

North Lanarkshire Council Report

Education and Families Committee

approval noting

Ref AG/JG/MF

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Community Payback Order Annual Report

From Alison Gordon, Head of Children Families & Justice Social Work Services/Chief Social Work Officer

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Executive Summary

The purpose of this report is to advise Committee on the annual Community Payback report for the financial year 2018-2019.

Section 227ZM of the Criminal (Procedure) Scotland Act 1995 places a duty on local authorities to prepare an annual report outlining the operation of Community Payback Orders (CPOs). Annual reports require to be submitted both to Scottish Government and Community Justice Scotland by the end of each October, This report summarises activity undertaken in relation to the supervision of CPOs in North Lanarkshire over the past year, the ongoing development of the service and the progress secured against agreed targets which is set out in fuller detail within the CPO annual report. A copy of the full report is attached at Appendix 1.

Recommendations

It is recommended that the Education and Families Committee:

- (i) Note this report

The Plan for North Lanarkshire

Priority Improve the health and wellbeing of our communities

Ambition statement (14) Ensure the highest standards of public protection

1. Background

- 1.1 Community Payback Orders were initially introduced in 2011 and provide an alternative to custody with the intention of ensuring those who commit offences make restitution to the community and engage in services which support their rehabilitation and social inclusion. Community Payback Orders may include a number of specific requirements including supervision and unpaid work, the latter being the primary focus of the activity analysed within the annual report,
- 1.2 The full report which is attached at Appendix 1 provides detailed information about the scale and scope of developments designed to provide those who commit offences with opportunities to undertake unpaid work.
- 1.3 From July 2019 the Scottish Government introduced a statutory Presumption against Short Sentences (PASS) based on evidence suggesting that these are often ineffective and can disrupt stabilising factors within the lives of those convicted. It is anticipated that this may increase the number of CPOs made and the impact on the service will therefore be monitored.

2. Report

- 2.1 During 2018/19 the community payback team has increased the range and diversity of individual and group work placements. Working collaboratively with existing and new partner agencies the team has delivered an increased variety of interventions and support to address the underlying factors behind the individual's offending. In the last reporting year more than 85,118 hours of unpaid work has been undertaken. This has benefitted local communities and individuals.

Examples of unpaid work within communities in North Lanarkshire are as follows:

- In May 2018 the Community Payback Team assisted St Patricks Primary School with the refurbishment of their garden area. This work involved the renovation of the playground area which included the slabbing of pathways, the erection of a poly tunnel, old wooden picnic benches being recycled and refurbished and garden decorations being added. This took over 1500 hours to complete.
- The Community Payback Team supported Aitkenhead Primary School to develop a safe and creative play area for the children. The project involved the creation of an amphitheatre, raised vegetable beds, a pirate ship, a bug hotel, an outdoor classroom and a pathway around the garden area. This amounted to approximately 3000 hours of unpaid work
- The Community Payback Team assisted the Headway project in Wishaw to support and enable veterans and local people to come together to socialise in an environment which would offer them an opportunity to relax and undertake some gardening work. This was achieved by the laying of pathways, planting of raised beds, potting sheds, erecting a poly tunnel and the provision of seating areas. In order to complete this work over 1600 hours were invested in the project.

- At the request of the Cumbernauld and Motherwell Day Services the Community Payback Team were asked to develop the garden area to make them more accessible for service users. Work included constructing and raising flower beds and the refurbishment of wooden furniture. Completion of the two projects took over 900 hours.
- Once again the Clydeside Market Garden and Townhead Allotments have had an exceptional year. The Community Payback Team produced fresh fruit and vegetables which were subsequently harvested and prepared for distribution. During May to October 90% of the produce which equates to 300 baskets of fruit and vegetables were given to children's houses and sheltered housing complexes throughout North Lanarkshire. A combination of these projects accounted for 18,746 hours.

2.2 Examples of Smaller Scale/Individual Placements

Smaller scale unpaid work group placements have included 5670 hours being undertaken in relation to grass cutting and gardening tasks to benefit residents within sheltered housing complexes. Litter picking within local communities continues to remain a feature of smaller scale placements.

- As a consequence of the severe adverse weather conditions between December 2018 and March 2019, the Community Payback Team assisted to address and support the challenges faced by many in North Lanarkshire Council. The 2000 hours undertaken involved:
 - The clearing of paths which were covered by snow and ice and gritting a total of 32 sheltered housing complexes.
 - Assisting home care services in the distribution of hot food and essential medication to vulnerable residents who were hard to reach as a result of the adverse weather.
 - Supporting staff to and from their place of work within the children's houses, residential care homes for older people and our out of hours emergency services.
- The Community Payback Team continues to utilise a variety of charity shop placements such as Salvation Army, Cancer Research, Helping Hands, Barnardo's, Debra and British Heart Foundation. Over 17,472 hours were provided to support these causes.
- The bicycle workshop has been running for over 1 year and during the reporting period approximately 350 bicycles were retrieved from the recycling centre. Some bicycles were scrapped for parts resulting in 240 bicycles being rebuilt. Examples of how these reconditioned bicycles are utilised is as follows: 108 recycled bicycles were donated to North Lanarkshire Council's Christmas Toy Appeal and a number of bicycles were given to low income families. In addition to this bicycles were provided to local schools to assist them with their cycle safety awareness course and healthy living programme. Qualified staff undertake safety checks prior to the distribution of bicycles to the community.

- The laundry workshop continues to provide a service for charity shops, collecting clothing for laundering and returning the clothes to the shops for sale. In an effort to reduce poverty, a laundry service is provided to Craigneuk Family Centre and a charitable group “Cool School Uniforms” entailing the collection, laundering and distribution of recycled school uniforms to low income families. The extension of the laundry workshop will increase capacity of the service throughout the school terms.

2.3 Ongoing Developments

As a result of the collection of data and analysis, ongoing consultation with service users, the community and other stakeholders a series of service developments have occurred during the reporting period. Examples of the aforementioned are as follows:

- An extended range of placements to accommodate the individual’s needs and risks
- Identified opportunities to reduce poverty through creative use of unpaid work i.e. bicycle, home improvement and craft workshops.
- Reduction in travelling time to placements as a consequence of locating individuals within their local area resulting in increased the hours spent working in the community

In addition to the above open days continue to be held at Restorative Justice and have been attended by local community groups, service users and family members, high school pupils and teachers, members of the Youth Parliament, members of the judiciary, elected members, university students and a number of individuals from two American Universities involved in an exchange programme.

2.4 Collaborative Working

Under the auspices of North Lanarkshire Community Justice Partnership there has been a greater emphasis on holistic service provision for those subject to community payback orders. Examples of support provided for individuals subject to CPOs include:

- Housing Support
- Welfare Rights/Money Advice
- Drug and Alcohol Intervention
- Health and Wellbeing checks and follow up referrals to GPs and mental health.
- Support into education and employment particularly through enhanced partnerships with organisations such as Skills Development Scotland, Routes to Work and Remploy.

2.5 Management of Risk

As the report endeavours to demonstrate Justice Social Work Services working in partnership with others continues to be committed to building safer and more inclusive communities. In addition to seeking to address the underlying issues which trigger offending and ensuring appropriate payback to the community the approach also involves contributing to and supporting legislative and procedural requirements such as child protection, adult support and protection and multi-agency public protection arrangements for registered sex offenders and violent offenders who meet the criteria to be managed under this process.

3. Equality and Diversity

3.1 Fairer Scotland

The work described within the reports contributes both directly and indirectly to reducing inequalities through taking a holistic approach to addressing the needs of those subject to Community Payback Orders during their involvement in unpaid work and through the added value of the work undertaken to communities.

3.2 Equality Impact Assessment

Not applicable.

4. Implications

4.1 Financial Impact

None. The service is funded through ring fenced funding from the Scottish Government allocated annually through a formula based on retrospective activity analysis and a 'cost of crime' calculation.

4.2 HR/Policy/Legislative Impact

None.

4.3 Environmental Impact

Key elements of work undertaken through Community Payback, for example, the recycling of discarded bikes has a positive environmental impact.

4.4 Risk Impact

None.

5. Measures of success

5.1 The findings from the Outcome Star approach as well as the feedback from all relevant stakeholders. Additionally the outcome of individual developments such as the completion of the large and small scale projects.

6. Supporting documents

6.1 Appendix 1 – Community Payback Order Annual Report 2018-19

A handwritten signature in black ink, appearing to read 'Alison Gordon', written in a cursive style.

Alison Gordon
Head of Children Families & Justice Social Work Services/
Chief Social Work Officer

APPENDIX 1

COMMUNITY PAYBACK ORDER

ANNUAL REPORT

FINANCIAL YEAR: **2018/19**

LOCAL AUTHORITY: **North Lanarkshire Council**



Types of unpaid work projects and activities which have been carried out; the total number of unpaid work hours completed during the year; and information and examples that help to demonstrate how communities benefit from unpaid work.

During 2018/2019 the Community Payback Team has increased the range and diversity of individual and group work placements. Working collaboratively with existing and new partner agencies the team has delivered an increased variety of interventions and support to address the underlying factors behind the individual's offending. In the last reporting year more than 85,118 hours of unpaid work has been undertaken. This has benefitted local communities and individuals.

This report seeks to provide an overview of the work undertaken by the Community Payback Team and the developments during the reporting period.

Examples of Work Undertaken within Communities:

Large Scale projects:

- In May 2018 the Community Payback Team assisted St Patricks Primary School with the refurbishment of their garden area. This work involved the renovation of the playground area which included the slabbing of pathways, the erection of a poly tunnel, old wooden picnic benches being recycled and refurbished and garden decorations being added. This took over 1500 hours to complete.
- The Community Payback Team assisted the Headway project in Wishaw to support and enable veterans and local people to come together to socialise in an environment which would offer them an opportunity to relax and undertake some gardening work. This was achieved through the team laying pathways, planting raised beds, potting sheds, erecting a poly tunnel and providing seating areas. In order to complete this work over 1600 hours were invested in this project.
- At the request of the Cumbernauld and Motherwell Day Services the Community Payback Team were asked to develop the garden area to make them more accessible for service users. Work included constructing and raising flower beds and the refurbishment of wooden furniture. Completion of the two projects took over 900 hours.
- The Community Payback Team supported Aitkenhead Primary School to develop a safe and creative play area for the children. The project involved the creation of an amphitheatre, raised vegetable beds, a pirate ship, a bug hotel, an outdoor classroom and a pathway around the garden area. This amounted to approximately 3000 hours of unpaid work.
- Once again the Clydeside Market Garden and Townhead Allotments have had an exceptional year. The Community Payback Team produced fresh fruit and vegetables which were subsequently harvested and prepared for distribution. During May to October 90% of the produce which equates to 300 baskets of fruit and vegetables were given to children's houses and sheltered housing complexes throughout North Lanarkshire. The combination of these projects accounted for 18,746 hours.

- The Community Payback Team supported North Lanarkshire Leisure in undertaking work within their grounds and facilities, for example, the painting of their dressing rooms. Overall a total of 1000 hours were undertaken to finalise this work.
- The Community Payback Team were asked to help with a garden project at Mavisbank School that caters for pupils with additional support needs. Tasks undertaken included clearing overgrown shrubbery, removing and renewing pathways, building decking areas and planting flowers. This project took the team approximately 1800 hours to complete.

Examples of Smaller Scale/Individual placements:

- Smaller scale unpaid work group placements have included 5670 hours being undertaken in relation to grass cutting and gardening tasks to benefit residents within sheltered housing complexes. Litter picking within local communities continues to remain a feature of smaller scale placements.
- The Community Payback Team provided 560 hours to a charitable organisation 'Ponies for Children' which provides horse riding experiences to children with disabilities. The work entailed groundwork and the laying of pathways from the stables to the paddock area.
- The Community Payback Team supported Shotts Healthy Living project by providing on-going maintenance in the garden area and assisting in the café with food preparation and customer service. Over 590 hours were invested in this project.
- The Community Payback Team continues to utilise a variety of charity shop placements such as Salvation Army, Cancer Research, Helping Hands, Barnardo's, Debra and British Heart Foundation. Over 17,472 hours were provided to support these causes.
- Service users undertaking individual placements also supported sheltered housing complexes and local schools through the provision of preparing groundwork and completing gardening tasks. Approximately 1500 hours were assigned to these tasks.
- As a consequence of the severe adverse weather conditions between December 2018 and March 2019, the Community Payback Team assisted to address and support the challenges faced by many in North Lanarkshire Council. The 2000 hours undertaken involved:
 - The clearing of paths which were covered by snow and ice and gritting a total of 32 sheltered housing complexes.
 - Assisting home care services in the distribution of hot food and essential medication to vulnerable residents who were hard to reach as a result of the adverse weather.
 - Supporting staff to and from their place of work within the children's houses, residential care homes for older people and our out of hours emergency services.

Unpaid work not only supports local communities, reintegration and rehabilitation but also provides an opportunity to teach and reinforce work ethic principles including regular attendance, punctuality, productivity, team work, communication skills, time management and adherence to health and safety guidelines.

In addition to the above the following workshops also provide participants with an opportunity to develop their practical and technical skills. These include:

- The Wood Workshop provides an opportunity for individuals to learn the safe use of hand and electrical tools and develop general joinery skills. The Community Payback Team continues to provide a high volume of quality play equipment and garden furniture for a range of community groups, local residents and schools. The individual projects for wooden equipment are designed in consultation with the recipients and have included the provision of garden seating, garden sheds, wooden planters, gazebos, amphitheatres, pirate ships, forts, outdoor classrooms and wooden fencing.
- The home improvement workshop has continued to develop, providing opportunities for individuals to learn skills such as painting, decorating, plastering, tiling and mono blocking. The skills utilised through this workshop have benefitted the wider community, for example, the plastering and painting of community centres and churches.
- The bicycle workshop has been running for over 1 year and during the reporting period approximately 350 bicycles were retrieved from the recycling centre. Some bicycles were scrapped for parts resulting in 240 bicycles being rebuilt. Examples of how these reconditioned bicycles are utilised is as follows: 108 recycled bicycles were donated to North Lanarkshire Council's Christmas Toy Appeal and a number of bicycles were given to low income families. In addition to this bicycles were provided to local schools to assist them with their cycle safety awareness course and healthy living programme. Qualified staff undertake safety checks prior to the distribution of bicycles to the community.
- A new initiative has involved the Community Payback Team promoting and raising awareness about the benefits of the bicycle workshop to local people through attendance at the cycling events throughout North Lanarkshire Council. Additionally a satellite service which seeks to provide a mobile bicycle servicing centre to encourage and promote healthy living within communities is proposed.
- The kitchen workshop provides participants with basic cooking skills, a better understanding of nutrition, food hygiene and safety. The workshop provides a platform for participants to undertake placements in food banks and community cafes such as Shotts Healthy Living Centre and Newmains Community Trust.
- The laundry workshop continues to provide a service for charity shops, collecting clothing for laundering and returning the clothes to the shops for sale. In an effort to reduce poverty, a laundry service is provided to Craigneuk Family Centre and a charitable group "Cool School Uniforms" entailing the collection, laundering and distribution of recycled school uniforms to low income families. The extension of the laundry workshop will increase capacity of the service throughout the school terms.

- The craft workshop continues to provide a learning opportunity for individuals through the use of sewing and embroidery machines. A range of items designed and made by the service were sold at last year's Christmas Fayre with the proceeds being distributed to two charitable organisations chosen by the participants. A planned development of the workshop includes making soft furnishing and repair of clothing for low income families.

Quotes from people on CPO and beneficiaries about the impact of the unpaid work on them and/or the community.

Consultation with individuals subject to a Community Payback Order through exit questionnaires, focus groups and case reviews included the following comments:

- I have went out and bought a second hand sewing machine to make my own curtains and cushion covers. I had never used a sewing machine before I got unpaid work.
- I am making my own soup and the children say they prefer it to the soup in the café – this has saved me money.
- Attending the awareness sessions and getting certificates for attendance, has given me the confidence to start looking for jobs
- I didn't know how to hang wallpaper – I will be able to decorate my own home
- Getting up and going out to unpaid work has given me purpose to my day
- It's good knowing I can get help with my problems – it isn't just about doing my hours
- Seeing the difference we make to families is awesome
- Enjoyed helping old folks need to do more for them
- Liked the support from worker and supervisors

Some of the feedback received from recipients of the service provided are noted below:

- The service users were fab and the newly painted cafe looks really good. I did say thanks but please tell them how much I appreciated them being here, they are stars. In the future we would like ongoing painting in the centre, it really needs a facelift everywhere.
- The slabbing job that the service users did for us was great and will help our caretaker and staff greatly. They also repaired a ramp for better access into the container.
- We would like to donate some left over bricks for any other project in the community.



- Thanks on behalf of the tenants at Laurel Gardens, Sheltered Housing for the fresh produce from your Clydeside Market Garden throughout the summer of 2018, delivered to Monday's lunch club. Much appreciated.

- Thank you and the team for the great work done on the grass verges and the water channels on the paths at Spalehall Drive and community centre in Newarthill. I have had so many positive comments from walkers, families etc. Is there the possibility of this being provided on an annual basis? Once again from me and on behalf of Newarthill Community Council, thanks again for the great work.
- On behalf of the tenants and myself I would like to extend a big thank you to staff and service users for their time and hard work here with painting the garden boxes and benches. It has made such a difference to the garden areas within the development. But moreover to the quality of lives for the tenants who very much enjoy sitting out in them here at Greenlawn Court.
- Staff and pupils were delighted with the work undertaken within our school grounds that has vastly improved our outdoor areas and learning experiences during outdoor lessons and break times. Allanton Primary.
- You have no idea the difference getting a bicycle has made to my child – he can join in with his friends

Types of "other activity" carried out as part of the unpaid work or other activity requirement.

The Community Payback Team assess, case manage and in collaboration with partner agencies, deliver interventions and support to address the underlying factors behind offending and promote social inclusion by providing opportunities for reparation, rehabilitation and reintegration. Each person subject to unpaid work has an allocated case manager who plans, manages and monitors unpaid work or other activity requirement. The case manager provides direct support, facilitates engagement with other services and assists the person to build their resources and support network.

Albeit the team ensure adherence to the principle of immediacy, the initial stage of intervention includes assistance with any immediate needs such as accommodation, access to benefits, a health check and any other identified need to provide stabilisation that the person may require to undertake unpaid work. The "other activity" component of unpaid work has a clear rehabilitative element and areas of intervention and support is determined by the use of the outcome star. When a person is also subject to a supervision requirement, the other activity supports the case management plan.

The outcome star provides an opportunity for the case manager and the service user to explore the priority areas of need and agree an action plan to address these. This is particularly pertinent for level 1 Orders where a Criminal Justice Social Work report may not have been completed. This tool also allows the Community Payback Team to review the plan, track outcomes and inform further service development. The following gives a summary of some of the support and interventions provided under "other activity" during the reporting period and particularly focuses on 2 key areas; health/wellbeing and employability. The list also highlights the range of providers supporting the service.

Health and wellbeing

- Health check – 209 individuals attended a keep well health check resulting in the following; 58 referrals to GP, 98 follow up for case management of identified health need, 36 testing for BBV, 68 signposted to mental health services and 153 referrals to other services such as bowel screening, dietician, exercise and substance misuse.
- Provision of North Lanarkshire access leisure cards through referral by health colleagues - now extended to referrals for service users' children
- Living life to the full workbooks to promote emotional health
- Living life to the full groupwork programme delivered by Community Learning & Development
- Home and Fire Safety checks by Scottish Fire and Rescue Service
- Stress management programme
- Healing trauma groupwork programme
- BBV and sexual health awareness session and sexual health testing delivered by Harm Reduction Team
- Alcohol and Drug level 1 awareness session delivered by Addiction Recovery Team
- Overdose and basic life support training delivered by Harm Reduction Team
- Basic first aid delivered by British Red Cross
- Safe talk training
- Mental health first aid
- Assistance and advice with income maximisation, budgeting and debt management supported by the Financial Inclusion team and Money Advice
- Relapse prevention – identifying triggers to behaviour and developing strategies to prevent /manage relapse to substance misuse
- Solihull online parenting programmes – antenatal (understanding pregnancy, labour, birth and your baby), postnatal (understanding your baby) and understanding your child (parent-child relationship)
- Cycling and walking group
- Encouragement and support to engage in prosocial diversionary activities

Employability

The individual is supported to develop their interpersonal, educational and vocational skills through the following individual and group interventions:

- Building interpersonal skills i.e. anger management, communication and relationship skills
- Employability programme – the 7 week programme delivered by Routes to Work supports participants to develop work readiness skills such as; job search, online application, CV, and interview skills. Participants gained certificates including REHIS, moving and handling, first aid, Microsoft and employability award level 4.
- Living Wild – Venture Trust provides a community-based outreach support wrapped around a 10 day wilderness journey, supporting the individual through intensive learning and personal development. The programme includes support for up to 9 months.
- Next Steps – aimed at women aged 16 years and over, the outreach support provided by Venture Trust includes an intensive 5 day wilderness journey followed by support for up to 9 months
- Positive Futures – aimed at ex-service personnel, Venture Trust provides a 7 day wilderness journey to support the transition to civilian life. Follow on support is provided for 6 months.

- A dedicated Routes to Work employee spends one day per week at Restorative Justice to generate referrals and support individuals to progress their training/employment goals.
- Remploy (through Fair Start Scotland) provides a weekly drop in service when participants attend the craft workshop.
- Four service users attended Transforming Lives Community Event and participated in a CV workshop and one woman signed up with Voluntary Action North Lanarkshire

In addition to the above, a range of partner agencies continue to support a rolling programme of advice and information including the following:

- Housing Support
- Welfare Rights/Money Advice
- Fire and Rescue Service
- Health Improvement
- Keep Well Vulnerable Population Team
- Venture Trust
- Harm Reduction Team
- Routes to Work

Activities carried out to consult prescribed persons and organisations, pursuant to section 227ZL of the 1995 Act, and wider communities on the nature of unpaid work and other activities and how the consultation results helped determine which projects were undertaken.

The service continues to ensure performance is sustained/improved and resources are targeted through robust collection of data and regular consultation with service users and other stakeholders.

As part of the annual review process and planning for 2018/19 North Lanarkshire Community Justice Partnership focus groups with people subject to an unpaid work requirement were undertaken. Participants provided examples of improved access to services such as welfare rights, health and employability. According to participants the chance to attend awareness sessions as part of other activity, provided them with an opportunity to reflect on the range of supports available to them within the community. Some reported increased confidence and motivation to access training, volunteering and employment opportunities.

A variety of activity is undertaken to consult with communities and other stakeholders regarding the benefits of Community Payback Orders. These included the following:

- Ongoing consultation with Social Work colleagues at management and team meetings
- Distribution of Information leaflets at community events such as cycling events
- Articles in the criminal justice social work newsletter
- Articles in local and national media coverage
- DVD – explaining purposes of unpaid work and showcasing the work undertaken
- Information on the council website which is accessible to the public
- Justice representation on strategic steering and operational groups
- Attendance at the Social Work Scotland unpaid work sub group
- Presentations and consultations by Justice workers to Community Groups

- Locality justice teams are involved in locality planning groups along with partners such as health, housing, education and the third sector. Consequently new work placements and projects were generated including, “Cool School Uniforms” and developing school play areas
- In addition to the above open days continue to be held at Restorative Justice and have been attended by local community groups, service users and family members, high school pupils and teachers, members of the Youth Parliament, members of the judiciary, elected members, university students and a number of individuals from two American Universities involved in an exchange programme.

Unpaid work activities in local communities continue to be made visible under an agreed branding process. For example, all wooden furniture made in the workshop has a plaque attached identifying its completion under the auspices of CPO. In addition a number of the high profile community projects such as the memorial garden at Kierhardie Primary School has attracted positive media coverage. Further evidence of visibility can be ascertained from the additional requests for CPO assistance following the completion of unpaid work projects within local communities.

Use by the courts of CPO requirements other than unpaid work, for example what, and in what way, different requirements are being used for those whose offending is driven by drug, alcohol and mental health issues; or how requirements such as programme or conduct are being used to address offending behaviour.

Requirement	2017-18	2018-19
Supervision	842	864
Compensation	43	25
Unpaid Work or Other Activity	1031	1000
Programme	10	8
Residential	5	1
Mental Health	2	0
Drug Treatment	0	2
Alcohol Treatment	5	8
Conduct	171	198
Restricted Movement	0	3

The table above provides a breakdown of Community Payback Order requirements for the financial year 2017-2018 and 2018-2019. There were a total of 1401 Community Payback Orders imposed in the financial year 2018-19. This reflects a slight decrease of 19 orders in the amount of Orders imposed by the Court.

The principal requirements used by the Court are unpaid work (71%) and supervision (62%). Level 2 orders accounted for 63% of the unpaid work requirement imposed by the Court. The use of the compensation requirement within the Community Payback Order has decreased significantly in comparison to last year's figures. There is a slight increase in the use of the conduct requirement which continues to be used primarily for support and intervention to address alcohol or drug misuse difficulties when the individual does not meet the criteria for alcohol or drug treatment, and in relation to internet offending.

Albeit the use of programme requirements remain low, individual and groupwork interventions designed to reduce the risk of re-offending by addressing needs, beliefs and behaviour associated with offending are primarily addressed via the supervision requirement case management plan. Interventions delivered by social work or partner agencies include the following:

Individual offence focused intervention

A wide range of exercises and structured activities are undertaken with the individual to address offending behaviour and achieve positive change. These include:

- Functional analysis of offending
- Understanding self and patterns of behaviour
- Decision making and problem solving skills
- Emotional regulation
- Understanding and managing anger
- Developing empathy
- Relapse management

Road Traffic Programme

- The Road Traffic Groupwork programme is designed for perpetrators of road traffic offences. It is delivered on a groupwork basis and is made up of 12 sessions which take place over a 12 week period. The aim of the programme is to reduce the risk of harm to others, to promote a recognition of the impact of road traffic offences on the community, encourage safer driving and reduce road traffic related offending. The programme includes a presentation by the Fire and Rescue Services and involves inputs about dangerous and careless driving, driving under the influence of alcohol or drugs and victim awareness.

Moving Forward Making Changes

- Moving Forward Making Changes is a behavioural programme designed to provide treatment for men who have been convicted of sexual offences or offences with a sexual element. The programme is delivered in modules, which allows for it to be tailored to meet an individual's specific needs. The aim of the programme is to reduce reoffending, increase self-confidence and self-esteem, improve relationships and identify positive goals and realistic steps to achieving these. Moving Forward and Making Changes is a rolling programme. This means that there is no start date or end date. As one group member completes the programme a new member joins. This allows individuals to work at their own pace and provides the potential for new group members to be supported by existing participants. The programme has a number of components which include essential and optional modules. Individuals are required to undertake the optional modules. A preparation programme is undertaken with the individual prior to their participation in the group work programme.

STOP

- Delivered by SACRO, STOP is a Scottish Government-funded service which tackles Sectarian and all other Hate Crime offending. The service is available to anyone aged 12 and over who has been charged with a first time and/or a low to moderate level Sectarian or Hate Crime offence. The service uses a programme which has been designed to educate and rehabilitate individuals to ensure positive, achievable and sustainable changes in attitudes and behaviours. The programme can be delivered on a one-to-one basis or to groups of individuals.

Any issues affecting access to services which are provided by other partners (e.g. drug and alcohol services) and, where such issues have been identified, what work is underway to resolve them?

North Lanarkshire Community Justice Partnership has provided legitimacy and opportunities to improve access to services and is a helpful vehicle to coordinate activity, The undernoted example gives a flavour of such opportunities:

- Employability opportunities have been progressed through the development of an employability improvement group attended by Routes to Work, Skills Development Scotland, Remploy and other key organisations.

Alcohol Brief Intervention, Motivational Interviewing and Trauma informed training continues to be delivered to Justice Support staff and has been extended to Unpaid Work Supervisors. It is hoped that these initiatives will ensure that service users are not unnecessarily linked into higher tariff interventions or when this level of intervention is required, justice workers provide preparatory motivational work to enhance engagement and retention with specialist services.

Service providers such as the Financial Inclusion Team, the Keep Well Vulnerable Population Team, Remploy and Venture Trust adopt a creative approach to engage and encourage service users to access a range of supports. For example, they utilise maximum opportunities to meet with groups of service users during Induction Programmes or practice based workshops within the justice locations. Additionally the Lanarkshire Harm Reduction Team deliver Blood Borne Virus and overdose awareness sessions as part of “other activity” which has enabled service users to be tested and gain quick access to treatment.

Justice Services are represented at key multi-agency strategic and operational groups such as:

- Blood Borne Virus Prevention Group (part of the BBV Network, Public Health)
- Building Futures Steering Group (Phoenix Futures)
- Drug-related Death Operational Group
- Alcohol Drug Partnership)
- North Lanarkshire Suicide Prevention Group
- Locality planning groups
- North Lanarkshire Community Justice Partnership
- Domestic Abuse strategic groups
- Health and Social Care Integration groups
- Education and Families
- Employability Improvement group

- DWP North Lanarkshire Partnership
- Food Poverty Action group

Representation on the above groups has provided an opportunity to plan and deliver the service in a more strategic and collaborative way.

Any other relevant information, which may include:

- **Examples of any work carried out with people on CPOs to address their offending behaviour but which does not fall into the category of a specific requirement.**
- **Examples of work carried out in partnership with the third sector**
- **Areas identified where improvements can be made, i.e. CPO commencement/completion rates**
- **Any other areas identified for improvement and planned next steps**
- **Any other information**

Veterans Mentoring Group

The veterans mentoring group was set up to support those from the armed forces who have subsequently become involved in the criminal justice system. Membership of the group has increased steadily and participants now also include veterans who have had no previous involvement with Criminal Justice. In addition to accessing support through peer mentoring veterans can also access interventions in relation to practical, emotional, psychological and physical health issues. The group operates weekly and is managed by two members of staff who are ex-veterans.

Outcome Star

The outcome star is used with each individual to assess needs and strengths which in turn identifies the support and intervention required. This interactive tool has been effective in engaging individuals to identify a range of supports to meet their desired outcomes. The tool is routinely used at case reviews and has been useful in determining service development.

New Developments

As a result of the collection of data and analysis, ongoing consultation with service users, the community and other stakeholders a series of service developments have occurred during the reporting period. Examples of the aforementioned are as follows:

- Established support and formal review process for individuals on unpaid work only
- The introduction of the breach and review guidance to ensure consistency and standardised practice across HQ and locality teams
- Extended the range of placements to accommodate the individual's needs and risks
- Reduced travelling time to placements as a consequence of locating individuals within their local area resulting in increased hours spent working in the community.
- Introduced peer audit case review, including service user feedback, which provided an opportunity to identify and share good practice across all teams. This will be undertaken on a regular basis
- Following on from the employment event held in 2017, Employability Improvement group commenced

- Identified opportunities to reduce poverty through creative use of unpaid work i.e. bicycle, home improvement and craft workshops

Management of risk

As this reports seeks to demonstrate working in partnership with others Justice Services remain committed to building safer and more inclusive communities. In order to assist the public protection agenda staff with responsibility for managing Community Payback Orders attend MAPPA reviews as required and are fully involved in child and adult protection measures as and when necessary.

COMPLETED BY: Jane Gilmartin

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