



Community Justice Scotland
Ceartas Coimhearsnachd Alba

**Community Justice Outcome Activity Across Scotland
Local Area Annual Return Template and Guidance
2019-20**

June 2020

1. Background

The introduction of the Community Justice (Scotland) Act 2016 triggered the formal implementation of the new model of Community Justice in Scotland. A number of key documents are associated with the Act including the National Strategy, Justice in Scotland: Vision & Priorities and the Framework for Outcomes, Performance and Improvement.

The 2016 Act places a duty on community justice statutory partners to produce a Community Justice Outcome Improvement Plan (CJOIP) which outlines key local needs and priorities and the plans and actions to address these against a backdrop of the documents noted above. Beyond this, the partners are also tasked with reporting, on an annual basis, the community justice outcomes and improvements in their area, again with reference to the associated strategy and framework documents and, when complete, submit those annual reports to Community Justice Scotland.

Community Justice Scotland is committed to working in partnership with community justice partners and have designed the template and guidance to support local areas in reporting on their annual outcomes and improvements in a meaningful way that captures necessary data in an effective and efficient manner.

2. Statement of Assurance

The information submitted to Community Justice Scotland using this template is for the purpose of fulfilling the requirement under s27 of the Community Justice (Scotland) Act 2016 for Community Justice Scotland to produce a report on performance in relation to community justice outcomes across Scotland.

The data submitted using this template will be used for this reporting purpose only. In the report, local authority areas will only be specifically identified with their consent. However, Community Justice Partnerships should be aware that any information held by Community Justice Scotland is subject to statutory Freedom of Information obligations.



3. General principles of the template

The template is designed to capture a range of important data in a way that allows local partners to highlight key aspects of community justice activities, outcomes and improvements over the specified period without it being onerous or time and resource demanding.

Most of the template is self-explanatory and, where this is the case, there is little guidance required. In the sections that require more direction for completion, please refer to the template completion guidance which was issued alongside this reporting template. The text (in blue) will outline what is expected in terms of reporting.

It would be helpful if responses in each of the “evidence and data” boxes within section 4 of the template (“performance reporting”) is held to a maximum of 300 words per indicator to ensure the main points are captured. This allows for an efficient analysis by Community Justice Scotland on return. The use of bullet points in your answers is acceptable.

Where the template asks for evidence, a written response will suffice and there is no expectation that you send additional supporting documentation – if there are any aspects Community Justice Scotland is unclear on it will be our responsibility to request clarification where necessary.

If any response or evidence requires details about people with lived experience (e.g. evidence in respect of someone’s life story) please **NO NOT** include any personal sensitive information (as outlined in Schedules 2 & 3 of the Data Protection Act 1998) as Community Justice Scotland does not require such information. If this is unavoidable then please ensure that the data is fully anonymised.

This is the third iteration of the template and guidance.



4. Template Completion

1. Community Justice Partnership / Group Details	
Community Justice Partnership / Group	Clackmannanshire
Community Justice Partnership Group Chair	Fiona Duncan, Chief Social Work Officer, Clackmannanshire Council
Community Justice Partnership / Group Co-ordinator	Richard Thomson
Publication date of Community Justice Outcome Improvement Plan (CJOIP)	April 2018

2. Template Sign-off	
<p>The content of this annual report on community justice outcomes and improvements in our area has been agreed as accurate by the Community Justice Partnership / Group and has been shared with our Community Planning Partnership through our local accountability arrangements.</p>	
Signature of Community Justice Partnership / Group Chair :	Date :
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3. Governance Arrangements

Please outline below your current governance structure for the community justice arrangements in your area :

The Community Justice Partnership is a statutory partnership of the Community Planning partnership, known as the Clackmannanshire Alliance. This partnership endorses Community Justice Outcome Improvement Plans and Annual Reports prepared by the Community Justice Partnership in line with the partnership's Local Outcome Improvement Plan. In addition, these plans and reports are also scrutinised and approved by Clackmannanshire Councils Partnerships and Performance Committee.

The Clackmannanshire Alliance approved revised structure and governance arrangements in March 2019. These were to ensure full alignment with the Local Outcome Improvement Plan (LOIP) approved in 2017. The governance arrangements for the Alliance are set out in our Memorandum of Understanding updated in June 2019.



The Clackmannanshire LOIP <https://www.clacks.gov.uk/document/5633.pdf> is a 10 year plan published in 2017 and informs priorities for the Clackmannanshire community justice improvement plan “Resilience in the Face of Adversity” <https://www.clacks.gov.uk/document/5437.pdf>.

During 2018/19, the partnership undertook a validated and supported self improvement exercise with the Care Inspectorate. This continues to inform the development of delivery plans.



4. Performance Reporting – National Outcomes

NATIONAL OUTCOME ONE

Communities improve their understanding and participation in community justice

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Activities carried out to engage with 'communities' as well as other relevant constituencies	<p>Community justice partners continue to contribute as community justice ambassadors by supporting events and in supporting smart justice narrative interactions with their staff, communities and other relevant constituencies.</p> <p>The simple strategy recognises the influence of the community leaders and the community justice workforce to promote Smart Justice evidence.</p> <p>This approach was endorsed by Care Inspectorate¹ feedback "There is clarity of role and purpose among community justice partners and leaders with a clear strategic connection between developing work and partnership achievements to date. Supported by an 'Ambassador Toolkit' of relevant data and research, partners and political leaders disseminate the vision and represent the work of the community justice partnership within their respective organisations, agencies</p>	<p>A number of high profile events were hosted in Clackmannanshire in 19/20 which made important impacts for this indicator.</p> <p>The Community Justice Scotland Annual event was hosted at Alloa Town Hall. This was the biggest public policy conference to be held in Clackmannanshire in recent years.</p> <p>The Sheriff Mackie Lecture set out an expert perspective of smart justice in action. 150 people booked for the event and there was wide social media engagement.</p> <p>Clackmannanshire's Challenge Poverty Summit & Challenge poverty week had "hard edges" and stigma messages threaded through it. In addition to the summit, a families affected by imprisonment event at HMP Glenochil was supported by the visitor centre and Families Outside</p>

¹ <http://www.careinspectorate.com/index.php/publications-statistics/114-inspection-reports-local-authority/justice/supported-and-validated-self-evaluation-of-community-justice-in-scotland>



	<p>and communities.”</p> <p>The voice of lived experience has always been central to the strategic approach of the partnership through communities of interest and communities of practice. This approach helped to build the capacity for people with lived experience to be empowered and supported to help partners engage with communities and other relevant constituencies.</p>	<p>The Clackmannanshire TedX event included important smart justice themes. Speakers included Jade-Anne Kilkenny, Shumela Ahmed and Graeme Goulden.</p> <p>The Resilience Learning partnership Town Hall event of 20th November showcased work in Clackmannanshire to involve people with lived experience. It drew strategic support from Community Justice Scotland, Police Scotland and NHS Education for Scotland. It showcased the “Wellbeing at the Hard Edges project” which drew on the experiences of victims and people with convictions.</p> <p>There was a busy programme of events for 16 Days of Activism which supported key local objectives to address unhealthy gender constructs.</p> <p>The Youth Community Justice conference in Partnership with Education Services and Lornshill Academy ran for its third consecutive year and continued to grow. It had input from the council leader, justice social work manager,</p> <p>Additionally wider approaches were successful in “putting the community” into community justice.</p> <p>The development of the Knowing Clackmannanshire approach and town hall event successfully made lateral connections between statutory partners and community groups.</p>
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		<p>The Scottish Fire and Rescue Service Open day improved understanding about the wider roles of the service to community planning stakeholders.</p> <p>Over 200 people attended 10 community breakfasts from 42 community groups and 7 partner organisations. There was one specific breakfast dedicated to Community Justice but wider breakfasts provided cross-cutting opportunities for partners.</p> <p>Importantly, Victim Support Scotland representatives attended the Community Justice Breakfast and warmly welcomed the approach because it provided them with opportunities to develop their local service after significant restructure.</p>
<p>Consultation with communities as part of community justice planning and service provision</p>	<p>The Partnership agreed a long term plan in 2018. Therefore, during 2019/20 there was more focus on the delivery phase of the planning cycle; however the ethos of consultation is firmly embedded which is evidenced in the events cited above.</p> <p>A research exercise using the Place Standard Tool in previous years helped to shape the direction of the partnership actions.</p> <p>The Clackmannanshire Community Justice Partnership membership includes; the Chief Officer of Clackmannanshire Third Sector Interface and the Chair of Clackmannanshire Tenants and Residents federation. These individuals make ongoing contributions to the development of work and the</p>	<p>Partners learned that the 3 issues which were most important to people living at the hard edges are; <i>Work and Local Economy, Social Interaction and Feeling Safe</i>. The first 2 issues are heavily featured in the existing CJOIP and “Feeling Safe” has been specifically added as a domain in Justice Social Work Reviews where Team Managers assess as aspect of individual progress defined as “<i>Safety: there is evidence of improved decision making around keeping safe and feeling safe</i>”</p> <p>Wider impact measures relating to these themes are detailed under person centred outcomes section of this report.</p>



	scrutiny of actions on behalf of communities and the coordinator regularly attends various local forums to maintain a conversational approach from community justice development. These forums include; community breakfasts, volunteer manager forums and recovery cafes.	
Participation in community justice, such as co-production and joint delivery	Resilience Learning Partnership and Forth Valley Recovery Community continue to be important partners. The partnership sponsored a project called “Wellbeing at the Hard Edges” which was developed and facilitated by Resilience Learning Partnership. It was supported by the Community Justice Scotland Learning Development and Innovation Team.	<p>A leadership challenge enabled several community justice leaders to attend the local recovery café to “break bread” with members and promote the community during the reporting period.</p> <p>The total numbers of visits to Clackmannanshire Cafes (Alloa and Sauchie): 2017/18 742 2018/19 1,049 2019/20 1,647. This demonstrates significant growth and value in co-production and joint delivery.</p> <p>Resilience Learning Partnership is a full member of the Learning and Development Public Protection sub-group. They have also made various community planning policy contributions and provide a coordinator service for the Violence Against Women Partnership in Clackmannanshire.</p> <p>Most importantly, through the Development of Resilience Learning Partnership (RLP) there has been a marked improvement in the capacity for co-producing change in Clackmannanshire which is in line with best practice evidence outlined in a recent research paper² “Inclusive Justice – Coproducing change: A Practical Guide to Service User Involvement in Community Justice”.</p>

² <https://pureportal.strath.ac.uk/en/publications/inclusive-justice-co-producing-change-a-practical-guide-to-servic>



		<p>Furthermore, RLP has enabled lived experience voices from Clackmannanshire to be key influencers of various policy developments of national importance including the development of NHS Education for Scotland trauma framework https://www.bbc.co.uk/news/uk-scotland-48963715, Making the Change https://communityjustice.scot/wp-content/uploads/2020/06/Making-the-Change-Programme-Report-FINAL.pdf and The Independent Care Review</p> <p>This complements other relevant good practice of co-production in Clackmannanshire such as “Oor Clacks Voices” for care experienced young people and the work for Forth Valley Recovery Community which saw members make contributions on drug misuse to the Scottish Affairs Committee in the UK Parliament.</p>
Level of community awareness of / satisfaction with work undertaken as part of a CPO	<p>The Unpaid work service continued to operate successfully throughout the year despite extraordinary long term absences from key staff. A full Community Payback Order Annual Report will be provided later in 2020.</p> <p>The local survey (Clacks 1000) which provides comprehensive evidence about this indicator has not been conducted since 2016 due to budget cuts. However, there are commitments to measure specific community justice questions, when the survey reruns.</p>	The Community Payback Order Annual Report is due to be published later in the year.
Evidence from questions to be used in local surveys /	The local survey (Clacks 1000) which provides comprehensive evidence about this indicator has not been carried out since 2016. However, there are commitments to measure specific community justice questions, with plans to	



citizens' panels and so on	revise the survey intact.	
Perceptions of the local crime data	As above.	

Other information relevant to National Outcome One

Although not exhaustive, this list gives an indication of the various community councils/community development trusts/ partners that the Unpaid Work Team have provided assistance to during 2018/19:

- Weekly cleaning & general janitorial duties including hall set ups for variety of community functions in 4+ community halls
- Removal of fly tipping across multiple locations in authority area
- Filling salt bins (Clacks First) various locations including Blackgrange, Menstrie
- Uplift of garden materials - elderly residents
- Regular and routine clearing and checking of culverts / 'hakes' to reduce flooding in communities
- Collection / recycling of industrial pallets (Clacks First)
- Clacks countryside path network - ongoing clearance of intrusive overgrowth, weeding, cutting back and general maintenance for the safety of walkers and cyclists across the county
- Japanese Garden at Cowden Castle
- Charity shops stock transportation
- Upcycling and full refurbishment in workshop of discarded picnic tables and benches then donated to various community sites



NATIONAL OUTCOME TWO

Partners plan and deliver services in a more strategic and collaborative way

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Services are planned for and delivered in a strategic and collaborative way	The partnership undertook extensive work in assessing this indicator as part of a supported self assessment exercise which was evidenced in feedback from the Care Inspectorate ¹ . The partnership has been evaluated as “GOOD” against this indicator and has responded to recommendations in 2019/20.	In response to strategic recommendations in the self evaluation, the Health and Social Care Partnership is now regularly represented at partnership meetings and a mechanism to engage the Crown Office & Procurator Fiscal service has been designed in partnership with other areas and Community Justice Scotland. The Justice Social Work service is also now taking a more central role in the partnership and the self evaluation report was reviewed by partners in the February 2020 meeting.
Partners have leveraged resources for community justice	This indicator also featured in the self assessment cited above within a section on “effective use and management of resources which also evaluated as “GOOD”	<p>The local strategies for “Safe and Together” and STRIVE (a safeguarding hub pilot) were both conceived in Community Justice “Communities of Practice”. Both of these initiatives developed significantly in 2019.20.</p> <p>Apex Scotland contracted with Justice Social Work during 19/20 to provide a full time employment development mentor for the service. It uses this income to draw down match funding from the European Social Fund so that it can operate an additional employability programme. This additional programme supports people who have previous experience of the justice system but who are not currently on orders.</p> <p>The Citizens Advice Bureau Service also contracted with</p>



		<p>justice social work during 2019/20 to provide a part time worker who leveraged financial gains totalling £36,206.62, recorded from successful benefit awards, reviews and appeals. Other financial gains of £671.70 were recorded from debt reduction, energy assistance applications and referrals to food banks.</p>
<p>Development of community justice workforce to work effectively across organisational/professional/geographical boundaries</p>	<p>The Partnership has continued to develop learning approaches across organisations and boundaries.</p> <p>Public Protection Learning and Development has become a shared resource across Clackmannanshire and Stirling. This includes ongoing implementation of the Safe and Together Strategy. The training model in Clackmannanshire is self-sufficient and critical train the trainer investments have been made. Additionally, it continues to be delivered in partnership with Clackmannanshire Women's Aid which provides a very balanced approach to this work.</p> <p>Various training continues to be provided to partners by NHS Forth Valley Public health service.</p>	<p>Resilience Learning Partnership Knowledge Exchange was a town hall event about services engaging with authentic lived experience to develop trauma informed services in an effective and ethical manner.</p> <p>“Wiping the Slate Clean” was a seminar and workshop on changes to the Rehabilitation of Offenders Act 1974 in Scotland and reached broad range of Local Employability Partnership stakeholders. This seminar set out new opportunities for; smoothing the pathway to employment for people with convictions as well as addressing stigma and labelling impacts associated with the word “offender”.</p> <p>The Knowing Clackmannanshire Town Hall event improved local knowledge and relationships between services and community groups. It stressed the importance of current local knowledge for Continuous Professional Development. Cross sector promotion of the event via social media, websites, press, worked really well, and resulted in 122 delegates (21 stall holders included), across 57 organisations/services, spanning public, and third sector.</p> <p>“Safe and Together” is a child-centred model derives its name from the concept that children are best served when</p>



		<p>we can work toward keeping them safe and together with the non-offending parent (the adult domestic violence survivor). The Model provides a framework for partnering with domestic violence survivors and intervening with domestic violence perpetrators in order to enhance the safety and well-being of children.</p> <p>The 4 days covers a day on each of the following</p> <p>Assessment of perpetrator, survivor and child/ren Interviewing of perpetrator, survivor and child/ren Documentation of perpetrator, survivor and child/ren Safe planning for perpetrator, survivor and child/ren</p> <p>The breakdown of the numbers and designated posts who have completed the Safe & Together Core Practice 4-Day Training 2019/20 is as follows:</p> <ul style="list-style-type: none">• 14 Social Workers -Children's Services• 12 Housing Officers - Tenancy Support• 1 Housing Letting Officer -Tenancy Support• 1 Housing Support Officer - Homelessness• 1 Residential Child Care Officers - Children's Services• 1 Team Leaders - Children's Services• 1 Social Care Officer - Community Services• 2 Intensive Support Workers Children's Services. <p>Safe & Together Briefings which covers the principles and components of Safe and Together have been delivered to:</p>
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		<ul style="list-style-type: none"> • 26 Clackmannanshire Children's Hearing Panel members • 8 members of CTIS Team 															
<p>Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA</p>	<p>Forth Valley MAPPA is subject to tight oversight structures through the Strategic Operational Group's responsibility for performance monitoring and quality assurance. Forth Valley's SOG is actively supported by key stakeholder representation from Responsible Authorities, each playing a decisive role in promoting the working relationships, professional expertise and organisational structures within which multi-agency public protection arrangements are delivered.</p> <p>Forth Valley MAPPA's Strategic Oversight Group is supported by a single Forth Valley MAPPA Operational Group (MOG) which meets quarterly to drive the development of good operational practice via information share and training opportunities. Ongoing training is provided to MAPPA Chairs to support effective decision making and effective risk management.</p> <table border="1" data-bbox="434 1203 1229 1366"> <thead> <tr> <th colspan="4">MAPPA cases as at 31/03/202</th> </tr> <tr> <th rowspan="2"></th> <th colspan="3">RSOs</th> </tr> <tr> <th>Level 1</th> <th>Level 2</th> <th>Level 3</th> </tr> </thead> <tbody> <tr> <td>Clacks</td> <td>52</td> <td>2</td> <td>0</td> </tr> </tbody> </table>	MAPPA cases as at 31/03/202					RSOs			Level 1	Level 2	Level 3	Clacks	52	2	0	<p>There is robust risk management and ongoing practice development.</p>
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	Falkirk	122	3	0	1
	Stirling	50	1	0	2



Other information relevant to National Outcome Two

In our plan “Building Resilience at the Hard Edges in Clackmannanshire”, partners identified the importance of developing social enterprise and are committed to existing social business development as well as supporting the incubation of new social enterprises.

The partnership supported the incubation of the Resilience Learning Partnership (RLP) with flexibility so that it could be a sustainable social enterprise. During 2019/20 RLP undertook significant additional commissioned work. It has now built a solid reputation and sustainability by drawing resources from diverse income streams totalling circa. £40,000 from across Scotland. This includes £27,000 which relates directly to the sale of services such as public speaking, training delivery, workshops, research and consultancy. By the end of the financial year it also employed 2 local people with complex lived experience, provided numerous work experience opportunities and had plans to employ 3 more people with lived experience. RLP has also developed a local peer support hub and is an active contributor and influencer to the Clackmannanshire Alliance and national forums.

All Cleaned Up (ACU) is a social enterprise cleaning company and employs staff from the most marginalised and disadvantaged groups in society, including people with convictions, mental health issues, disabilities, health conditions and the long term unemployed. Since January 2020, ACU has been working in partnership with Clackmannanshire Council, delivering void property cleaning and clearance works and has recently entered a partnership with Alloa First to deliver maintenance services for the plants and hanging baskets within the town centre. Working in conjunction with Apex, ACU are offering local disadvantaged individuals employment and work experience through these contracts.

Wider local social entrepreneurship is strong and a number of other new social enterprise developments in Clackmannanshire during the year which seek to support employment outcomes for people with lived experience such as; Vital Spark Racing CIC which plans to build speed boats, Dynamic Wheel which seeks to draw on unique talents of people with lived experience and the Look About Ye CIC which is a shop and cafe. Partners have supported these and other developments in various ways.

The Gate Charity’s contract catering work has also been a core supplier of event catering for partners through the reporting year.

All of these activities make important contributions to the Clackmannanshire Community Justice Improvement Plan priority to enable worthwhile work and financial inclusion - particularly within Alloa South and East.





NATIONAL OUTCOME THREE

People have better access to the services that they require, including welfare, health and wellbeing, housing and employability

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
<p>Partners have identified and are overcoming structural barriers for people accessing services</p>	<p>The most critical structural barriers to accessing most services have been identified as social and information barriers. I.e. there should be no expectation that an individual with social anxiety will attend something new.</p> <p>The small administrative size of Clackmannanshire tends to provide advantages in geographic access, unless a regional service is not provided inside the county. The small size also provides unique opportunities for the connectedness of services; therefore the development of the “Knowing Clackmannanshire” approach by partners was a significant opportunity.</p> <p>Partners have more recently identified gaps in the availability of practical pre-employability opportunities for people with lived experience and local digital exclusion which obstructs access to services and are putting in place plans to mitigate these problems.</p> <p>Previous reports have shown that voluntary throughcare provision has been strong in Clackmannanshire, however local feedback about national provision of through the gate mentoring for men, could find no local presence. Partners collaborated with national providers during the</p>	<p>During the reporting year, a retendering exercise for substance use services was undertaken by the Forth Valley Alcohol and Drugs Partnership. This has enabled significantly increased local access to some services for residents of Clackmannanshire which were previously located in Falkirk. Similarly the implementation of a women’s recovery café in the previous reporting year is now embedded and has responded to very specific gender dynamics in recovery.</p> <p>Justice Social Work continues to deliver flexible arrangements in terms of times and geographic locations in the delivery of services like unpaid work.</p> <p>Plans are now in place to support more practical pre-employability opportunities though an initiative called “Hard Working Hands” and a local tech-share scheme led by Clackmannanshire Third Sector Interface will take donations of redundant high quality technology devices and redistribute them. This will tie into wider local digital inclusion work.</p>



	<p>reporting year and stronger links have been developed to integrate this provision locally.</p> <p>There specifically remain significant structural problems in connecting victims and families to services. This is partly due to complex cultural under-reporting of crime, awareness of services, stigma and all of the other factors listed above. Victim Support Scotland was not been able to provide year on year referral numbers at the time of writing.</p>																																																	
<p>Existence of joint-working arrangements such as processes / protocols to ensure access to services to address underlying needs</p>	<p>An Arrest Referral Service operates across Forth Valley which is funded by the ADP and managed by Change Grow Live (CGL). This service has been inhibited by some information sharing protocols; however the provider reports that partners have been working to resolve these barriers.</p> <p>CGL worked with police partners to develop new processes to improve connections and referrals.</p>	<table border="0"> <tr> <td colspan="4">19/20</td> </tr> <tr> <td>No. referrals</td> <td>-</td> <td></td> <td>25</td> </tr> <tr> <td>No. assessed</td> <td>-</td> <td></td> <td>3</td> </tr> <tr> <td>No. already in treatment</td> <td>-</td> <td></td> <td>4</td> </tr> <tr> <td colspan="4">18/19:</td> </tr> <tr> <td>No. referrals</td> <td>-</td> <td></td> <td>26</td> </tr> <tr> <td>No. assessed</td> <td>-</td> <td></td> <td>13</td> </tr> <tr> <td>No. already in treatment</td> <td>-</td> <td></td> <td>8</td> </tr> <tr> <td colspan="4">17/18:</td> </tr> <tr> <td>No. referrals</td> <td>-</td> <td></td> <td>32</td> </tr> <tr> <td>No. assessed</td> <td>-</td> <td></td> <td>6</td> </tr> <tr> <td>No. already in treatment</td> <td>-</td> <td></td> <td>7</td> </tr> </table> <p>Partners also worked together to pilot a Clackmannanshire multi agency safeguarding hub called "STRIVE" during the reporting year. This pilot is ongoing but there are early signs of success. The police area commander was able to cite a</p>	19/20				No. referrals	-		25	No. assessed	-		3	No. already in treatment	-		4	18/19:				No. referrals	-		26	No. assessed	-		13	No. already in treatment	-		8	17/18:				No. referrals	-		32	No. assessed	-		6	No. already in treatment	-		7
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		number of cases which had been resolved effectively with the STRIVE processes.
Initiatives to facilitate access to services	<p>The "Knowing Clackmannanshire" approach seeks to improve the quality of referral making through knowledge and connectedness of the community justice sector workforce with community groups and third sector providers.</p> <p>The Alcohol and Drugs Partnership also supported the approach through reviews of the following pathways to substance misuse services during the reporting year: Alcohol Pathway, Pregnancy Pathway (for vulnerable women), Young Person's Pathway</p> <p>Significant activity has also been undertaken in relation to enhancing the support available in the custody setting. This includes other services such as Families Outside having a presence. Moving forward, staff from Forth Valley Recovery Community (FVRC) will also be available to promote recovery and a message of hope.</p> <p>Additionally, the Forth Valley Recovers App was officially launched on 30th August 2019 which is also designed to facilitate access to services.</p>	<p>The Knowing Clackmannanshire approach has developed the connectedness of statutory and community partners to enable continuous improvement of; key worker knowledge about other services and relationships of staff and volunteers in different settings. Informal feedback has suggested that this has improved referral making and referral taking.</p> <p>The Chief Officer of Clackmannanshire Third Sector Interface said "The Knowing Clackmannanshire approach has allowed for key workers from statutory and third sector environments to build relationships and knowledge of what is available within communities and what needs are there - both through events and also by building improved communication by the third sector - i.e. presence on the internet and through social media channels so that people seeking options for their service users can find them quickly and easily. Using a two-pronged approach should allow statutory workers who do not live locally to identify support sources within communities."</p>
Speed of access to mental health services	<p>Provision was made under the Action 15 of the Mental Health Strategy for Scotland to provide mental health nurse service which is integrated into justice social work services; however this post was unable to be filled during the reporting year. However, there are expectations that this post will be filled shortly.</p>	<p>The Mental Health Acute Assessment and Treatment Service (MHAATS) continues to provide pre-hospital triage to Police. Between starting on 31/1/2019 and 21/10/19 there were a total of 461 referrals to this service. Previously all of these cases would have been taken to the Emergency Department (ED); however MHAATS have been able to manage 91.3% of</p>



	<p>Access to mental health services has more complex factors than the waiting times for the service. Bottlenecks are caused by inappropriate referrals to specialist mental health services which can occur because of a number of factors such as; medicalising mild to moderate mental health, low capacity in prevention services which support patients to address the social determinants of poor mental health, low levels of knowledge of self care resources for mental health and the capacity of key workers to adopt person centred "listening" approaches. All of this is integral to developing a trauma informed community</p>	<p>these referrals with only 40 of these cases having to be seen in ED.</p>
<p>% of people released from a custodial sentence :</p> <ul style="list-style-type: none"> a) registered with a GP b) have suitable accommodation c) have had a benefits eligibility check 	<p>NHS Forth Valley cannot provide data on people registered with a GP on liberation.</p> <p>Jobcentre Plus Prison Work Coaches provide employability and benefit support prior to release however they do not report volumes of people who receive benefit eligibility checks.</p> <p>The Alcohol and Drugs Partnership continue to work with prisons and Prisoner Healthcare colleagues around the support offered to individuals both during the sentence and upon liberation. Issues have been identified and these will be raised with Senior Management to resolve.</p> <p>The new Change Grow Live (CGL) contract includes</p>	<p>Voluntary throughcare was offered to 100% of people being liberated from prison sentences. It is available for 12 months after release. Some might not take up support immediately but there are a few people who take it up many months after liberation. If they are liberated on a statutory licence then they will have a statutory throughcare intervention.</p> <p>Registering with a GP, accommodation and sorting benefits are a basic standard of service for everyone who wants it. Housing services continued incremental progress towards SHORE Standards for people liberated from prison.</p> <p>A Clackmannanshire Community of Practice reviewed prison throughcare in 17/18. It is not possible to allocate housing to most people before they are liberated, however other major</p>



	<p>provision for support to be offered to the three Forth Valley prisons as well as to Criminal Justice Social Work teams. CGL management are closely linked to Justice Social Work colleagues and will continue to maximise joint working opportunities.</p>	<p>strengths were identified and a further took place in 2019/20.</p> <p>We have evidence gaps around the levels of non-engagement, we know that non-engagement is an indicator of vulnerability but it is also an indicator of resilience. I.e. some people have everything sorted out by themselves, friends and family.</p>
<p>Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending</p>	<p>An LSCMI case management plan is put in place within 20 working days for justice social work clients. This is an assessment of risks and needs of every individual – it creates an individualised plan subject to review which runs until the end of the order.</p> <p>Justice Social Work uses a process to ensure that all interventions are tailored to the individual based on their risks, needs and responsivity. This is set out in LSCMI guidance. The assessment considers needs that are directly related to offending and other needs which require attention but have a less direct relationship to offending behaviour.</p> <p>Needs are addressed within the case management plan by social workers or in partnership with other core agencies.</p> <p>However, interventions cannot work in isolation. People with convictions commonly live with complex social structure with legacies of complex adversities and wider disadvantages which have affected them, and legacies of their offending behaviours.</p> <p>When reviewed, each plan will show improvement, no change or deterioration which will then inform further</p>	<p>The Road Traffic Group was a five session programme for men run in conjunction with the Scottish Fire and Rescue Service. The programme looked at different types of road traffic offending and asked the men to give an assessment of their own driving. It went on to look at road traffic laws and why they exist. Men were asked to look at the decision making process behind their offending and the pros and cons of offending. According to group feedback the session which made the biggest impact was a presentation by the Scottish Fire and Rescue Service on the consequences and impact of road traffic offending, both on victims and the emergency services. At the end of the programme men were asked to review their current risks and compile a personal statement about their future driving plan. Five men completed the programme.</p>



	<p>action.</p> <p>The management of CPO's has evolved with learning from a person centred approach by enabling people to complete their unpaid work outside the local authority if that works for them better or to complete their order outside normal working hours if they are employed..</p> <p>An assessment of Justice Social Work CPO Unpaid Work Exit questionnaires for 18/19 showed the following:</p> <p>100% thought that all of their circumstances had been taken into account. I.e. this targeted intervention is tailored, and 91% thought that the order had helped them to reduce or stop offending.</p>	
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Other information relevant to National Outcome Three

There are always a number of practical obstacles to connect people to the right service/group in the right place at the right time and for that connection to be matched against their needs, especially for vulnerable people. There should be no expectation for a person to simply turn up at a new service or group – e.g. they are likely to have additional barriers such as travel costs, experience of social exclusion, stigma, caring responsibilities or social anxiety.

When referral obstacles are not addressed, then there can be a range of negative outcomes for the individual such as; setting false expectations, regression of progress, disillusionment and increased failure to attend appointments.

The small administrative size of Clackmannanshire provides unique opportunities for good referral making because services are generally well connected and operate within a small geography. The Knowing Clackmannanshire approach seeks to build on this strength.

Knowing Clackmannanshire seeks to achieve this though the following activities and messages:

- Providing workshops and events which connect the social justice workforce with community groups so that they build relationships, share knowledge and develop lateral local connections.
- Promoting the benefits of Clackmannanshire's social justice workforce to consider the development of local relationships and local knowledge as a critical and continuous element of their own Continuous Professional Development. Stakeholders are also encouraged to



develop their own “Living Directory” as working knowledge of services and groups.

- Creating space for the social justice workforce to reflect on practical ways that they can continuously improve the way that they connect service users to community groups and other services, and the importance for them to authentically describe the places, people and services that they refer service users to.
- Improving the web-based visibility of services and community groups on Google Maps, social media etc. as well as ALISS (A Local Information System for Scotland which is a specific tool to support service availability)

Clackmannanshire Third Sector Interface continue to organise a number of activities throughout the year including community breakfasts, volunteer manager network sessions, awards evening and community conferences.

The Knowing Clackmannanshire theme was also used by the Community Learning & Development team at the Bowmar Centre during Challenge Poverty week as a tool to connect local people for Adult & Family Learning.

On 21st January, over 100 people attended a Town Hall event using a progressive method (described as spaghetti networking) where each attendee had a unique sequence of 8 networking sessions so they could meet 48 different people. The event was supported by Clackmannanshire Third Sector Interface and they provided a whistle-stop tour presentation of Clackmannanshire’s third sector. It also had contextual opening and closing remarks from the chair of the Community Justice Partnership and the Council Leader.

The Knowing Clackmannanshire event was covered in the local press. <https://www.alloaAdvertiser.com/news/18192590.groups-gather-knowing-clackmannanshire-event/>



NATIONAL OUTCOME FOUR

Effective interventions are delivered to prevent and reduce the risk of further offending

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Use of 'other activities requirements' in CPOs	<p>A range of organisations and groups are in place locally to support other activities in Community Payback Orders. Activities continue to be matched to the Ricks Needs Responsivity assessment and linked as closely as possible to the personal preferences of each individual.</p> <p>These organisations include the following:</p> <ul style="list-style-type: none"> • CAB Financial inclusion service • A Keepwell nurse • APEX employability support • SHINE Mentoring • Venture Trust. • The Survive and Thrive Women's group, • Reachout With Art in Mind 	<p>Social Workers have a suite of other activities to match individuals. This contributes to overall quality of CPO's as identified in the Care Inspectorate Self Assessment exercise for justice social work.</p> <p>Specific outcomes relating to core partnerships with Apex and Citizens Advice Bureau are mentioned elsewhere in this document.</p> <p>Further details of other activities will be detailed in the Clackmannanshire Community Payback Order annual report.</p>
Effective risk management for public protection	<p>Forth Valley MAPPA complies with the legislative requirements regarding multi-agency risk management.</p> <p>Public Protection Lead Officers work effectively together to support effective risk identification and management across Child Protection, Adult Support and Protection, Gender Base Violence, Alcohol and Drug Partnership and Community Justice.</p>	<p>MAPPA reports are produced on separate time frames and cover the whole of Forth Valley.</p>



	<p>Multi-agency Public Protection training is co-ordinated centrally by a Lead Officer across Clackmannanshire and Stirling.</p> <p>The Impact of Parental Substance Misuse Tool (IPSU) was launched on the 3rd December 2018. Despite senior endorsement of the tool, there appears to be significant challenge to the routine and regular implementation to practice in some areas. This has been raised to both the COG and the CPC.</p> <p>Discussions are currently underway with the Public Protection Learning and Development Advisor as to how staff can be supported to utilise the risk assessment tool in appropriate cases.</p>	
<p>Quality of CPOs and DTTOs</p>	<p>A self assessment exercise using the Care Inspectorate Template for Justice Social Work was undertaken for the Clackmannanshire Justice Social Work Service and provision of CPO's. It used the same Quality Indicators which the Care Inspectorate has favoured in recent inspections in other local authorities.</p> <p>:</p> <p>These indicators are as follows:</p> <p>1.1 improving the life chances and outcomes for people subject to a community payback order.</p> <p>2.1 impact on people who have committed offences.</p> <p>5.2 assessing and responding to risk and need.</p> <p>5.3 planning and providing effective intervention.</p> <p>9.4 leadership of improvement and change.</p>	<p>After considering inspection reports from other local authorities, the following grades were attributed to the service.</p> <p>1.1 improving the life chances and outcomes for people subject to a community payback order. - ADEQUATE</p> <p>2.1 impact on people who have committed offences. GOOD</p> <p>5.2 assessing and responding to risk and need. GOOD</p> <p>5.3 planning and providing effective intervention. GOOD</p> <p>9.4 leadership of improvement and change. GOOD</p> <p>A number of recommendations were made which have informed the service plan.</p>



		<p>A recommendation relating to indicator 1.1 for measuring person centred outcomes has been piloted and findings from the initial evaluation are contained within this report.</p> <p>An evaluation of CPO exit surveys provided robust evidence that all or nearly all participants believed the following:</p> <ul style="list-style-type: none"> • They had been treated with dignity and respect • Their circumstances had been taken into account • They had been seen on time • That the order had helped them. <p>Some of the narrative described life changing impacts</p> <p><i>“Not been in trouble - no police to the door”</i></p> <p><i>“The whole experience made me want to change my ways - too much loss of time”</i></p> <p><i>“Helped (me) understand that I needed help/push to get health and alcohol sorted.”</i></p> <p><i>“Learned to control my drinking and new things in life.”</i></p> <p><i>“Helped me to look at my behaviour and look at ways to be a better person”</i></p> <p><i>“Helped me back into a routine”</i></p> <p><i>“(The CPO was a) blessing in disguise. Got me off street drugs and address issues I was ignoring such as drugs, employment and mental health”</i></p> <p><i>“I have a more focused outlook and attitude”</i></p> <p><i>“I’ll not get into trouble again. I realise what trouble I was getting into “</i></p> <p><i>“Keep on straight and narrow (now) and got myself sorted out. My whole life has changed because of this (CPO)”</i></p> <p><i>“The service has helped me to understand my drinking and violence problem and family issues as well”</i></p>
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		<p><i>“changed whole attitude to life - now know what I need to do”</i> <i>“calmer, don't want to repeat offending”</i></p> <p>Wider feedback from participants also confirms that they believe the order helped them to specifically reduce to “stop offending” and “improve their attitude to offending”.</p>
<p>Reduced use of custodial sentences and remand :</p> <p>a) Balance between community sentences relative to short custodial sentences under one year</p> <p>b) Proportion of people appearing from custody who are remanded</p>		<p>There were 34 prison sentences of under 1 year used in Clackmannanshire during 2019/20 which is an increase from 21 in 2018/19.</p> <p>There were 227 community payback orders during 2019/20 which is an increase from 208 in 2018/19</p>



<p>The delivery of interventions targeted at problem drug and alcohol use [NHS Local Delivery Plan (LDP) Standard]</p>	<p>The Clackmannanshire Community Justice Partnership continues to work collaboratively with the Clackmannanshire & Stirling Alcohol & Drugs Partnership.</p> <p>All commissioned substance use services are robustly monitored on a quarterly basis.</p> <p>Contract specifications take cognisance of the Health and Social Care Standards.</p> <p>In addition, the ADP has a long standing commitment to quality assurance through the Quality Improvement Framework Board (QIFB) and the Integrated Clinical Governance Group (ICG).</p>	<p>LDP</p> <p>Local services continue to exceed the target for waiting times for Substance Use services, ensuring rapidity of access to alcohol and/or drug treatment. Nationally available data outlines that for the quarter ending 30th September 2019, 97.6% of people referred to a substance service were seen within 3 weeks and 99.2% were seen within 5 weeks across Forth Valley.</p> <p>The number of Alcohol Brief Interventions delivered in Forth Valley was 7,693</p> <p>Social Inclusion Project</p> <p>For the financial year 2019/20, the Social Inclusion Project North has been unable to collect data in relation to any reductions in offending/anti-social behaviour noted by Police Scotland following a referral to the SIP. In May 2020, the SIP North has now started to receive referrals from Police Scotland through the Strive pilot currently operating in Clackmannanshire. It is hoped that with this additional referral source, that this data will be able to be captured in future figures.</p> <p>It is hoped that the information sharing protocol being used at present to allow Police Scotland in Clackmannanshire to share information with the SIP can be replicated in the Stirling area.</p> <p>During the reporting year the service received 60 referrals from Clackmannanshire. 40% of them were offending at the time they were referred.</p>
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		<p>Community Rehab Service</p> <p>Following the change of contract to CGL on 1st October, the service was committed to running one final programme of the Community Rehab using the model delivered by ASC, between October and December 2019.</p> <p>From January 2020, we launched the CGL Foundations of Recovery programme which is a CBT informed group work programme.</p> <p>There were 13 referrals to Foundations of Recovery (6 attended) and referrals to 3 Steps to Change from Clackmannanshire. In the previous reporting year there were 4 referrals for this service from Clackmannanshire so this demonstrates significant growth.</p> <p>Forth Valley Family Support Service</p> <p>There were 17 referrals during 2019/20 which is up from 12 in the previous reporting year.</p> <p>Alcohol Related Brain Injury (ARBI)</p> <p>Training sessions and more advertising for the service was undertaken in Clacks and Stirling area. There was a recognition referral rates were lower in these localities. Challenges can occur in securing Social Work resource to support community care packages once alcohol detox has been completed.</p> <p>The service is currently working on a pathway and interface with inpatient services and devising referral criteria to help all services identify the correct patients for the service. 5 individuals were referred during the reporting year.</p>
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<p>Number of Police Recorded Warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences (including CPOs, DTTOs and RLOs)</p>		<p>Crown Office and Procurator Fiscal Service Data</p> <table border="1"> <thead> <tr> <th data-bbox="1227 312 1865 360">2019-20</th> <th data-bbox="1865 312 2024 360">Alloa</th> </tr> </thead> <tbody> <tr> <td data-bbox="1227 360 1865 440">Criminal reports received (by case)</td> <td data-bbox="1865 360 2024 440">1,593</td> </tr> <tr> <td data-bbox="1227 440 1865 520">Subjects reported</td> <td data-bbox="1865 440 2024 520">1,716</td> </tr> <tr> <td colspan="2" data-bbox="1227 520 2024 600">Subjects receiving a First Substantive Marking of</td> </tr> <tr> <td data-bbox="1227 600 1865 679">Fiscal Fine & Compensation</td> <td data-bbox="1865 600 2024 679">62</td> </tr> <tr> <td data-bbox="1227 679 1865 759">Compensation</td> <td data-bbox="1865 679 2024 759">6</td> </tr> <tr> <td data-bbox="1227 759 1865 839">Fiscal Fine</td> <td data-bbox="1865 759 2024 839">138</td> </tr> <tr> <td data-bbox="1227 839 1865 919">Work Scheme</td> <td data-bbox="1865 839 2024 919">1</td> </tr> <tr> <td data-bbox="1227 919 1865 999">Fixed Penalty</td> <td data-bbox="1865 919 2024 999">130</td> </tr> <tr> <td data-bbox="1227 999 1865 1078">Possible Diversion</td> <td data-bbox="1865 999 2024 1078">22</td> </tr> <tr> <td colspan="2" data-bbox="1227 1078 2024 1158">Justice Social Work data for Clackmannanshire</td> </tr> <tr> <td data-bbox="1227 1158 1865 1238">Community Payback Orders</td> <td data-bbox="1865 1158 2024 1238">227</td> </tr> <tr> <td data-bbox="1227 1238 1865 1318">Drug Treatment and Testing Orders</td> <td data-bbox="1865 1238 2024 1318">5</td> </tr> <tr> <td data-bbox="1227 1318 1865 1362">Restriction of Liberty Orders</td> <td data-bbox="1865 1318 2024 1362">43 orders (3 concurrent)</td> </tr> </tbody> </table>	2019-20	Alloa	Criminal reports received (by case)	1,593	Subjects reported	1,716	Subjects receiving a First Substantive Marking of		Fiscal Fine & Compensation	62	Compensation	6	Fiscal Fine	138	Work Scheme	1	Fixed Penalty	130	Possible Diversion	22	Justice Social Work data for Clackmannanshire		Community Payback Orders	227	Drug Treatment and Testing Orders	5	Restriction of Liberty Orders	43 orders (3 concurrent)
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			40 individuals
		Supervised Bail	11
		Police Data for Forth Valley Division	
		Recorded Police Warnings	1367
		ASB Fixed Penalty Notices	118
Number of short-term sentences under one year		There were 34 prison sentences of under one year given to Clackmannanshire residents over the reporting year. This relates to 24 individuals.	

Other information relevant to National Outcome Four

In September 2019, senior staff at a local School identified antisocial behaviour (ASB) from pupils that was affecting the local community. The conduct included fire-raising and knife-related crime. Our local Community Police Team, supported by staff members and partner agencies, identified a pupil who had brought a knife to school for the purposes of showing off to others because he was being bullied.

Early intervention facilitated a partnership approach to support this vulnerable child and appropriate safeguards were implemented. Police Officers also met with the child's parents, highlighting the concerns. Supporting and including the family meant the intervention work carried out in the school continued at home. The dangers of carrying knives were shared with other pupils in the school and excellent team working ensured a cohesive joint response in dealing with the issue.

Following this incident, subsequent engagement activity has seen a rise in the reporting of knife crime in our schools and communities. This new confidence resulted in four reported incidents of knives around that time which were dealt with swiftly and only came to our attention due to the observations of our young people and their respective positive attitude to reporting such incidents. We regularly utilised the resource 'No Knives Better Lives' and adapt this to suit the needs of the schools and individuals as appropriate.



NATIONAL OUTCOME FIVE

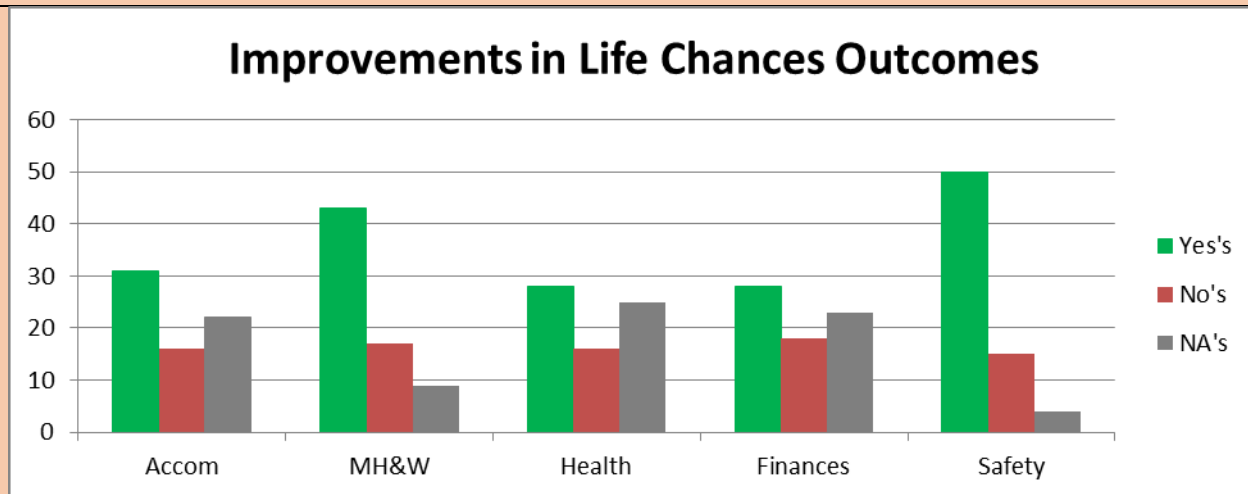
Life chances are improved through needs, including health, financial inclusion, housing and safety, being addressed

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress against the outcome	<p>Following evaluation by the Community Justice Performance Sub-Group partners agreed that the Place Standard Tool measures used in the previous year were flawed as an outcome measurement tool.</p> <p>The Self Evaluation of Justice Social Work using Care Inspectorate tools identified an outcome measurement gap in the service which instigated a 4 month pilot which is to be mainstreamed.</p> <p>Team managers implemented a new way of working in client reviews. The managers considered</p>	<p>5 domains directly relate to improved life chances for the individual.</p> <ul style="list-style-type: none"> • Accommodation: There is evidence of safer or more suitable, stable accommodation during the course of the order. • Mental Health and Wellbeing: There is evidence that the individual has become more able to manage their mental/emotional health • Health: There is evidence of improvements in general physical health. • Finances: There is evidence of improved financial circumstances or better management of them. • Safety: there is evidence of improved decision making around keeping safe and feeling safe. <p>The chart below sets out the relevance and improvements for the life chances measures.</p>



views expressed by the service users and progress records. The Team Manager completed a simple questionnaire for each area marking whether there has been an Improvement, No Change or the domain is Not Applicable.

- 69 reviews were completed over a 4 month period. 33 were marked as “first review” and the others were marked at various different stages.
- In 65 out of 69 reviews at least one outcome improvement was noted



On the face of it these results are encouraging with improvement being shown in a significant number of cases in a significant number of domains. However, some caution must be exercised in interpreting the results because:

- The sample is small; it was noticed that as the sample size increased the divergence in scores reduced
- The period measured is very short – therefore this may not be a realistic timeframe for assessment especially in areas like repeat offending, mental health, substance misuse etc.
- There may be an element of impression management at play by service users

Other information relevant to National Outcome Five

The Financial Inclusion Project by Clackmannanshire CAB continued to provide valuable assistance through the reporting year.



- The project operated three days per week between April 2019 and March 2020.
- From April 2019 to March 2020, 85 referrals were recorded from criminal justice staff, CAB colleagues and other agencies.
- A further 35 people self-referred having previously had advice through the project.
- Out of the total of 120 referrals, 89 (74%) people engaged and received advice.
- Referrals and self-referrals resulted in 255 contacts with clients (212 face-to-face)
- Through appointments at CAB or CJS, home visits and representation at benefit tribunals. In line with previous years, issues with benefits comprised around two-thirds (68%) of the total enquiries dealt with during the year.
- Issues with Universal Credit were the most common reason for clients needing advice and assistance (31% of total benefit enquiries), especially around budgeting issues and work capability assessments.
- Help to claim benefits related to ill-health or disability (PIP, ESA) and crisis grants from the Scottish Welfare Fund were also common reasons for clients needing advice and assistance.
- Problems with rent arrears among council and housing association tenants, including eviction proceedings, were the most common type of debt enquiry (39% of total debt enquiries).
- Positive benefit outcomes recorded included: 7 awards of new or additional Universal Credit, 2 awards of ESA, 4 awards of PIP, 14 awards from the Scottish Welfare Fund (5 Community Care Grant, 9 Crisis Grant).
- Two clients were represented at benefit appeal hearings, both of which were successful.
- Financial gains totalling £36,206.62 were recorded from successful benefit awards, reviews and appeals.
- Other financial gains of £671.70 were recorded from debt reduction, energy assistance applications and referrals to food banks.
- A twice weekly drop-in at the Criminal Justice Service was begun in February 2020 but this was suspended in March due to the coronavirus pandemic.



NATIONAL OUTCOME SIX

People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities

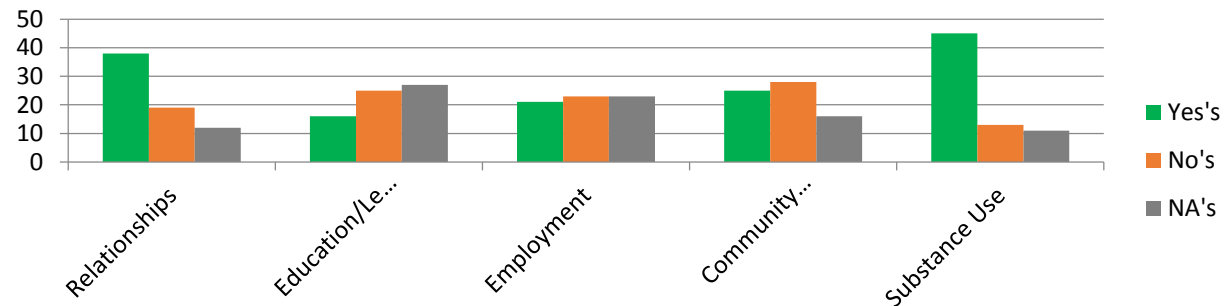
Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress against the outcome	<p>Following evaluation by the Community Justice Performance Sub-Group partners agreed that the Place Standard Tool measures used in the previous year were flawed as an outcome measurement tool.</p> <p>The Self Evaluation of Justice Social Work using Care Inspectorate tools identified an outcome measurement gap in the service which instigated a 4 month pilot which is to be mainstreamed.</p> <p>Team managers implemented a new way of working in client reviews. The managers considered</p>	<p>5 Domains directly relate to improvements in Relationships and Participation</p> <ul style="list-style-type: none"> • Relationships: The individual has benefitted from support to develop, maintain or improve important, positive relationships with e.g. staff, family, friends and neighbours/community • Education/Learning: There is evidence the individual has been assisted to access further education/learning. • Employment: There is evidence the individual has been assisted to progress their prospects for employment/volunteering • Community Inclusion: The individual is better connected to sources of support within the community. • Substance Use: As a result of the support received the individual has achieved improvements related to substance use <p>The chart below sets out the relevance and improvements for the relationships and participation measures.</p>



views expressed by the service users and progress records. The Team Manager completed a simple questionnaire for each area marking whether there has been an Improvement, No Change or the domain is Not Applicable.

- 69 reviews were completed over a 4 month period. 33 were marked as “first review” and the others were marked at various different stages.
- In 65 out of 69 reviews at least one outcome improvement was noted

Improvements in Relationships and Participation Outcomes



On the face of it these results are encouraging with improvement being shown in a significant number of cases in a significant number of domains. However, some caution must be exercised in interpreting the results because:

- The sample is small; it was noticed that as the sample size increased the divergence in scores reduced
- The period measured is very short – therefore this may not be a realistic timeframe for assessment especially in areas like repeat offending, mental health, substance misuse etc.
- There may be an element of impression management at play by service users

Other information relevant to National Outcome Six

Apex continues to support the pathway to employment in partnership with justice social work and they match individuals to various other



services and community groups. This service is available for all individuals linked to justice social work including people managed with MAPPA processes. The service responds to individual needs and tailors support accordingly.

48 individuals started working with Apex during the reporting year and others received ad-hock support and guidance.

One significant barrier to employment is the disclosure of previous criminal convictions. Commonly this barrier is inflated in the mind of the individual, therefore Apex seeks to build realistic hope and trust in the disclosure process and they facilitate a range of actions to develop readiness for engagement in purposeful activities, volunteering, education, training and employment. Therefore, this service is able to connect with individuals based on their own stage in employability readiness from individuals who are years away from being able to hold down a job through to individuals who are ready and willing to start work very quickly although such individuals are rare.

For many individuals, their connection with the criminal justice system is a symptom of other complex needs which need to be addressed before they are ready for work. However, once they have addressed immediate needs, like personal safety and basic wellbeing, then they can start to set achievable goals to build confidence. In addition to the personal progression outcomes, the Apex service supported 3 individuals to full time employment, 1 to sessional work, 6 work experience placements, 1 to higher education and 2 to volunteering and 9 accredited training courses. In addition to

Additionally Apex provides local support for people after their involvement in the criminal justice system which is more focused on employment outcomes and the work has linked to Resilience Learning Partnership and All Cleaned Up.



NATIONAL OUTCOME SEVEN

Individuals' resilience and capacity for change and self-management are enhanced

Indicator	Evidence and Data (max 300 words per indicator)	
	Please describe the activity	Then describe the impact
Individuals have made progress against the outcome	<p>Following evaluation by the Community Justice Performance Sub-Group partners agreed that the Place Standard Tool measures used in the previous year were flawed as an outcome measurement tool.</p> <p>The Self Evaluation of Justice Social Work using Care Inspectorate tools identified an outcome measurement gap in the service which instigated a 4 month pilot which is to be</p>	<p>4 Domains relate to Resilience, Capacity for Change and Self Management</p> <ul style="list-style-type: none"> • Gender Constructs: the individual is more aware about the negative impact that unhealthy ideas of gender stereotypes have on familial relationships. • Offending: As a result of the support received the individual has evidenced reductions in the frequency and/or seriousness of offending. • Confidence: As a result of the support received there are demonstrable improvements in the individual's confidence, resilience and reported sense of self worth. • Realistic expectations and hope: The individual has more realistic expectations about making changes and is more hopeful about the future. <p>The chart below sets out the relevance and improvements for the Resilience, Capacity for Change and Self Management measures.</p>



mainstreamed.

Team managers implemented a new way of working in client reviews. The managers considered views expressed by the service users and progress records. The Team Manager completed a simple questionnaire for each area marking whether there has been an Improvement, No Change or the domain is Not Applicable.

- 69 reviews were completed over a 4 month period. 33 were marked as “first review” and the others were marked at various different stages.
- In 65 out of 69 reviews at least one outcome improvement was

Improvements in Resilience, Capacity for Change and Self Management Outcomes



On the face of it these results are encouraging with improvement being shown in a significant number of cases in a significant number of domains. However, some caution must be exercised in interpreting the results because:

- The sample is small; it was noticed that as the sample size increased the divergence in scores reduced
- The period measured is very short – therefore this may not be a realistic timeframe for assessment especially in areas like repeat offending, mental health, substance misuse etc.
- There may be an element of impression management at play by service users



	noted	
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Other information relevant to National Outcome Seven

Although all of the community justice outcomes are interconnected, the resilience outcome is only achievable if the right things are in place throughout the community justice ecosystem. Partners identified this and supported the development of the “Wellbeing at the Hard Edges” project as an action research model which was delivered collaboratively between Resilience Learning Partnership and Community Justice Scotland.

Individuals with experience of “the hard edges” participated in 2 groups. One group considered concerns of victims and one group considered concerns of “the accused” within the context of their own trauma and life experiences. This was managed in a safe and ethical framework and it was designed to influence improvements which matter. Some of the influencing work is behind schedule, however the capacity has been built and the work is continuing.

The supportive action research model provided; reflective space, peer support and access to appropriate services for participants. And, there is evidence that it developed positive resilience outcomes for participants – all of them reported improved wellbeing and during the project individuals have started employment, accessed tertiary education, improved their housing situations and developed more healthy relationships.

“Wellbeing at the Hard Edges” was involved as an influencer in the Clackmannanshire Alliance’s Challenge Poverty week, shared early learning in a Knowledge Exchange event at Alloa Town Hall with over 100 delegates and has been showcased in Community Justice Scotland’s “Making the Change” programme.

Colleagues from Community Justice Scotland said, *“Community Justice Scotland has been working closely – in partnership and collaboration – with Resilience Learning Partnership to explore and develop ways of building resilience for individuals with lived experience in the justice system. The recent key focus was in planning a series of action research workshops, bringing together those with lived experience and a range of professionals to consider, inquire, research and learn together the real meaning and potential of trauma informed services.*

The unforeseen impact of the COVID-19 pandemic has unavoidably set the timeframe for the workshops back. However, this has re-routed rather than derailed the process. Our joint development and planning work means that the preparation has been done, the action plan is



ready to go, evaluation is an integral step, and much of the initial relationship-building is already in place. In fact, the inevitable delay created by “lock-down” has provided an opportunity for more in-depth connection and resilience-building among the participants.

By adhering to key trauma informed principles throughout our collaboration we have both embedded and integrated the themes of choice, collaboration, empowerment, trust and safety. A project full of hope, it has the potential for transformative change for all those involved – people with lived experience, professionals across the justice sector and those facilitating.”

The project will continue to evolve and plans are in place to support next stages of the work.



5. Priority Areas of Focus

- Developing healthy relationships, healthy minds and healthy gender constructs.
- Enabling worthwhile work and financial inclusion - particularly within Alloa South and East.
- Addressing misuse of alcohol and other substances.

6. Case Studies

An excellent example of when Restorative Justice was utilised is when a local gay male was the victim of a homophobic hate crime committed by teenage children. This could simply have been dealt with as a 'hate crime' however it was recognised that there was benefit and learning to be gained from dealing with it restoratively and involving the victim, child offenders, School Based Officers, CPT Officers and the school itself. The victim agreed to participate in a Restorative Conference at the school with the pupils involved and this was a very positive experience for all involved.

This approach was thereafter extended to the wider school community and this victim later spoke at school assemblies, supported by CPT Officers, about his experiences of being a gay man and the issues he had faced, being the victim of hate crime. In addressing this diversity issue, an LGBTI group was established within the school and continues to provide support to pupils who consider themselves to be part of these minority groups.

7. Challenges

Most community justice challenges in Clackmannanshire continue to relate to a relatively small group of adults. Common factors include the following:

- Unresolved trauma from childhood which leads to dysregulated behaviours and risk taking which threaten personal safety, the safety of people around them and regular re-traumatisation. They live with relentless personal suffering and they struggle to seek support.
- They have a shortage of healthy relationships and sometimes have unhealthy world views towards others.
- Their pathways to employment are inhibited by; their criminal histories, their capacity to work and geographic access to realistic employment opportunities. They have embedded problems with structural poverty.
- All of these factors contribute to chaotic use of alcohol and drugs as well as poor health and wellbeing.

Therefore, our plan "Building Resilience in the Face of Adversity in Clackmannanshire" has set out priorities to respond to this. Individuals with "lived experience" are making remarkable progress and are contributing to improvements in community justice. Recovery and post



traumatic growth of individuals provides hope and inspiration for others - this constructs a catalyst for change. We continue to build the capacity for such individuals to be important influencers both inside and alongside professional services and community groups.

8. Additional Information

Prevention is better than cure and services and there are specific strengths which are evident locally. These are underpinned by various contributions which include but are not limited to the following:

There is a well established trauma informed “Readiness for Learning” approach developed locally for the Attainment Challenge in our schools. During the reporting year a new local mentoring service for young people with MCR Pathways was initiated. This was a collaboration between the Chief Education Officer and the Chief Social Work Officer to enable the resources. This new service has received support from a range of organisations and locally the Scottish Fire and Rescue Service has made strong commitments to support it.

Community Officers, particularly School Based Police Officers, proactively utilise Restorative Justice approaches in relation to incidents or criminality reported involving children and young people. This is instigated at an early stage to ensure maximum impact and to allow the children concerned to learn from this process, reflect upon their actions and move on positively with their lives. The desired outcome is not to criminalise children and young people but for them to learn from and not repeat their mistakes and understand the impact their actions have on others. This is used very effectively in Clackmannanshire and a Restorative Justice approach is often delivered by Community Policing Team (CPT) Officers as soon as possible after the incident has taken place.

Effective use is also made of the Restorative Conference disposal; CPT supervisors encourage this as it has more impact when child offenders can hear directly from their victims, the impact their actions have had on them and their families. This is more thought provoking for the child who committed the crime and also affords them the opportunity to explain their actions to the victims, which can be reassuring for them and provide closure.

Mentors in Violence Prevention (MVP) is a peer mentoring programme that is ongoing within Clackmannanshire high schools. Six staff members from each school and School Based Police Officers (SBO) have been trained to deliver this programme, along with around 40 older pupils from the senior years, who in turn cascade this learning to all other pupils.

The Clackmannanshire Whole System Approach for youth justice was also further developed during 2019/20 and it incubated an incremental increase in the age range and it started to include young people up to the age of 21 (or 26 if they were care experienced).

Nobody under the age of 18 from Clackmannanshire has been sentenced to imprisonment or admitted to secure residential care since 2015. This would be remarkable for any local authority in Scotland but it is especially significant in our environment where there is significant poverty, proxy trauma indicators and a high prevalence of people living at the hard



edges - young people in Clackmannanshire are a shining light.

