

# North Lanarkshire Council Report

## Education and Families Committee

approval  noting

Ref AG/LG/MF

Date 22/02/22

## 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 Education and Families Committee on the annual Community Payback Report for the financial year 2020 – 2021.

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). This report and the full Annual Report attached detail the progress made in delivering the service's statutory responsibilities for Community Payback Orders and in particular the associated Unpaid Work requirements within the context of the Covid 19 pandemic and describes the service adaptations and innovations made to continue to deliver support within this environment. Also highlighted in the report are both the community benefits and the benefits to individuals subject to CPOs making clear the clear value and contribution Community Payback offers in supporting the ambitions of the *Plan for North Lanarkshire* and *Delivering for Communities*.

### Recommendations

It is recommended that the Education and Families Committee:

- (i) Endorse this report and the next steps outlined in section 2.10
- (ii) Consider any further opportunities to support and partner with the Restorative Justice Service to maximise the benefits of Community Payback.

### 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.

- 1.2 The full report which is attached provides detailed information about the scale and scope of developments designed to provide those who commit offences with opportunities to undertake unpaid work and to benefit the community.

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## **2. Report**

- 2.1 The implementation of a national lockdown in response to the pandemic necessitated the suspension of unpaid work across North Lanarkshire on the advice of the Chief Medical Officer advice for two periods over a number of months during the financial year 1 April 2020 to 31 March 2021. This suspension and substantial reduction in court activity during these lockdown periods has created a backlog in hours of unpaid work to be delivered to fulfil orders, although this backlog has been reduced to some extent by regulations introduced at the end of this period in March 2020 through the Coronavirus (Scotland) 2020. This allowed a one-off commutation of 35% in the outstanding hours associated with orders excepting those imposed for some specific types of offences including domestic abuse and sexual offences. This measure and the continuation of innovative approaches to deliver unpaid work reduced outstanding hours in North Lanarkshire from over 54k in February 2021 to under 34k in April 2021.
- 2.2 Additional funding has been provided from the Scottish Government for 2021/2022 as detailed in the finance section of this report to support the recovery of the service and notification has since also been received of indicative additional funding for 2022/23 to support address the continuing impact of the backlog in unpaid work and anticipated rise in new orders as outstanding cases are progressed through the system.
- 2.3 As highlighted within the attached report during periods where the service was stood down, staff have been deployed to support other areas of the service and to provide community support as well as maintaining individual contact to support service user needs and manage risk. Substantial work was also undertaken to plan for recovery and to flex services to allow for delivery within the different levels of restriction, for example reducing ratios in workshop environments and squad placements and adapting transport arrangements. A further significant outcome of this recovery planning was the introduction of increased opportunities for unpaid work to be completed within an individual's home environment. This response enabled a number orders to be successfully completed without the need to request extensions to an already strained Court Service. Consequently, North Lanarkshire Council's backlog of unpaid work hours was consistently reduced.
- 2.4 Due to the impact of the pandemic across the justice system there was a reduction in new CPOs imposed over this period to 596, 42% of the previous year's total, nevertheless a total of 27,601 unpaid work hours were delivered, a significant achievement in the circumstances with unpaid hours carried out through a combination of single placements, squad placements, home working and other activity.
- 2.5 One example of how unpaid work assisted the community throughout the pandemic was that the Restorative Justice bicycle workshop continued to provide bikes to the local community as well as build new partnerships for the future. Our engagement with NHS partners identified the need for bike maintenance/provision that assisted and supported 77 staff members commute to work through repairing and refurbishing

staff bikes. The bike workshop provided a provision and repair service to the wider community and over 400 bicycles were distributed to assist and support individuals within the community to maximise their health and wellbeing during the Covid-19 pandemic. The bicycles were recovered from the local recycling centre and refurbished to a gold standard prior to distribution by the supervisors in Restorative Justice. In total 1852 hours of unpaid work has been completed by the bicycle repair workshop.

- 2.6 Scottish Government Covid-19 recovery monies also enabled the service to commission and work collaboratively with several third sector organisations who were able to support delivery of the “other activity” element of the orders. In partnership with justice staff, the interventions were delivered through digital platforms and on a face-to-face basis and included individual and group work programmes and use of the creative arts to support pro-social modelling, practical needs, literacy and employment support and positive mental health and well-being. This has led to positive feedback from individuals who have reported increased feelings of self-worth, motivation, confidence, mental wellbeing, and consideration of more positive pathways for the future.
- 2.7 In addition to the commissioned services noted above innovations have included justice staff devising a blended learning workbook for individuals to complete. This educational workbook encourages and enables individuals to reflect on previous behaviours to develop coping strategies to assist them to make positive choices in the future. Staff have also facilitated ‘Walk and Talk’ sessions to promote positive mental and physical health as well as addressing social isolation.
- 2.8 When safe to do so, ‘Keep Well Nurses’ were reintroduced albeit at a restricted level. This service has been significant in addressing physical and mental health needs, addressing early intervention alongside promoting health and wellbeing. Justice staff also continued to meet with individuals to complete the Justice Outcome Star in person as well as virtually. The visual nature of the tool stimulates and focuses discussion for intervention and the production of the Action and Support Plan identifies priority areas for the individuals to address. The tool is inclusive and collaborative allowing the setting of SMART goals. Findings from North Lanarkshire Council’s Justice Services Exit questionnaire informed that 80.82% considered the intervention valuable.
- 2.9 As noted above home working was introduced in response to the pandemic to ensure that individuals subject to orders continued to engage with unpaid work despite lockdown and restrictions. As detailed in the full report this supported the production of a range of items which were donated to benefit the community including rugs for animal charities and the Police Scotland dog unit, Bird and Bat Boxes and Positive Mental Health and Environmental plaques.

## 2.10 Next Steps

Moving forward the service will continue to work collaboratively with partners, communities and those individuals subject to an order to meet its statutory responsibilities and to continue to improve and innovate:

- Learning from the development of home working options over this period and consultation with individuals subject to orders supports the continued use of

home working which will continue to be part of a blended delivery model going forward.

- We will also continue to collaborate with third sectors partners with respect to the 'other activity' element of orders and to evaluate impact.
- Through new monies we will recruit two workers with 'lived experience' to support planning and to offer peer support.
- We will build on a successful remote open event held in November 2021 to raise awareness of the service and support engagement with our partners and communities <https://view.pagetiger.com/clzwjva/1>

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### **3. Public Sector Equality Duty and Fairer Scotland Duty**

#### **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.

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### **4. Impact**

#### **4.1 Financial impact**

North Lanarkshire Council received £1.857m in the core Section 27 grant in 2021/22 from the Scottish Government, via the national funding formula, in relation to Community Payback Orders. This funding will be maintained in 2022/23 as per the provisional funding notification. In addition to this in 2021/22 the Scottish Government allocated £778k as part of the Justice Pandemic response to support the backlog of unpaid hours and other pandemic related justice issues. The Scottish Government have again committed in principle to allocating the same amount in 2022/23.

#### **4.2 HR policy / Legislative impact**

As noted above the attached report fulfils the duty under Section 227ZM of the Criminal Procedure (Scotland) Act 1995 to report annually.

#### **4.3 Technology / Digital impact**

None

#### **4.4 Environmental impact**

Work undertaken through Community Payback, for example, the recycling of discarded bikes has a positive environmental impact, as does the recycling of materials such as wooden pallets, slabs, aggregate and fabric. By reusing these materials, it prevents them entering the land fill sites.

#### 4.5 **Communications impact**

No direct impact. The services will continue to link with communications colleagues re promotion of the service where relevant

#### 4.6 **Risk impact**

No direct impact although the services reflected within the report support risk management in ensuring the the council meets its statutory obligations and have a positive community impact.

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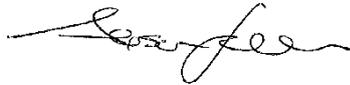
### 5. **Measures of success**

- 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 home working as well as the large and small scale projects.

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### 6. **Supporting documents**

- 6.1 Appendix 1 – Community Payback Annual Report



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

APPENDIX 1

# CPO Annual Report -Scotland- 2020-21 North Lanarkshire

FINANCIAL YEAR: **2020/21**

LOCAL AUTHORITY: **North Lanarkshire Council**



**In this section, please report on the following:**

- **The total number of unpaid work hours completed during the year;**
- **Types of unpaid work projects which have been carried out (list of bullet points will suffice); and**
- **One example that helps to demonstrate how communities benefited from unpaid work.**

**We recognise that compliance with pandemic restrictions and related SG guidance significantly impacted on the capacity of services during the reporting year. (Max 300 words.)**

The implementation of a national lockdown in response to the pandemic necessitated the closure of unpaid work across North Lanarkshire on two occasions during the financial year 1 April 2020 to 31 March 2021.

It was necessary to plan for the recovery of unpaid work and the associated requirements such as the “other activity” element of CPO. The plan adapted and responded to the local tier system in preparation for the service moving out of the Covid-19 restrictions.

A significant outcome of this recovery planning was the introduction of increased opportunity for unpaid work to be completed within an individual’s home environment. This response enabled a number of orders to be successfully completed without the need to request extensions to an already strained Court Service. Consequently, North Lanarkshire Council’s backlog of unpaid work hours was consistently reduced.

In total 27,601 unpaid work hours were undertaken. The unpaid hours carried out were through a combination of single placements, squad placements, home working and other activity.

One example of how unpaid work assisted the community throughout the pandemic was that the Restorative Justice bicycle workshop continued to provide bikes to the local community as well as build new partnerships for the future. Our engagement with NHS partners identified the need for bike maintenance/provision that assisted, and supported 77 staff members commute to work through repairing and refurbishing staff bikes. The bike workshop provided a provision and repair service to the wider community and over 400 bicycles were distributed to assist and support individuals within the community to maximise their health and wellbeing during the Covid-19 pandemic. The bicycles were recovered from the local recycling centre and refurbished to a gold standard prior to distribution by the supervisors in Restorative Justice. In total 1852 hours of unpaid work has been completed by the bicycle repair workshop.

Communities within North Lanarkshire also benefited from unpaid work as detailed below:

- Grass cutting and garden maintenance within sheltered complexes, children’s houses and other community settings undertaken on both a single and squad placement.
- Refurbishment of wooden furniture for community projects and schools.

- Snow clearance/gritting of pathways for access during inclement weather.
- Collection/distribution of food parcels and toys to vulnerable families throughout the financial year of 2020 - 2021.
- Collection/laundrying/Ironing and distribution of uniforms, adult, child and baby clothing.
- Litter picking in local areas across North Lanarkshire.
- Maintenance of market garden and allotments in Wishaw and Coatbridge.

Throughout the lockdown period homeworking was a significant feature of the reduction in hours and the following items were made and distributed.

- Rags to rugs – these were completed by individuals at home and distributed to RSPCA, Dog's Trust and Strathclyde Police Dog Training facility (120 donated rugs).
- Animal faces/Fairy Doors/Canvasses - painted and varnished at home then given to Schools and Nurseries for decorative fences and placed in local trails and pathways.
- Bird and Bat boxes – made at home and distributed to RSPB, Wildlife Trust, Community Groups and Schools (280 donated boxes).
- Positive Mental Health/Eco Environmental Plaques – these plaques were painted and varnished at home, distributed, and erected in local walking and running trails around North Lanarkshire.

The above noted examples illustrate how the service adapted to a hybrid model of the traditional unpaid work as well as home working which permitted individuals to continue to engage in unpaid work and benefit the community.

**Quotes from both people subject to CPOs and the beneficiaries about the impact of the unpaid work on them and/or the community. (Again, bullet point will suffice - max 300 words.)**

The individuals involved in unpaid work have a sense of pride and achievement in the work they have completed. This includes work within local schools, walkways, sheltered complexes, children's houses, public areas, and local parks. The work ranges from the creation of positive mental health plaques in wooded areas to improvements in outdoor learning activities in school areas e.g. creation of pirate ships, mud kitchens and seating.

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

- “Unpaid work has given me a bit of self-respect”.
- “Coming to the groups has helped me get out of the house and face people again”.
- “I now think twice before doing things and will not be back”.
- “Unpaid work has given me a routine and I got to learn skills”.
- “I have learned that I do not want to re-offend I want a stable family life, so I need to change”.
- “I enjoyed seeing the difference we make to families and old people”.
- “I have calmed down and no longer want to pick up charges. I think before I act”.
- “I have learned my lesson I will now think a situation through and not just react. I have new skills that I can now use both at home and to help me get a better job”.
- “This order has taught me about building my confidence in my own abilities learning new skills, making better choices and I got help with housing and my finances”.
- “The confidence I got from being at unpaid work gave me the confidence to go on and apply for paid employment”.
- “I really enjoyed unpaid work I felt like I was treated as a valued employee “.
- “Doing unpaid work at the sheltered complex made me feel part of the community and I showed my worker pictures of the work I am proud I done. I was delighted that people recognised what my abilities are”.

Some feedback received from beneficiaries of the services provided are noted below:

- “We have been gifted with this beautiful mental health plaques from Restorative Justice and cannot thank you for all you have helped us with this and the work in the past” – Friends of Hartwood.
- “Really appreciate the meals delivered during the pandemic cannot thank you enough” – key worker.
- “Thank you for your kind and generous donation of rugs for the dogs we really appreciate the support and would take any more you have” - Scottish SPCA.
- “Thank you for our bikes it is very much appreciated! I couldn't believe how quickly we managed to get them” – Abronhill Primary School.
- “We want to thank you for all the help we get from your team the residents really appreciate spending time in the well-tended gardens” - James Dempsey Gardens Sheltered Housing Complex.
- “The workers who were here yesterday did a great job please send our thanks to them” - Whinhall allotments.
- “Thanks for the rugs the dogs will get great use out of them” – Police Scotland Dog Unit.
- “The work completed in the children’s house garden is amazing and we cannot thank your workers enough” - Cumbernauld Children’s House.

**Types of "other activity" carried out as part of the unpaid work / other activity requirement. You may want to reflect on learning from new ways of working within other activity and the benefits of this. (Again, bullet point will suffice - max 300 words.)**

Scottish Government Covid-19 recovery monies enabled the service to commission and work collaboratively with several third sector organisations. The third sector organisations were able to deliver the "other activity" element of the Order. In partnership with Justice staff, the interventions were delivered through digital platforms and on a face-to-face basis.

Below details the commissioned organisations and the interventions provided:

- SACRO - Delivered on an individual/group basis programme designed to address a combination of pro-social modelling and practical supports.
- Wise Group - Delivered on a group basis a programme designed to provide information and awareness raising on a variety of topics.
- Love Learning – Delivered work on an individual basis designed to address literacy/employment support/isolation/mental health/positive use of time.
- Street Cones - Delivered on a group basis designed to support individuals through the creative arts addressing various topics impacting on service users lives. Participants devised a script that was then developed into a play that was performed by some of those involved in script writing.

Through the introduction and engagement with third sector and creative arts partners, this has led to positive feedback from individuals who have reported increased feelings of self-worth, motivation, confidence, mental wellbeing, and consider more positive pathways for the future.

Service user quote – "Inclusion in the street cones group supported my mental health and wellbeing throughout the pandemic".

In addition to the commissioned services noted above, Justice staff devised a blended learning workbook for individuals to complete. The educational workbook encourages and enables individuals to reflect on previous behaviours to develop coping strategies to assist them to make positive choices in the future.

Staff facilitated 'Walk and Talk' sessions to promote positive mental and physical health as well as addressing social isolation.

Individual support and educational/employability work, engaging with partner agencies continued.

Staff continued to engage with the Venture Trust organisation to support people through the pandemic via virtual and telephone contact.

When safe to do so, the 'Keepwell Nurses' were reintroduced albeit at a restricted level. The service has been significant in addressing physical and mental health needs. This face-to-face service addresses early intervention alongside promoting health and wellbeing.

Justice staff continued to meet with individuals to complete the Justice Outcome Star in person as well as virtually. The visual nature of the tool stimulates and focuses discussion for intervention and the production of the Action and Support Plan identifies priority areas for the individuals to address. The tool is inclusive and collaborative allowing the setting of SMART goals. Findings from North Lanarkshire Council's Justice Services Exit questionnaire informed that 80.82% considered the intervention valuable.

**1. It is acknowledged that pandemic restrictions will have limited the local opportunities to consult on both the nature of/reduction in the capacity of unpaid work – however, if you were able to undertake this, how did you do so? 2. If you were unable to undertake this type of consultation, please advise how you organised the available unpaid work activity over the year, e.g. responding to requests from local COVID resilience committees, etc. (max 300 words).**

North Lanarkshire Justice Services continued to engage with partners agencies and frontline service during the pandemic. Although consultation was limited due to the restrictions, details below highlight some examples of how we continued to engage with partners and assist the local authority to ensure the most vulnerable were supported:

- Exit questionnaires were completed for individuals at the end of their community payback orders. This engagement helped identify what worked well during this period as well as determining future service developments.
- 400 bicycles were distributed and repaired for the wider community and keyworkers. The bicycles are recovered from the local recycling centre and refurbished to a gold standard prior to distribution. The provision of bicycles helped to minimise the use of public transport for keyworkers to assist in the reduction of COVID transmission.
- The staff distributed PPE equipment to Home Care Service staff groups across North Lanarkshire. This enabled the home care staff to continue to support and care for vulnerable individuals within the community.

It is recognised that many of the individuals who engage with criminal justice services are often subject to societal inequalities such as poverty, unemployment, and poor health outcomes. Staff were very aware that the global pandemic had remarkably exacerbated inequality and detailed below are some examples of how they demonstrated commitment to address such inequalities.

- The Community Payback Team supported 116 vulnerable adults and families to access funding to assist with daily living. The monies secured amounted to approximately £58,000.

- The laundry workshop continued to provide a service to a local charities collecting/laundering and returning clothes for distribution. The provision of laundry services for the recycling of school uniforms, adult, child and baby clothing continued to address poverty in local areas. In total 1500 items distributed.
- Staff and service users supported foodbanks in Coatbridge and Airdrie by collecting food and distributing food parcels 2/3 times per week.
- Meals for The Virtual School were supported by justice staff who delivered food packs to school children on a weekly basis. This encouraged children to make a meal at home with their families whilst supporting daily living skills and addressing poverty issues.
- Vulnerable children identified by Children and Families Social Work and Education colleagues were transported to community education and wellbeing hubs in each of the towns in North Lanarkshire.
- Delivery of Christmas toys and 300 Christmas/New Year meals were provided to vulnerable adults and families from local restaurants. Easter eggs were also distributed to vulnerable children.
- The women's Community Justice craft group raised £900 from their various pursuits which was then distributed to local charities to address food poverty.
- Staff Delivered 1095 food parcels throughout the year to those in need. They negotiated with two local supermarkets and secured donated food/toiletries which were delivered on a weekly basis to vulnerable individuals, families, and veterans' homes throughout the pandemic. In total the supermarkets donated over £12,000.

**The pandemic restrictions also affected access to wider support services which are provided by partners (e.g. drug and alcohol services, etc.). Please outline any significant issues which were identified for people involved with Justice Services and what was put in place to resolve matters relating to these issues, e.g. access to services, etc. (max 300 words).**

The implementation of restrictions linked to the pandemic necessitated the closure of many services across North Lanarkshire. This not only had an impact on service delivery, but more importantly impacted on the lives of all those individuals who require support for themselves and their families.

In response to the difficulties experienced it was necessary to develop innovative ways to continue to support individuals and deliver service albeit in a safe and supportive way. It was also essential to continue to contribute to the community within North Lanarkshire and support the delivery of Social Work Services throughout the pandemic. Examples of these include:

- A Red/Amber/Green (RAG) risk management system was devised to ensure that risk and those most in need were supported appropriately

via multi agency collaboration. This ensured that those who posed the greatest risk or had the greatest level of need, continue to be prioritised for face-to-face contact and support. This system was also utilised by all social work disciplines and staff monitored this on a weekly basis.

- The concept of home working was introduced in response to the pandemic to ensure that individuals continued to engage with unpaid work despite lockdown and restricted positions throughout the reporting period. As noted above home working tasks benefitted community partners including Police Scotland Dog Unit, NHS, Wildlife trust, Housing, Parks Department, and the wider community. This creative approach resulted in 5,410 hours of home working being completed during this reporting period.
- Staff volunteered and as such were redeployed to support the delivery of other key services. This included the provision of PPE equipment to home care staff across North Lanarkshire and supporting staff within the Children's houses so that essential services could be maintained.
- Restorative Justice delivered 550 lunches per day, which were provided by the Chief Executive to keyworkers within North Lanarkshire Council.
- During the inclement weather the staff and service users undertook snow clearance/gritting throughout North Lanarkshire from January/March 2021.
- Restorative Justice staff transported home care staff ensuring they were able to deliver support and care services to the vulnerable care groups during the period of inclement weather from January/March 2021.
- The wood workshop repaired benches and provided the wooden equipment for environmental projects within the communities. The workshop also provided the home working woodwork project packs which were distributed as home working tasks.
- Local litter picks were undertaken in all areas of North Lanarkshire Council.
- Staff supported the multi agency planning for those eligible for early release but not subject to statutory supervision under the provisions of the Coronavirus (Scotland) Act 2020, Schedule 4, Part 8. Staff engaged with individuals to adjust to life outside of prison by assisting with housing needs, budgeting, shopping, and health appointments.

**Any other relevant information not previously highlighted - this may include:**

- **Learning from and/or comment on new ways of working and different benefits which were achieved.**
  - **Examples of any work carried out with people on CPOs to address their offending behaviour.**
  - **Examples of work carried out in partnership with 3<sup>rd</sup> Sector partners.**
  - **Any other areas identified for improvement and planned next steps**
  - **Any other relevant points you wish to highlight.**
- (max. 300 words – bullet points only if preferred.)**

Restorative Justice adapted and responded to the pandemic through the creation of a recovery plan which was monitored and reviewed monthly. A continuous improvement group was set up to develop and prioritise areas of recovery.

As part of recovery and renewal, consultation has taken place with individuals who are subject to a Community Payback Order. This has proved beneficial during the development of the hybrid model of service delivery for unpaid work. As a result consideration has been given to the continuation of a blended approach being adopted within Restorative Justice.

Additional Scottish Government Covid-19 monies will enable North Lanarkshire Council justice services to continue to commission and work collaboratively with the identified third sector organisations to deliver the “other activity” element of unpaid work. Some of the monies have been utilised to create and recruit two development worker posts for individuals with lived experience. It is hoped that the successful candidates will assist in the provision of peer mentoring and practical support to those most at risk of disengaging with statutory justice services.

A virtual open day is planned for November 2021 to raise awareness of the work undertaken by individuals subject to a Community Payback Order. Invites will be sent to Education and Families, Housing, Elected Members, communities and partners with an interest in the work of Restorative Justice and the Women’s Service.

In recognising the benefits of training for all staff the following training was delivered:

- Epione Trauma Training was delivered to paraprofessionals and unpaid work supervisors. Increasing a trauma approach knowledge base for staff affords an opportunity for them to reflect on their own practice and skills whilst recognising the impact of trauma on those with lived experience. This encourages and promotes confidence and insight into the need for diversity in case management and supervision of individuals.
- The Justice outcome Star has been developed over several years to support meaningful engagement and to contribute to the measurement of both individual outcomes and the impact of interventions at service level within Criminal Justice Social Work. As the tool is flexed to different settings this has created an opportunity for more extensive use within Education and Families. A collaborative approach between Justice and Education and Families colleagues has involved Justice staff training Education and Families colleagues on My Star. To date Justice staff have facilitated training to over 188 staff including, 15 Cluster Improvement and Integration Leads, 23 Cluster Chairs, 20 Heads of Family Learning Centre, 23 Secondary Depute Heads as well as 44 Children and Families Social Workers and Support Workers.

- In the absence of the required funding to deliver the Caledonian Programme North Lanarkshire Council entered a new venture in March 2020 with Portsmouth City Council. This Council have designed a domestic abuse intervention and treatment programme called UP2U. All relevant social work staff in North Lanarkshire have been trained during the reporting period to deliver this intervention. Individuals in North Lanarkshire who have been convicted of domestic abuse offences and are mandated by Court or Parole Scotland to participate in offence focused work, are now being engaged in this intervention. In total 60 social work staff across Justice Services have now undertaken the intensive training course to become a qualified UP2U facilitator. The UP2U training programme was adapted in June 2020 by its authors to offer a bespoke online version for North Lanarkshire Council. This was due to the postponement of face-to-face training amid the threat of Covid-19.

COMPLETED BY: Lisa Kaspar

DATE: 21.9.21

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