



COMMUNITY JUSTICE
EAST DUNBARTONSHIRE
Working Together to Strengthen Community Justice

Community Justice Annual Delivery Plan 2018 – 2019



East Dunbartonshire

Designed by an East Dunbartonshire service user in HMP Low Moss

Introduction

The attached annual delivery plan has been developed, in collaboration and consultation with community justice stakeholders, as a means of progressing the local priority areas identified in the Community Justice Outcomes Improvement Plan 2018 – 21. This delivery plan converts what we plan to achieve through our Identified local priorities into specific activities and assigns a responsible group or person; timescale and any resource implications to each area for 2018 - 19.

Monitoring Arrangements

Progress of the delivery plan will be reported to partners at the bi-monthly Community Justice East Dunbartonshire partnership meeting. This will be carried out by exception reporting on the plan.

Community Justice East Dunbartonshire must provide the Community Planning Partnership with bi-monthly summary reports on the progress it has made in implementing the plan. This report should succinctly summarise in relation to each of the following:

- 🌀 New developments over the previous eight week period
- 🌀 Planned developments for the forthcoming eight week period
- 🌀 Any obstacles it has experienced in implementing the plan

On an annual basis Community Justice East Dunbartonshire will submit its Performance Report to the Community Planning Partnership for approval prior to submission to Community Justice Scotland. Any revisions to the plan must also be submitted to the CPP for approval.

The Community Justice Partnership must also submit the plan, any revised plan, and annual; performance reports to Community Justice Scotland.

Consultation Arrangements

The attached delivery plan activities has been developed in consultation with partners. It has been circulated around partner members who have had the opportunity to comment upon the proposed activities and agree the responsible group or person; timescales and resource implications for implementation. This delivery plan and other CJED planning documents are available on the website

Who are Community Justice East Dunbartonshire?

Community Justice East Dunbartonshire is firmly established within East Dunbartonshire Community Planning and Health and Social Care Partnership arrangements. Community Justice East Dunbartonshire has the following membership and partners:



What our local priorities are.

National Priority 1: Improved community understanding and participation

Develop and agree proposals to include Community Justice within ED CPP Engagement and Participation Strategy (including scoped community capacity requirements)

Increase awareness and understanding with communities of the Community Justice Agenda and importance of reintegration.

Develop a local communication strategy to support the partnership

National Priority 2: Improve strategic planning and partnership working

Encourage, support and develop multi-agency approaches which improve effectiveness.

Build effective links with Young People and Youth Justice, identifying cross cutting areas

Increased awareness of the vulnerability and needs of children and families affected by parental imprisonment.

All partners share performance data in a more effective way enabling more robust leadership and ownership of identified community justice actions

Address Gender Based Violence

Increase awareness of Adverse Childhood Experiences (ACEs) and potential impacts and the importance of resilience with all partners.

Improve the reintegration of those individuals who have served a custodial or community based sentence.

Contribute to the development of the Community Justice Scotland Strategy for Innovation, Learning and Development

National Priority 3: Effective use of evidence-based interventions

Identifying and enhancing alternative disposals and diversion from prosecution options.

Maximise opportunities for early and effective intervention (EEI)






Maximise opportunities for the use of “other activities requirements” in Community Payback Orders

Develop and promote trauma informed practice.

Develop early and effective interventions and responses to vulnerable people prior to/at the point of arrest.

National Priority 4: Equal Access to Services

Review existing mechanisms and develop pathways for people in contact with the justice system in relation to:

-  mental health services
-  housing and homelessness services
-  drug and alcohol services
-  access to employment.
-  financial inclusion

National Priority 1: Improved community understanding and participation

Action	Activity	Timescale	Responsible parties	Reporting Measure	Common Outcomes Indicators	Resource Implications
CJED 1A: Develop and agree proposals to include Community Justice within ED CPP Engagement and Participation Strategy (including scoped community capacity requirements)	Meet with and maintain dialogue with, Place and Capacity Building Lead to ensure Community Justice is firmly embedded in East Dunbartonshire engagement activities.	March 2019	CJ Coordinator	Community Justice firmly embedded in CPP community engagement activities. Evidential feedback from communication /consultation between CJED and stakeholders.	Consultation with communities as part of community justice planning and service provision Evidence from questions to be used in local surveys/citizens panels etc.	Staff Time
	Become an active member of the CPP Community engagement strategy production group	August 2018	CJ Coordinator	Community Justice firmly embedded in local resident consultations.	Perception of and attitudes towards local crime.	Staff Time
CJED1B: Increase awareness and understanding with communities of the Community Justice Agenda and importance of reintegration.	Set up an SLWG to organise a 'SMART Justice' one day event for all stakeholders.	August 2018	CJ Coordinator	SMART justice event successfully organised and delivered. Stakeholders have a clearer understanding of SMART justice; the CJED CJOIP and direction of travel.	Activities carried out to engage with communities and other relevant stakeholders	Venue Speakers Promotional Materials
	Hold a one day 'Smart Justice' event.	November 2018	SLWG			
	Identify how to capture and publish feedback from unpaid work recipients more systematically.	March 2019	CJ Coordinator CJSW	Process in place to capture; publicise and act on feedback from unpaid work recipients.	Level of community awareness of/satisfaction with work undertaken as part of a CPO	Staff Time
CJED 1C: Develop a local communication strategy to support the partnership.	Set up communication SLWG.	September 2018	CJ Coordinator	Communications SLWG established	Participation in community justice, such as co-production and joint delivery.	Staff Time
	Carry out a stakeholder analysis	October 2018	Communication SLWG	Stakeholder analysis successfully carried out and incorporated in communication plan.		Staff Time

Agree and incorporate a logo design for Community Justice East Dunbartonshire	June 2018	All partners	CJED has a corporate identity including logo and strapline which people recognise and understand.		Staff Time and Design
Agree and incorporate a strapline for Community Justice East Dunbartonshire	August 2018	All partners			Partners time
Produce a communication strategy in line with Community Justice Scotland's communication strategy and East Dunbartonshire Engagement and Participation Strategy	December 2018	Communications SLWG	CJED communication strategy produced in line with CJS Communication Strategy and East Dunbartonshire Community Engagement and Participation Strategy.	Activities carried out to engage with communities and other relevant stakeholders	Limited
Arrange 'SMART Justice' briefing session for youth justice; criminal justice and children and families teams.	May 2018	CJSW Service Manager YJ Teamleader CJ Coordinator	SMART Justice event delivered. Children and Families team have a deeper understanding of the Community Justice agenda		Staff Time Venue Hire Catering Speakers costs
Arrange briefing for CJSW staff and unpaid work supervisors around wider developments in electronic monitoring; SFRS Firereach programme and Fairstart Scotland.	June 2018	CJ Coordinator CJSW Team Leader	Increased staff awareness and knowledge of services available in East Dunbartonshire and national developments.	Development of community justice workforce to work effectively across boundaries	Coordinator Time
Be more pro-active and dynamic in making the wider public aware of the unpaid work services and achievements that are delivered.	August 2018	CJSW Service Manager CJ Coordinator Unpaid work supervisors	Signage designed to highlight reparation work projects carried out by people on unpaid work. Facebook page set up.	Level of community awareness of/satisfaction with work undertaken as part of a CPO	Signage creation.

National Priority 2: Improve strategic planning and partnership working

Action	Activity	Timescale	Responsible parties	Reporting Measure	Common Outcomes Indicators	Resource Implications
CJED 2A: Encourage, support and develop multi-agency approaches which improve effectiveness	Consider how to collaboratively deliver 'Stop It Now' online safety resource.	March 2019	Health Inequalities Manager CJ Coordinator CP Lead Officer	Resource adapted for and implemented across all services in East Dun.	Services are planned for and delivered in a strategic and collaborative way	None
	Deliver a health behaviour change awareness session to CJSW staff.	March 2019	Health Inequalities Manager CJSW Team Leader CJ Coordinator	All CJSW staff attended awareness session and utilise new knowledge in daily duties.	Partners have leveraged resource for community justice	Limited
	Explore opportunities to discuss and share practice between YJYP/CJSW/ Children and Families teams and partners.	March 2019	Children and Families Fieldwork Manager CJSW Service Manager CJ Coordinator	Process in place where appropriate information and practice is shared between teams.	Services are planned for and delivered in a strategic and collaborative way Partners have leveraged resource for community justice	None
	Invite Turning Point Scotland; SACRO and Families Outside to be full members of CJED.	July 2018	CJ Coordinator	3 rd sector are embedded in the work that CJED are talking forward and involved in the planning and delivery process.	Services are planned for and delivered in a strategic and collaborative way	None
CJED 2B: Build effective links with Young People and Youth Justice, identifying cross cutting areas	Reinvigorate the Restorative Justice service delivered by SACRO.		Young People and Youth Justice Team and SACRO	Appropriate referrals made to SACRO from YPYJ team		£20000 payment to SACRO
	Develop a young people and youth justice strategy	March 2019	Young People and Youth Justice Team	Strategy developed and implemented.		Staff Time

	Request data from SCRA to confirm the perception that the number of referrals on offence grounds is reducing year on year.	March 2019	Young People and Youth Justice Team Leader	The number of young people who need to be referred to SCRA on offence grounds is being reduced as a result of the EEI screening group.		None
	Request assistance from the Centre for Youth and Criminal Justice to embed the CARM approach for young people who present a risk of serious harm.	March 2019	CJ Coordinator Young People and Youth Justice Team Leader	CARM (Care and Risk Management) training delivered to YPYJ team. Protocol and process embedded in East Dunbartonshire.	Partners have leveraged resource for community justice	Possible payment to CYCJ
CJED 2C: Increased awareness of the vulnerability and needs of children and families affected by parental imprisonment.	Explore how best to strengthen family relationships of East Dun residents in HMP Low Moss and HMP Barlinnie.	March 2019	Children and Families Fieldwork Manager Governor HMP Low Moss. Families Outside	Needs to be explored further. What is currently in place for families? What is the baseline? How can the strength of a family relationship be measured?	Services are planned for and delivered in a strategic and collaborative way	Unknown
	Invite Families Outside to join CJED as a member.	July 2018	CJ Coordinator	Families Outside agree and become an active contributing member of partnership.		None
	Improve the communication and information sharing between Children and Families and CJSW and YP&YJ teams.	March 2019	Children and Families Fieldwork Manager CJSW Service Manager CJ Coordinator	Good communication between teams, the needs of families are met.	Development of community justice workforce to work effectively across boundaries	None
	Provide awareness training to children and families teams around support for families and children who have a loved one in custody.	March 2019	Families Outside	C&F staff have a good knowledge of the support that is available and utilise this routinely.		Staff Time Venue

	Review cases of those currently serving a custodial sentence to consider how contact with parent in custody can be part of a child's plan.	March 2019	Children and Families CJSW SPS	A process is in place where children in contact with C&F teams who have a parent in prison has parental contact as part of the child's plan.	Services are planned for and delivered in a strategic and collaborative way	Staff Time
CJED 2D: Address Gender Based Violence	Continue to attend and contribute positively to Empowered meetings	March 2019	CJ Coordinator CJSW Service Manager Police Scotland	Empowered group plan embedded in CJED plans.	Services are planned for and delivered in a strategic and collaborative way	Staff Time
	Deliver on relevant actions from the Empowered (VAWG) action plan 2018-21.	March 2019	All partners			Limited
	Be active members of Empowered Behaviour Change sub group.	May 2018	CJ Coordinator CJSW			Staff Time
	Carry out scoping exercise on interventions for non-court mandated perpetrators of Domestic Abuse.	October 2018	Behaviour Change sub group	Appropriate intervention adopted by East Dunbartonshire.		Staff Time
	Purchase Up2U perpetrator programme for court mandated perpetrators	May 2018	All partners	Programme purchased.	Partners have leveraged resource for community justice	Circa £12000
	Carry out scoping visit to Renfrewshire to look at good practice in Up2U delivery	August 2018	Behaviour Change sub group	Good practice implemented in East Dunbartonshire		Staff time
	Initially train 12 youth justice and criminal justice staff in the delivery of Up2U programme.	December 2018	CJSW Service Manager	Staff trained in and delivering Up2U programme. Positive impact on instances of Domestic Abuse	Development of community justice workforce to work effectively across boundaries	Trainer costs Venue and catering

	Identify processes for measuring the impact of MARAC on reducing risk; victim status; repeat victims.	March 2019	Police Scotland Empowered partnership	Effective processes in place. MARAC has a positive impact.	Partners have leveraged resource for community justice Services are planned for and delivered in a strategic and collaborative way	Unknown
CJED 2E: Increase awareness of Adverse Childhood Experiences (ACEs) and potential impacts and the importance of resilience with all partners.	Carry out ACE questionnaire pilot with East Dunbartonshire residents on Community Payback Orders and serving a short custodial sentence in collaboration with Community Justice Scotland.	December 2018	CJSW Service manager CJ Coordinator SPS	The prevalence of ACE's has been identified across those commencing a CPO and serving a short custodial sentence in East Dun and assist in planning future services.	Services are planned for and delivered in a strategic and collaborative way	Staff Time
	Attend National ACEs conference hosted by NHS Health Scotland and share outputs.	June 2018	CJ Coordinator	Outputs from conference shared with appropriate people. Learning carried into actions for Empowered and direction of travel for East Dunbartonshire.		Travel expenses
CJED 2F: Improve the reintegration of those individuals who have served a custodial or community based sentence.	Take cognisance of the SPS Throughcare strategy and create a multi-agency pathway for short term sentenced people	March 2019	All	Services are in line with partner strategies. All residents released from a short term sentence have an appropriate pathway in place.	Services are planned for and delivered in a strategic and collaborative way	Unknown

Links with CJED 4A	Continue to support and work with HMP Low Moss PSP.	March 2019	CJ Coordinator CJSW The Lennox Partnership	Liberations are supported back to East Dunbartonshire		Nil
	Develop relationship with HMP Barlinnie	August 2018	CJ Coordinator	Liberations from HMP Barlinnie are supported back to East Dunbartonshire		Nil
	Develop and arrange a multi-agency throughcare/ parole development event	July 2018	CJSW Service Manager	Increased knowledge of throughcare / parole process for staff.	Development of community justice workforce to work effectively across boundaries	Venue Staff time
	Facilitate a safe and well reintegration visit for residents being liberated from prison.	March 2019	SFRS Housing SPS	Visits carried out with liberations. Increase knowledge and life skills. Becomes the norm.	Services are planned for and delivered in a strategic and collaborative way	Limited
	Ensure that the Environmental Risk Assessment process is robust under NASSO guidelines for the release of high level sex offenders.	November 2018	Housing Services CJSW Police Scotland Children and Families Team Adult Services	All appropriate checks are carried out timeously and released person is housed at appropriate address on release.	Partners illustrate effective engagement and collaborative partnership working with the authorities responsible for the delivery of MAPPA	None
CJED 2G: All partners share performance data in a more effective way enabling more robust leadership and ownership of identified community justice actions	Develop an evidence based performance framework incorporating partner performance data.	March 2019	All Partners	Partners agree to share relevant data and work started on performance framework.	Partners have leveraged resource for community justice	Partners time.
	Explore the development of an outcome tool for use in community justice, based on outcomes web model.	March 2019	CJ Coordinator	Outcome Web based tool embedded in community justice.		Possible license implications

CJED 2H: Contribute to the development of the Community Justice Scotland Strategy for Innovation, Learning and Development	Deliver Trauma Informed practice training to Criminal and Youth Justice staff.	June 2018	CJ Service Manager	All CJSW staff skilled in using trauma informed practice in their daily work.	Development of community justice workforce to work effectively across boundaries	Venue hire Trainer fee.
	Have representation from CJED on CJS LD&I steering group.	March 2019	CJ Service Manager	CJED able to influence the direction of travel for LD&I strategy and implement outputs from strategy.		Staff Time

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National Priority 3: Effective use of evidence-based interventions

Action	Activity	Timescale	Responsible parties	Reporting Measure	Common Outcomes Indicators	Resources Implications
CJED 3A: Identifying and enhancing alternative disposals and diversion from prosecution options	Maximise opportunities for the use of diversion	March 2019	All	A suite of diversion interventions are available.	Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending.	Unknown
	Explore the introduction of the young fire fighters cadet scheme as a diversionary intervention.	March 2019	SFRS YP Team	Initial meetings held. Pilot cadet scheme delivered.		Limited
	Capitalise on 3rd Sector Interventions for diversion and alternative disposals.	March 2019	All	Appropriate interventions delivered in partnership with the 3 rd sector.	Reduced use of custodial sentences and remand Numbers of police recorded warnings, police diversion, fiscal measures, fiscal diversion, supervised bail, community sentences	Possible payment to service provider.
	Maintain attendance by YP&YJ team member at CYCJ practitioners' diversion forum.	March 2019	YP&YJ Team	National perspective contributed to and relayed back to East Dun.		Staff Time and travel
	Deliver outputs from COPFS engagement meetings focussing on Diversion	March 2019	CJ Coordinator	Increase in Diversion numbers. Increased governance of Diversion process.		Unknown
CJED 3B: Maximise opportunities for early and effective intervention (EEI)	Representation from CJED on EEI governance group.	August 2018	Coordinator Police Scotland CJSW Service Manager Children and Families	EEI sits in the most appropriate place. Referral process is robust.	Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending.	Staff Time
	Implement relevant outputs from this group	March 2019	All	Appropriate range of interventions are available.		Staff Time

	Scope out 3 rd sector interventions and referral routes.	March 2019	All		Services are planned for and delivered in a strategic and collaborative way	Staff Time possible payment to 3 rd sector
CJED 3C: Maximise opportunities for the use of “other activities requirements” in Community Payback Orders	Deliver CPR training to CJSW staff and residents on unpaid work.	August 2018	SFRS CJSW	CPR training delivered to all CJSW staff and residents on CPO. CPR embedded into CPO as ‘other activity’	Use of "other activities requirement" in Community Payback Orders (CPOs)	Partners time
	Develop and deliver a bespoke ‘Firereach’ course for residents serving unpaid work requirement of CPO.	March 2019	SFRS CJSW	Bespoke course up and running and embedded as a regular activity. Enhancing participant’s life skills.	People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities	Partners time
	Identify how to capture feedback from unpaid work recipients more systematically.	March 2019	CJSW Service Manager	Process in place to capture; publicise and act on feedback from unpaid work recipients.	Level of community awareness of/satisfaction with work undertaken as part of a CPO	Staff time
	Explore possibility of delivering a Smoking Cessation intervention	March 2019	Health Inequalities Manager CJSW	Tobacco Awareness/ Smoking Cessation training delivered to Criminal Justice team. Number of CJ clients attending Smoking Cessation Service to improve health and wellbeing.	Use of "other activities requirement" in Community Payback Orders Individual have made progress against the outcome ‘Life chances are improved through needs, including health’.	Staff time

CJED 3D: Develop and promote trauma informed practice	Deliver pilot trauma informed practice training to Criminal and Youth Justice staff.	June 2018	CJSW Youth Justice	All CJSW staff skilled in using trauma informed practice in their daily routine work.	Development of community justice workforce to work effectively across boundaries Individual's resilience and capacity for change and self-management are enhanced	CJS funded Trainer Venue Catering Staff time
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National Priority 4: Equal Access to Services

Action	Activity	Timescale	Responsible party	Reporting Measure	Common Outcomes Indicators	Resource Implications
CJED 4A: Review existing mechanisms and develop pathways for people in contact with the justice system in relation to :-	Link with East Dunbartonshire HSCP joint health improvement plan.	June 2018	CJ Coordinator	There is a clear link between the CJED delivery plan and the Joint HIP.	Services are planned for and delivered in a strategic and collaborative way Partners have leveraged resource for community justice Targeted interventions have been tailored for and with an individual and had a successful impact on their risk of further offending Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed.	None
	Contribute to East Dunbartonshire Community Learning and Development plan 2018 - 2021	September 2018	CJ Coordinator	Development meetings attended. There is a clear link between the CJED delivery plan and the CLD plan.		Staff Time
CJED 4A (i): Mental health services	Ensure that criminal justice teams participate in a range of mental health improvement training and capacity building.	March 2019	Health Inequalities Manager CJ Coordinator CJSW Service Manager	Number of staff attending appropriate training.		Partners time
	Contribute to and implement relevant actions from the East Dunbartonshire Mental Health commitment 15 action plan.	September 2018	CJ Coordinator Health Inequalities Manager	Commitment 15 programme supported by Community Justice partners.		Unknown
	Work with housing in review of 2014 act to ensure mental health support is a priority.	March 2019	CJ Coordinator Housing Health Inequalities Manager	Mental Health approaches are recognised within review of act.	Partners time	
	Develop a 'trauma informed' referral pathway between justice and health specialist psychological services.	March 2019	Health Inequalities Manager CJSW Service Manager	Pathway developed and tested. Pathway actively utilised	Unknown	

CJED 4A (ii): Housing and homelessness services	Continue Project 101 youth housing project diversion away from criminal activity	March 2019	Housing Police Scotland	Young people diverted away from criminal activity as part of a holistic package of care and support.	People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities	Partners time
	Implement SHORE standards across East Dunbartonshire	March 2019	Housing SPS	SHORE standards implemented effectively		Partners time
CJED 4A (iii): Drug and alcohol services	Improve the capacity of Criminal Justice Teams Alcohol Brief Interventions and approaches	March 2019	Health Inequalities Manager CJSW Service Manager	ABI training delivered to CJ Staff. The No. of ABI's completed within Criminal Justice settings	Individual's resilience and capacity for change and self-management are enhanced	Partners time
	Organise the delivery of multi-agency unknown substance (NPS) awareness sessions for staff.	December 2018	Health Inequalities Manager SPS CJ Coordinator	Number of awareness sessions delivered. Number of staff attending sessions.		Development of community justice workforce to work effectively across boundaries
	Link in with development of ADP Delivery plan.	March 2019	ADP Coordinator CJ Coordinator	Clear link between ADP delivery plan and CJOIP	Services are planned for and delivered in a strategic and collaborative way	None
CJED 4A (iv): Access to employment	Remove barriers to employment by creating a process between the Lennox Partnership and HMP Low Moss and HMP Barlinnie	March 2019	CJ Coordinator SPS The Lennox Partnership	Pathways into employment, training or further education in place for individuals coming out of a custodial or community sentence.	Services are planned for and delivered in a strategic and collaborative way	Staff Time
	Develop joint case conference with EDC skills for learning, life and work teams 'skills pipeline'.	July 2018	Skills Development Scotland			Life chances are improved through needs, including health, financial inclusion, housing

CJED 4A (v): Financial inclusion	Develop links between East Dunbartonshire's welfare reform work and CJED.	March 2019	CJ Coordinator	Individuals in contact with the justice system are not financially disadvantaged.	and safety being addressed.	Staff Time
	Link in to East Dunbartonshire's Financial Inclusion Strategy	March 2019	CJ Coordinator		People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities	Staff Time
	Facilitate an Income maximisation referral programme Deliver awareness session to staff on income maximisation referral programme.	March 2019	HSCP and CAB	Number of awareness sessions delivered. Number of staff attending sessions.	Individual's resilience and capacity for change and self-management are enhanced	Staff Time
CJED 4B: Develop early and effective interventions and responses to vulnerable people prior to/at the point of arrest.	Deliver outputs from EEI group.	March 2019	CJ Coordinator Community Protection Manager	EEI effectively operating in East Dunbartonshire		Staff Time
	Re-establish links with SOLD network.	March 2019	CJ Coordinator	People in the justice system with an LD are treated with dignity and without stigma		Staff Time
	Link in to Objective 7 of East Dunbartonshire's Autism Strategy	March 2019	CJ Coordinator	Community Justice East Dunbartonshire is an autism aware partnership		Staff Time