief Interventions (DBI). Of these, 47 were female and 43 were male. A total of 66 engaged with the service, for which 46 distress management plans were completed. A total of 24 declined at point of contact with the service.			<u>Interventions</u> The CJSW Drug and Alcohol Intervention Team provide interventions to individuals with drink and/or drug use; similarly, the multi-agency DTTO team comprising social workers, CPN(A)s and paraprofessionals offer treatment and interventions for individuals on an order.	
Number of Police Recorded Warnings, police	<u>Data</u> Number of Diversion Cases 19/20 – 75 Number of New CPOs 19/20 – 579			<u>Data</u>	



<p>diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs)</p>	<p>Number of New DTTOs 19/20 – 19 Number of New RLOs 19/20 - 32 Number of new bail supervision cases 19/20 – 2</p> <p>No figures available for Police Recorded Warnings.</p>	<p>For bail supervision, this potentially avoids the need for an individual to be remained in custody at great expense and disruption to an individual's life (e.g. to their family or employment). Diversion provides an opportunity for an individual to address their offending related behaviour without the recourse to prosecution and the adverse impact this would have on their life. The impact of CPOs etc, is described above.</p>
<p>Number of short-term sentences under one year</p>	<p><u>Short-term sentences</u> Custodial figures for 2019/20 not yet available but figures for 2018/19 -</p> <p>b) Up to 3 months 103 3 – 6 months 123 6 – 12 months 58</p> <p>Total 284</p>	<p><u>Short-term sentences</u> This figure is higher than the previous year but this should change for next year following the presumption of short-term sentences which came into effect over the past year.</p>
<p>Other information relevant to National Outcome Four</p>		
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NATIONAL OUTCOME FIVE

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

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress against the outcome	Please see case study below	

Other information relevant to National Outcome FiveCase StudyContext

Colin (not his real name) is an 18-year-old young man who left school with no qualifications. He had been in and out of trouble with the police and had a couple of convictions against him for assault. When Colin was referred to us by Criminal Justice Social Work for CPO with Orders totalling 320 hours, we found him to be a very pleasant young man who was eager to be given a fresh start and another chance.

Client support needs/description of barriers

His addictive behaviour with alcohol was the major factor to his lack of anger management. Colin needed support to realise that his alcohol use was impacting on his behaviour and subsequently his life.

Colin had no qualifications when he left school and no real experience of work or the skills needed.

He had convictions and CPO hours that he needed to deal with.

Action taken by Apex

Colin was supported by one of our mentors to attend our SMART Recovery meetings (CBT) and received 1-1 support from the mentor – he attended on a weekly basis.

He was placed with the Challenge Team on our outdoor community projects which enabled him to work off his CPO hours.

He signed up to our CSCS Labourers Card and SCQF Level 5 Health & Safety in a construction environment and successfully achieved both. Again, additional support was provided by his PDM (Personal Development Mentor) on a 1-1 basis.

Outcome

In December, an opportunity arose within Apex for a Community Jobs Scotland Placement (SCVO) – General Assistant/Stores Trainee, with the Challenge Team. As Colin had continued to volunteer with Apex after completing his CPO hours, we suggested to him that he apply for the position, in which he was successful.



Upon starting his years placement, his motivation continued to increase as he was praised for jobs and tasks he had completed and realised he was now officially part of the team.

Colin has been working with all the Apex team though primarily the outdoor challenge team. He has been working on gardening projects, learning how to use gardening equipment safely. We have recently starting a project using old whisky barrels and making garden furniture out of them, this has involved using sanders, grinders, jigsaw and various varnishes and paints. Colin has learned not only the use and purpose of these but the health and safety procedures for all.

Along with managers and members of the team Colin has attended various open days, conferences and launches where we have had information stands. He was a real asset to the team and was happy to engage with members of other organisations and the public in a very polite and professional manner. Whilst attending a recent conference he was reminded of just how far he has come when he met his former social worker and key worker, they were amazed to see the change in Colin and spoke to him about his journey with Apex. Colin was in his words "buzzing" when we left and full of pride and confidence.

He made a video of his journey with Apex & CJS and the clip was shown at the recent annual SCVO Conference. His was one of only three to be shown out of a large number, this really was a proud moment for all.

Colin has achieved his Emergency First Aid at Work, which was paid through the £200 training budget. He has continued to attend Smart Recovery Groups each week as well as going through the online course. He has also now embarked on an SQA Employability Course again working with a PDM in the Apex Unit and online.

He has attended all Apex internal and external training and will continue to do so throughout his placement with us – he continues to be enthusiastic about learning new things.

Colin has developed into a charming young man, who will be first to offer any assistance to the team. Given a task he gets the job done. He continues to always be respectful and polite. We are happy to have him as a member of our team.



NATIONAL OUTCOME SIX

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

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress against the outcome	<p>JSW funds a service level agreement with Apex Scotland to deliver an employability service to individuals on CPOs in the Inner Moray Firth area.</p> <p>In addition, please see case study below</p>	<p>The impact of the Apex service is significant in improving the prospects of individuals with regard to employment and training. For the Apex Scotland service provided to JSW (2018/19 figures only available), 25 individuals gained employment, 28 undertook accredited training (e.g. CSCS, 1st Aid), 59 voluntary work, 56 attended SMART, 36 acupuncture, 3 work placements and 93 completed the rehabilitation & disclosure course.</p>

Other information relevant to National Outcome Six**Case study****Libertie Project Prisoner Vocational Program
Learner CON008**

The learner joined a remand group and had not engaged with any learning or vocational programmes before. He gained a Working with Other Core Skills Qualification at level 4 within the first 3 weeks. He was given a custodial sentence, subsequently transferred to the convicted group mid-way through the course and continued his learning.

His attendance at the education department had been noted; he stuck to his timetable and joined in with most activities and his behaviour in the halls had been described as good. After conviction it was made apparent to me that the learner had not been attending regular education classes within the department for personal reasons and his behaviour and demeanour had become withdrawn, anxious and his physical appearance was not good. He had been reported by SPS staff and had received a governor's report for misconduct.

The learner missed one week of our course and upon his return the following week he was apologetic – he explained he was 'preoccupied' and his head wasn't in the right place. I then spoke with him and encouraged him to work with his team to get the order completed. Following this he really made effort and showed great enthusiasm for the cause the order was for. The order in question was for t-shirts pupils at a local school would be wearing during a music performance which had an anti-drug message.

The learner then attended without absence, worked well with others and showed a real sense of team comradery – encouraging the others to get the job finished. I believe having a deadline, a cause, a supportive tutor and team aided him in some recovery and gave him a focus which in turn aided his mental health at that time. He recorded a 14% increase in his Work Outcome Star score at the end of the course with increases in Motivation, Basic Skills, Workplace Skills and Health and Well-Being. In real terms this meant that his employability had improved.



He also went on to gain core skills certification in level 4 communications (speaking, listening, reading and writing) as well as vocational skills and experience. While his attendance at regular education classes was still poor, the work placement with our course was something he felt a loyalty towards; he didn't want to let me or the team down. He received our Continual Engagement Bonus and logged 5 volunteer hours during the course.

NATIONAL OUTCOME SEVEN
 Individuals' resilience and capacity for change and self-management are enhanced

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress against the outcome	Please see case study below	

Other information relevant to National Outcome Seven

Case Study:

Context

Stephen (not his real name) who has learning disabilities was referred by Criminal Justice with two large community payback orders of 220 hours imposed by the court; he was a nervous, insecure person lacking a lot of confidence and self-esteem. Stephen has a history of trouble in his younger years at school, being moved about to 6 different primary schools then secondary schools. He was also moved to various foster care and children's centres across Scotland. He struggled to concentrate, and his behaviour deteriorated as people gave up on him and his future. Stephen showed a willingness and interest in the Apex Community Challenge Team outdoor projects. He attended all appointments made for him with his PDM (Personal Development Mentor) and the attended the Challenge Team projects weekly.

Client support needs/description of barriers

Stephen had done very little work in the past due to his personal issues and disabilities. His confidence to get out and sell himself whilst looking for work seemed like a very far away goal. He had concerns about how employers would treat him if they knew of his past. He was unsure if people would understand his struggles with paperwork. Stephen had no skills which proved to be a big problem and he did not want this to reflect on what a hard-working person he can be.

Action taken by Apex



Stephen undertook and gained certificates in accredited training in CSCS training, First Aid, Fire Safety and completed the 16 weeks rivers project - a joint initiative with Scottish Waterways and Apex Highland. In September 2018 funding was secured through Community Jobs Scotland (SCVO) and Stephen was fortunate to secure a post within Apex as a General Assistant and stores person for 18 months. He continued to excel in this position and recently also undertook a work placement with Robertsons Construction giving him an insight and experience working with a reputable and large construction company and thus opening more opportunities. He gained useful life skills when applying and interviewing for work which massively improved his confidence.

Outcome

During the year Stephen has worked with Apex he has grown to respect society and colleagues and is well thought of by colleagues and service users. He became a father and is relishing the responsibility to his daughter who has just turned one. Stephen is now a full-time member of staff working with Apex Highland Challenge Team. He is now motivated to “pay it forward” as he guides and supports service users with multiple barriers working with the team.

5. Priority Areas of Focus

The priorities for the current CJ Plan 2018-21 are Mental Health & Wellbeing, Prevention and Intervention and Employment & Employability. In addition to this there are cross-cutting themes in relation to Engaging Communities; Gender Specific Needs; Person Centred Approach and the Ongoing Development of the Community Justice Partnership. These will be reviewed in the planning phase for the next CJ Plan considering the findings from our strengths and needs assessment for Highland.

6. Case Studies

As outlined in Outcomes 5, 6 & 7



7. Challenges

A key issue in relation to community justice is raising awareness with the public in general. Given the nature of the work and how this is perceived by the public can be problematic.

For the Partnership to work effectively, it requires time and commitment from all the agencies involved. This can at times be problematic due to ever increasing workloads and expectations within individual organisations.

8. Additional Information

