



Community Justice Progress Report 2023-24

Perth and Kinross Community Justice and Safety Partnership



FOREWORD



As Chair of the Community Justice and Safety Partnership, it is my pleasure to share our first official public facing annual report outlining the Partnership's progress against the National Strategy for Community Justice (launched June 2022) and our local Community Justice Outcome Improvement Plan (launched June 2023).

A significant amount of work has taken place to ensure our local activity is aligned with the national direction of travel. We have worked hard to ensure robust community-based options are available in an effort to shift the balance of care between custodial and community disposals.

Bailie Chris Ahern, Chair of the Community Justice and Safety Partnership

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Executive Summary

The Community Justice Progress Report outlines the significant activities, challenges, and achievements during 2023-24 within Perth and Kinross. The report is structured around priority actions within the National Strategy for Community Justice aimed at enhancing community justice outcomes.

Key Achievements and Opportunities

- **Community Justice Outcome Improvement Plan (CJOIP):** Launched in June 2023, aligning local activities with National Strategy for Community Justice.
- **Engagement with Local Judiciary:** Increased engagement with local Sheriffs through lunchtime sessions to share information about existing support services.

Priority Actions

1. **Diversion from Prosecution:** Opportunities were enhanced for early intervention via multi-agency training improving understanding of diversion.
2. **Support Following Arrest:** Improved identification of needs and support delivery in police custody. Learning from a test of change led to the development of a direct referral mechanisms from Police Scotland to our local Complex Needs Co-ordinator.
3. **Bail Supervision:** Supported the use of alternatives to remand through high-quality bail services. The completion of a focussed Bail Supervision Strategic Needs and Strengths Assessment identified areas for development, including improving the breach process and providing additional key information.
4. **Electronic Monitoring:** Community management options were strengthened by increasing the use of electronic monitoring technologies. Training sessions improved multi-agency understanding and confidence in electronic monitoring.
5. **Community Sentences:** Supported desistance from offending through trauma-informed services and programmes like the Right Track service, One-stop Women's Learning Service (OWLS), and the EVOLVE project. The Caledonian Programme continued to address domestic abuse.
6. **Restorative Justice:** The Partnership opted not to prioritize restorative justice locally due to concerns about its application in sexual/domestic offences and pending the outcome of test of change in other areas.
7. **Access to Health and Social Care Following Prison Release:** Enhanced access to health and social care through initiatives like the GP registration test of change and the remand drop-in test of change.
8. **Sustainable Housing on Release for Everyone:** Addressing housing needs through the Sustainable Tenancy test of change and the introduction of a Preventions post to support tenancy sustainment.

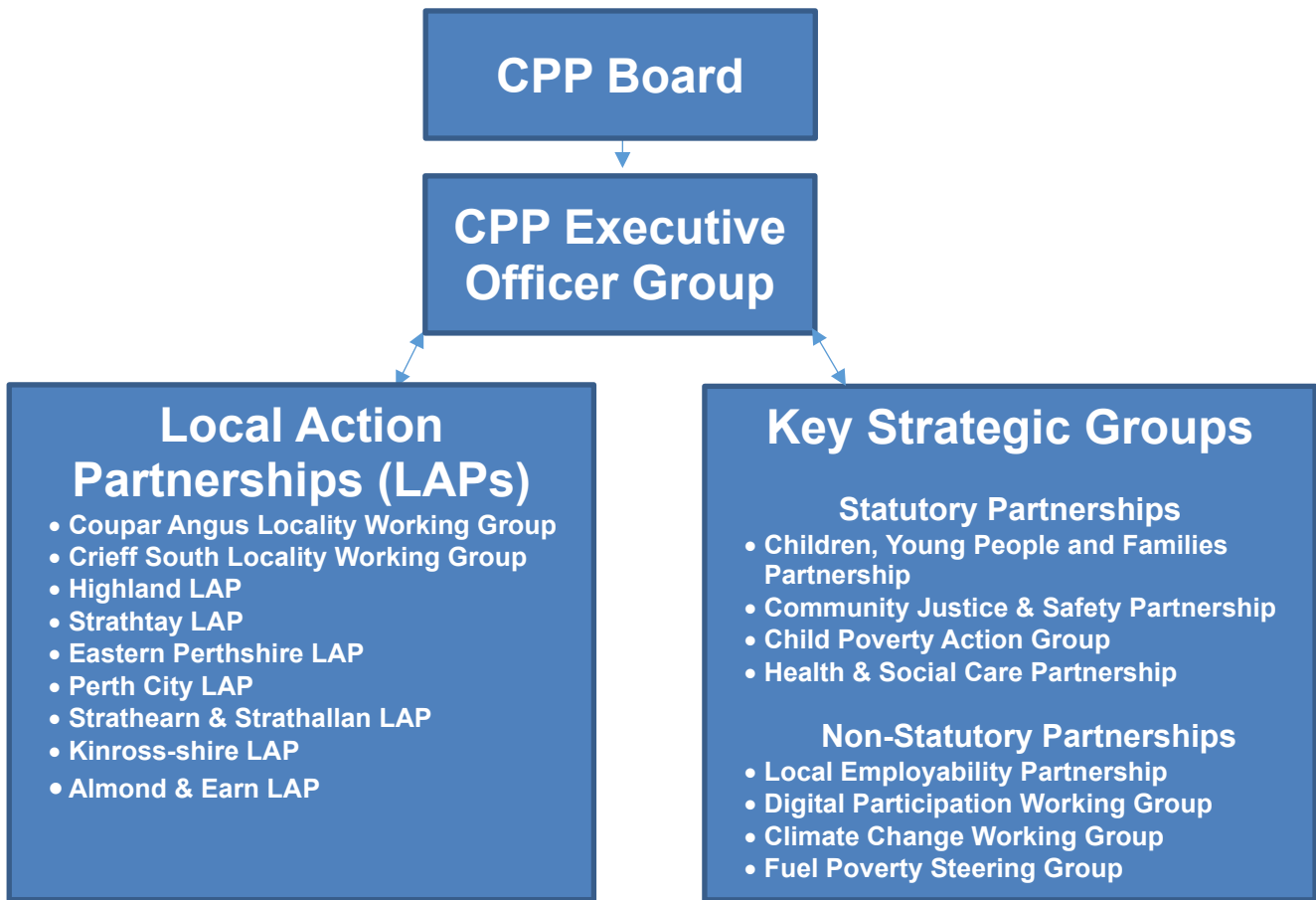
9. **Employability Support:** Enhanced employability opportunities through projects like the Westbank Project and the HMP Perth Employability Academy model.
10. **Community Integration and Support:** Increased access to voluntary throughcare through a co-ordinated voluntary throughcare test of change and improved support planning for release from prison.
11. **Leadership and Governance:** Adopted a collaborative approach to strategic planning, aligning activities with national outcomes and improving partnership working.
12. **Incorporating Voices of Victims and Survivors:** Established a quarterly victim/survivor meeting and securing funding for the Child Impact Assessment project.
13. **Supporting Integration and Reducing Stigma:** Improved understanding and confidence in community justice through multi-agency training, engagement sessions, and positive public messaging.

Next Steps

The Partnership aims to further develop collaborative working, enhance employability support, and improve strategic planning. Challenges include ongoing funding issues (short term nature of funding), staff turnover, and access to mental health services.

1. Community Justice Partnership Governance Arrangements

Figure 1: Community Planning Partnership (CPP) Structure



2. The year overall

Challenges / Negatives

The Perth and Kinross (P&K) Community Justice and Safety Partnership (the Partnership) experienced a high turnover of key staff during the reporting period due to staff promotion and realignment within HMP Perth, Police Scotland, Housing and Perth Sheriff Court. Much of the positive progress made within the Partnership in recent years had been as a result of positive multi-agency relationships and therefore considerable effort was made to establish working relationships with the new officers coming into post.

The short-term nature of Scottish Government Funding continues to be an ongoing issue for medium to long term planning within Community Justice.

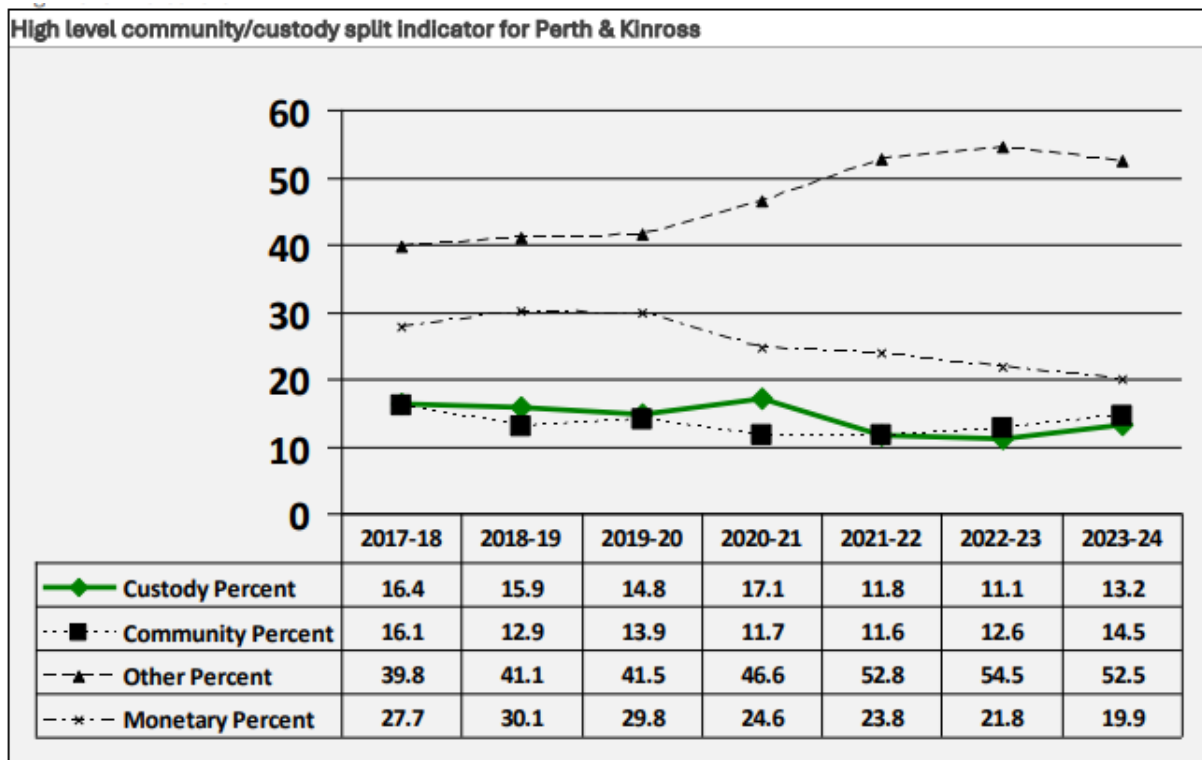
Siloed/ring fenced funding can result in multiple similar services, with varying access criteria, all competing with each other, which is counterproductive to the “No Wrong Door” approach the Partnership is working towards.

Positives / Opportunities

The Partnership launched a new Community Justice Outcome Improvement Plan (CJOIP) in June 2023 following expiry of the previous plan during COVID-19. A significant amount of work took place in the previous reporting period to align our local activity with [The Vision for Justice 2022](#) and [National Strategy for Community Justice](#). Multi agency partners supported this activity by coming together for a series of focussed Strategic Needs and Strength Assessment (SNSA) discussions linked to the Priority Actions, supporting the development of a shared understanding of the direction of travel.

An opportunity arose during the reporting period for increased engagement with our local Sheriffs. Five lunch time sessions were delivered between January and March 2024 (with more sessions scheduled throughout 2024). This provided a new and excellent opportunity to share information with our local judiciary regarding existing services available within P&K.

Figure 1 provides a visual of the community/custody split for Perth and Kinross. The percentage of disposals which are custodial shows an emerging pattern of decrease in line with the desired direction of travel (analysis provided by Community Justice Scotland, annual assessment of partnership performance).



Source: <https://scotland.shinyapps.io/sg-criminal-disposals-dashboard/>

3. Priority Action One - Diversion from Prosecution

Enhance intervention at the earliest opportunity by ensuring greater consistency, confidence in and awareness of services which support the use of direct measures and diversion from prosecution.

Nationally determined outcome:

More people successfully complete diversion from prosecution¹

Local Evidence

- Mechanisms are in place to understand the views of people undertaking diversion from prosecution and are used to support improvement.
- Mechanisms are in place to understand the views of people supporting the delivery of diversion from prosecution and are used to support improvement.

*What activity has taken place to increase successful completion of diversion?
What impact has there been as a result?*

The Partnership undertook a Diversion from Prosecution specific SNSA in April 2022 and as a result the following actions were identified which were incorporated into our CJOIP under this priority action:

Priority Action One – CJOIP Priorities

1. Establish rolling programme of multi-agency Diversion training. The purpose of this training was to improve understanding of the Diversion journey including:
 - Interconnections between partners and how they can maximise Diversion opportunities.
 - Understanding of roles and responsibilities - and the relevance of recording wider family context.
 - Improved recording of antecedent information.

This training was established and delivered to Police and Community Justice Social Work (CJSW) staff following completion of the SNSA. A two-hour training session was delivered during January 2023,

hour one – Diversion focused (session delivered by Community Justice Scotland and Strathclyde University)

hour two – focussed on the impact of the Justice Journey on families (sessions delivered by Families Outside). The training was attended by 16 staff and was well received from all who attended, it was agreed that it would be offered to staff on an annual basis.

¹ National Indicator:

Number of diversion from prosecution:

- assessments undertaken
- cases commenced
- cases successfully completed

The same session was offered again (in person, multi-agency) during November 2023. Twenty-nine staff attended this session and again the feedback was positive.

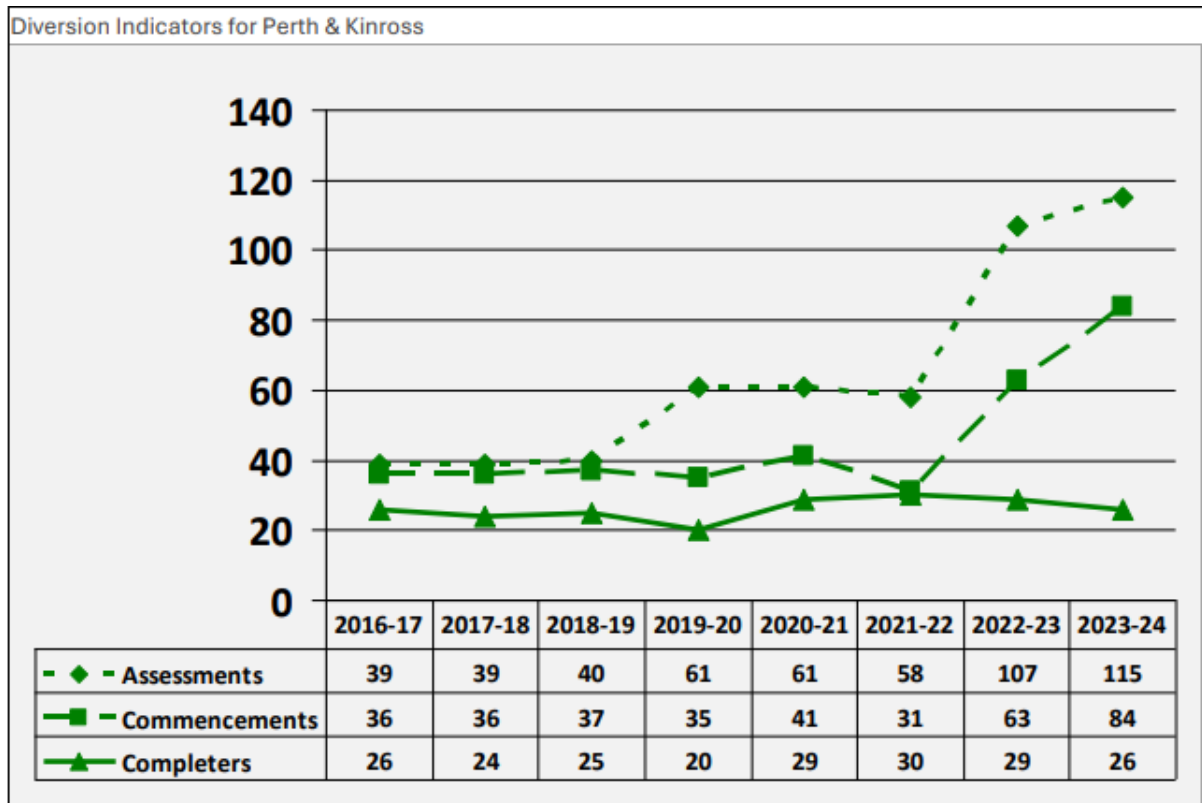
93% of respondents either agreed or strongly agreed that they had a better knowledge or understanding following the training.

56% of respondents said they would do something differently following attending the training.

2. Utilise the dialogue opportunity (Crown Office Procurator Fiscal Service (COPFS) and CJSW) agreed during Diversion SNSA regarding sexual and domestic offences, prior to the formal referral for Diversion being issued. There was not a need to utilise this opportunity during 2023-24 following the Lord Advocate review.
3. Develop a Diversion Agreement to ensure people progressing with Diversion have a clear understanding of the process they are entering. Monitor the efficacy of completing agreement Diversion at the outset of the process. An agreement was created, however due to the significant turnover of staff delivering Diversion during the reporting period it was not consistently used. Consistent use of the agreement will be progressed during 2024-25.
4. Establish/Utilise data collection mechanism to support future Diversion planning including collection of outcome data (outcome wheel). This was delayed due to other priorities. An outcome wheel pilot is due to commence August 2024 which will include Diversion. It is anticipated that the development of a tool embedded into key assessment processes will result in better consistency of use/completion resulting in better data quality going forward.
5. Consider recommendations from the joint review of Diversion and consider amendments/additions to the local Diversion Action Delivery Plan. Several of the recommendations were included in our local plan and formed our local priorities for 2023-24. The remaining recommendations will be considered during 2024-25 and incorporated into local planning.

As outlined in figure 2, an increase in Diversion referrals was noted during the 2023-24 reporting period compared to the previous one, with a corresponding increase in numbers of assessments undertaken and assessments progressing to cases commenced. Although the number of completions shows no emerging pattern, the number of cases successfully complete during the reporting period was slightly lower than the previous year (analysis provided by Community Justice Scotland, annual assessment of partnership performance). This decline may be linked to the staff turnover during the reporting period.

Figure 2: Diversion from Prosecution trends



Source: Justice social work statistics - gov.scot (www.gov.scot)

4. Priority Action Two – Support following Arrest

Improve the identification of underlying needs and the delivery of support following arrest by ensuring the provision of person-centred care within police custody and building upon referral opportunities to services including substance use and mental health services.

Nationally determined outcome:

More people in police custody receive support to address their needs²

Local Evidence:

- There is an effective relationship between community justice partners, Alcohol and Drug Partnerships (ADPs) and police custody centres for the local population.
- Referral pathways and support are in place from police custody centres for the local population

² National Indicator:

- Number of referrals from custody centres

What activity has taken place to support people in police custody to access support? What impact has there been as a result?

An Arrest Referral test of change, delivered by Positive Steps, commenced in July 2022, jointly funded by the Partnership and ADP. P&K joined the established Dundee Custody Arrest Referral service operating from Dundee (where P&K arrests were routinely processed) along with Angus. This project sought to offer person centred support, address unmet need and reduce reoffending. The key driver for joining the test of change was to maximise engagement opportunities with P&K residents following arrest. The referrals from Positive Steps were shared with our Complex Needs Co-ordinator (also a test of change, jointly funded by the Partnership and ADP) for screening/local follow up on release. The Complex Needs Co-ordinator offers support to people with complex needs following arrest, on remand and prison sentence. This post provides assertive outreach in order to link the person into relevant community supports. More detail regarding the community supports available can be found [here](#).

An SNSA was completed in April 2023. Learning from the test of change highlighted the logistical issues associated with processing arrests out with the P&K area. People due to appear in Perth Sheriff Court were often leaving Dundee custody suite prior to the arrest referral worker starting at 7am (early collection times by GEOAmeY) which restricted the worker's ability to offer support. In addition, engagement with people was via the hatch of the cell door, this is neither an effective way to engage nor trauma informed. Arrest Referral supports to P&K residents were only available to P&K residents processed in Dundee. The service was not available 24 hours a day (arrest referral workers were only present, on a daily basis, in the morning).

Between 1 July 2022 and 31 March 2023, referrals were received from Positive Steps Custody Arrest Referral Workers. The majority of the referrals received were for those held for court (and also eligible for a Bail Supervision assessment), with very few received for those released on an undertaking to appear or released without charge. Over half of the referrals received had a key worker in place and did not require a further layer of support. All referrals received during this period were received from Dundee Police Station.

In addition to the SNSA findings, a decision was made by Police Scotland to reopen Perth Police station for arrests (enabling people to be processed and released without being held in custody). The decision was made to cease the Arrest Referral test of change with Positive Steps on 30 June 2023 and a direct referral mechanism was established – Police Scotland (any location) to P&K Complex Needs Co-ordinator. Other referral opportunities were explored with GEOAmeY within Perth Sheriff Court; and Police Healthcare in Dundee but further referral routes were not established during the 2023-24 reporting period. This will be explored further during 2024-25.

During 2023-24, the number of referrals received for those released on an undertaking or without charge increased following the direct referral route being established with Police Scotland and referrals were received from police at both Dundee and Perth. The referrals were progressed locally by the Complex Needs

Co-ordinator for local follow up on release. Arrest Referral data has not been provided in this report as it has been restricted from publication by Scottish Government.

Case study example: Stuart (not his real name) was referred to the Complex Needs Co-ordinator by Positive Steps following arrest. Stuart was released on bail following court and was supported by the Complex Needs Co-ordinator to access homeless accommodation (Stuart had no fixed abode at point of arrest); Stuart was later supported to secure a tenancy; access benefits; attend and engage with court.

The intensity of support Stuart required decreased over time, but Stuart continues to contact the Complex Needs Co-ordinator when he encounters difficulties that he does not know how to resolve.

In addition to developing a direct referral pathway with Police Centres, a decision was made to commence a remand drop-in test of change within HMP Perth. This was viewed as an extension of arrest referral with support being offered to people who went onto be remanded following arrest. This test of change commenced in March 2023 (following completion of a remand focussed SNSA, January 2023), and was led by the Complex Needs Co-ordinator. The purpose of the remand test of change was to engage with the untried population, share information regarding supports available and link P&K residents in with appropriate supports ahead of release. Twenty-nine people engaged with the Complex Needs Co-ordinator and support was provided to all, at varying intensity. Out of the 29 people who attended, 10 attended on several occasions. Nine of the 10 regular attenders have since requested support / been supported on release.

Work will continue in 2024-25 to further develop the Remand offer within HMP Perth.

Case study example: Paul (not his real name), in his 30's, was on remand in HMP Perth for a period of 6 to 12 months. Paul had been supported by the Complex Needs Co-ordinator prior to the period of remand and had a history of drug addiction and health issues. Work had commenced prior to Paul's remand to identify suitable supports for him however, support was not available at the level of intensity that he required.

During Paul's period of remand, a new intensive support service became available within P&K. The Complex Needs Co-ordinator subsequently met with Paul to discuss the service, and he consented to a referral. The referral was accepted, and engagement commenced with Paul during his period on remand (weekly visits), supported by the Complex Needs Co-ordinator.

Paul was released following a virtual court appearance. The support service was aware that Paul was attending court and maintained contact with HMP Perth regarding the court outcome. As soon as the court outcome was known the support service arranged temporary accommodation, accessed a starter pack (consisting of a toaster, microwave, kettle, pots, plates, cutlery, towels, curtains, and bedding), a food parcel and appropriate clothing for him on release. Paul's support worker was able to meet him at the gate, despite the release time being

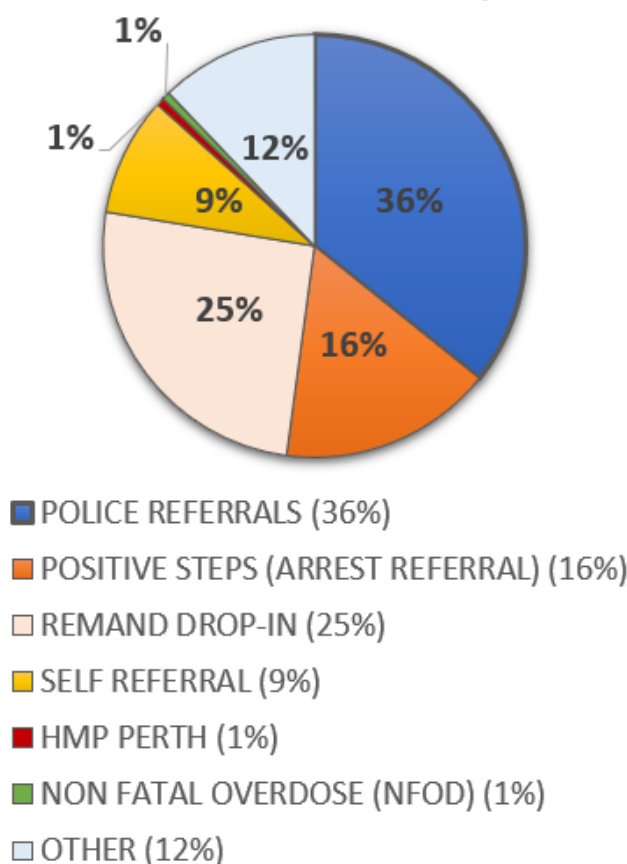
7pm, and accompanied Paul to the property. Paul spent a short period of time in temporary accommodation (4 weeks) before he moved to a sustainable tenancy.

A lack of access to prescribed medications, other than opiate replacement medications was identified. Enquires were made with Healthcare and Pharmacy who confirmed this is nationally recognised issue requiring attention at a national level.

During 2023-24, the Complex Needs Co-ordinator also screened/ dealt with a further 41 referrals received from a variety of other sources. Figure 2 provides a visual breakdown of Complex Needs Co-ordinator referral sources.

Figure 2: Complex Need Co-ordinator Referral Sources

COMPLEX NEEDS REFERRAL SOURCES Apr 2023 - Mar 2024



Source: Local Performance Dashboard

The key learning in relation to Priority Action Two during the 2023-24 reporting period:

- Centering the support provision around the Complex Needs Co-ordination role provided a straightforward referral pathway allowing multiple routes in, offering a **“No Wrong Door”** approach. The Arrest Referral focussed working group meetings will change to **“Complex Need Co-ordination meeting”** with Arrest Referral, Remand and Voluntary Throughcare Co-ordination being the referral routes into support during 2024-25.

- Establishing a direct referral pathway with Police Scotland led to an increase in referral numbers for those released on an undertaking to appear or released without charge and provided opportunity for referrals to be made from different custody centres within Scotland.
- Given the identified limitations of a commissioned onsite service located in a specific custody centre, the Partnership and ADP are not commissioning further bespoke services for Police Custody Centres. The Partnership will explore further referral pathway options locally with GEOAmev and Custody Healthcare.
- The co-ordination and oversight of existing support, and referral mechanisms, is identified as a critical gap and not one that the commissioning of another support delivery service can plug. Within P&K we intend to bolster our Complex Need Co-ordination test of change in 2024-25 to include an additional role of Complex Need Project Lead, to improve the co-ordination of support at an operational and strategic level.

Priority Action Two – CJOIP Specific Priorities

1. Review delivery model of arrest referral. Explore if the arrest referral service would be better delivered locally by the Complex Needs Co-ordinator (July 2023) - Complete, as outlined above.
2. Promote Complex Needs Co-ordinator support (July 2023) – Complete, work took place to promote the Complex Needs Co-ordination: promotion of the service at Partnership meetings; distribution of posters advertising the service - Perth City and rural areas; information session with local sheriffs (February 2024).
3. Develop a mental health referral pathway for P&K residents (March 2024) – Carry forward action 2024-25.
4. Establish engagement opportunities with people requiring translation support (December 2023) – Carry forward action 2024-25.
5. Review Complex Needs Co-ordinator service. (August 2024) - Complete as outlined above. A Situation, Background, Assessment, Recommendation (SBAR) was completed for this role following confirmation of additional “*increasing capacity funding*” for the 2024-25 reporting period.
6. Explore ways of connecting families with support following arrest – information about Families Outside (March 2024) – Carry forward action 2024-25 and linked with another project (Child Impact Assessments).
6. Monitor developments within Police Scotland custody generally and with specific reference to Arrest Referral and Healthcare in custody. (Dec 2024) – Ongoing.
7. Establish/Utilise data collection mechanism to support future Complex Needs planning including collection of outcome data (outcome wheel). (March 2024) – delayed pending progression of the test of change within CJSW.

5. Priority Action Three – Bail Supervision

Support the use of robust alternatives to remand by ensuring high quality bail services are consistently available and delivered effectively.

Nationally determined outcome:

More people are assessed for and successfully complete bail supervision³

Local Evidence

- Mechanisms are in place to support a high-quality bail assessment.
- Referral pathways are in place that support identified needs of people on bail supervision.

What activity has taken place to increase the use of bail, and support people to access services to address needs while on bail? What impact has there been as a result?

The completion of a focussed Bail Supervision SNSA (December 2023) was identified as a priority action for the Partnership during year one improvement activity within the CJOIP, alongside exploring mechanisms to improve collaborative working between Arrest Referral and Bail Supervision (December 2023). The SNSA was completed over two meetings in May and June 2023 and was attended by Police Scotland, CJSW, COPFS, a defence agent and Scottish Court and Tribunal Service.

The SNSA identified that Bail Supervision is well established within P&K, available to people aged 16 upwards and supports the national direction of travel in offering a person-centred alternative to remand. Bail Officers support those they are working with to address unmet need and refer onto other services for specific supports. Bail Supervision assessments consider the local community via collaborative working with Police Scotland and the Safer Communities Team. Good partnership working was noted (Bail Officers, COPFS, Police Scotland and local Defence Agents). It was recognised that Bail Officers benefit from their co-location with Police Scotland and the Safer Communities Team at St Martin's House. They work creatively to enhance engagement opportunities, including offering gender specific and age-related services, to enhance the supports available. Some flexibility is afforded to take account of individual's needs, but if engagement does not improve to the required standard, warnings are issued prior to the breach process being initiated.

Work was undertaken to improve/streamline the breach process, closing the gap between police being contacted; taking a statement; the breach report being submitted; and the person being arrested. A monthly meeting takes place for Bail

³ National Indicator:

Number of:

- assessment reports for bail suitability
- bail supervision cases commenced
- bail supervision cases completed

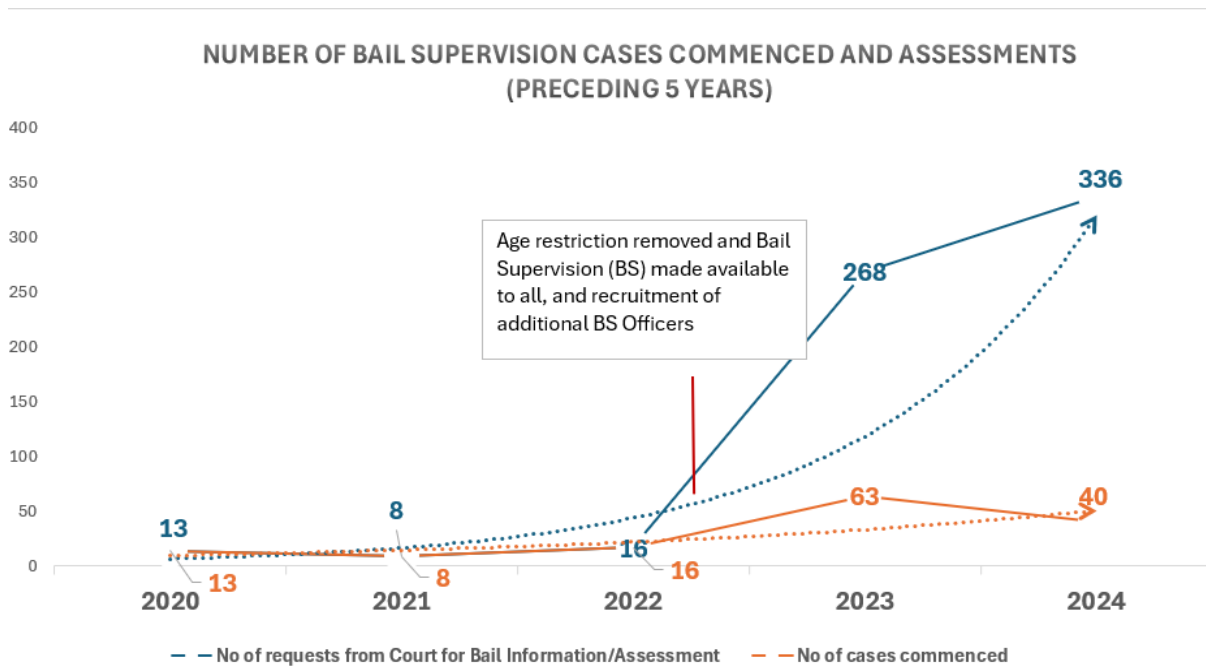
Officers to discuss bail supervision as a team. This is a reflective opportunity to consider what is working well and areas for development. It enables workers across two services to share good practice, keep up to date with specific legislation and changes locally and nationally. At the time of the SNSA discussion Bail Supervision numbers had seen a sharp rise.

The SNSA discussion identified the following development areas:

- Provision of additional key information from COPFS to Bail Officers at an earlier opportunity, to enable a full assessment - Bail Officers met following the SNSA to compile a list of key information.
- Explore with housing service opportunities to provide temporary accommodation to people with no fixed abode - Discussions commenced in November 2023 and will continue into 2024-25.
- Explore options to provide a room within the Sheriff Court for Bail Officers (making social work more accessible to all) - Office space was not available during the reporting period but remains under consideration by Scottish Court Tribunal Service within Perth Sheriff Court.
- Late arrivals to court make completion of bail supervision assessment difficult, resulting in the assessment being completed without meeting with the person - This issue remained problematic throughout the reporting period and continued at the time of writing. It was not possible to establish meaningful contact with GEOAmey.
- Timeous sharing of court outcome with CJSW.
- Explore the expansion of access to mobile phones for young people to improve engagement opportunities - The system in place for CJSW was extended to Services for Young People following completion of the SNSA.
- Improve antecedent information recorded in Standard Prosecution Report - Work continued during the reporting period to support this improvement – the ongoing rolling program of Diversion training, the establishment of a program of electronic monitoring training, and Child Impact Assessment training.
- Develop written information to provide to service users when bail supervision received – where/when to attend, and mechanism for information to be handed over in court. - Bail Officers developed this information following the SNSA.
- Update required to the existing local bail supervision flowchart - The flowchart was updated during the reporting period and work commenced to tie the bail supervision flowchart in with the arrest referral flowchart.
- Develop a bail supervision performance dashboard utilising the performance information collected by bail supervision service - This is part of a wider programme of work that will be completed during 2024/25 reporting period.

As highlighted in figure 3 below, the number of Bail Supervision commencements show an emerging pattern of increase in line with the desired direction of travel. The collation of cases complete trend data is an area of development both locally and nationally.

Figure 3: Bail Supervision Trends



Source: Local Performance Dashboard

6. Priority Action Four – Electronic Monitoring

Strengthen options for safe and supported management in the community by increasing and widening the use of electronic monitoring technologies.

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

What activity has taken place in your area to increase the use electronic monitoring technologies? What impact has there been as a result?

The completion of an Electronic Monitoring with Bail Supervision focussed SNSA was identified as a priority action for the Partnership during year one improvement activity within the CJOIP. This was undertaken during November and December 2023 and was attended by Police Scotland, Justice Social Work, COPFS, Scottish Court Tribunal Service, a defence agent and G4S.

The SNSA noted that Electronic Monitoring with Bail Supervision had been available within P&K since May 2022: available to people aged 16 upwards, supporting the national direction of travel and providing alternatives to remand. Assessments were described as person centred, taking into consideration the local community via collaborative working with Police Scotland and the Safer Communities Team. A proactive approach was described with Bail Officers utilising the custody list to identify people for assessment ahead of receiving bail opposed notifications. Positive

working relationships with partner organisations locally was recognised as a key strength, supported by the co-location of Police, CJSW and Safer Communities.

The SNSA discussion also identified development areas including:

- Improve multi-agency understanding of Electronic Monitoring - requirement for multi agency and single agency awareness raising sessions.
- Improve pace of access to individuals for assessment. This relates to the timing of custody arrivals at Perth Sheriff Court with custodies arriving late via GEOAmev transport. Although attempts were made to address the issue with GEOAmev, meaningful/consistent engagement was problematic.
- Improving access to / timely consent from victims – relating to gathering consent from victims to install “*Restriction Away From*” devices. Police Scotland are exploring opportunities to gain victim consent at the point of arrest/following arrest and including details in the Standard Prosecution Report.
- Improving the flow of information from arrest to Electronic Monitoring with Bail Supervision being imposed (Police to COPFS to Bail Officers).
- Update Electronic Monitoring with Bail Supervision process map to aid multi agency understanding.
- Establish robust process for ensuring those with an identified unmet need, who do not receive Bail Supervision, are referred to Complex Needs Co-ordinator. This process map will be finalised in the 2024/25 reporting period.
- Establish mechanism for sharing risk information with G4S (risk to Field Officers). Risks to field officers was escalated to Scottish Government via Community Justice Scotland following the SNSA and it was confirmed Scottish Government are in direct communication with G4S re: the issue.
- Development of an Electronic Monitoring with Bail Supervision performance dashboard utilising the performance information already routinely collected by CJSW. This is part of a wider programme of work that will be completed during 2024/25 reporting period.

The focus of activity following completion of the SNSA was the development of a programme of Electronic Monitoring training for staff (multi-agency) delivered by G4S. Training commenced in March 2024 (in person multi-agency training attended by Police Scotland, CJSW, Scottish Prison Service, P&K Council Housing Team, Women’s Aid). Training has continued into the new financial year.

All staff (32) who responded to the evaluation survey reported to having a better knowledge and understanding of Electronic Monitoring, and their role. Attendees felt confident in applying the knowledge they gained during the training. 81% (26) participants advised that they “*may or would*” do something different as a result of attending the training.

“I will be able to advise victims and partner agencies about electronic monitoring”.

“My knowledge of the way that electronic monitoring works will allow me to better inform the clients I work with about the need to comply with the instructions given (stick to times; ask for variation)”.

“I will encourage officers during report to crown to request electronic monitoring”.

Attendees were asked to rate their level of confidence in Electronic Monitoring pre and post training. The average rating increased from 5 to 9.

7. Priority Action Five – Community Sentences

Ensure that those given community sentences are supervised and supported appropriately to protect the public, promote desistance from offending and enable rehabilitation by delivering high quality, consistently available, trauma-informed services and programmes

Nationally determined outcome:

More people access services to support desistance and successfully complete community sentences⁴

Local Evidence

- Availability of local programmes to support desistance from domestic abuse and sexual offending.
- Availability of referral pathways to support the needs of local population on community disposals.
- Mechanisms are in place to understand the views of people with experience of community disposals to support improvement.
- Mechanisms are in place to understand the views of the community justice workforce with regard to supporting the needs of people subject to community disposals to support improvement.

What activity has taken place that will support people serving sentences in the community to desist from offending, address their needs, and help them successfully complete their sentence? What impact has there been as a result?

The **Right Track** service (Structured Deferred Sentence) continues to use a trauma informed approach designed to stabilise the chaotic lives of the young people using it. The service supports an average of 25 to 27 young people at any given time. The service, delivered at the Westbank Hub is coordinated by a justice social work assistant and is supported 2.5 days per week by two social workers. It brings relevant services to the Westbank site i.e. Drug and Alcohol workers and employability agencies. Young people continue to be supported in areas identified by them using the Right Track Life Wheel and Personal Development plan. Examples of court outcomes during the reporting period include a further period on Right Track, admonished, Community Payback Order (CPO) supervision, custodial sentence, monetary penalty.

⁴ National Indicator:

Percentage of:

- community payback orders successfully completed
- drug treatment and testing orders successfully completed

The Right Track Service was discussed during a session with our local Sheriffs in January 2024. The sheriffs reflected on the informative visit they had to the service March 2023. The enthusiasm of the Right Track co-ordinator was acknowledged and commended.

One-Stop Women’s Learning Service (OWLS) – CJSW continue to work in collaboration with other services to offer women a safe space where they can access services, improve their mental health and address offending behaviour. This takes place in a trauma informed environment to help empower women in their life choices. Although OWLS was initially established to work with women on CPOs, it expanded over time to include those on a Throughcare Licence; Supervised Release Order; Bail Supervision; Diversion; Voluntary Throughcare and women who occasionally need support after completing their statutory order. OWLS supported 82 women during the reporting period.

The **EVOLVE** project, a project targeted at men given a supervision requirement, continued during the reporting period. Like OWLS, the project is gender specific and aimed at the needs of male offenders. The project works with men in a trauma informed manner, using a combination of intensive one to one work, and a focussed programme of group work which include activities designed to increase positive life chances and pro-social decision making for males who offend. It helps them find purpose, improve their wellbeing, and rebuild relationships within their communities and families. The project incorporates the latest theory and research into desistance and the impact of trauma. The project is used to develop interventions and assessments which will then be considered for use across the whole of community justice, rather than just remaining within the smaller working group. During this reporting period the focus was on considering how this would be achieved, looking at widening the use of the assessment processes and interventions informally within the team, before rolling them out as standard processes. Unfortunately, due to staffing issues the full roll out was delayed, however the project continued to use and refine new trauma informed assessments. **Connecture** (a trauma groupwork intervention which was initially trialled within Evolve) is now used in the wider team following an independent evaluation of the programme by Research Author: Dr Briege Nugent Brown. Feedback was positive from both participants and staff.

The Caledonian Programme continues to be available in P&K to address domestic abuse. Court Reports for offences that required an assessment of suitability for the Caledonian Programme has reduced slightly over the past year, with a total of 96 being completed. This compared to previous year totals of 52 in 2020-21; 85 in 2021-22; 103 in 2022-23.

As in the previous year, more staff members have been trained in use of the Spousal Assault Risk Assessment-Version 3 (SARA-v3) so now all Social Workers can complete Court Reports for domestic offences. Fifteen social workers/senior practitioners have completed the Caledonian Case Manager training, which allows them to supervise clients subject to a two-year Caledonian Programme Requirement. Currently the Caledonian Women’s Worker and Children’s Worker roles are carried out by staff working with Action for Children. However, those roles are expected to be brought in-house to Perth CJSW at some point in 2024. This will have several benefits,

most notably closer working relationships with all workers, and improved access to information relating to Caledonian Programme work (e.g. Woman and Children's case records).

Specified Person Test of Change - A two-year test of change commenced in January 2023, whereby two “Specified Workers” were employed by the CJSW and based within Integrated Drug and Alcohol Recovery Team (IDART). The workers assess a persons’ suitability for a Drug and Alcohol Treatment Requirement and work directly with those who are subject to such a requirement when it is imposed. Despite some temporary staffing issues, the project appears to function well, with increased communication between services and a smoother running of CPOs. An evaluation is planned towards the end of 2024.

Access to Alcohol Services - CJSW and Tayside Council on Alcohol (TCA) have a long-standing partnership arrangement supporting the delivery of mentoring supports to men and women on Court Orders within P&K in relation to alcohol. The Partnership delivers a mentoring approach to women within the OWLS Service and to males via the Perth Mentoring for Men Service. Both mentoring services have one referral route, CJSW. The Mentoring interventions are delivered on a collaborative, person-centred basis which is formulated in a bespoke agreement/contract between the Mentor, Mentee and the Referrer. A person-centred programme is developed and evolves with the person over time. Mentoring can support engagement/ compliance with mandatory requirements and intervention. This will include both practical assistance and motivational support to enable the client to comply. As the relationship builds between the mentee and mentor the client will be supported to begin to identify personal goals.

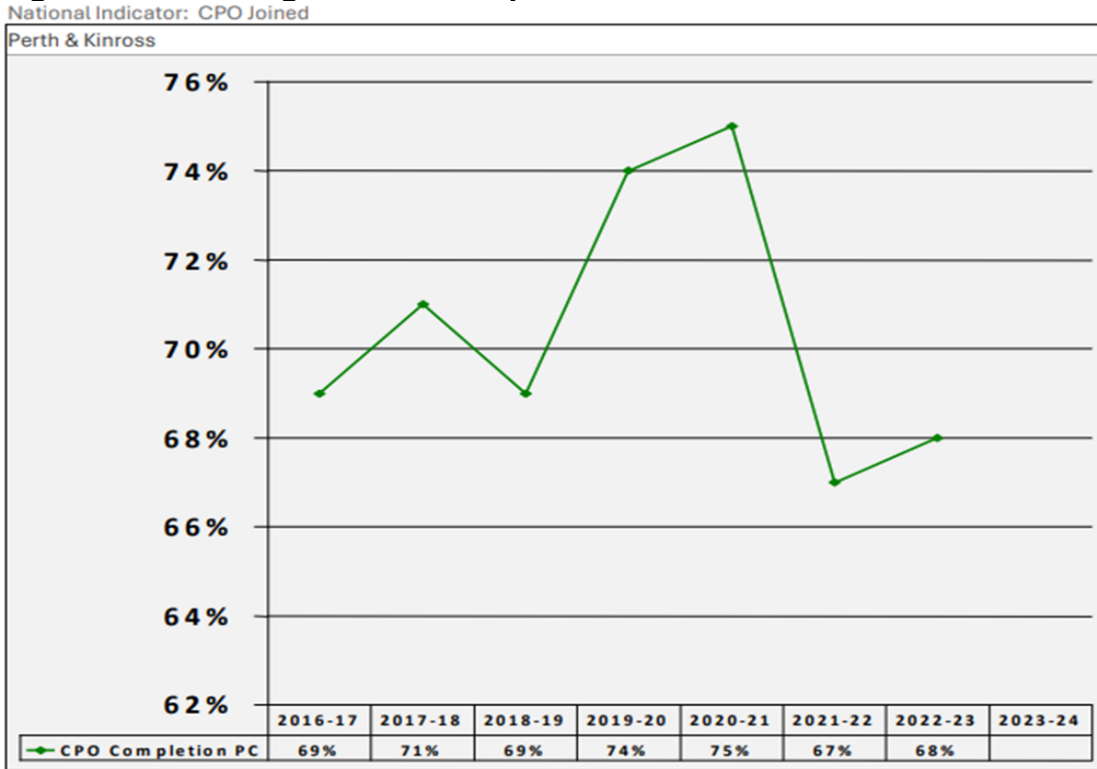
Those accessing the service reported having a mentor has helped them - increasing their motivation / compliance; reducing alcohol consumption; reducing illicit drug use; maintaining progress (linked to the two points above); supporting them to sustain their accommodation; enabling them to engage in education, training; improvement in financial position. TCA also reported a range of positive outcomes for women offenders, persistent male offenders and young people, including engagement with substance use treatment services; engagement with training/ education programmes; moving into employment; improved social skills; engagement with positive leisure activities; increased confidence and self-esteem.

The **Unpaid Work Team** continued to explore opportunities to develop partnerships to promote outcomes. In the reporting period, from the base at Westbank House the team: relaunched accredited training in Forklift and Telehandler; joined a partnership arrangement to help clear fly-tipping in P&K which has proved popular with the public and the partners; conducted a public consultation on Unpaid Work; invested in an elevated platform to enhance the training offer; established a partnership with housing to restore gardens of vulnerable tenants before they join the Garden Maintenance Scheme.

Figure 4 provides a visual of the percentage of CPOs successfully completed overall. The trend data shows no emerging pattern where the desired direction is to increase (analysis provided by Community Justice Scotland, annual assessment of

partnership performance). Note: the indicator data for 2023-24 has not yet been published.

Figure 4: Percentage of CPO completions

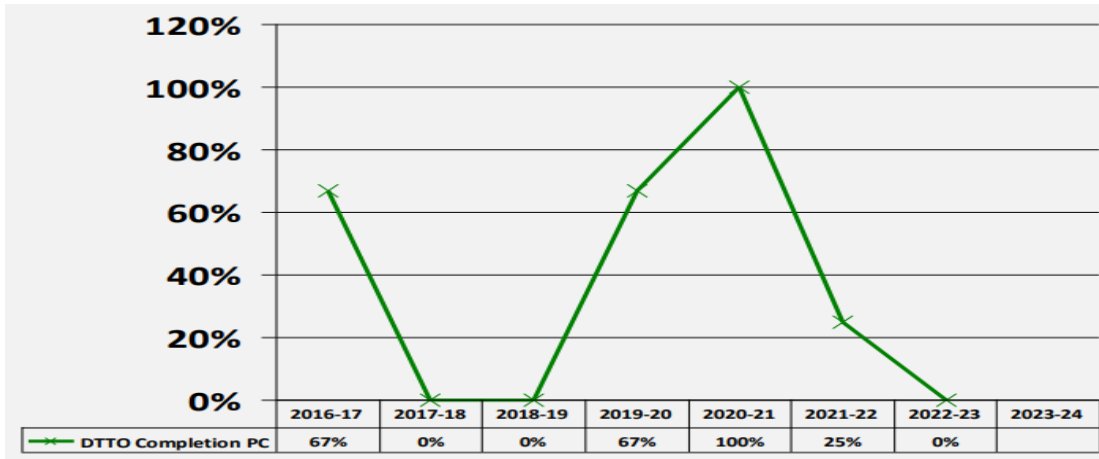


Source: Justice social work statistics - gov.scot (www.gov.scot)

During the reporting period, **Drug Treatment and Testing Orders (DTTOs)** continued to be limited to five within P&K at any one time. CJSW continued to be concerned that the limited capacity of five Orders could potentially negatively impact on DTTO recommendations being made to the Court (recommendations based on known capacity as opposed to identified need). Anecdotally, the limited capacity of DTTO’s results in people who would be suitable for DTTO receiving CPO drug treatment requirement, supervision, or prison-based sentence in place of the DTTO. With approval from National Health Service (NHS), plans are now underway to extend the capacity of DTTO’s supervised by P&K from five to ten. It is anticipated that this will increase suitability of disposal recommendation/allocation. The expansion of DTTO will be taken forward on a trial basis, during 2024-25.

It should be noted that individual suitability and local use of DTTO is nuanced and complex. The prevalence of DTTO can be displaced by the use of Structured Deferred Sentence (Right Track) and CPOs with Drug Treatment Requirements or Supervision Requirements. Figure 5 provides a visual of DTTOs successfully completed, however, the small number of DTTOs means that the percentage of completions is not statistically valid. Note: the indicator data for 2023-24 has not yet been published. Context and analysis provided by Community Justice Scotland, annual assessment of partnership performance.

Figure 5: DTTO Successfully Completed



Source: Justice social work statistics - gov.scot (www.gov.scot)

A new national report format called **Throughcare Assessment on Release on Licence (TARL)** was introduced in November 2022. It is a co-produced throughcare report between community and Prison Based Social Work (PBSW) for people being considered for release by the Parole Board. In March 2024 a joint audit of TARL reports was undertaken by community and PBSW teams within Perth and Kinross. The findings were shared across teams and highlighted positive feedback for the majority of reports and areas of learning.

PBSW at Castle Huntly continued to develop areas of practice to be more trauma informed. The PBSW drop in has continued to evolve and is now well established and offers an opportunity to build meaningful relationships with individual team members and the team as a whole. In the last year a PBSW Meditation Group has also been created, providing individuals an opportunity to take part in guided meditation sessions and more importantly, learn effective self-regulation skills which can be applied in custody or the community.

Justice and Community Safety Services continue to develop **Trauma Informed / Responsive Practice** following the Epione Training staff received previously. The service continues to put the learning gained through training into practice, with positive feedback from staff about increased engagement and confidence.



The trauma Informed rooms at St Martin’s House continue to be regularly utilised, alongside the trauma informed space at OWLS. Work commenced during the reporting period to create a Trauma Informed space at Westbank House which will be offered to vulnerable witnesses once complete. The decorative work was undertaken by the unpaid work team (decorating the space and building furniture).

The Justice and Community Safety Service worked closely with the P&K Trauma Approach Co-ordinator prior to the post becoming vacant in January 2024 and the Partnership promoted the launch of a locally developed Trauma eLearning modules (which incorporate the NHS Education for Scotland (NES) training) with Community Justice and Safety Partners and the Community Safety Third Sector Collaborative. An action achieved during the reporting period was the incorporation of a commitment to Trauma Training for all new relevant contracts.

Work is underway to understand people's experiences of community disposals via wellbeing wheels. The wheel was initially tested within the Evolve project and this testing has been extended to CJSW (this is a priority action CJSW during 2024-25). In the meantime, people's views are routinely sought in review paperwork.

CJSW hold monthly team meetings where the agenda follows a set list of topics including feedback from Senior Practitioners and workers about specific areas of practice. This provides an opportunity to discuss improvement ideas and identify where a short life working group may be required. In addition to the overarching team meeting, regular practitioner meetings are held to discuss areas of practice e.g. Caledonian meetings, OWLS meetings or Men's Group Meetings and workers also have an opportunity in supervision to feedback their views on improving the service. CJSW also hold annual team building days.

Priority Action Five – CJOIP Priorities

1. Review Specified Person test of change – Improved assessment capability and support to where Drug and Alcohol Treatment Requirement is imposed. (January 2025)
2. Review evaluation feedback from Conneture group work programme. Consider purchase of licence to deliver rolling programme with CJSW clients (March 2024) – Complete, as outlined above.
3. Work with Trauma Approach Champion to incorporate the CJSW trauma approach knowledge/learning to support roll out of a tiered trauma informed/responsive learning programme to the Community Justice and Safety Workforce. (March 2025) – Complete, as outlined above.

8. Priority Action Six – Restorative Justice

Ensure restorative justice is available across Scotland to all those who wish to access it by promoting and supporting the appropriate and safe provision of available services

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

What activity has taken place to make restorative justice available to people and support them to access it, and what impact has there been as a result?

The Partnership opted not to prioritise Restorative Justice locally as local statutory, and third sector organisations had significant concerns about offering restorative justice in sexual/domestic offences and on the basis that pilots were underway in other areas. The Partnership committed to monitor progress nationally with a view to initiating local discussions when the outcome of the national pilots became available. The Community Justice Co-ordinator attended events including a Thriving Survivors event (November 2023) to keep up to date with developments. Learning was shared with CJSW and Victim/survivor organisations locally.

9. Priority Action Seven – Access to Health and Social Care following Release from Prison

Enhance individuals' access to health and social care and continuity of care following release from prison by improving the sharing of information and partnership-working between relevant partners

Nationally determined outcome:

More people have access to, and continuity of, health and social care following release from a prison sentence⁵

Local Evidence

- Health and social care circumstances/care plans are reflected in collaborative plans for release.
- Referral pathways and information sharing arrangements are in place to support timely access to health and social care supports upon release.

What activity has taken place to support people to access health and social care support after release from prison, and what impact had there been as a result?

Priority Action Seven – CJOIP Priorities

1. Extend the Complex Needs test of change – Trial of a complex needs supervisor role to bring together the co-ordination of arrest, remand, voluntary throughcare, housing support and non-fatal overdose supports - The extension of this test of change did not commence during the reporting period. Funding was identified to progress the test of change during 2024-25 utilising some of the additional “creating capacity” funding allocated to CJSW.
2. Test of Change - GP registration in advance of release – P&K residents leaving HMP Perth - A local pre-release GP registration process map was created during the reporting period. Further testing / monitoring will take place during 2024-25.
3. Develop Prison to Rehab Pathway and establish mechanisms to monitor efficacy - Carry forward action.

⁵ National Indicator:

Number of transfers in drug/alcohol treatments from:

- custody to community

4. Seamless access to substance services - opportunities for person-centred treatment and support available on release (inc. harm reduction) and if returning to prison - Carry forward action.
5. Improve access to support to remand population – establish HMP Perth – Remand Drop-In Session. Understand need, provide information about community supports - Engagement commenced with the remand population during the reporting period via the Complex Needs Co-ordinator. This will continue in 2024-25 to develop a consistent offer to P&K residents on remand.

GP Registration

A GP registration test of change was launched 1 April 2023 alongside a voluntary throughcare co-ordination test of change. The test of change focussed on short term sentence releases from HMP Perth, and later included HMP Glenochil. Options were initially explored for the GP registration test of change to be led by Scottish Prison Service Staff or Prison Healthcare staff, however neither had capacity, the test of change therefore commenced with the support of voluntary throughcare staff.

The test of change sought to ensure registration papers were completed for P&K residents leaving the above-mentioned establishments ahead of release, with the completion of the registration taking place on the day of release via the GP practice requesting the Vision Summary. This process was established following agreement from P&K GP practices to accept papers prerelease.

It was identified during the reporting period that some voluntary throughcare staff were relying on resident feedback in respect of their GP status and checks were not being routinely made with the practice. This was identified in December 2023 following difficulty in accessing a GP for a male released from prison who was in crisis. Registration checks had not been made with the practice and when attempts were made to make an appointment, it was identified the man was not registered.

Updated guidance was reshared with frontline staff and further checking mechanisms were put in place to ensure GP details were checked (GP status routinely checked via weekly voluntary throughcare co-ordination meeting & via the fortnightly prison release meeting). From December onward everyone released from HMP Perth and HMP Glenochil and who signed up for voluntary throughcare, were supported to complete and submit registration papers ahead of release.

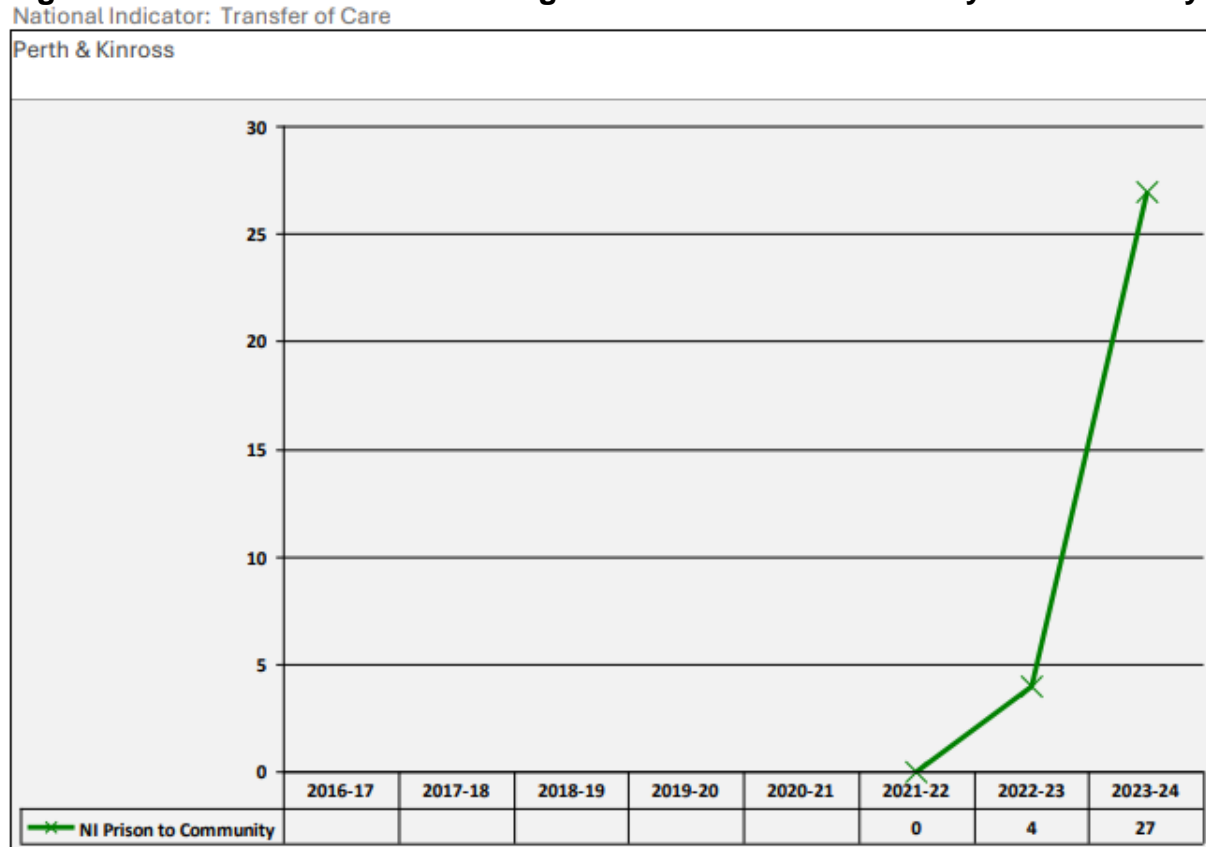
Between January and March 2024 three people were released from the test sites who signed up for voluntary throughcare. All three were supported to register with a GP. A further three people were released from the test sites during the same period (eligible for voluntary throughcare) but did not sign up for voluntary throughcare. Those people were not offered support registering with a GP via this process as it relied on the voluntary throughcare worker as opposed to prison healthcare or Scottish Prison Service who are routinely engaging with people during their sentence.

Number of transfers in drug/alcohol treatments from custody to community

Figure 6 provide a visual of the number of transfers in drug/alcohol treatments from custody to community. There is currently no emerging pattern due to insufficient data, however, a notable increase is noted in the final reporting year (analysis

provided by Community Justice Scotland, annual assessment of partnership performance). The increase in the final year reporting period may be linked to the recruitment of a Prison/Hospital liaison nurse employed by IDART.

Figure 6: Number of transfers - drug/alcohol treatments custody to community



Source: National drug and alcohol treatment waiting times - 1 April 2024 to 30 June 2024 - National drug and alcohol treatment waiting times - Publications - Public Health Scotland

10. Priority Action Eight - Sustainable Housing on Release for Everyone

Ensure that the housing needs of individuals in prison are addressed consistently and at an early stage by fully implementing and embedding the Sustainable Housing on Release for Everyone (SHORE) standards across all local authority areas.

Nationally determined outcome:

More people have access to suitable accommodation following release from a prison sentence⁶

⁶ National Indicator:

Number of:

[6] National Indicator:

[6] National Indicator:

Number of:

- homelessness applications where prison was the property the main applicant became homeless from

Local Evidence

- Scottish Prison Service (SPS) admissions and liberations information is shared with relevant partners to support suitable accommodation planning.
- Proportion of admissions where housing advice was provided.
- Percentage of people leaving prison who have been housed by the local authority and have maintained tenancy for more than 1 year

What activity has taken place to support people to access suitable accommodation following release from prison, and what impact had there been as a result?

Sustainable Tenancy

During 2023-24 the Partnership, embarked on a Sustainable Tenancy test of change led by the Housing Options Team. Over this period six people moved directly from prison to a furnished, social housing tenancy. The purpose of the test of change was to explore possibilities for people, with no fixed abode, to be released direct to a sustainable tenancy and to identify solutions for any barriers identified. Work will take place during 2024-25 to scale up the sustainable tenancy offer for those leaving prison with no fixed abode.

Case study example: Andrew (not his real name), in his 60's, was serving a short-term sentence in HMP Perth. Andrew had a history of offending and had been in and out of prison throughout his life (generally short-term sentences). Andrew agreed to the offer of voluntary throughcare from a Justice Social Work Assistant (support was offered by Justice Social work as Andrew was well known to the service).

It was identified that Andrew would be homeless on release, and he was referred to the Sustainable Tenancy test of change as part of the pre-release planning activity. A property was identified for Andrew, and he subsequently accepted the offer. In addition to arranging the tenancy, the Housing Team also worked behind the scenes to source furnishings for the property so that it was ready to move into prior to release.

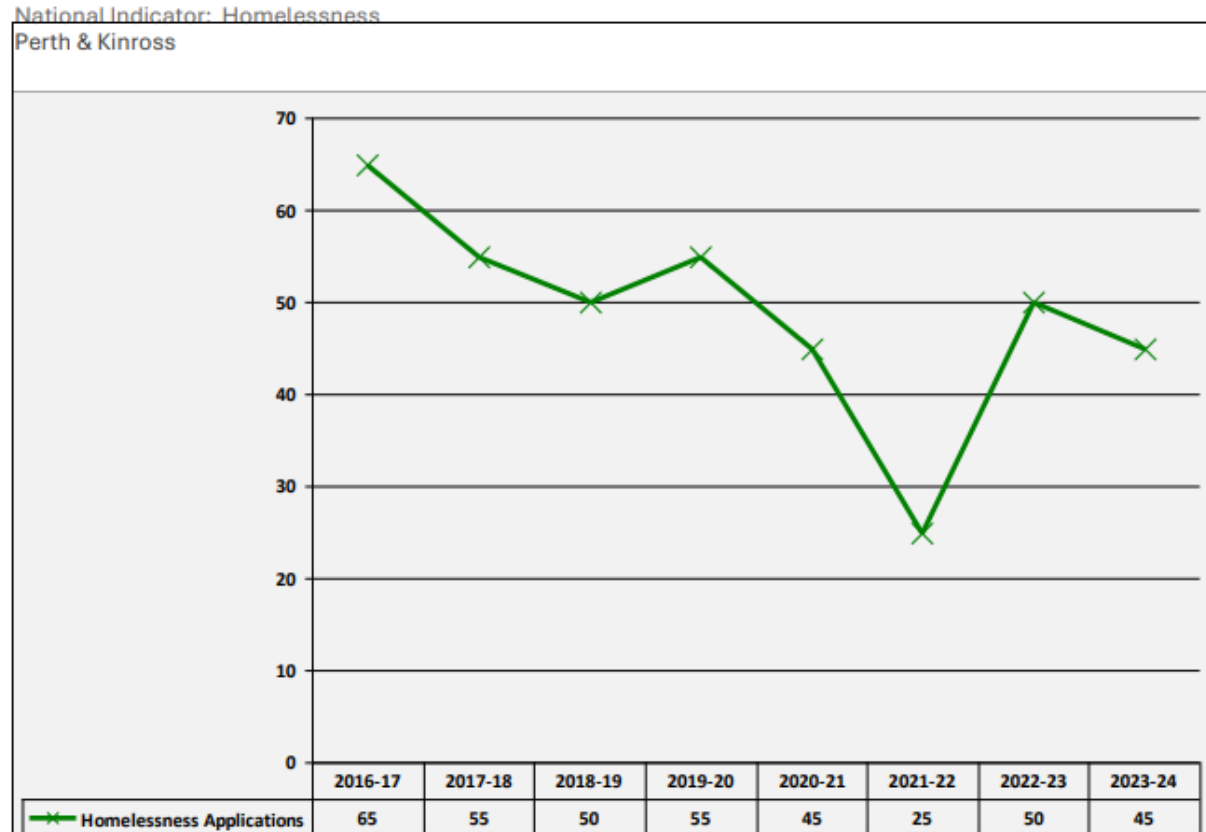
Andrew had fond childhood memories of the area where the property was offered and was pleased to be moving to a street where he felt he had a connection. Andrew's worker engaged with him prior to release and spent the entire day with him on the day of his release. Andrew was supported with a range of tasks including setting up a bank account, registering with a GP practice close to his new address, accessing a Welfare Rights benefits check and applying for eligible benefits etc.

In addition to the ongoing Sustainable Tenancy test of change, Housing also introduced a Preventions post to support the sustainment of a tenancy when an individual goes to prison. This Preventions post went live July 2024 and will be reported on in 2024-25.

Figure 7 provides a visual of homelessness applications where prison was the property the main applicant became homeless from. The number of homeless

applications where prison was the property the main applicant became homeless from shows an emerging pattern of decrease in line with the desired direction of travel (analysis provided by Community Justice Scotland, annual assessment of partnership performance).

Figure 7: Homeless Applications



Source: Homelessness in Scotland: prison homelessness - gov.scot (www.gov.scot)

Priority Action Eight – CJOIP Priorities

1. Voluntary Throughcare Test of change HMP Perth – “opt out” model. Completion of housing application, where applicable, as part of throughcare offer. Complete - This test of change was established during the reporting period, where the person has no fixed abode the voluntary throughcare worker requests Perth and Kinross Council’s (PKC’s) housing team to complete a homeless application.
2. Develop mechanisms to support those who “opt out” of voluntary throughcare, to make a housing application, with property allocation prior to release. Complete - A process was established to screen everyone of No Fixed Abode, achieved via sharing the SPS prerelease spreadsheet with housing, enabling housing and Prison establishments to arrange completion of homeless papers.
3. Develop a Partnership understanding of the support available to access housing pre-release for those released from a long-term prison sentence. The sustainable tenancy test of change covered both long and short-term residents during the reporting period and will be scaled up during 2024-25. Work required to develop a process map.
7. Establish mechanism to ensure Floating Housing Support is offered to everyone eligible on release from prison (releases from short and long-term prison

sentence). Some progress was made in this area during the reporting period but will remain an action during 2024-25.

8. Establish '*Housing First*' test of change (providing enhanced housing support offer to those with highly complex needs) – Complete - Intensive Housing Support (also known as Housing First) test of change launched October 2023 offering enhanced support to people with multiple and complex needs. The service quickly reached capacity with demand outstripping supply. Opportunities to increase capacity will be explored during 2024-25.
9. Remand population Test of Change – explore opportunities to improve support planning. Engagement commenced with the remand population during the reporting period via the Complex Needs Co-ordinator. Work will continue during 2024-25 to develop a consistent support offer to everyone on remand which will include support to retain a tenancy, complete a homeless application, register with a GP etc.

11. Priority Action Nine - Employability Support

Enhance individual's life skills and readiness for employment by ensuring increased access to employability support through effective education, learning, training, career services and relevant benefit services

Nationally determined outcome:

More people with convictions access support to enhance their readiness for employment⁷

Local Evidence

- **Effective links between the Local Employability Partnership (LEP) and Community Justice Partnership supports:**
 - i. **local employment, education and training providers to respond to the needs of those with convictions**
 - ii. **local employment, education and training providers are confident and competent in providing effective conviction disclosure support**
 - iii. **local employers to develop more inclusive recruitment processes and employ people with convictions.**
- **Referral pathways are in place to connect people to appropriate services and support:**
 - i. **at commencement of, during and at the end of a CPO**
 - ii. **following release from custody.**

⁷ National Indicator:

Percentage of:

- those in employability services with convictions

What activity has taken place to support people to access employability support, and what impact had there been as a result?

In developing your answer to this question, you should engage with the relevant local partners involved in the planning, development, delivery and monitoring of activity. We would encourage you to reflect on engagement and collaborative activity rather than solely single service delivery.

For this Priority Action, you may wish to consider involvement from the following partners and stakeholders:

- ***Local Authority employability services***
- ***Skills Development Scotland***
- ***Third Sector***
- ***Scottish Prison Service***
- ***Scottish Courts and Tribunals Services***
- ***Any other partners as relevant***

The Partnership recognises the vital role employment has in improving self-esteem, maintaining relationships, encouraging resilience and reducing re-offending.

Westbank Project

The Westbank Project is an employability project established in 2018. It is co-located with the P&K Unpaid Work Team which is part of the Justice and Community Safety Service. The Westbank Project is based on a foundation of investment in Unpaid Work and the site at Westbank House. The project is funded to provide a service to its core client base, but in addition careful consideration has been given, to ensure further contributions to communities and to extend the concept of 'Payback'. The project was developed to provide services to a mixed client base, people who are disadvantaged in the widest sense and from 'cradle to grave'.

The Westbank hub hosts: The Community Farm, Early Years Nursery, Activities for Adults with Learning Difficulties, Programmes for Young People who have disengaged from school, Unpaid Work, Structured Deferred Sentence also known locally as Right Track, projects with prisons, employability support for people experiencing long term unemployment etc. The development of projects for any client group will be considered, large or small, providing it can be delivered safely. Lack of funds will never be a barrier to participation and learning. Some people/groups pay for the services which helps to fund those who are not funded and cannot afford to pay.

Some Young People who have disengaged with school and are invited to Westbank to experience work and different trades for the first time many of whom have no previous work experience. Those young people often require a long-term approach designed to change their mindset. The placement provides opportunity to ready those young people to take part in the vocational skills training available to adults on site supporting employment opportunities in the future.

The Westbank Project is a RTITB accredited training centre funded through European Social Fund, delivering training in Forklift, Telehandler and Elevated Platform. The funding ceased in 2022, but the team continued to provide training at a reduced level and have successfully applied for new funding through the Local Employability Partnership (LEP) which will see it continue. Skills Training is also available in: Mowing and Strimming, Basic Woodwork, Basic Building, Basic Mechanics, Horticulture and Garden Projects, Painting and Decorating. The Safer Communities Team applied to the Local Employability Partnership (LEP) for levelling up funding which included plans to embed an employability officer from Skills Development Scotland on site. This role did not progress during the reporting period due to a delay in funding approval, and once approved, Skills Development Scotland were not able to free up a member of staff to commit to the Westbank Hub full time. In the interim Skills Development Scotland have provided a staff member, one day per month, to offer employability support (commencing April 2024). Further consideration will be given to the delivery of dedicated employability support during 2024-25.

Westbank and HMP Perth

In addition to the above, the Westbank Project explored opportunities to work together with HMP Perth during the reporting period. An agreement was reached whereby the project delivered timber to HMP Perth (purchased using funds raised from other 'enterprises' at Westbank such as sales of honey and firewood) this is then cut, shaped and packed by the HMP Perth Men's Shed into kits for benches, planters and bird tables. The prepared kits are then collected by the Westbank Project, assembled painted and sold to generate funds to buy more timber.

HMP Perth

Work took place during the reporting period to make better connections with the LEP for the Partnership. This led to the Head of Offender Outcomes, HMP Perth joining the LEP (May 2024) providing a voice to people on the justice journey, many of whom are furthest from the jobs market.

The Partnership continued to work closely with HMP Perth to support the Employability Academy model within the establishment which commenced with the launch of a Construction Academy (Robertson Construction in conjunction with Fife College) in May 2023, whereby participants build and deconstruct a building during the programme. The Partnership also supported HMP Perth to continue the Academy model with CJSW funding the purchase of a Greene King kitchen during 2023-24 for the launch of a Catering Academy during 2024-25. The Catering Academy will allow participants to learn the Greene King menu, providing opportunities for employment on release. Employers play an important part in giving people a second chance by offering job opportunities, which reduces reoffending rates and keeps communities safe.



The academy model was also supported by Skills Development Scotland. During the reporting period, a Careers Advisor was onsite one day per month. The Careers Advisor supported people to apply for the Construction Academy alongside providing employability advice to people preparing for release.

The key aim of Skills Development Scotland intervention within the prison is to provide residents who engage with the service, the skills and confidence to get a job and progress into employment on liberation. Some people are not ready for employment due to long periods of incarceration. In such instances, training opportunities (college) or volunteering is discussed as an option to build confidence and self-esteem.

Case Study

Peter (not his real name) accessed training within HMP Perth via Robertson Construction, Construction Academy, as he already had some previous experience of construction working on a building site. Peter was able to learn new skills via the construction academy and help others attending the academy to develop skills linked to his previous work experience.

Peter had several interviews with Skills Development Scotland to help him to prepare for employment on liberation. Peter was supported to prepare for the job interview process and learn how he could handle questions around disclosure, which was something he had voiced concern about. Peter was successful in securing employment in the construction industry upon his on release.

The journey to finding employment and skills training after serving time in prison is challenging, but opportunities are available when services work together.

Disclosure Training

A disclosure session was delivered to Community Justice staff (Justice Social Work, Skills Development Scotland and Advocacy) during November 2023 by Disclosure Scotland and Access to Industry. The session was attended by 12 members of staff.

- *I work for Skill Development Scotland. My Role is to help prepare residents for liberation. During 1:1's, disclosure comes up a lot, so this training will enable me to offer some help and guidance.*
- *I can better advise clients on what or what not to disclose.*
- *I feel reasonably confident that I will be able to apply the knowledge gained from this training. For any queries that I cannot answer, it is good to have a main point of contact in Disclosure Scotland.*

It was initially intended that further Disclosure sessions would be arranged for frontline staff and local employers, but this was put on hold pending further

exploration of dedicated employability support within the Westbank Project. This will be explored further during 2024-25.

Figure 8 provides a visual of the percentage of those referred to No One Left Behind (NOLB) employability services with convictions. The percentage of people referred to NOLB employability programme with a criminal record shows no emerging pattern due to insufficient data. The desired direction is to increase. Analysis provided by Community Justice Scotland, annual assessment of partnership performance.

Figure 8: Employability Data

National Indicator: Employability

Perth & Kinross

Employability Data	
	2023-24
NI Percentage of participants with Criminal convictions	4
Number of participants with Criminal convictions	20

Source: Scotland's Devolved Employment Services: Statistical Summary July 2024 - gov.scot (www.gov.scot)

Priority Action Nine – CJOIP Priorities

1. Advance connections between HMP Perth Employability/Positive Destination Pipeline and Community Employability Pipeline. (Sept 2023) - ongoing.
2. Establish a partnership project at Westbank to embed a careers advisor as part of the Unpaid Work Team. (March 2024). Carry forward action to 2024-25.
3. Promote the needs of people within the Justice Journey at the P&K Employability Network – improving understanding, reducing stigma and identifying appropriate employment opportunities. (March 2024) – ongoing.

12. Priority Action Ten – Community Integration and Support

Enhance community integration and support by increasing and promoting greater use of voluntary throughcare and third sector services

Nationally determined outcome:

More people access voluntary throughcare following a short-term prison sentence⁸

⁸ National Indicator:

Local Evidence

- Mechanisms are in place for partners to support people serving short term sentences.
- Proportion of people liberated from short term custody:
 - i. made aware of support
 - ii. accepting support offer
 - iii. with a co-ordinated pre-release plan in place.
- Mechanisms are in place to understand the views of people accessing voluntary throughcare to support improvement.
- Mechanisms are in place to understand the views of community justice partners in delivering voluntary throughcare to support the needs of people leaving short term custody.

What activity has taken place to support people to access voluntary throughcare? What impact had there been as a result?

Voluntary Throughcare Co-ordination

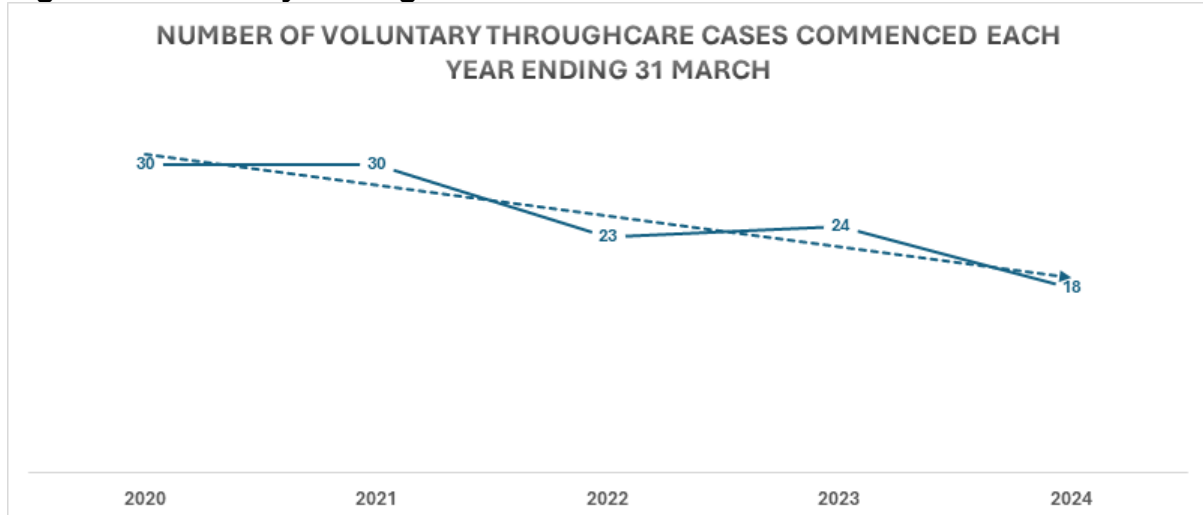
During 2023-24 the Partnership initiated a Voluntary Throughcare Co-ordination meeting as part of a Voluntary Throughcare (“opt out”) test of change. A weekly meeting was established attended by the Community Justice Co-ordinator, Complex Needs Co-ordinator, CJSW, Apex (New Routes) and Churches Action for the Homeless (April to September 2023) and more recently IDART’s Prison/Hospital liaison nurse (December 2023). The test of change activity concentrated on releases from HMP Perth and HMP Glenochil.

The Voluntary Throughcare Co-ordination meeting considered the support needs of males serving a short-term prison sentence (sentence of under 4 years / not subject to statutory supervision) due for release within the following 3 months. The meeting sought to ensure that support was offered to the person by the organisation best placed to support. The meeting also considered the person’s accommodation needs and GP registration. During the reporting period, most releases were supported by Apex (New Routes), who employ four workers covering releases to Tayside, or Churches Action for the Homeless (for the period they were providing voluntary throughcare) who employed one worker dedicated to supporting people returning to P&K. Where appropriate, the voluntary throughcare offer was provided by CJSW (i.e. where a difficult to engage person already had a relationship with a worker) or Intensive Housing Support when the service was launched in October 2023 (where a person was known to have more complex needs requiring a higher level and intensity of support).

Between 1 April 2023 and 31 March 2024 29 people (from HMP Perth and Glenochil) were discussed via the Voluntary Throughcare Co-ordination meeting. Twenty-four (83%) signed up for a voluntary throughcare offer. The majority of those who signed up for voluntary throughcare signed up with one of the third sector providers which may explain the reductions in voluntary throughcare sign ups via CJSW in figure 9.

Number of:

- voluntary throughcare cases commenced

Figure 9: Voluntary Throughcare Cases Commenced

Source: Justice social work statistics - gov.scot (www.gov.scot)

A “Looking Back” Meeting was held in January 2023 and reviewed the 23 people who had been considered by the Voluntary Throughcare Co-ordination Group at that stage. The following strengths were identified - relationship established between the involved services/organisation providing opportunity to discuss any issues and work in collaboration; enhanced/co-ordinated offer of support; enhanced oversight/improved communication; enhanced learning opportunities re: what works and does not work; a willingness from the participants to share ideas to improve the offer. In relation to identified areas for development - although the number of people signing up to voluntary throughcare prerelease was high, engagement post release particularly 24 hours post release was significantly lower.

- Of the 23 people discussed at the Looking Back Meeting,
- Six engaged with support on release to the community,
- Seven disengaged immediately on release,
- Six level of engagement unknown (details not available from those who attended the meeting),
- Four were remanded at end of sentence.

Throughcare workers highlighted that COVID-19 disrupted the voluntary throughcare offer, with residents getting into the way of making their own arrangements for release.

Identified Actions

- Create a checklist of core arrangements that must be made ahead of release/on release including – Benefits, GP Registration, Housing, Drug & Alcohol Support, CJSW appointments
- Ask those signing up to voluntary throughcare to commit to engaging with the worker on the day of release to deal with the essentials (signing a contract).
- Develop of a pre-release plan outlining short- and medium-term goals.
- Explore opportunities to make people aware of the New Routes offer at the induction stage.

- Work required to determine the lead worker when multiple workers involved i.e. Voluntary Throughcare, Bail Supervision, Drug and Alcohol Supports etc.
- Discussion re: determining the lead worker when a person is in supported accommodation (i.e. Skinnergate, Greyfriars, Tayview, Anchor House etc). Clarification required re: the lead worker is in those situations.
- CJSW to follow up with people who have not signed up for support during prison sentence to offer support on a voluntary basis.
- New Routes Service to clarify re: if offer covers HMP Castle Huntly.

The intention had been to extend the offer Voluntary Throughcare Co-ordination offer to all Scottish prisons; however, it was agreed local test sites would remain the focus, improving engagement on release. The offer was, however, extended to Perth and Kinross residents released from Castle Huntly was commenced following Apex seeking clarity from Wise Group that short term residents within Castle Huntly are eligible for voluntary throughcare.

In addition to the above Voluntary Throughcare specific learning, the test of change also provided useful learning in relation to release from prison more generally - criteria specific support offers, and ring-fencing of the support creates additional layers of complexity to an already complex process.

Work took place (and is still ongoing) to improve understanding of the various types of release from prison and the support available/required.

The support needs of those released from prison (regardless of sentence type) do not differ greatly from that required at the point of arrest or receiving bail supervision as an alternative to remand, however the ring-fenced funding arrangements result in the support offer being carved up into distinct service offers. Some examples of national and local ring-fenced funding include:

- National New Routes & Shine – Service available to people being released from a short-term sentence (four years or less) – released without restrictions i.e. supervised released order or registered sex offender.
- Local Floating Housing Support Service – available to P&K residents with a tenancy or the offer of a tenancy – available to all release types.
- Local Intensive Housing Support Service – available to P&K residents with multiple and complex needs, requiring a higher level of support – homeless or at risk of losing their tenancy - available to all release types.
- Bail supervision – community disposal, alternative to remand – determined by the court.
- As mentioned within Priority Action Two, P&K were previously part of an Arrest Referral test of change operating within Dundee Bell Street Police Station but following the identification that most referrals received were for those held for court, also assessed by Bail Officers, P&K withdrew from the test of change.

During the reporting period the Partnership within P&K worked hard to develop a collaborative working approach to mitigate against the structural / policy approach of ringfencing, in an effort to prevent people from slipping through the net. As referenced in other sections of the report, this work has progressed via the work of

the Complex Needs Co-ordinator. This approach locally will continue (dependant on funding) and will be developed until such a time that a whole system approach (Arrest, Remand, Throughcare) is taken at a national and local level.

Priority Action Ten – CJOIP Priorities

1. Establishment of Co-ordinated Voluntary Throughcare test of change (HMP Perth) – Voluntary Throughcare (opt out approach). Complete as above.
2. Explore how the learning from the above test of change can be used to better support P&K residents being released from a prison establishment out with P&K. Carry forward action 2024-25.
3. Establish mechanisms to connect people to Floating Housing Support to ensure Voluntary Throughcare providers have sufficient capacity to engage/support people prior to release, immediately on release, and during handover period. Some progress was made in this area during the reporting period but will remain an action during 2024-25.
4. Promote uptake of Families Outside throughout the Justice Journey. Share information regarding the service with both prison residents & families. Complete – service was promoted during reporting period resulting in increased referrals.
5. Establish mechanisms to identify people approaching release who may benefit from preparatory support - reality of returning home. This action will be undertaken as part of the Child Impact Assessment project work – 2024-25.
6. Development of a mental health referral pathway for P&K residents (2.3) – Carry forward action – 2024-25.
7. Creation of Directory of Service – containing essential information – part of release pack. Complete - [support services \(pkc.gov.uk\)](https://www.pkc.gov.uk/support-services) – this pack was completed (May 2023) and shared with SPS to provide to P&K residents are part of their pre-release pack.
8. Establish/Utilise data collection mechanism to support future Prisoner Release planning including collection of outcome data (outcome wheel). This work was delayed due to other priorities and will be carried forward into 2024-25.

13. Priority Action Eleven – Improved Outcomes

Deliver improved community justice outcomes by ensuring that effective leadership and governance arrangements are in place and working well, collaborating with partners and planning strategically

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

Local evidence:

- Mechanisms are in place to support engagement in each local authority, specifically:
 - a community justice outcomes improvement plan (CJOIP)
 - a participation statement
 - an annual report on progress towards nationally and locally determined outcomes.

- Mechanisms are in place to support an effective interface between national partner organisations and their local representatives within Community Justice Partnerships.
- Evidence of mechanisms to engage non-statutory partners in strategic planning
- Use of the Care Inspectorate 'self-evaluation guide to support quality improvement for community justice in Scotland', with focus on Leadership and Direction

How has your partnership worked to develop local leadership and enhance strategic planning and collaboration? What impact had there been as a result?

Over the past two years the Partnership has adopted a collaborative approach to strategic planning. The approach taken resembles the Human Learning System approach which embraces the complex reality of the 21st century. According to [Human Learning Systems](#)

- *“Thinking in systems - understanding things as connected and interdependent - leads to better outcomes for all.*
- *Focusing on the relationships between people creates better ways of working and better places to work.*
- *Prioritising learning together over deliverology creates the safe space for innovation and lasting improvement”.*

The partners within P&K recognise the complex landscape and the interdependencies within which they work. The Partnership utilised the various consultation events for the National Strategy for Community Justice, and the associated Performance Framework, to align activity with the national outcomes in preparation for the launch of our [CJOIP](#) (launched June 2023). Examples of the work undertaken on a partnership basis include the completion of focussed SNSAs: Diversion from Prosecution (April 2022), Arrest Referral (April 2023), Prison Release: Services Available (January 2023), Remand (January 2023), Bail Supervision (June 2023), and Bail Supervision with Electronic Monitoring (December 2023).

In addition to the SNSA activity, the following are some examples of meeting/groups that have supported the Partnership during the reporting period:

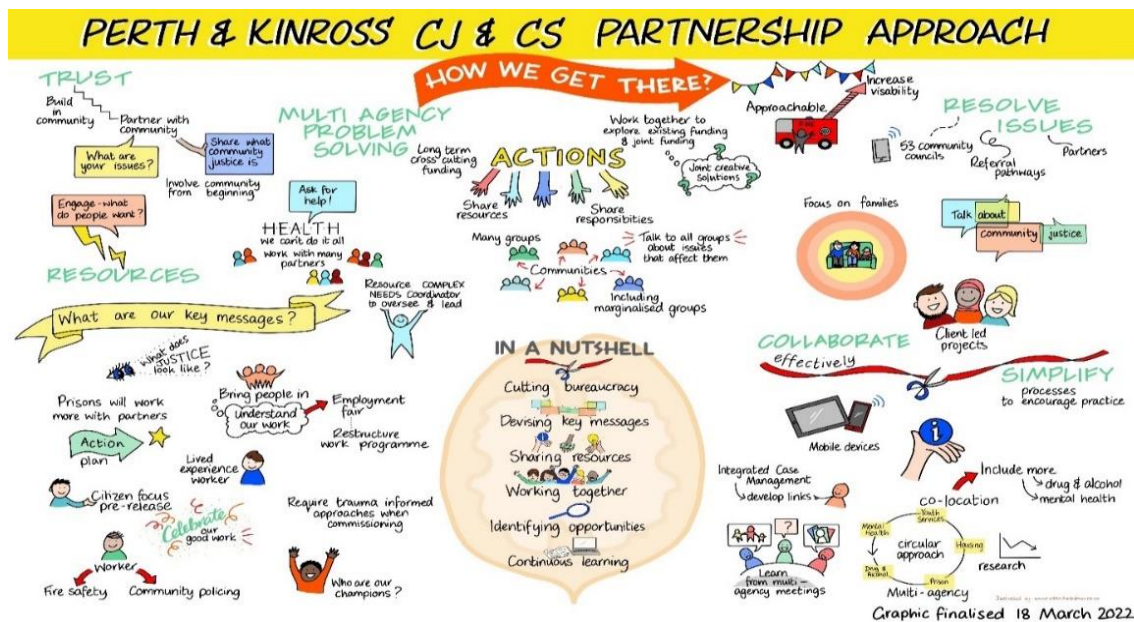
- Community Safety Third Sector Collaborative – attendance extended to include third sector and key statutory services
- Prison Release: Services Available Steering Group
- Voluntary Throughcare Co-ordination meeting
- GP Registration Working Group
- Suicide Prevention Working Group
- Arrest Referral Working Group.

Regular sessions were established with our local Sheriffs. Topics discussed: One-stop Women’s Learning Service, Right Track, CPO (Unpaid Work & Supervision), Bail Supervision, Electronic Monitoring with Bail Supervision, Caledonian, Child

Impact Assessments, Complex Needs Co-ordination (Arrest Referral & Remand), Community Support Services Tool (collated for Community Justice Scotland), Electronic Monitoring training offer and the role of PBSW (open & closed estate).

Multi-agency training has been arranged which has not only supported progress towards some of the Priority Actions such as Diversion from Prosecution and Electronic Monitoring but has also supported partnership working at an operational level through hearing from other professionals the barriers each profession/organisation encounter.

The aim of the above-mentioned activity was to improve learning and understanding on a multi-agency basis, identify shared Partnership goals and gain an understanding regarding how partners could support each other in achieving organisational, partnership and national objectives. The Community Justice and Safety Partnership infographic shared in previous annual reports is now dated and ready for a refresh, the Approach Infographic created continues to have relevance.



In addition to utilising the learning from all the above for local benefit through operational and strategic planning, the learning was also regularly shared with Community Justice Scotland via the regular 1:1's (Community Justice Scotland Improvement Link and the Community Justice Co-ordinator). In addition, a session was held with wider Community Justice Scotland Improvement Team during November 2023. It was attended by the Partnership Chair and Co-ordinator to share learning regarding what has worked well within P&K.

In terms of impact at a local level, the above relational (or Human Learning System approach) to strategic planning has resulted in Partners being highly responsive to each other's organisational needs resulting in a preparedness of partners to work together in an open and transparent way.

Priority Action Eleven – CJOIP Priorities

1. Develop Memorandum of Understanding (MOU) to support / encourage partnership working - strategic & operational level. The development of the MOU was put on hold due to other priorities linked to the successful CORRA Funding application – Child Impact Assessment project. A MOU will be developed during the 2024-25 reporting period.
2. Engage with National Community Justice Agenda. Share information with partners to inform strategy and operational planning. Complete - This engagement routinely took place during the reporting period with members of the Partnership attending national events (including Community Justice Scotland events, COSLA, Social Work Scotland etc) and members providing updates to the Partnership. This action will remain live for the lifetime of the CJOIP.
3. Utilise the quarterly meetings to provide progress updates against the CJOIP to inform decision making - Partnership and Community Safety Third Sector Collaborative. Complete - The Partnership Chair and Co-ordinators provide both written and verbal updates at each Partnership meeting. The written update from the Community Justice co-ordinators provides details of progress against the CJOIP.
4. Ensure Partnership members are engaged with the Partnership, find meetings purposeful and relevant, and provide sufficient strategic oversight for improving community justice outcomes. An annual survey will take place in July/August commencing 2024-25 to gather feedback from partners regarding what is working well and to identify areas for improvement.
5. Promote regular attendance at quarterly Partnership and Community Safety Third Sector Collaborative meetings by monitoring attendance. This will be taken forward during 2024-25.

14. Priority Action Twelve – Incorporating the voices of victims of crime, survivors, those with lived experience and their families

Enhance partnership planning and implementation by ensuring the voices of victims of crime, survivors, those with lived experience and their families are effectively incorporated and embedded

No nationally determined outcome.

Progress in delivering this priority action should be evidenced with reference to any relevant local activity.

How has your partnership worked to understand and incorporate the voices of victims of crime, survivors, those with lived experience and their families into partnership planning and implementation? What impact has there been as a result?

During the reporting period, the first of what will be a rolling (quarterly victim/survivor) meeting was established. The meeting was attended by Safer Community Teams, Third Sector Interface, Women's Aid, Rape and Sexual Abuse Centre (RASAC), Victim Support, Families Outside, Police Scotland, Community Justice Co-ordinator. Learning from the Thriving Survivor conference was shared with attendees at this initial meeting and an initial discussion regarding the supports available to victims/survivors locally.

A successful application was made to the Scottish Government's United Nations Convention on Rights of a Child (UNCRC) Innovation Fund (administered by CORRA foundation) during the reporting period for funding to embed Child Impact Assessments within P&K. Children with a parent in the justice system often report being **not seen and not heard**, despite being **not guilty**.

Work commenced during October 2023 for the remainder of the reporting period to establish the project. During the reporting period this centred around raising awareness of the toolkit via multi agency training. The receipt of this funding and the development of the projects took priority over the Actions outlined within the CJOIP under Priority Action Twelve. Those priorities will be reviewed during 2024-25.

Priority Action Twelve – CJOIP Priorities

1. Map out the lived experience within P&K (Sept 2024)
2. Explore opportunities to create a Lived Experience infographic and opportunities to set up a Lived Experience (December 2024)
3. Bring leads from lived experience groups together to explore how to collate the lived experience voice to drive future improvement activity. Explore establishing quarterly Lived Experience meeting. (March 2024)

15. Priority Action Thirteen – Supporting integration and reducing stigma through improved understanding and confidence in Community Justice

Support integration and reduce stigma by ensuring the community and workforce have an improved understanding of and confidence in community justice

Nationally determined outcome:

More people across the workforce and in the community understand, and have confidence in, community justice⁹

Local Evidence

- Community justice partner contribution to joint activity across policy areas to tackle stigma.

What partnership-driven activity has taken place to improve understanding of and confidence in community justice across the workforce and local community?

Quarterly Community Safety Third Sector Collaborative meetings have been utilised to routinely share information with third sector and statutory services regarding the positive working taking place within Community Justice and Safety within P&K. This collaborative approach undoubtedly assisted the Partnership in responding to the

⁹ National Indicator:

Percentage of people who agree that:

- people should help their community as part of a community sentence rather than spend a few months in prison for a minor offence

Community Justice Scotland request for information for the updating of the Community Support Services Tool. The collection of this information from all our members was a good check-in regarding engagement levels, with our member organisations proactively providing the required text. In addition to providing the information to Community Justice Scotland we also utilised the information collated to create a one page [Justice and Community Safety Support Services](#) visual which we displayed at the RecoverMay event.

The Partnership also embraced opportunities as they arose to improve understanding of and confidence in community justice across the workforce – examples of which are provided throughout this entire report. To name a few:

- SNSA activity
- Engagement sessions with local Sheriffs
- Arrangement of multi-agency training events
- Establishment of the Victim/Survivor Organisation working group
- Suicide Prevention meeting – Justice and Alcohol and Drugs lens

In relation to positive public messaging, good news stories are regularly shared via The Westbank Project Facebook Page in relation to unpaid work.

Community Payback work commenced within HMP Perth during the reporting period and a programme developed which includes building benches for public spaces and play equipment for P&K schools and nurseries. The first of the school equipment initiatives was completed June 2024 and will feature in next year's annual report.

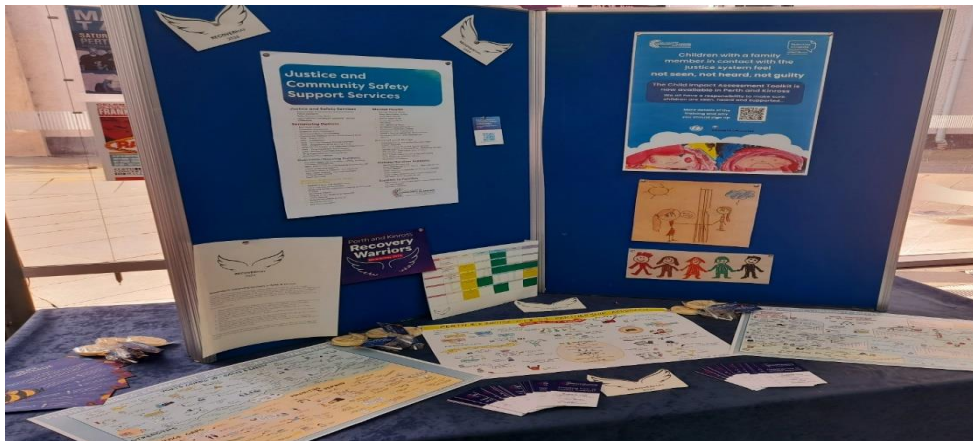
Other work commenced during the reporting period that is anticipated to reduce stigma and support integration in future years and we will report more fully on these projects in future annual reports:

- The purchase of a Greene King Kitchen for HMP Perth. The kitchen was purchased by Justice Social Work during the reporting period to support the launch of a catering academy within HMP Perth during 2024-25.
- Child Impact Assessment project – planning took place during the reporting period to educate the local workforce on the impact of the justice systems on families and to raise awareness of the availability of the Child Impact Assessment toolkit. The project was made possible by Scottish Government funding (administered by CORRA Foundation). The Partnership utilised the funding to purchase the specialist knowledge of Families Outside to support the development of the project and the delivery of training.

A Multi Agency Steering Group was established, a [Child Impact Assessment Webpage](#) created (within the P&K Council website) and multi-agency training sessions launched in May 2024 (continuing to November 2024). The sessions give professionals the opportunity to think about the impact the justice system has on families, who often report to feeling “**Not Seen and Not Heard** (despite) **Not Being Guilty**”.

Priority Action Thirteen – CJOIP Priorities

1. The development of a Community Justice and Safety communication plan to support integration and reduce stigma by ensuring the community and workforce have an improved understanding of and confidence in community justice. The development of this plan was put on hold due to other priorities. A communication plan will be developed during the 2024-25 reporting period.
2. Participate in the Recover May Conference – share learning from Voluntary Throughcare Working Group to promote confidence in Voluntary Throughcare. Complete - The Partnership hosted a stall at the RecoverMay launch on 2 May. We used the opportunity to share a range of information with attendees regarding the supports available to people on the Justice Journey (from arrest through to release from prison) and share information with attendees regarding Child Impact Assessments. Colleagues from a variety of organisations staffed the stall including PKC, Families Outside and Turning Point. Event attendees were enticed over to our stall with, RecoverMay themed, chocolate lollipops made by [Grace Chocolates](#) (chocolates made by women on the justice journey).



The event provided an opportunity to share information with professionals about the range of supports available, along with excellent networking opportunities. The Partnership will seek to support RecoverMay events in future years.

3. Review the Partnership webpages hosted by PKC. Complete - Work took place during the reporting period to review our [Community Justice Webpage](#) and we took the opportunity to add links to Community Justice Scotland's Second Chances Campaign, which our OWLS service had participated. In addition, our new CJOIP was added to the web page following its launch in June 2023. Annual reports submitted to Community Justice Scotland are hosted on this page too.

16. Next steps for the Partnership

- Review/update the Partnership Infographic followed by the Community Safety Third Sector Collaborative Infographic.
- Begin utilising the Care Inspectorate 'self-evaluation guide to support quality improvement for community justice in Scotland', with focus on Leadership and Direction as a starting point.
- Establish a Complex Needs Co-ordination Project Lead.

- Further develop the employability offer within P&K to people who have been in contact with Justice.
- Create opportunities to work more closely with Justice Healthcare and GEOAMEY.

Opportunities

- Opportunity to further improve collaborative working and strategic planning by working more collaboratively with local funders within P&K i.e. Gannochy Trust.
- MAT Standards work in justice settings will provide opportunities for greater collaborative working between healthcare and community justice.

Barriers and/or risks

- Ongoing short-term nature of Justice Social Work funding.
- Reduction in Local Authority budgets post COVID-19. Risk that additional “creating capacity” monies received are not realised due to local budget savings.
- Timeous access to mental health services.
- National commissioning of services (i.e. national voluntary throughcare recommissioning) may not meet local need in a capacity building way.
- Ongoing prison population issues continue to result in residents not being accommodated in their local prison therefore adding additional barriers to establishing a relationship pre-release.
- Staff turnover – career progression or otherwise risks the established strong partnership working relationships.