

# The Highland Council

Agenda Item	6
Report No	HCW-08-24

**Committee:** Health, Social Care and Wellbeing

**Date:** 16 May 2024

**Report Title:** Justice Service Update and Community Payback Order Annual Review

**Report By:** Executive Chief Officer Health and Social Care

## 1. Purpose/Executive Summary

1.1 This report provides an update to Committee in relation to Justice Social Work within Highland.

1.2 Provision of the Community Payback Order Annual Review for the year 2022/23. Every year we provide Community Justice Scotland an Annual Report; the information in the report varies from year to year however feedback from unpaid work beneficiaries and individuals who must complete an unpaid work requirement, or a supervision requirement are regular features. Community Justice Scotland gather all Local Authorities reports and compile the information which is laid in Parliament and then published between March and April.

1.3 Provision of the Highland Community Justice Partnership Annual Report 2022/23. Community Justice Scotland is a Non-Departmental Public Body (NDPB) founded in 2016 following the passing of the Community Justice (Scotland) Act. Each Local Authority has a Community Justice Partnership. Highland's Partnership - although funded via the Justice Social Work Service - is hosted by the Highland Third Sector Interface. Statutory Partners are:

- Police Scotland
- Health Boards
- Integration Joint Boards for Health and Social Care
- Local Authorities
- Scottish Courts and Tribunals Service
- Scottish Fire and Rescue Service
- Scottish Ministers (i.e. Scottish Prison Service, Crown Office and Procurator Fiscal Service)
- Skills Development Scotland

## 2. Recommendations

2.1 Members are asked to:

- i. Note the contents of the report.

## 3. Implications

3.1 **Resource** – Justice Social Work receives ring fenced funding from the Scottish Government. Highland Council received £4,207,838 as part of the S27 grant allocation and an additional £515,211 to aid in the recovery from the pandemic and expand Bail Supervision provision.

3.2 **Legal**- No identified Implications

3.3 **Community (Equality, Poverty, Rural and Island)**- Justice Social Work Services are provided throughout Highland and are a key provider of support and interventions aimed at the root causes of crime which on many occasions are due to inequalities and lack of access to other appropriate services. Justice Service work concentrates on rehabilitation and prevention and offers a range of interventions across the whole of the region.

3.4 **Climate Change / Carbon Clever**- No identified implications

3.5 **Risk**- Justice Social Work is currently having significant difficulty recruiting to more specialised teams within the service. Furthermore, some of the pandemic recovery funding is currently used to fund core business. Difficulties in recruitment have meant that some projects are currently on hold as we do not have sufficient staff members to complete non-statutory tasks.

3.6 **Health and Safety (risks arising from changes to plant, equipment, process, or people)** – No identified implications.

3.7 **Gaelic** – No identified implications.

## 4. Justice Social Work

The following provides Committee with a summary of the work that is undertaken by Highland Justice Service.

### 4.1 Diversion From Prosecution

4.1.1 Diversion from prosecution is a formal decision by the Procurator Fiscal. On receipt of a police report the Procurator Fiscal can choose to divert an individual to our Justice Social Work Service. A Justice Social Work or Youth Service worker completes a suitability report in which the individual's needs are assessed. Work is targeted and tailored to the individual's particular needs; this work is carried out by H&SC workers, NHS workers or third sector organisations contracted by the Justice Social Work Service.

## 4.2 Bail Supervision

4.2.1 Since 17<sup>th</sup> April 2023 we have been fully involved with the new Bail Supervision guidance established in 2022 by the Scottish Government. We had experienced significant recruitment issues and therefore we were only able to join the scheme one year after its commencement. We now have several Criminal Justice Officers (CJO) and one Social Worker covering the work produced by Highland's five Sheriff Courts.

4.2.2 When a person appears from custody the Crown Office and Procurator Fiscal Service (COPFS) decides if they will oppose a Bail Order for the individual. Highland Justice Service receives a notification from COPFS each time a bail opposed decision has been made and we will then provide a Bail Supervision Assessment to the Court. We are not however able to provide assessments for all individuals due to the significant number of cases referred.

4.2.3 If the individual is suitable for Bail Supervision, then the CJOs and /or Social Workers will see the person several times per week until the case is heard in Court, or the Bail Order is amended/breached. This is a direct alternative to a person being remanded in custody.

## 4.3 Electronically Monitored Bail

4.3.1 At the same time as Bail Supervision was extended, the Government introduced Electronically Monitored Bail (EM Bail). Unlike Bail Supervision which existed prior to the new guidelines, EM Bail is a brand-new strategy in which people are tagged to an address and spend a maximum 12 hours per day within its confines. To date, the uptake has not been significant in Highland. However, there is an expectation that numbers will increase due to the new process being on stream.

## 4.4 Community Payback Orders

4.4.1 Community Payback Orders are a disposal which has been available to Scottish Courts from the moment the Criminal Justice and Licensing (Scotland) Act 2010 came into effect. Community Payback Order replaced Probation Orders although individuals being sentenced for historical offences to a community disposal might still receive Probation Orders.

4.4.2 Community Payback Orders can have a number of requirements; the only two standalone requirements however are Supervision Requirement and Unpaid Work Requirement. Every Other requirement must be accompanied by a Supervision Requirement and Young People completing Unpaid Work must always have a Supervision Requirement.

4.4.3 The requirements are as follows:

- **Supervision Requirement:** The person must be supervised in the Community by a Social Worker who will carry a risk/needs assessment and produce a Case Management Plan or a Risk Management Plan.
- **Unpaid Work:** This can be carried as part of a squad, volunteering, completing courses, accessing interventions in the community (Mental Health and Recovery interventions), etc.
- **Programme Requirement:** Sex Offender or Domestic Abuse treatment Programme or other mental health interventions such as Decider Skills.

- **Restricted Movement Requirement:** The individual will be tagged to a particular address and have a geographical exclusion area; at present aimed at individuals who have offended against partners or ex-partners. The partners/ex-partners need to agree to a until being installed at their address which will alert if the individual approached their address.
- **Compensation Requirement:** very similar to a Compensation Order which is a standalone disposal, in this case Justice Social Work supervises the payment of the compensation within the given timeframe.
- **Residence Requirement:** Very rarely suggested in Highland, it requires a person to reside at a particular address.
- **Mental Health Treatment Requirement:** This requirement must be agreed by Health Professionals who will clarify to the Court that the person has a mental health condition and that a treatment plan can be administered.
- **Drug Treatment Requirement:** Imposed on individuals who use drugs and are not suitable for Drug Treatment and Testing Orders (DTTO) or DTTO2.
- **Alcohol Treatment Requirement:** An alcohol treatment requirement may be considered where the individual's dependence on alcohol contributes to the offending behaviour. Addressing an individual's alcohol dependence can therefore help address offending behaviour as well as wider personal and social needs.
- **Conduct Requirement:** this is a very flexible requirement regularly used to promote good behaviour. Justice Social Work might choose this requirement to limit areas where people who have committed sex offences might visit (schools, playgrounds), to limit accessibility to internet capable devices or restrict contact with children, known or unknown.

## 5. **Community Payback Order Annual Review 2022/23**

5.1 Please see attached report (Appendix 1).

## 6. **Community Justice Partnership Annual Report 2022/23**

6.1 Justice Social Work receives yearly funding from the Government to enable the provision of the Community Justice Partnership which in Highland is co-ordinated by the Highland Third Sector Interface. The Annual Report is therefore submitted for information purposes only (Appendix 2).

Designation: Executive Chief Officer Health and Social Care

Date: 2 April 2024

Author: Maria Cano, Acting Principal Officer, Justice Social Work Service

Background Papers: None.

Appendices:

- Community Payback Order Annual Review 2022/23
- Highland Community Justice Partnership Annual Report 2022/23

COMMUNITY

PAYBACK ORDER

ANNUAL REPORT

FINANCIAL YEAR: **2022/23**

LOCAL AUTHORITY: **Highland**



1) In this section, please give examples of work with people subject to CPOs specifically to **address offending behaviours and the risk of reoffending**. (Bullet points will suffice. Max 300 words.)

- Cognitive Behavioural Interventions, including Decider Skills (aimed at people with a Personality Disorder Diagnosis) and SMART which is a recovery programme run both in groups and individually. We have to offer these programmes in-house as rural remote areas have limited access to the organisations able to deliver these programmes
- Caledonian Programme
- Moving Forward: Making Changes
- We provide funding to third sector agencies to provide a range of work to our clients including amongst others:
  - 12-week offending awareness programme
  - Inside-out SMART

Furthermore, through case management Social Workers and Criminal Justice Officers use a range of therapeutic tools from other interventions/ programmes such as Respect and work from Tim Chapman. Social Workers in Highland used a relationship-based approach and tailor any interventions to the individual's needs/risk.

2) In this section, please give examples of work with people subject to CPOs specifically to **address their underlying needs (e.g. mental health needs, substance use needs)**. (Bullet points will suffice. Max 300 words.)

- Working with people to meet/ address their underlying needs does, most of the time, address their likelihood of re-offending. For example, we find many women convicted of disorder or violent offences have an underlying Personality Disorder diagnosis. Hence, we would encourage them to engage with the Decider Skills Programme mentioned above.
- Walking group; in Inverness we offer a walking group which is well attended, this group aims to offer structure, exercise and a positive pro-social experience.
- Music Group, we have a number of professional musicians in amongst our Justice Teams who have music groups where they do not only practice and encourage clients who already play instruments but also encourage learning music to clients who might be interested.
- There is a range of work carried out with individuals depending on their needs, some work might be directed at supporting them accessing benefits, housing, grants for courses, signposting them to employability services, etc
- When a programme or requirement such as DTTO or Caledonian is considered unsuitable for any particular person we still work with the individual exploring their thinking patterns, behaviour and communication styles.
- Individuals on supervision can access one to one support in the community in some areas of the Highlands; this sometimes include supporting them attending health appointments, shopping, cooking, exercising, etc

3) In this section, please give a summary of feedback, may include quotes, from people subject to CPOs about the **impact on them of a Supervision Requirement**. (Bullet points will suffice. Max 300 words.)

(Source: Supervision Requirement Survey)

93% of respondents were under supervision orders via Wick. The Supervision was with and without UPW , both at 43% and the other percentage with other requirements.

The impact of supervision was mainly positive as respondents felt they were given adequate information.

However, some of the main issues that caused problems, before and during supervision, with the respondents, namely housing (60%), personal relationships (73%), mental health (80%) and coping skills (73%).

In addition there was issues with drug and alcohol (57%) and money (21%).

Yet, a number of these issues improved, namely housing (57%), personal relationships (71%), mental health (64%) and coping skills (71%).

How they improved was, 'now have temp housing pending own tenancy,' and 'Got my house looking homely/liveable, and trusted and working as a team.

QUOTES:

' feel relaxed and easy to talk to,' 'Helped me out,' 'very easy to get on with polite and always sees good in any situation.'

Respondents found it helpful and good about their self,

QUOTES:

'Someone there to help and assist.' 'Nice to chat to someone outside family.' ' someone non-biased & grounded to talk to .' 'It helped me understand more about myself.' 'Learning to get on with other people.'

100% of respondents felt they were treated with respect and that their progress was recognised (93%) and their achievements were 100% recognised and their thinking has changed during their supervision (94%).

QUOTES:

'trying to use different coping skills to stop shouting and explain'

'Re-assess the situation before acting'

'Take more time to think about things'

'Helped my alcohol problem but still not stopped'

'I've learnt not to react to a situation that doesn't need my reaction (sometimes)'

'Think more positively about possible outcomes'

'I've learnt not to react to a situation that does not require my reaction'

Almost 94% of respondents stated their behaviour changed during Supervision.

Likewise 93% of respondents stated their offending behaviour had also improved.

QUOTES:

'I've learnt to look at things from a different perspective'

'I listen to everyone's point of view and see things from others point of views;

'greater confidence' and 'more confident and forgiven myself.'  
'Haven't offended before and don't want to again,'  
'getting support and being listened to and guided to appropriate ongoing help.'  
'I can no longer stand being in a criminal lifestyle.'

In comparison, 12 months prior to you being on Supervision compared to your pattern of offending whilst on Supervision, respondents confirmed that they were offending less. For example, 69% are no longer offending, with 30% doing less serious offences and only 8% offending at the same rate, but less serious offences.

A large percentage of respondents (92%) felt that Supervision had helped them to reduce offending and 85% believed it had stopped them offending.

In addition, 62% of respondents link into other support services within the community. For example, the various programmes that exist such as HomeStart, Caledonian, Decider Apex Housing, PPP, Street Cones.

QUOTES:

'Unpaid work I enjoyed painting benches'

'With doing decider skills it helped me with choosing Uni course for potential career'

'All in, made me feel welcomed and not like a criminal.'

4) In this section, please report on the following:

- Types of **unpaid work projects** carried out
- Example(s) that demonstrate(s) **how communities benefited** from unpaid work  
(Bullet points will suffice. Max 300 words.)

- Individual Placements in Highland Hospice shops
- Individual placements for other community organisations e.g. Thurso Grows
- Sue Ryder Shop, Dingwall – sorting out donations of goods for sale in the shop, cleaning duties, till duties.
- Muir of Ord Rovers – weeding, grass cutting, concrete work, levelling ground and laying slabs.
- Church of Scotland, Ullapool – maintenance in old cemetery in church yard, painting and decorating inside church building, assisting at local foodbank.
- Harbour Trust, Ullapool – deep cleaning seats at ferry terminal.
- Highland Council – Mansfield Estate, Tain – low level painting work to walls (700 hours).
- Highland Council (Roads Dept) – Filling grit bins -
- Environmental Group, c/o Alness Community Council - High Street, Alness - remove flower barrels from different locations and dispose of
- CCAST – Mansfield Estate, Tain – on 8 occasions collect items such as couches, beds, mattresses, cupboards, drawers, wardrobes, washing machines, fridges, freezers and dispose of at Recycling Centre. Move furniture from Scotsburn Court to Mansfield Estate, Tain (13 hours).
- Highland Council – cut back overhanging branches and clear paths from debris. Clear access steps, cut back small trees. Sheltered housing- clear weeds/grass from paths/square. Remove old fence and waste, cut back bushes. Remove various items including toys, car parts, litter and dispose of
- Evanton Social & Event Group - Evanton War Memorial – repair, clean and varnish seat.



- Black Rock Recreation Park, Evanton - replace fence posts and erect new fencing where necessary (104 hours).
- Change Mental Health, Alness - Companas Cottage, High Street, Alness - clear/tidy rear and side gardens, parking area, cut back bushes, sand/paint tables (56 hours).
- Strathpeffer Community Centre – clearing, strimming and emptying planted wooden barrels. Refill beds with topsoil. Move planters into school playground and refill with soil. Move bark chippings from a garden in Strathpeffer to the community centre site and the village square (25 hours).
- Alness Community Association - Heritage Centre - laying of 10 tonnes of stone chips.
- Dingwall Primary School - refurbish railings, remove old railings around playing field, refurbish picnic table.
- Rosskeen Free Church - cut area of grass adjacent to church for use as a car parking area (6 hours).
- Strathpeffer Primary School - remove damaged raised beds, clear remaining beds, re-align 3 raised beds, cut back 2 trees, clear area around greenhouse, construct two benches for outdoor classroom.
- Our clients are also taught how to make log stores, picnic tables, garden benches, garden seats, herb planters and other items which we sell and use the proceeds to purchase tools for our workshop. Our clients also cut, split, stack, season and deliver firewood which we sell and use the proceeds to purchase tools for our workshop.
- Pennyland primary school, Thurso- Dismantle and dispose of 3 wooden constructions, uplift picnic benches and planters and sand and re-paint, strim areas of school.
- Miller Academy, Thurso- Strim and tidy up memorial garden, uplift and paint 4 picnic benches, build and donate pirate ship to nurse (Press coverage of this)
- Mount Pleasant Primary school, Thurso- Paint extensive wooden fence in playground and re-paint planters.
- Bower Busy bees nursery- Strim and tidy up garden area, uplift cable drums and re-paint, decorate 2 rooms within building.
- Thurso esplanade- Tidy up and weed esplanade and steps towards Durness Street. (Positive press coverage)
- KLICS Caring for carers, Wick- Weed and tidy up garden area and plan, build and paint outer fence.
- Citizen's Advice Bureau, Wick- Re-paint outer window frames and tidy up entrance area.
- Reiss beach access- Periodically attend at Reiss beach to ensure access to the beach is kept clear of stones.
- Highland Council- Refurbish 4 sets of goal posts for Harmsworth Park, Wick, several sets of gates from Latheron and Corsback cemetery, uplift and refurbish numerous picnic benches and wooden seats from Thurso and Wick.
- Playgroup at the rear of Jack's flooring, Wick- Tidy up wooded area and refurbish outdoor wooden equipment (picnic benches)
- Keiss Community playpark- Dismantle and refurbish outdoor gym at Keiss playpark.
- Watten Community Council- Uplift and refurbish picnic benches and seats from Watten village.
- Stepping Stones community mental health centre, Thurso- Tidy up garden area and weed round entire building.
- Wick Harbour Authority- Uplift and refurbish benches from Wick Harbour.

- Town and County Hospital, Wick- Assisted with painting wooden garden items, tidying up memory garden and the refurbishment of a boat which has been donated by a CJS staff member.
- Clear overgrown area of public walkway at Thurso Riverside.
- We have also kept on top of an extensive grass cutting rota covering numerous areas across Caithness.

Our team were approached by the Seaboard Community Polytunnel Group for help with their Polytunnel project in Balintore. After assessing the project our team agreed to help and over a period of 5 months' we spent 800 hours in total working on this project. The work involved tidying the outside area by removing and disposing of trees from vegetation on the plot boundary, removal of vegetation and topsoil on exterior of polytunnel, levelling and compacting of ground inside the polytunnel, building walkways within the polytunnel and creating a raised area at the front entrance suitable for disabled access, making 6 planters in our workshop and fitting in situ, preparing the ground for two seating areas and fitting memorial bench on concreted area, producing and fitting noticeboard and repairing polytunnel cover. The polytunnel is of great benefit to the whole community. Volunteers grow vegetables which are given out to local families in need, and they also grow flowers which are put on display around the village. The local primary school are also involved in the project whereby they sow the seedlings and eventually prick out the plants into baskets and tubs.

5) Summary of feedback, may include quotes, from people subject to CPOs about the **impact on them of an Unpaid Work Requirement**. (Bullet points will suffice. Max 300 words.)

(Source- UPW Requirements Survey)

A number of respondents stated that they did other activities that contributed to their UPW, 30%.

Over 95% confirmed that they were given helpful information about what they had to do to meet this requirement and all assignees felt it was worthwhile.

Likewise, 95% found job satisfaction in undertaking UPW worthwhile and a benefit to the community.

95% plus respondents said that they got good support from UPW Supervisors.

QUOTE:

'The 3 supervisors helped me to identify a problem in my personal life and pointed me in the right direction to get it resolved.'

On the topic of personal achievement , almost 40% commented that they had made a personal achievement and learnt new skills, 60% e.g. painting, gardening, decorating, removals, delivery, woodworking and joinery, etc. and 45% of respondents believe their new skills will aid them in job hunting.

QUOTE:

' My employment to date has been predominantly within a learning and educational environment. However, the unpaid work has given me a new found keenness for working with natural materials outdoors in the fresh air, being one with nature '.

In addition respondents feel more positive, confident, 54%, feel motivated and work better as part of a team from their experience in undertaking UPW.

QUOTES:

' Always had a positive attitude

'...learned to think more before I act, stopped being paranoid, more confident since coming here thank you for that.'

'I think the team should receive a pat on the back more often for doing a good job.'

6) What are the main types of **'Other Activity'** carried out as part of an Unpaid Work Requirement? You may want to comment on the impact of completing Other Activities, for individuals or for the community. (Bullet points will suffice. Max 300 words.)

- Attendance to SMART groups
- Attendance to Decider Skills group

Attendance to CPO connect from the Wise Group where topics such as mental Health, Physical Health, pro-social networks, employment and financial inclusion are discussed.

- Calman trust
- Nigg Skills Academy
- ISM Psychological Services – Drink driving rehabilitation scheme
- Department of Work and Pensions run a course called Build Your Future
- Highlife Highland – Adult Learning Literacy Classes & English Language classes.
- AFC - Offending Awareness Programme – This is a 12 week programme which includes the following sessions: Cycle of Change and Managing Change, Old "Me" Collage, Problem Solving – Recognition and Definition, Problem Solving – Alternative Thinking and Choices, Problem Solving – Consequential Thinking and Decision Making, Dealing with Anger, Dealing with Conflict, Addictions, Victim Awareness, Gains and Losses of Offending & Relapse Prevention.

7) Summary of feedback, may include quotes, from beneficiaries **about the impact of Unpaid Work on the community**. (Bullet points will suffice. Max 300 words.)

An array of work was undertaken in the community such as woodwork, decorating, gardening, slab laying and removals.

A large percentage undertook gardening or landscaping (69%) and the other activities ranging from 6% joinery up to 15% decorating.

50 % asked to undertake such activities with small percentages in other groups such as family, social worker and friends.

QUOTES:

'Very vulnerable person with chronic alcoholism. No money to pay for removals and no family or friend's support. I have been moved out of sheltered housing into my own tenancy due to my anti-social behaviour whilst under the influence of alcohol.'

'elderly and unable to erect fencing posts and fencing.'

Over 80% stated that it could not or not know who could have done this type of work. A similar percentage had some or ‘..a great deal...’ of contact with the people on the UPW scheme and they got on well with them.

The beneficiaries were 100% happy with the standard of work done and it was a great benefit. The work was well supervised and there were little concerns. For example, a client attempted to engage with a Social Worker (SW) during a project.

100% of beneficiaries would be willing to have these types of projects done again by the UPW scheme.

QUOTES:

‘ We are so grateful to the Community Service for helping us out in this way. The move was carried out quickly, efficiently and with the utmost respect for xxxxx’s property. Once again nothing was too much bother for the team and they were a pleasure to work alongside.’

‘All work carried out has been excellent and the people involved were courteous and the supervisors excellent.’

‘ this group was so very approachable and never really get credit for all the work they do for local community - we at Alzheimer Scotland West Highland are delighted for the support given ‘

‘ We were very happy with the work carried out. The supervisors and men who carried out the work were helpful, on time and to a high standard - thank you.’

‘ This is a wonderful service which helps the elderly and infirm residents who very much appreciate the help given..’

8) What **organisational challenges** have there been in completing orders effectively this year, both those with Unpaid Work and those with Supervision Requirements? (Bullet points will suffice. Max 300 words.)

- Recruitment: It has been challenging to recruit to a number of specialised posts and to the Skye post, which remains vacant. This means that Social Workers from either Lochaber or Ross-shire have to provide services to the island which is approximately a 4 hours round trip.
- It has become impossible to recruit Social Workers with previous Justice experience and most applicants are NQSW who cannot hold a full caseload nor manage complex caseloads plus the NQSW year adds a significant amount of work for managers. Recruitment issues are further aggravated by the recent changes by NHS Highland to their Term and Conditions which means Social Workers in Highland working for NHS earn considerably more money than those working for the Local Authority.
- There has been an increase in number of Sex Offenders and individuals with a Caledonian Treatment Requirement. Unfortunately, the funding currently provided has proven to be extremely limited to provide a service Highland-wide. We do not consider it appropriate stopping access to the programmes in rural and remote rural areas therefore we are obliged to use some of the recovery funding to make sure the minimum standards required are met.
- Funding: The yearly pay increases are having a significant impact on our funding as we are not receiving additional money to offset the expenditure. This will translate in some hard choices for the Justice Service in Highland as we will have to reduce or stop the current third sector funding or reduce our staff numbers which will increase workload pressures with potentially worrying consequences.

9) In this section, please outline how you have worked with other statutory and non-statutory partners to deliver any of the other CPO requirements or similar (Bullet points will suffice. Max 300 words)

- We work closely with NHS Highland delivering DTTO, DTTO2 and the Non-Fatal Overdone Project (the last two funded solely by the Highland Alcohol and Drug Partnership) The teams seem to work well together and are fully invested in achieving good outcomes for individuals and reduce drug deaths.
- We also work with HMP Inverness in trying to enable people to transition from the prison environment as smoothly and safely as possible. We have two dedicated workers (not PBSW) who start working with individuals in prison and then continue the work in the community. A key aim of this work is to reduce non-fatal overdoses and drug deaths in the community after liberation.
- We obviously work closely with Housing and Police in order to manage requirements and meet individuals needs as they arise. Police and Social Workers support each other by doing home visits together, especially in rural areas where both services might only have one worker in the region. We also have a similar practice with the Housing Department.
- The Youth Action Service within the Council helps with their expertise in Youth Justice and do some diversion, SDS and CPO work on our behalf.
- As stated above a number of third sector agencies actively participate in the delivery of activities as part of CPO requirements.

10) Outline the **main barriers, if any, to accessing community support and wider services** (e.g. drug and alcohol services, mental health services). How have these barriers been addressed?

Barriers in remote rural areas remain and although there is an enhancement in certain areas especially as NHS concentrates on MAT Standards. However we have significant resource issues for individuals accessing drug and/or alcohol rehab and then support in the community after their 14-week stay. Mental Health accessibility is very difficult in certain areas of the Highlands and it is noted regularly that professional opinions and observations from Social Workers or non-medically trained workers and families are dismissed and not taken into consideration. Alcohol and Drug treatment requirements are extremely difficult to monitor/enforce as the local DARS teams will only work with people who will engage voluntarily, therefore their ethos clashes with the expectations and obligations stipulated in Justice's national guidelines.

We also find that even after Covid some Cognitive Behavioural Interventions are still delivered by phone which some individuals find extremely difficult. We have had to offer this treatments/groups ourselves

11) Is there **any other relevant information** you wish to highlight? For example, this may include:

- Areas for improvement and planned next steps
  - New ways of working and benefits achieved from these.
  - Examples of work carried out in collaboration with community justice partners and wider community partners, including the third sector, to deliver CPOs
- (Bullet points will suffice. Max 300 words).

We are trying to increase our “other activity” options and uptake, we used to have more people completing literacy classes and it would be helpful to restart them.

We are also planning on working collaboratively with NHS Highland to offer SMART in Wick (Caithness); attendance will be encouraged from people on a CPO with supervision and /or unpaid work.

The Highland Third Sector Interface via Justice Service funding has recently appointed a worker to work alongside Community Payback Officers and Charity/ Voluntary Groups in order to enhance the number of individual placements and opportunities in Highland, especially in remote rural areas. We had attempted this last year but HTSI encountered some staffing issues, therefore it is hoped we will soon have a worker in place.

Last year we benefited from the result of a type of dragon’s den funding initiative in which two organisations received funding from the Justice Service to work with our clients and offer them the opportunity to gain new skills. We were able to offer individual placements with Thurso Grows and a café in Inverness. Individuals were extremely happy with their experience and some continued volunteering after their order had finished.

We are also using funding from the local Alcohol and Drug Partnership in order to work collaboratively with NHS Highland to set up a small team contacting and offering services and support to those who have had a near fatal overdose.

We use part of our funding to work collaboratively with SPS, this work is carried outside the MOU and Service Level Agreement; the work is focused on Community Integration and aims to help people transition from Prison into the community (15 radius from Inverness) as smoothly as possible.

COMPLETED BY: Maria Cano

DATE: 10/11/2023

**CONTACT FOR QUERIES ABOUT THE REPORT**

Name: Maria Cano Montaner

E-mail: [Maria.Cano@highland.gov.uk](mailto:Maria.Cano@highland.gov.uk)

Telephone: 01349781300



Annual Report  
2022 - 2023

## Highland Community Justice Partnership Annual Report, April 2022 - March 2023

The Highland Community Justice Partnership consists of members of the following:

- The Highland Council (1 Elected Member)
- Local Authority (Criminal Justice Social Work and Housing)
- Police Scotland
- Scottish Prisons Service
- Crown Office Procurator Fiscal Service
- Scottish Courts & Tribunals Service
- Scottish Fire and Rescue Service
- NHS Highland
- Skills Development Scotland
- Victim Support Scotland
- DWP
- SCRA
- HADP
- Third Sector Interface and representatives from the wider third sector: Apex Highland, Families Outside and RASASH.

**The role of the Partnership is simply - to work better together in partnership to help prevent offending and reduce reoffending.**

---

Ross MacKillop is the Independent Chair of the Community Justice Partnership who meet quarterly, and it is a Sub-Group of the Community Planning Partnership (CPP). The Community Justice Partnership also provide an update on a quarterly basis to the Highland Public Protection Chief Officers Group (HPPCOG).

The post for the Community Justice Partnership Manager for Highland is hosted by Highland Third Sector Interface (HTSI). This is unique, being the only such post in Scotland which is hosted within the Third Sector. HTSI is well placed in this regard, due to its strong history of partnership working throughout Highland and its dedication to tackling inequalities within communities.

Within the reporting year 1 April 2022 to 31 March 2023, the Covid-19 pandemic has still continued to have an impact on the work of the Community Justice Partnership. This means there are still some challenges to face, but there have also been some great achievements during this time.

**Here are some of the highlight from the past year:**



## Position Statement in relation to the CJ Plan 2018/21

The Community Justice Plan 2018-21 and the subsequent Addendum 2021-22 expired in March 2022. The new National Strategy for Community Justice was published in June 2022. The partnership was waiting for the publication of other national documents before confirming their outline for the new Community Justice Plan for Highland. All documents have now been published, therefore, the CJ Plan for Highland is now likely to run from 2024 onwards.

The Highland Community Justice Partnership have published a Position Statement in relation to the foregoing.

[View the Plan here](#)

## Development of the CJ Plan 2023 Onwards

The Community Justice Partnership has approved the following priorities for the new Community Justice Plan for Highland:

- Diversion and Early Intervention
- Mental Health and Wellbeing
- Employment, Employability, and Unpaid Work
- Policy, Partnership and Engagement
- Victims
- Housing
- Bail

As a result of work in relation to the Strengths and Needs Assessment carried out, the new plan will also have a focus on:

- Women and dependents
- Poverty
- Victims

The plan will also take cognisance of the Highland Outcome Improvement Plan (HOIP), the new National Strategy for Community Justice and the new Community Justice Performance Framework CJPF, (formerly the OPIF).

## Community Justice Conference – Where is the Justice in Poverty

The Highland Community Justice Partnership Conference took place on Friday 17 March 2023 in the Drumossie Hotel in Inverness. The theme of the conference was how poverty can affect people making them more vulnerable to entering the justice system and how it still affects them when caught up in the system.

Speakers on the day included:

- Nicola McAlley MC
- Retired Sheriff David Mackie
- Dr Suzanne Zeedyk
- Dr Isobel Grigor, Calman Trust
- Alan Grant, HTSI, Custody Link Coordinator/Mhairi Wylie, CO, HTSI
- Dr Briega Nugent

The conference was very well attended, with many important messages being relayed by the speakers and which reflected well in the evaluations.

STV covered a piece in relation to the conference and the work of Apex Highland in their evening news, and MFR also highlighted the key messages around the conference.



## CPO Development Role

The partnership agreed to this role being implemented with a view to increasing third sector engagement of organisations to work with those on CPOs and Unpaid Work across the Highland area.

A Toolkit is being devised to inform those third sector organisations interested in working with those on CPOs/Unpaid Work which will provide information and guidance. This approach could lead to a wider range of activities that those on CPOs/Unpaid Work can become involved in, assisting them in developing skills which in turn could increase their chances of a more positive destination.

This approach not only has benefits for those on such orders, but also for the organisations they will work with, and of course the wider community. There has been some groundwork in relation to publicising the work of those carrying out CPOs on social media.

The Toolkit will be published in due course.

## Discussion on female offending

It had been identified through the work of the Community Justice Partnership that Highland seemed to have a higher rate of female offending and reconviction, per head of population than many other areas in Scotland.

Through discussion around the new CJ Plan, this was highlighted as a priority the partnership wanted to look at.

A group of people directly involved in this work were invited to look at the potential issues and discuss how this might be taken forward.

The partnership agreed to fund a separate piece of research work in relation to this to better understand the issues and needs of females who offend within the Highland area.

## Custody Link Worker Project

The Custody Link Worker Project has continued throughout the period in question staffed by 2 link Workers and a Coordinator. This is a 3-year project which is jointly funded by the Big Lottery, The Robertson Trust, Police Scotland and the Community Justice Partnership.



Criteria for engagement:

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

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

The team work with clients on a one-to-one basis to help them identify their individual issues which increase their risk of offending behaviour and help to identify their aspirations for change.

The team also work closely with community-based resources, to which people are signposted, this supports the development of those services, and it can also identify where there may be gaps in provision.

The project has highlighted areas of commonality and areas of need and there has been a higher uptake on the number of referrals than originally first thought.

There is a very high incidence of past trauma in clients lives and they frequently have multiple needs. Clients have responded well to the non-judgemental approach of the project and high levels of trust have been established with the link workers who often see clients who are highly motivated to effect a positive change in their lives.

The Custody Link Project had 52 active clients on 1st April 2022. Between April 2022 and March 23, a further 165 referrals were received from Police Custody and 7 clients self-re-engaged. Of these new referrals, 81 engaged with a Link Worker.

Throughout the period 40 clients reached a stage where they felt that they had established a crime free life and no longer required the support of a Link Worker.

At the end of the period there were 81 active clients.

The main topics that clients required support with are listed below:

Individual clients were advised/ supported around:	Clients
Mental Health	80
Referral and Signposting	65
Drugs and Alcohol	56
Emotional Support	56
Housing	55
Finances	53
Criminal Justice	51
Offending	45
Physical Health	43
Education, Employment and Training	33
Children	27
Safeguarding	25
Parenting	16
Risk Assessment	11
Other	9
Safety Planning	6
Family Law	5

Over the period, 198 connections between clients and support services were made which includes 35 for drug and alcohol support, 21 referrals to Foodbanks and 16 referrals for telephones/devices.

Stirling University are supporting the project with an academic evaluation which is in addition to an internal evaluation.

## Case Study

The client has a history of post-natal depression and previous mental health breakdown and was using alcohol to cope.

On first contact the client was extremely upset. She explained that there had been an incident involving alcohol use whilst in charge of children which led her ex-partner to take on temporary care of the children. During this incident, her ex-partner threatened that he was going to a solicitor to gain full custody of the children. The client became distraught and threatened to harm herself causing her ex-partner to call the police and the client was detained for her own safety.

The client recognised she needed help, and the main concern was losing custody of her children. The client had agreed to her ex-partner having temporary custody until she had worked on her issues.

Throughout conversations it became clear that the client was being threatened and intimidated by her ex-partner who appeared to be very controlling and had made false allegations about the client to social work. The client was in unsecure accommodation and made redundant during our period of engagement.

Client identified main Barriers to regaining custody of children as:

- Poor Mental health
- Alcohol use
- Insecure Housing

The client contacted her GP and started medication to help with mental health and abstaining from alcohol.

She was referred to Addictions Counselling Inverness (ACI) for counselling on alcohol consumption, and Advocacy Highland to help with dealing with social work.

She was also sign posted to Inverness Women's Aid and Shelter for advice on housing options.

The Link Worker provided a significant amount of emotional support for this client enabling and encouraging her to remain motivated and hopeful whilst navigating social work, other services, and court appearances.

Within 6 months the client had secured permanent housing, had gained employment, and has had full custody of her children granted to herself by the court. She reports that her mental health has improved, that she has abstained from alcohol use since being in custody and has not been arrested subsequently. The client has strengthened the support networks available to the family and has become much healthier overall.

You can find out more about the [Custody Link Project here](#).

## Café 1668

The Café provides a warm and safe place for all within the city centre of Inverness at 86 Church St, Inverness, IV1 1EP, and is open for business, 9am to 3pm Monday to Friday for those who are vulnerable. Free meals are available to those in need Monday, Wednesday and Friday, 12 noon to 2pm.

A community food larder is available during opening hours, which also helps with food waste.

Profits are reinvested to support those most disadvantaged and vulnerable locally.

It is also somewhere that people can get advice as a Link Worker has been employed to assist in signposting to other services and offer practical help. There is also access to a telephone and laptop in order that people who have no digital provision can access services.

The Café is also hosting some Drop-in Sessions including Voiceability & Social Security Scotland and a Homeless Mental Health Drop-in.

During the festive period in December 2022 the Café provided a safe place for Operation Respect, a multi-agency operation which seeks to assist those who find themselves in a vulnerable situation during this time of the year.

You can find out more about [Café 1668 here](#).



## Community Integration Plan

The Highland Community Integration Plan (HCIP) was initially established within HMP Inverness in December 2020, with set criteria for those living in the inner Moray Firth area and having drug or alcohol issues. This is a multi-agency project which has been successful in terms of assisting those who are returning to the community from prison to assess their needs and tailor plans to support them on their release.

Those who wish to engage with the HCIP are offered 6/8 weeks pre-liberation support and one year thereafter once in the community with CJSW and any third sector organisations identified through assessment process, with regular reviews throughout the year. There have been 20 individuals involved in some way during this initial period. There is a need for robust casework which focuses on individualised person-centred recovery and harm reduction.

The Links Centre within the prison will become key to the delivery of Life skills, which will be embedded in all aspects of intervention delivery. There has been engagement with staff with respect to regime development and training with sessions supported by The Scottish Drugs consortium (SRC).

The project has been successful with data showing promising signs that those who engage do not return to custody.

## Justice Pipeline

Through the work of the Custody Link Project, it had emerged that there was much confusion and a lack of information around assisting those involved in the justice system gaining access to organisations who could help and support them.

This was brought to the partnership for discussion, and it was agreed to fund construction of a website which will provide people involved in the justice system in Highland, whether as an accused person, a victim or family member, with information and signposting to services along the entire justice pathway.

## HTSI – Community Justice Excellence Award 2022

The Community Justice Excellence Award 2022 was presented to Families Outside at the HTSI Awards Ceremony which was held in September 2022.

To find out more about the work of [Families Outside](#), visit [here](#).





## Small Change for Justice II

Following on from the huge success of the original event in 2017, the Small Change for Justice II event, which had been postponed for 2 years took place in the Drumossie Hotel on Friday 18 March 2022.

On the day, ten groups pitched their ideas for funding of a maximum of £4,000 each in relation to their work with those who have offended, those who have been affected by crime or who are involved in working to prevent offending.

The invited audience were asked to vote for the groups who in their opinion should receive the funding. The groups included:

- [Apex Highland](#)
- [Lochaber Hope](#)
- [Newstart Highland](#)
- [Care & Learning Alliance](#)
- [RASASH](#)
- [Collywobbles](#)
- [Stepnstyle](#)
- [CAB IBS](#)
- [Café 1668/Birchwood Highland](#)
- [Families Outside](#)



All ten groups were successful and received the funding they requested. The groups have been working on their projects over the past year and the reports have been gathered in. A compilation report in relation to all the projects will be published and circulated when complete.

## Community Justice Dragon's Den

In the Community Justice Dragon's Den event which took place digitally on Tuesday 22 March 2022, two organisations pitched for larger sums of funding (between £20k & £40k). The panel which had representation from the Community Justice Partnership and Criminal Justice Social Work decided that both organisations should be successful to progress their projects in relation to:

- Creating opportunities for people to undertake their Community Payback Order with an unpaid work or other activity requirement within communities and on community projects
- Working with people who have an offending history to support their recovery and reduce their risk of reoffending within rural and remote Highland

The successful groups:

- [Socially Growing](#)
- [Café 1668](#)

are funded for a year to complete their projects and will report to the Community Justice Partnership in relation to their progress.

## Community Justice Third Sector Forum

The Forum is organised by the Partnership Manager and meets quarterly. It is open to any third sector organisation who has an interest in community justice, whether it be working with those who have committed crimes, those who have been victims of crime or those working to help prevent crime.

During the year in question, the meetings have been a mixture of face-to-face meetings and virtual meetings. This enables more people from outlying areas of Highland to link into the Forum without the need to travel a considerable distance.

Important issues raised at the Forums are fed back to the Community Justice Partnership for their information, discussion, and consideration.

Several important links have been made through the opportunity to network at the Forum which have resulted in important collaborative working.

## Community Justice Newsletter

The Community Justice Newsletter has continued to be produced over the period 2022-23 and is disseminated electronically. As a partnership, we feel it has been important to keep those we work with, or those with an interest in community justice up to date with what's happening both in Highland and nationally.

If you would like to receive our newsletter, please contact [cjmanager@highlandtsi.org.uk](mailto:cjmanager@highlandtsi.org.uk)

## Contact Details:

If you would like to find out more about the Community Justice Partnership and their work, then please visit:

[Community Justice Partnership Web Page](#)

or contact the Partnership Manager, Margaret McShane [cjmanager@highlandtsi.org.uk](mailto:cjmanager@highlandtsi.org.uk)

Follow us on:

- Facebook: [Community Justice Highland](#)
- X (formerly Twitter): [@HighlandCJP](#)



**Highland**

Community  
Justice  
Partnership

