

To: SOCIAL WORK COMMITTEE	Subject: SERVICE DEVELOPMENTS JUSTICE SERVICES, RESTORATIVE JUSTICE, COURT SERVICES & AIRDRIE YOUTH COURT	
From: DIRECTOR OF SOCIAL WORK		
Date: 11 MARCH 2004	Ref: SD/LC	

1. PURPOSE OF REPORT / INTRODUCTION

- 1.1 To seek Committee approval of North Lanarkshire Social Work Department's proposed service developments in justice services and to seek approval for these developments.

2. BACKGROUND

2.1 GENERAL CONTEXT

- 2.2 "Community Sentencing the Tough Option" was published by the Scottish Office in 1997 and set out the Government's commitment to promoting effective community based disposals for offenders as a "tough" alternative to prison.
- 2.3 COSLA and the Scottish Executive subsequently agreed that groupings of local authorities in partnership or consortium format could deliver economies of scale without fundamental erosion of local accountability.
- 2.4 North Lanarkshire is grouped with South Lanarkshire Council, with the elected member led Joint Planning Forum overseeing:
- Production and implementation of a Joint Criminal Justice Plan for Lanarkshire Social Work Services.
 - Resource Allocation
 - Service developments and performance management.
- 2.5 The first 3 year Joint Criminal Justice Plan was launched in June 2002 and outlines achievements and areas for future developments.
- 2.6 Criminal Justice Social Work has been ostensibly 100% funded by the Scottish Office and subsequently the Executive for over 10 years. North Lanarkshire Council supplements justice services from core budgets.
- 2.7 Reports were presented to Social Work Committee in December 2002 and August 2003, detailing service developments in youth justice, restorative justice and court and bail services. These developments have subsequently been progressed.

- 2.8 The annual inspection meeting with the Scottish Executive highlighted the situation that both North and South Lanarkshire Justice Services had increased their workloads significantly in the past years and this was not reflected in the allocation of the Budget for 2003/04.
- 2.9 Subsequent to the meeting with the Scottish Executive, additional revenue has been made available to the grouping. The total allocation for the Grouping is £153,215 for core services.

3. PROPOSALS/CONSIDERATIONS

Restorative Justice

- 3.1 As outlined in the committee report of December 2002 the service has been expanded to offer a restorative justice service rather than solely the servicing of community service orders.
- 3.2 It is proposed to use the North Lanarkshire allocation to consolidate the service expansion. The additional funding from the Scottish Executive, allows Social Work Justice Services to further develop the service which is committed to holding offenders to account, impacting on offending behaviour, assessing suitability and progressing reparation and restoration within the community, whilst keeping community safety to the fore.
- 3.3 The community service element of Restorative Justice has experienced a steady growth over the past three years with the orders increasing by 28% in 2000 and 21% in 2002. Indications are that this growth will continue as pressure increases on the Judiciary to increase the use of Community Disposals.
- 3.4 The impact of the Youth Court was excluded from the report of December 2002 as the feasibility group had not reported.
- 3.5 Since the inception of the Youth Court in Hamilton 9 community service orders have been imposed. This will further increase as the Youth Court pilot scheme is rolled out to Airdrie Sheriff Court in May or June 2004.
- 3.6 In order to meet the increased demand for service there requires to be an increase in staff in all areas.
- 3.7 Due to the increased use of community service in North Lanarkshire the following is proposed:
- To create a post of Senior Social Worker Restorative Justice/Community Service Grade PO2/5.
 - To create 1 post of Restorative Justice/Community Service Officer Grade AP4/5/QSW
 - To create 1 post of Restorative Justice/Community Service supervisor Grade AP1 - 32 hours including weekend enhancement.

The remits of these posts will be as those of existing posts within the Department.

Court Services

- 3.8 As previously reported to Committee, following integration of Court and Bail Services across both authorities, South Lanarkshire Council will manage social work service in the 3 Lanarkshire Sheriff Courts. North Lanarkshire will provide a clerical support at Airdrie Sheriff Court. The clerical assistant will be responsible for all administrative duties within a singleton setting. It is recommended that
- 1 post of Clerical Assistant / Typist Grade GS1/2 be deleted. This post is currently vacant.
 - 1 post of Senior Clerical Assistant Grade GS3 be created

Youth Court

- 3.9 The pilot Youth Court at Hamilton Sheriff Court has been in operation since June 2003. It relates to the three area teams in the south of the authority.
- 3.10 A decision has been taken by the Justice Minister to expand the pilot to Airdrie Sheriff Court in May/June 2004 (date to be confirmed).
- 3.11 The three area teams in the north of the Authority will be involved i.e. Cumbernauld, Airdrie and Coatbridge.
- 3.12 There is a requirement for additional resources to ensure the roll out of the pilot. In the short term there is capacity within some of the existing youth court services such as groupwork, remand fostering service and the placement coaches to serve Airdrie, however this will require to be reviewed in the medium term. The Executive have agreed to review the resource allocation as numbers through the court become clearer.
- 3.13 New resources required are 1 Social Worker, Grade QSW and 1 part time post of Clerical Assistant / Typist, Grade GS1/2 (17.5hrs) for each of the three Area Teams served by Airdrie Sheriff Court.
- 3.14 It is proposed to
- create 3 temporary posts of Social Worker, Grade QSW – duration 2 years
 - create 3 temporary part time posts of Clerical Assistant / Typist, Grade GS1/2 (17.5hrs) – duration 2 years

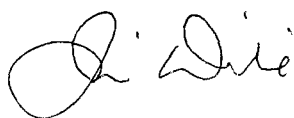
4. FINANCIAL/PERSONNEL/LEGAL/POLICY IMPLICATIONS

- 4.1. The proposed developments will allow the Justice Service to strengthen and further develop the range of services in the Community.
- 4.2. Proposed developments outlined in paragraphs 3.7, 3.8 and 3.14 the implications of which are as follows:
- Create 1 post of Senior Social Worker Restorative Justice / Community Service Grade PO2/5
 - Create 1 post of Restorative Justice / Community Service Officer Grade AP4/5/QSW
 - Create 1 post of Restorative / Community Service Supervisor Grade AP1 working 32 hours 4/7 days.
 - Delete 1 Clerical Assistant / Typist post Grade GS1/2 at Court Team
 - Create 1 Senior Clerical Assistant, Grade GS3 at Court Team
 - Create 3 posts of temporary Social Worker, Youth Court, 1 each based in Cumbernauld, Airdrie and Coatbridge.
 - Create 3 posts of temporary Clerical Assistant / Typist GS1/2 (17.5hrs) Youth Court to be located in Cumbernauld, Coatbridge and Airdrie.
- 4.3 The cost of these proposals will be funded from the additional revenue received from the Scottish Executive for core services and the roll out of Youth Court Pilot at Airdrie Sheriff Court.

5. RECOMMENDATIONS

5.1 Committee is asked to:-

- (i) Approve the outlined proposals
- (ii) Approve the creation of the posts as outlined in paragraph 4.2
 - 1 Post of Senior Social Worker Restorative Justice / Community Service, Grade PO2/5
 - 1 post of Restorative Justice / Community Service Officer Grade AP4/5/QSW
 - 1 post of Restorative Justice / Community Service Supervisor Grade AP1
 - 1 post of Senior Clerical Assistant Grade GS3
 - 3 temporary posts of Social Worker, Youth Court, Grade QSW
 - 3 temporary posts of Clerical Assistant / Typist, Grade GS1/2
- (iii) Approve the deletion of 1 Clerical Assistant / Typist, Grade GS1/2
- (iv) Remit this report to the Policy and Resources (Personnel) Sub Committee for consideration.
- (v) Request the Director of Social Work to prepare a future report detailing the progress of the developments within the Service.
- (vi) Otherwise note the contents of the report.



Jim Dickie
Director of Social Work
February 25, 2004

For further information on this report please contact Susan Devlin, Manager,
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